

On March 10, 2003, the Federal Communications Commission instituted new EEO reporting and recordkeeping rules designed to track a station's recruitment and hiring practices. The rules required a posting of certain tabulations of those efforts on the station's website and in the Public File, which is maintained at the station's business location.

Following is the required posting of hiring and recruitment procedures undertaken by KHUM, KWPT, KSLG-FM and KLGE-FM since the institution of the Commission's new rules.

These same documents can be viewed in the station's Public File, which is housed at 1400 Main Street, Suite 104, in Ferndale, California. The file is available for viewing during normal business hours. The next required posting is August 1, 2019.

Lost Coast Communications, Inc., licensee of the stations KHUM, KLGE, KSLG-FM, and through its subsidiary KWPT, Inc., the licensee of KWPT, is an equal opportunity employer, working to provide broad outreach regarding job vacancies and to encourage a diverse workplace.

No organization has requested to be notified for job vacancy.

## Positions Filled

The following full-time positions were filled during this period.

1. **Multimedia Sales Associate: Nov 2020**  
Recruitment Source: Radio Advertising, Lost Coast Outpost Jobs Posting, Craig's List, Facebook
2. **Multimedia Sales Associate: June 2021**  
Recruitment Source: Rehire
3. **Multimedia Sales Associate: July 2021**  
Recruitment Source: Radio Advertising, Lost Coast Outpost Jobs Posting, Craig's List, Facebook

The following part-time positions were filled during this period.

1. **Part-Time Journalist: Sept 2020**  
Recruitment Source: Radio Advertising, Lost Coast Outpost Jobs Posting, Craig's List, Facebook
2. **Part-Time DJ: May 2021**  
Recruitment Source: Rehire
3. **Part-Time DJ: June 2021**  
Recruitment Source: Radio Advertising, Lost Coast Outpost Jobs Posting, Craig's List, Facebook, networking
4. **Part-Time DJ: July 2021**  
Recruitment Source: Radio Advertising, Lost Coast Outpost Jobs Posting, Craig's List, Facebook

## Additional Ongoing Recruiting

1. Sales  
Recruitment Sources: Lost Coast Outpost, HSU, Lost Coast Outpost Jobs
2. Part-time/On-call DJ  
Recruitment Sources: Lost Coast Outpost, HSU, Lost Coast Outpost Jobs

## Recruiting Sources Addresses

Lost Coast Outpost  
1400 Main Street, Suite 104  
Ferndale, CA 95536  
(707) 786-5104

Humboldt State University  
1 Harpst Street  
Arcata, CA 95521  
(707) 826-3011

Craigslist Headquarters  
1381 9<sup>th</sup> Ave.  
San Francisco, CA 94122  
(415) 566-6394

Indeed, Inc.  
6433 Champion Grandview Way  
Building 1  
Austin, TX, 78750

LinkedIn  
501 Pistachio Pl  
Windsor, California 95492-8164  
(650) 687-3555

Lost Coast Communications has more than ten employees and operates in a small market (market population less than 250,000). As such, we are required to complete two recruitment initiatives within a two-year time period.

For the past two years, the licensee has engaged in the following initiatives:

1. **Recruitment/Internship Program.** Executive leadership at LCCI routinely engages with the business school at HSU in an effort to network with future and recent grads, attending yearly business round table events and participating in their internship program when we have the need. Typically, an intern is groomed for multiple job types in a sales and/or marketing capacity.
2. **Recruitment HSU Journalism & Mass Communications.** We maintain a good working relationship with several of the instructors at the local university. We reach out to the radio instructor when we have opening for broadcast and production positions open.
3. **Educational Tours.** The stations regularly host local college, high school, elementary school and scout groups for educational tours on how the station operates.
4. **Community Involvement:** Executive leadership regularly engages with the community through local chambers, rotary clubs and other social groups, with the goal of delivering a short presentation about the operations and ongoing recruitment of Lost Coast Communications, Inc.