

# 2019 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, 2018 through September 20, 2019**

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

**Number of Employees: 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):

<b>Type of Initiative</b>	<b>Brief Description of Activity</b>
<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>	Washington State Association of Broadcasters
<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 August 2018 through July 2019. WorkSource is Washington's State's official job and employment web site. Bicoastal Media Longview contributed 1521 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 participated in partnership with Lower Columbia College, from Jan-June 2019, creating an Intern Program for a student interested in a broadcast career in Audio Production.
--	--

---

LIST OF POSITIONS FILLED

Date of Hire	Job Title	Recruitment Source Referring Hire
03-04-19	Account Executive	KLYK and Outside Referral

---

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 4

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Indeed.com	1
Radio Announcements (KLYK, KRQT, KPPK, KEDO, KBAM)	3

---

RECRUITMENT SOURCES USED

Job Title of Position: Account Executive

Date of Hire: 03-04-19

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. and E-Mail Address of Source
Bicoastal Longview Radio Announcements KEDO KPPK KRQT KLYK KBAM	N	1130 14 <sup>th</sup> Ave. Longview, Washington, 97832	Bruce Pollock	360-425-1500 <a href="mailto:bruce@bicoastalmedia.com">bruce@bicoastalmedia.com</a>
Indeed.com	N	Online posting		
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

Bicoastal Media Longview Facebook page	N	Online posting		
--	---	----------------	--	--

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