Southeastern Broadcasting Inc.

WGUO-FM, KDLC-FM, KCIL-FM
Houma, La

2017

Reporting period: 2/1/2017 through 2/1/2018

2017 EEO Vacancy Information

Position Vacant	Responses	# Interviews	Hire Source	Recruitment Resources*
Sales Representative 8/16/17-8/29/17	14	7	15	6, 14, 15, 16
Front Office/Reception 8/7/17-8/15/17	22	9	15	6, 14, 15, 16
Sales Representative 11/9/17-11/27/17	10	4	15	6, 14, 15, 16

Southeastern Broadcasting Narrative Statement

Southeastern Broadcasting has an ongoing effort to recruit for all positions, regardless of vacancy, through annual notification to partnership entities. In addition to these efforts, we continually search for and accept applications of qualified applicants for future openings. 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.

INITIATIVE 1: Online Outreach

Each of our station's websites prominently displays requests for applications. This is done on a continuous basis year round on each of our web pages at the following locations:
www.Gumbo949.com
www.rock977.net
www.967kcil.com

Online resources for Bayou 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. All applications received via this method are securely housed and considered for positions that become available. This year we received a total of 2 applications during non-hiring periods with 1 being interviewed. When any position becomes available we attempt to communicate with the applicant per the contact information provided on their application.

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. From August 7, 2017 to August 15 2017, August 16, 2017 to August 29, 2017 as well as November 9, 2017 through November 27, 2017 a total of 1026 announcements were aired notifying the communities we serve of position vacancies. These commercial announcements ran around the clock. This was done to ensure the maximum numbers of applications were received. This, along with other recruitment efforts, resulted in the receipt of 46 applications with 20 individuals being interviewed. Interviews were conducted without regard to race, color, religion, national origin, sex, age disability or genetic information.

INITIATIVE 3: Career Fair

On November 2nd, 2017, Bayou Radio Group participated in a career fair with Fletcher Technical Community College, open to any and everyone with a focus on students majoring in Marketing and/or Communications. A hiring manager was present to answer questions regarding sales and marketing and to receive resumes and applications for employment for those interested and deemed qualified.

INITIATIVE 4: On January 18th, 2018 there was a meeting with each hiring manager for Bayou Radio Group partnership to insure their complete understanding of FCC and corporate internal policies for non-discrimination and cover step by step company expectations for each and every hire. Present were General Manager, Joe Darden, Operations Manager Jan Jackson and Sales Manager Ann Belanger.

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 Bayou 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. South Central Louisiana Technical College- (Young Memorial Campus)
    i) Contact: Karl Young-Campus Admin
    ii) Physical Address: 900 Youngs Rd. Morgan City, La 70380
    iii) Mailing Address: P.O. Drawer 2148 Morgan City, La 70381
    iv) Email: Karlyoung@scl.edu
    v) Phone: 985-380-2957 ex. 310

2. South Central Louisiana Technical College- (Lafourche Campus)
    i) Contact: Tanya Anderson- Campus Admin
    ii) Physical Address: 1425 Tiger Dr. Thibodaux, La 70301
    iii) Email: Tanyajohnsonanderson@scl.edu

iv) Phone: 985-447-0942 ex. 106

3. South Central Louisiana Technical College- (River Parishes Campus)
    i) Contact: Cindy Poskey- Campus Admin
    ii) Physical Address: 181 Regala Park Rd. Reserve, La 70084
    iii) Email: Cindyposkey@scl.edu
    iv) Phone: 985-536-4418 ex. 203

4. Nicholls State University
    i) Contact: Kristie Tauzin Goulas- Career Services
    ii) Physical Address: 906 E. 1st St. Thibodaux, La 70310
    iii) Mailing Address: Nicholls State University P.O. Box 2006 Thibodaux, La 70310
    iv) Email: Kristie.tauzin@nicholls.edu
    v) Phone: 985-448-4509

    (They post jobs on collegecentral.com & send out to students)
5. Xavier University of Louisiana
    i) Contact: Lesana Cambrice- Academic Affairs
    ii) Physical Address: 1 Drexel Drive New Orleans, La 70125
    iii) Mailing Address: 1 Drexel Drive Box 94 New Orleans, La 70125
    iv) Email: LCambric@xula.edu
    v) Phone: 504-520-7543

6. University of New Orleans
    i) Contact: Martha Barnes- Career Developement
    ii) Physical Address: 2000 Lakeshore Drive New Orleans, La 70148
    iii) Email: MBarnes2@uno.edu
    iv) Phone: 504-280-6000ex. 6225

7. Fletcher Community College
    i) Contact: Crystal Chiasson- Operations Coordinator
    ii) Physical Address: 1407 Hwy 311 Schriever, La 70395
    iii) Email: Crystal.Chiasson@fletcher.edu
    iv) Phone: 985-448-7938

8. Delgado Community College
    i) Contact: Amy Trainor – Career Services
    ii) Physical Address: 615 City Park Ave. New Orleans, La 70119
    iii) Email: Atrain@dcc.edu
    iv) Phone: 504-671-5141

9. NAACP- (Lafourche Parish/ Unit #6061)
    i) Contact: Burnell Tolbert
    ii) Physical Address: 1126 Louise St. Thibodaux, La 70301
    iii) Email: burnelltolbert@yahoo.com
    iv) Phone: 985-448-1149

10. Louisiana Rehabilitation Services
    i) Contact: Barbera Ficaro
    ii) Physical Address: 1442 Tiger Dr. Thibodaux, La 70301
    iii) Email: Bficaro@lwc.la.gov
    iv) Phone: 985-447-0809

11. Terrebonne Career Solutions Center
    i) Contact: Judy Mire
    ii) Physical Address: 807 Barrow St. Houma, La 70360
    iii) Mailing Address: P.O. Box 2267 Houma, La 70361
    iv) Email: Jmire@lwc.la.gov
    v) Phone: 985-858-2894

    (www.laworks.net to set up free account to post jobs/review resume)

12. Lafourche Chamber of Commerce
    i) Contact: Lin Kiger
    ii) Physical Address: 107 W. 26th St. Larose, La 70373
    iii) Mailing Address: P.O. Box 1462 Larose, La 70373
    iv) Email: Lin@lafourchechamber.com
    v) Phone: 985-693-6700
    (Will post jobs online at lafourchechamber.com)

13. The Courier/Houma Today.com
    i) Physical Address: 3030 Barrow St. Houma, La 70360
    ii) Mailing Address: P.O. Box 2717 Houma, La
    iii) Email: Classified@houmatoday.com

    (They also post job opening on Monster.com)

14. Walk In's
    i) Physical Address: 6282 West Main St. Houma, La 70360
    ii) Phone: 985-274-0117

15. On Air Presence for WGUO-Gumbo 94.9FM, KDLC-Rock 97.7FM and KCIL-96.7FM

16. Applications received from Non-vacancy periods

17. Word of mouth