

JLE Incorporated

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

EEO PUBLIC FILE REPORT

February 1, 2025 – January 31, 2026

I. Vacancy List

See Section II, the “Master Recruitment Source List” for recruitment source data

Job Title	Recruitment Resources (“RS”) used to fill vacancy	RS Referring Hiree
Sales	3,7,8	7
Sales	1,3,7,8,9,10	7
Sales	2,3,8	2
Part-time On-Air	1,6,9	6
Part-time On-Air	1,9	9

II. Master Recruitment Source List (“MSRL”)

RS #	RS Information	Source Entitled to Vacancy Notification?	# of Interviewees referred by RS over reporting period
1	On-Air Presence/Announcements (1+ SEU)	N	0
2	Walk in Referrals	N	1
3	Station Website(s) (1+ SEU stations)	N	0
4	Internal Advancement	N	0
5	Governor’s Job Fair	N	0
6	Non-Vacancy Period Application	N	1
7	Indeed.com	N	8
8	Word of Mouth	N	0
9	Social Media Presence (1+ SEU stations)	N	1
10	Win Job Center	N	0

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 September 26, 2025, Coast Radio Group participated in the University of Southern Mississippi Institute for Disability Studies Job Extravaganza at Pearl River Community College, Poplarville Campus. The event was 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 October 14th, 2025, Coast Radio Group's Sales Manager participated in a Career Informational Interview event. It was an online event sponsored by the University of Southern Mississippi Institute for Disability Studies. This event started at 9:00 am. He discussed his career pathway, personal and workplace insights of working in the broadcast industry and opportunities for students working in the industry. He answered questions that any student had about working at Coast Radio Group or in the industry.

INITIATIVE 5: From October 3rd to October 17th, 2025, Coast Radio Group participated in the Mississippi Association of Broadcasters Scholarship Program. We ran commercials on 4 of our stations announcing the MAB scholarship and how to apply for that scholarship.

INITIATIVE 6: On January 12th, 2026, 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.