

# 2016 ANNUAL EEO PUBLIC FILE REPORT

## BICOASTAL MEDIA LICENSES IV, LLC (LONGVIEW EMPLOYMENT UNIT)

### Stations in Employment Unit:

KBAM (AM), Longview, WA

KEDO (AM), Longview, WA

KLYK (FM), Kelso, WA

KRQT (FM), Castle Rock, WA

KPPK (FM), Rainier, OR

**Reporting Period: September 21, 2015 through September 20, 2016**

*(Note: 12-month period determined by FCC license renewal filing date and not on calendar basis)*

**Number of Employees: Longview Varies between 5-10 Full Time Employees**

**Small Market Exemption: Yes**

## OUTREACH INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c) (2):

TYPE OF INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
<i>Sponsored at least 2 events in the community designed to inform and educate the public as to employment opportunities in broadcasting</i>	Bicoastal Media Longview participated in partnership with the Longview-Kelso Chamber of Commerce in hosting 'Building Bridges' workshop for local businesses and charity organizations to foster improved local networking and joint new business opportunities.

<i>Listed each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.</i>	<ul style="list-style-type: none"> <li>• Washington State Association of Broadcasters</li> <li>• Oregon Association of Broadcasters</li> </ul>
<i>Participated in <b>job banks, internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).</b></i>	Bicoastal Media Longview participated in partnership with WorkSource of Cowlitz-Wahkiakum Counties from September 2015 through September 2016. WorkSource is Washington's official job and employment web site. Bicoastal Media Longview contributed 8000 radio commercials promoting employment opportunities and directing potential recruits to their web site.
<i>Established an <b>internship</b> program designed to assist members of the community to acquire skills needed for broadcast employment.</i>	Bicoastal Media Longview established a part-time intern program to foster interest and training for one young high school senior in production and audio recording. July 1-September 1, 2016, receiving school credit.

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#### LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE
2/01/16	Operations Manager	KRQT FM and Oregon Assoc. Of Broadcasters
7/05/16	Operations Manager	Allaccess.com

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#### INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 20

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Oregon Association of Broadcasters	2
allaccess.com	15
Radio Announcements (KLYK, KRQT, KPPK, KEDO, KBAM)	1
Washington State Association of Broadcasters	2

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## RECRUITING SOURCES USED

Job Title of Position: Operations Manager

Dates of Hire: 2/01/16 and 7/05/16

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Internal Job Posting Bicoastal Media, Web Site	Y	1130 14 <sup>th</sup> Avenue Longview, WA 98632 www.threeriversradio.com	Bruce Pollock	360-425-1500 <a href="mailto:bruce@bicoastalmedia.com">bruce@bicoastalmedia.com</a>
Bicoastal Longview Radio Announcements	Y	1130 14 <sup>th</sup> Ave. Longview, Washington, 97832	Bruce Pollock	360-425-1500 <a href="mailto:bruce@bicoastalmedia.com">bruce@bicoastalmedia.com</a>
The Oregon Association of Broadcasters	N	7150 S.W. Hampton Street Suite 240 Portland, Oregon 97223	Keith Shipman	503-443-2299
Lower Columbia College Career /Employment Services	N	1600 Maple Street, Longview, WA 98632www.careers.wsu.edu	Jenny Smith	360-442-2330 <a href="mailto:jsmith@lowercolumbia.edu">jsmith@lowercolumbia.edu</a>
Washington State Association of Broadcasters	N	724 Columbia Street NW Suite 310 Olympia, Washington 98501	Keith Shipman	360-705-0774
Bicoastal Media Corporate Website	N	140 N. Main St Lakeport, Ca 95453	George Feola	707-263-6113
WorkSource of Cowlitz /Wahkiakum East	N	305 S. Pacific Avenue, Suite A, Kelso, WA 98626	Donna Hughes	360-438-4123 <a href="mailto:dhughes@esd.wa.gov">dhughes@esd.wa.gov</a>
Craig's List	N	Craigslist.com		
The Daily News	N	770 11 <sup>th</sup> Ave., Longview, WA 98632	Shannon Cadwell	360-577-2500 <a href="mailto:shannon.cadwell@tdn.com">shannon.cadwell@tdn.com</a>

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.