

2020 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, 2019 through September 20, 2020

(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):

Type of Initiative	Brief Description of Activity
<i>Co-sponsored at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities</i>	November 14, 2019 – Bicoastal Longview in partnership with the Longview-Kelso Chamber of Commerce and Wahkiakum County sponsored a Career Fair for local employers and local students. The station broadcast a 3-hour LIVE Remote from the event on 98.3 KPPK and interviewed students and employers. During the broadcast we promoted the event and asked the public to attend. Market Manager, Director of Sales and all AE's were in attendance.
<i>Listed each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes</i>	Washington State Association of Broadcasters

<i>substantial participation of women and minorities.</i>	
<i>Participated in 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).</i>	Bicoastal Media Longview participated in partnership with WorkSource of Cowlitz-Wahkiakum Counties from August 2019 through September 2020. WorkSource is Washington's State's official job and employment web site. Bicoastal Media Longview contributed 1674 radio commercials promoting employment opportunities and directing potential recruits to their web site.

LIST OF POSITIONS FILLED

Date of Hire	Job Title	Recruitment Source Referring Hire
06-22-20	Account Executive	Indeed.com

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 6

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Indeed.com	6

RECRUITMENT SOURCES USED

Job Title of Position: Account Executive

Date of Hire: 06-22-20

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. and E-Mail Address of Source
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 Fiola	707-263-6113

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