

**Coast Radio KCST / KCFM  
2020 – 2021 EEO / Broad Outreach Report**

Coast Broadcasting Company, Radio Stations KCST / KCFM serves the Florence, Oregon community and provides equal employment opportunities to all job applicants. The stations operate as a unit to ensure that maximum available community resources are utilized to generate qualified job applicants from all segments of our community.

While Coast Broadcasting Company made a full time hire in June of 2021 in a Broad Out Reach that began in November of 2020 for an Operations Manager. Notices were sent out to the following agencies for National, Regional and local dissemination. We aired advertisements for the hiring on both KCST and KCFM. A block ad is being posted in the Siuslaw News.

We have posted a notice of our opening with the following agencies. Closing date for accepting resumes was 30<sup>th</sup> March 2020 for the Broad Out Reach.

In the process of our Broad Out Reach Coast Radio conducted several Zoom interviews of potential candidates. Did four in depth interviews, three on site interviews of candidates (two were flown in from out of state).

Coast Broadcasting Company always accepts resumes and applications from the best and brightest people to fill our open positions. KCST / KCFM is also interested in a variety of educational internships for high school and college students.

Coast Broadcasting Company encourages minorities and women to submit applications for employment to KCST / KCFM. Applications are held for a minimum three months after submission to be considered for employment positions that open with Coast Broadcasting Company

***Employment Listing Notification List***

Lane Community College – Eugene Main Campus  
LCC – Career & Employment Services  
4000 East 30<sup>th</sup>  
Eugene, Oregon 97405  
[ces@lanecc.edu](mailto:ces@lanecc.edu)  
541 463 5167  
Fax 541 463 6136

Lane Community College – Florence Campus  
Beth Habian  
Administrative - Human Services  
3149 Oak Street

Florence, Oregon 97439  
[habiane@lanecc.edu](mailto:habiane@lanecc.edu)  
541 997 8444  
Fax 541 997 8448

National Job Board for Broadcasters  
NASBA  
2333 Wisconsin Street NE  
Albuquerque, NM 87110

Oregon Association of Broadcasters  
John Tamerlono  
President & CEO  
2420 N.E. Sandy Blvd Suite 120  
Portland, OR 97232  
<https://www.theoab.org/careers/post-job/theoab@theoab.org>  
541 443 2299  
541 443 2488

Siuslaw Outreach Services  
PO Box 19000  
1576 West 12<sup>th</sup> St,  
Florence, Oregon 97439  
[exec@florencesos.org](mailto:exec@florencesos.org)  
541 997 2816  
fax 541 997 7257

South Western Oregon Community College  
Lisa Fletcher-Gordon  
Human Resource-Recruitment Contract Specialist  
1988 Newmark Avenue  
Coos Bay, Oregon 97420  
[lfletcher@socc.edu](mailto:lfletcher@socc.edu)  
541 888 7280  
fax 541 888 7315

Working In Oregon  
Work Lane County  
Northwest Labor Exchange  
Tracy King  
Business & Employment Specialist II  
3180 Hwy 101 N.  
Florence, Oregon 97439  
[Tracy.king@oregon.gov](mailto:Tracy.king@oregon.gov)  
541-997-1913

Fax: 541-997-1448

On the first and fifteenth of each month Coast Radio Broadcasting KCST-FM / KCFM-AM airs announcements noting that we accept applications without bias against race / gender / or religious or political consideration. Coast Radio Broadcasting also posts a notice that “Coast Broadcasting Company is an Equal Employment Opportunity” on both our website at [http://www.kcfmradio.com/?page\\_id=12695](http://www.kcfmradio.com/?page_id=12695) and all job notification listings.

**Coast Broadcasting Company KCST-FM / KCFM-AM  
Equal Opportunity Employment Program**

In continued outreach efforts to include those interested in broadcasting career from Western Lane County and beyond, Coast Broadcasting company:

- 1) Participates in “Career Day” activities at Siuslaw High and Middle Schools. Offering students contemplating a career in broadcasting a glimpse into digital editing, reporting, Onair Announcing, Advertising Sales, Traffic Management, News production, and programming.
- 2) Coast Broadcasting offers a weekly hour program to students of Siuslaw High School that gives the students themselves the format to write and produce an hour long student drive radio program. Viking Hour broadcast on Monday evenings from 7:05 to 8pm, September through May each school year. (Viking Hour will enter its 23<sup>rd</sup> season in September).

Members of the Viking Hour have become members of the KCST-FM staff, others have Continued to pursue future broadcasting and journalism education.

- 3) Coast Radio KCST / KCFM offers an internship program for Siuslaw High School students and youth inmates of the Camp Florence / Oregon Youth Corrections Facility who are interest in exploring a career in radio broadcasting and journalism. Interns learn broadcasting technique, production, digital editing, programming, and reporting. Internships run the span of the school year, September through mid June, or the length of Camp Florence interment. This program has also been utilized by community members interested in broadcasting.

Several interns have been hired by Coast Broadcasting Company as board operators in part-time positions.

- 4) Coast Broadcasting Company offers mentoring to our staff members. From continual digital production and editing to on-air mentoring in an effort to develop our staff to their fullest extent.

- 5) A list of recruitment sources is utilized to generate applicants for every full-time job opportunity, this list is maintained and revised regularly to keep it current.
- 6) All full-time staff are notified of nay new openings. All staff are encouraged to refer anyone interested in and feel they are qualified for a job position.