

**Coast Radio KCST / KCFM
2019 – 2020 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 has not made a full time hire within the past five years, in September of this year (2019) we began a broad out reach for the hire of our Office Manager position. Notices were sent out to the following agencies, we are currently airing advertisements for the hiring on both KCST and KCFM. A block ad is being posted in the Siuslaw News.

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

We have posted notice of our upcoming opening with the following agencies, closing date for accepting resumes is 16 October 2019.

Employment Listing Notification List

Lane Community College – Eugene Main Campus
LCC – Career & Employment Services
4000 East 30th
Eugene, Oregon 97405
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
541 997 8444
Fax 541 997 8448

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](https://www.theoab.org/careers/post-job/theoab@theoab.org)
541 443 2299
541 443 2488

Siuslaw Outreach Services
PO Box 19000
1576 West 12th St,
Florence, Oregon 97439
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
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
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 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 23rd 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 postion.

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