

2022 ANNUAL EEO PUBLIC FILE REPORT

Bicoastal Media Licenses II, LLC Crescent City, CA Employment Unit

Stations: KPOD(AM), Crescent City, CA
KPOD-FM, Crescent City, CA
KCRE-FM, Crescent City, CA
KURY-FM, Brookings, OR
KURY(AM), Brookings, OR

Reporting Period: July 22, 2021 – July 21, 2022

No. of Full-time Employees: Between 5 & 10
Small Market Exemption: Yes

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

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

*Co-sponsored at least one **job fair** with organizations in the business and professional community whose membership includes substantial participation by women and minorities.*

The Stations promoted with on-air and social media announcements at no charge and participated in the Brookings Harbor High School Community Career Fair on April 12, 2022. Our General Manager and On Air/Sales Rep attended to answer any questions applicants may have had.

The Stations promoted with on-air and social media announcements at no charge and participated in the Smart Work Force Center Job Fair in Crescent City, CA on April 21, 2022, at the Del Norte Fair Grounds. Our General Manager, Sales Manager and Sales Rep attended to answer any questions applicants may have had.

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

All staff is annually required to attend training on stopping sexual harassment. An annual update on labor laws, corporate policies and opportunities for advancement within the company and our industry was presented to employees on June 30 and July 1, 2022. The information was presented by the General Manager.

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

The Stations worked with South Coast Business and Brookings Harbor High School to offer an internship opportunity for a student. The student’s internship took place in June and July of 2022. The student works with our current staff to learn and understand the different jobs offered by our industry and received hands on experience as part of the training program.

*Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.*

Our stations provide information about the broadcast industry and potential career opportunities.

The stations were involved in the following emergency preparedness activities, which serve to highlight the role of radio in the community:

1. The General Manager was the media representative for local radio and the role “radio” plays during community disasters. Approximately 20 agencies are involved in disaster preparedness programs. These events were held at various times via Zoom Conference meetings during this reporting period.
2. Monthly Chamber of Commerce meetings/events at rotating locations are attended by (at least) one station employee who represents Bicoastal Media and discusses any current employment opportunities.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE
3/30/2022	Sales Account Executive	North State Jobs on Line

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 2

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
North State Jobs on Line	1
Bicoastal Media Social Media (Facebook)	1

RECRUITING SOURCES USED

The following sources were contacted for the full-time opening in Sales hired 3/30/2022:

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
On air Ads on Radio stations KCRE/KPOD AM & FM, KURY FM & AM	N	1345 Northcrest Drive Crescent City, CA 95531	Larry Timpe	(707) 464-9561 ltimpe@bicoastal.media
California Broadcaster's Association	N	Yourcba.com On line posting		Yourcba.com On line posting
North State Jobs On line (Formerly - Del Norte Workforce Center)	N	286 M Street Crescent City, CA 95531	Roberto Herrera	(707) 464-8347 rherrera@ncen.org
Daily Triplicate	N	15957 Highway 101 S Suite 1 Brookings, OR 97415	Shawn Hedgecorth	(541) 813-1717 pilotofficemgr@countrymedia.net
Curry Coastal Pilot	N	15957 Highway 101 S Suite 1 Brookings, OR 97415	Shawn Hedgecorth	(541) 813-1717 pilotofficemgr@countrymedia.net
Bicoastal Media Crescent City Social Media (Facebook)	N	1345 Northcrest Drive Crescent City, CA 95531	Mike O'Brien	(707) 464-9561 mobrien@bicoastal.media
Work Source Oregon	N	www.Employment.Oregon.gov On line posting	Christopher M. Frazier	Christopher.M.FRAZIER@oregon.gov
Oregon Association of Broadcasters	N	https://www.theoab.org		https://www.theoab.org/

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