

Dowdy & Dowdy Partnership

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

2022

Reporting period: 2/1/2021 through 2/1/2022

2021 EEO Vacancy Information

Position Vacant	Responses	# Interviews	Hire Source	Recruitment Resources*
None	NA	NA	NA	NA

Dowdy & Dowdy Partnership Narrative Statement

The Dowdy and Dowdy 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 effort to use a wide range of recruitment resources. Through our efforts at Dowdy and Dowdy we attempt to insure 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 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 station's 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: We partnered with the Mississippi Association of Broadcaster with a special focus on the Historically Black Colleges and Universities (Alcorn and Jackson State University). We described in detail the opportunities in the broadcasting industry with a focus on employment opportunities in Mississippi. The following dates and times are provided for our participation:

March 3rd – Alcorn – because of COVID via zoom panel

March 31st – Jackson State University – because of COVID via zoom panel

April 8th – Mississippi State University –in person (social distance) panel on campus

April 15th – University Of Southern Mississippi – in person panel on campus

April 21st – The University of Mississippi –in person panel on campus .

INITIATIVE 3: 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 of race, color, religion, national origin, sex, age disability or genetic information.

INITIATIVE 4: On July 21, 2021 Coast Radio Group co-sponsored a job fair in Biloxi, Mississippi. We partnered with Unemployment Eliminators and co-sponsored 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 5: On September 21st, 2021 Coast Radio Group partnered with the Governor's Job Fair for Military and Civilians to promote all of the opportunities throughout the state for job seekers.

INITIATIVE 6: On January 17th, 2022 there was a meeting with each hiring manager for Dowdy & Dowdy 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. General Manager, Lisa Stiglets, Operations Manager Bryan Rhodes, Program Director Ryan Swiger 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 the Dowdy & Dowdy 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. WZKX, WGCM, WGCM-FM, WZNF, WROA Contact: Lisa Stiglets Phone:
 Phone: 228-896-5500
 Coast Radio Group
 10250 Lorraine Road
 Gulfport, MS 39503
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. On-Air presence for WZKX, WGCM, WGCM-FM, WZNF, WROA
5. Applications received from Non-Vacancy periods
6. Career Builder
7. Word of Mouth
8. Partnering with Unemployment Eliminators on Job Fairs.
9. Partnering with Governor's Job Fair.
10. Indeed On-line
11. Internal Advancement