

JLE Incorporated

WZKX, WZNF, WGCM-FM, WROA, WGCM
DBA Coast Radio Group
Gulfport, Mississippi

2023

Reporting period: 2/1/2022 through 1/31/2023

2021 EEO Vacancy Information

Position Vacant	Responses	# Interviews	Hire Source	Recruitment Resources*
Sales	8	4	#1	#1, #3, #7
On-Air		Internal Advancement	#4	#4

JLE Incorporated Narrative Statement

Coast Radio Group's family of stations continually strives to recruit for all positions with a purposeful effort to reach a diverse applicant base. We do this through a constant determined attempt to use a wide range of recruitment resources. Through our efforts, we endeavor to ensure a wide selection of applicants regardless of vacancy, through annual, on-going and when positions become available notification outreach efforts to partnership entities, i.e. The Mississippi Association of Broadcasters, and partnering with Job Fairs. We continually search for and accept applications of applicants for future openings through our social media efforts on the websites of WZKX, WZNF, WGCM-FM, our ongoing partnership with the Mississippi Association of Broadcasters, and Job Fairs. We make every effort to reach into every corner of the communities we serve through traditional, social media, on-line efforts and partnering with third parties. When a position becomes available, our normal process is to place an invitation for any and all applicants to mail, e-mail or hand-deliver an application. We also ensure that current employees are encouraged to advance their positions within our company.

INITIATIVE 1: Ongoing Online Outreach

Each of our stations websites displays requests for applications. This is done on a continuous basis year-round on each of our web pages at the following locations:

<http://kicker108.com/jobs.php>

<http://coast102.com/jobs.php>

<http://953gorilla.com/jobs.php>

Online resources for Coast Radio Group are used during hiring and non-hiring periods as a means of continuously communicating the opportunity to apply and be considered for employment opportunities.

INITIATIVE 2: On-air Announcement of Position Vacancies

As a normal process and an effort to reach all possible applicants, we utilize each of our stations to broadcast an open request for applications and encourage anyone with an interest or questions pertaining to the process or position to contact us. Interviews are conducted without regard to race, religion, national origin, sex, age, disability, or genetic information.

INITIATIVE 3: On February 14th, 2022, Coast Radio Group co-sponsored and partnered the Governor's job fair in Jackson County, Mississippi. The event took place at the Mississippi Gulf Coast Community College Health, Physical, and Aquatic Education Building at 2300 US Highway 90 from 9:00 am - 1:00 pm.

INITIATIVE 4: On February 15th, 2022, Coast Radio Group co-sponsored the Governor's job fair in Jackson County, Mississippi. The event took place at the Mississippi Gulf Coast Community College Gym/Fitness building 2226 Switzer Road, Gulfport, MS from 9:00 am - 1:00 pm.

INITIATIVE 5: On April 6th, 2022, Coast Radio Group co-sponsored and partnered with Unemployment Eliminators, a regional job fair that was open to any and everyone, with a focus on Veterans from all branches of the military and civilian population. We aired outreach announcements spanning from New Orleans, Mobile and Laurel encouraging anyone interested to attend the job fair.

INITIATIVE 6: On May 5th, 2022, Coast Radio Group co-sponsored and partnered with the Governor's Job Fair to promote the hiring of Mississippi's returning Citizens. The event took place at the Gautier Convention Center located at 2021 Library Lane Gautier, MS, from 9:00 am - 1:00 pm.

INITIATIVE 7: On July 21st, 2022, Coast Radio Group co-sponsored and partnered with Unemployment Eliminators, a regional job fair open to any and everyone, with a focus on Veterans from all branches of the military and civilian population. We aired outreach announcements spanning from New Orleans, Mobile and Laurel encouraging anyone interested to attend the job fair.

INITIATIVE 8: On September 14, 2022, we partnered with the Mississippi Association of Broadcasters with a special focus during the annual conference on avoiding hidden biases. Local Sales/Hiring Manager Dennis Warren took part in the "Building Bridges Beyond Biases" presentation by Dr. Pam Confer. The in-depth presentation taught how to look for hidden biases and focus on the individual or group to insure inclusion in all aspects of employment, from on-boarding to daily inclusion.

INITIATIVE 9: On November 10th, 2022, Coast Radio Group co-sponsored and partnered with the Governor's Job Fair. The event took place at the Weathers-Wentzell Center at 51 Main Street, Perkinston, MS, from 9:00 am - 1:00 pm. Numerous students were encouraged to put in an application for employment.

INITIATIVE 10: On January 24th, 2023 Coast Radio Group promoted a part-time on-air employee to full-time. The part-time position is currently vacant.

INITIATIVE 11: January 4th, 2023, there was a meeting with each hiring manager for Coast Radio Group to insure their complete understanding of FCC and corporate internal policies for non-discrimination and cover step-by-step company expectations for each hire. General Manager, Lisa Stiglets, Operations Manager Bryan Rhodes, Sales Supervisor Stephen Stiglets, and Sales Manager Dennis Warren participated.

As a company, our standard is to meet or exceed each of the FCC's requirements for non-discrimination. Discrimination in any form will not be tolerated. In essence, Coast Radio Group corporate expectations mirror the Commission's goal to expand the hiring pool by giving the public additional notice of broadcast job openings as well as additional information regarding the duties and requirements for broadcast positions. Major topics discussed in detail are as follow:

Prong 1 – Wide Dissemination

Prong 2 – Notice to Community Groups

Prong 3 – Supplemental Efforts

The document discussed in detail was our corporate "EEO Basics" internal expectations document.

Recruitment Resources

1. On-Air presence for WZKX, WGCM, WGCM-FM, WZNF, WROA
2. Walk in
Coast Radio Group
10250 Lorraine Road
Gulfport, MS 39503
3. Internet web presence for Coast Radio Group
<http://kicker108.com/jobs.php>
<http://coast102.com/jobs.php>
<http://953gorilla.com/jobs.php>
4. Internal Advancement
5. Partnering with Governor's Job Fair.
6. Applications received from non-Vacancy periods
7. Indeed
8. Word of Mouth
9. Partnering with Unemployment Eliminator on Job Fairs.