

# Southeastern Broadcasting, Coast Radio Group, and JLE Broadcasting

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WGUO-FM, KDLC-FM, KCIL-FM  
dba Bayou Radio Group  
Houma, La

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

## 2021 EEO Vacancy Information

Position Vacant	Responses	# Interviews	Hire Source	Recruitment Resources*
None	N/a	N/a	N/a	N/a

## 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](http://www.Gumbo949.com)

[www.rock977.net](http://www.rock977.net)

[www.967kcil.com](http://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 3 resumes/applications during non-hiring periods with 0 being interviewed. When any position becomes available we attempt to communicate with the applicant per the contact information provided on their application.

***INITIATIVE 2:*** Due to COVID and limited opportunities to get in front of people, we have worked on implementing an intern program. In the course of normal operations we vetted and on boarded a university student from Nicholls State University in Thibodaux. He is currently interning with Bayou Radio Group, focusing in the area of on-air programming. This is the first student in our new intern program effort. Bayou Radio Group had developed an ongoing relationship with Nicholls State University, and we are scheduled to have a new intern each semester. Our contact with Nichols State is Kristie Tauzin Goulas- Career Services.

***INITIATIVE 3:*** On January 14, 2021 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, Program Manager Donald Vicknair and Sales Manager Cyndi Daigle.

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:

In the normal course of business, when we have an opening, we use the following for recruitment resources:

***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](mailto: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](mailto: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](mailto: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. 1<sup>st</sup> St. Thibodaux, La 70310
- iii) Mailing Address: Nicholls State University P.O. Box 2006 Thibodaux, La 70310
- iv) Email: [Kristie.tauzin@nicholls.edu](mailto: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](mailto:LCambric@xula.edu)

v) Phone: 504-520-7543

6. University of New Orleans

i) Contact: Martha Barnes- Career Development

ii) Physical Address: 2000 Lakeshore Drive New Orleans, La 70148

iii) Email: [MBarnes2@uno.edu](mailto: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](mailto: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](mailto: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](mailto: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](mailto: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](mailto:Jmire@lwc.la.gov)
- v) Phone: 985-858-2894

([www.laworks.net](http://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. 26<sup>th</sup> St. Larose, La 70373
- iii) Mailing Address: P.O. Box 1462 Larose, La 70373
- iv) Email: [Lin@lafourchechamber.com](mailto:Lin@lafourchechamber.com)
- v) Phone: 985-693-6700

(Will post jobs online at [lafourchechamber.com](http://lafourchechamber.com))

13. The Courier/Houma Today.com

- t) Physical Address: 3030 Barrow St. Houma, La 70360
- tt) Mailing Address: P.O. Box 2717 Houma, La
- ttt) Email: [Classified@houmatoday.com](mailto: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. Social Media advertisement/post

18. Word of mouth