

# JLE Incorporated

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

**2024**

Reporting period: 2/1/2023 through 1/31/2024

## 2023 EEO Vacancy Information

<b>Position Vacant</b>	<b>Responses</b>	<b># Interviews</b>	<b>Hire Source</b>	<b>Recruitment Resources*</b>
Sales	1	1	8	8
Sales Manager	1	1	4	4
Sales	10	1	2	1,2,7
Sales (hired 3)	29	4 (1 No show)	7	1,3,7,9

## 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>

<http://coastradiogroup.com/careers>

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 15th, 2023, 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 Health, Physical & Aquatic Education

building at 2300 US 90, Gautier, MS from 9:00 am - 1:00 pm. Information was provided to anyone that had questions about how to become a part of the broadcasting industry.

***INITIATIVE 4:*** On February 16th, 2023, Coast Radio Group co-sponsored the Governor's job fair in Harrison County, Mississippi. The event took place at the Mississippi Gulf Coast Community College Gym/Fitness Building at 2226 Switzer Road, Gulfport, MS from 9:00 am - 1:00 pm. Information was provided to anyone that had questions about how to become a part of the broadcasting industry.

***INITIATIVE 5:*** On March 17<sup>th</sup>, 2023, Coast Radio Group sponsored a job fair at the Scarlet Pearl Casino from 11 am – 3 pm.

***INITIATIVE 6:*** On April 4th, 2023, Coast Radio Group co-sponsored and partnered with the Governor's Gulf Coast Military and Civilian Job Fair, at the Biloxi Civic Center at 578 Howard Ave, Biloxi, MS from 9:00 am - 1:00 pm. Information was provided to anyone that had questions about how to become a part of the broadcasting industry.

***INITIATIVE 7:*** On April 5th, 2023, Coast Radio Group participated in the Mississippi Association of Broadcasters on Campus event at the University of Southern Mississippi. Dennis Warren (Sales Manager) was on-site and spoke with numerous broadcasting and marketing students about the opportunities in all related fields of broadcasting.

***INITIATIVE 8:*** From July 5<sup>th</sup> to July 31<sup>st</sup>, 2023, Coast Radio Group welcomed an intern from the Institute for Disability Studies with the University of Southern Mississippi in Long Beach. Our intern was interested in music and on-air talent. He spent time with air staff and our engineer.

***INITIATIVE 9:*** On August 22<sup>nd</sup>, 2023, Stephen Stiglets, Sales Manager, was a featured presenter for the Institute for Disability Studies Career Informational Interview Event. This was also with the University of Southern Mississippi in Long Beach.

***INITIATIVE 10:*** On October 24<sup>th</sup>, 2023, Sherry Morris, On-Air staff, participated in the Stone County High School Career Day. She spoke with students of positions within Coast Radio Group.

***INITIATIVE 11:*** January 18<sup>th</sup>, 2024, there was a meeting with each hiring manager for Coast Radio Group to ensure 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, and Sales Manager Stephen Stiglets 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>  
<http://coastradiogroup.com/careers>
4. Internal Advancement
5. Partnering with Governor's Job Fair.
6. Applications received from non-Vacancy periods
7. Indeed
8. Word of Mouth
9. Social Media platforms of WZKX, WGCM-FM, and WZNF