

**JLE Incorporated / Coast Radio Group / Southeastern
Broadcasting Inc.**

WGUO-FM, KDLC-FM, KCIL-FM, KJIN-AM
DBA Bayou Radio Group
Houma, La

Reporting period: 2/1/2022 through 2/1/2023

2022 EEO Vacancy Information

Position Vacant	Responses	# Interviews	Hire Source	Recruitment Resources*
Sales Representative	4	3	#2	#2

Bayou Radio Group Broadcasting Narrative Statement

Bayou Radio Group has an ongoing effort to recruit for all positions, regardless of job openings and vacancy. We continually search for and accept applications of all applicants without regard to race, religion, national origin, sex, age, disability or genetic information. When a position becomes available, our normal process is to place an on-air and through our web-sites invitation for any and all applicants to mail, e-mail or hand deliver an application.

INITIATIVE 1: Online Outreach

Each of Bayou Radio Group websites display requests for applications. This is done on a continuous basis on each of our web pages at the following locations:

www.Gumbo949.com

www.rock977.net

www.967kcil.com

Bayou Radio Group websites 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 considered for positions that become available.

During the 2022 window Bayou Radio Group had one opening with four responses with three candidates being interviewed. Through this process we were able to hire one full-time position - sales.

INITIATIVE 2: On-air Announcement of Position Vacancies

As a normal process and as an effort to reach all possible applicants, we utilize each of our stations to broadcast an open request for applications. This is done to encourage anyone with an interest or questions pertaining to the process or position requirements to contact us. Interviews are conducted without regard to race, religion, national origin, sex, age, disability or genetic information.

INITIATIVE 3: On February 12, 2022, Bayou Radio Group took part in the Louisiana Association of Broadcasters Student Career workshop and job Fair on Saturday, February 12, 2022, at the LSU Student Union Royal Cotillion ballroom in Baton Rouge, Louisiana. This was a five-hour event from 8:00 am until 1:00 pm. This career fair was held in conjunction with the Louisiana Association of Broadcasters annual Student Career workshop.

INITIATIVE 4: On September 19, 2022, Bayou Radio Group Co-Sponsored the Volunteers of America Terrebonne Parish Resource and Job Fair from 10:00 am until 4:00 pm. The event took place at the Municipal Auditorium at 880 Verret Street in Houma Louisiana, 70360.

INITIATIVE 5: On September 29, 2022, Bayou Radio Group took part in the Louisiana Workforce commission's Holiday Hiring Event from 9:00 am until 12:00 pm. This was a virtual event due to COVID concerns.

INITIATIVE 6: On January 4th, 2023, there was a meeting with each hiring manager for JLE Inc. / Bayou Radio Group partnership to insure their complete understanding of FCC and corporate internal policies for non-discrimination. The discussion covered 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. Bayou Radio Group's corporate expectations mirror the Commission's goal to expand the hiring pool by giving the public 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. Walk In's
 - i) Physical Address: 6282 West Main St. Houma, La 70360
 - ii) Phone: 985-274-0117
2. On Air Presence for WGUO-Gumbo 94.9FM, KDLC-Rock 97.7FM, KCIL-96.7-FM, and KJIN-AM
3. Applications received from non-vacancy periods
4. Social Media advertisement/post
5. Word of mouth