

Southeastern Broadcasting, Bayou Radio Group, and JLE Broadcasting

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

Reporting period: 2/1/2025 through 1/31/2026

2025 EEO Vacancy Information

Position Vacant	Responses	# Interviews	Hire Source	Recruitment Resources*
Sales	6	4	10	6,7,9
Sales	4	4	10	6,7,9
Traffic Coordinator	2	2	10	8

Southeastern Broadcasting Narrative Statement

Southeastern Broadcasting continually strives to recruit for all positions with a purposeful effort to reach a diverse applicant base. We do this through a consistent determined effort to use a wide range of recruitment sources. Through our efforts, we endeavor to ensure a wide selection of applicants regardless of vacancy, through annual, on-going and when positions become available notifications outreach efforts using our stations, social media and Job Fairs. We make every effort to reach into every corner of the communities we serve through traditional, social media, and partnering with third parties. When a position becomes available, our normal process is to place an invitation for any and all 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

www.rock977.net

www.967kcil.com

www.Jamz1047.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.

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.

INITIATIVE3: In the course of normal operations we vetted and on boarded one university student from Nicholls State University in Thibodaux. The intern position with Bayou Radio Group, focused on the area of on-air programming. The intern worked the Spring 2025 semester Bayou Radio Group has developed an ongoing relationship with Nicholls State University; our contact with Nicholls State is Dr. James Stewart, Department Head for the Mass Communications Department.

INITIATIVE 4: March 25, 2025 Bayou Radio Group participated in the Nicholls State University Career Services All Majors Job Fair in Thibodaux Louisiana. A hiring manager was present to answer questions regarding on air talent, sales and marketing and

to receive resumes and applications for employment for those interested and deemed qualified.

INITIATIVE 5: On April 17 2025, Don P, on air personality for 104.7 JAMZ had the opportunity to speak to the Students of Evergreen Junior High during their Pep Rally with a Purpose. His motivating speech about making positive choices, living a positive life style and how his choices led him to a career as a On Air Personality.

INITIATIVE 6: On January 7, 2026 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.

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:

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. Nicholls State University (Mass Communications Department)
 - i) Contact: Dr. James Stewart
 - ii) Physical Address: 102 Talbot Hall Thibodaux, LA 70301
 - iii) Mailing Address: PO Box 2031 Thibodaux, LA 70310
 - iv) Email: james.stewart@nicholls.edu
 - v) Phone: 985-448-4578
2. Nicholls State University- (College of Business)
 - i) Contact: Lindsey Spencer – Records Clerk
 - ii) Physical Address: 106 White Hall Thibodaux, La 70301
 - iii) Email: linsdey.spencer@nicholls.edu
 - iv) Phone: 985-448-4172
3. Nicholls State University- (Career Services)

- i) Contact: Katherine Mabile, M Ed. – Director
- ii) Mailing Address: PO Box 2006 Thibodaux, La 70310
- iii) Email: Katherine.mablie@nicholls.edu
- iv) Phone: 985-448-4109

4. Fletcher Community College

- i) Contact: Janel Ricca- Director Job Placement
- ii) Physical Address: 1407 Hwy 311 Schriever, La 70395 Room 127B
- iii) Email: janel.ricca@fletcher.edu
- iv) Phone: 985-448-7906

5. Louisiana Workforce Commission

- i) Contact: Laura Fanguy Rougeau
- ii) Physical Address: 200 Point St. Houma, La 70360
- iii) Email: lfanguy@lwc.la.gov
- iv) Phone: 985-876-8990

6. Walk In's

- i) Physical Address: 6282 West Main St. Houma, La 70360
- ii) Phone: 985-274-0117

7. On Air Presence for WGUO-Gumbo 94.9FM, KDLC-Rock 97.7FM, KCIL-96.7FM and KJIN – Jamz104.7

8. Applications received from Non-vacancy periods

9. Social Media advertisement/post

10. Word of mouth

