

2020 ANNUAL EEO PUBLIC FILE REPORT

Bicoastal Media Licenses V, LLC Willamette Valley Employment Unit

Stations: KODZ(FM), Eugene, OR
KPNW(AM), Eugene, OR
KDUK-FM, Florence, OR
KFLY(FM), Corvallis, OR
KEJO(AM), Corvallis, OR
KLOO(AM), Corvallis, OR
KLOO-FM, Corvallis, OR
KRKT-FM, Albany, OR
KTHH(AM), Albany, OR

Reporting Period: 9/21/2019– 9/20/2020

No. of Full-time Employees: More than 10
Small Market Exemption: No

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):

Participated in job fairs by station personnel who have substantial responsibility in making hiring decisions.

10/24/19 – Oregon State University Fall Career Expo. Market Manager attended the OSU University All Business Majors Career Fair. Discussions about various broadcast positions were had with participants.

11/14/19 – University of Oregon Career Fair. Market Manager participated in the career fair in conjunction with Eugene Area Radio Stations. Discussions about various broadcast positions were had with participants

4/2020– Linn Benton Community College Career Fair. Cancelled due to pandemic.

5/2020 - Lane Community College Career Fair. Cancelled due to pandemic.

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

*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).*

*Participated in **scholarship** programs designed to assist students interested in pursuing a career in broadcasting.*

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

*Established a **mentoring** program for station personnel.*

Bicoastal Media Willamette Valley LLC co-sponsored the University of Oregon Career Fair on **11/14/19** in conjunction with the Eugene Area Radio Stations organization. Market Manager and Sales Manager represented Bicoastal Media with a booth at the event. Discussions about various broadcast positions were had with participants.

The stations engage in outreach to their audience through Facebook, Twitter and their respective station websites.

Bicoastal Media Market Manager serves on the Board of Directors for the Eugene Area Radio Stations (EARS) organization, which grants annual broadcast scholarships. Each year listeners from all area radio stations are invited to submit an application along with an essay describing why they want the scholarship. Applications are also distributed through Lane Community College, Linn Benton Community College, Oregon State University and the University of Oregon and all area high schools through their respective career counseling departments. All applicants are reviewed and winners are selected by the EARS board of directors. Three scholarships were awarded in 2020 totaling \$3000.

All sales and programmers participated in multiple on line training and webinars provide by Nielsen Audio, NuVoodoo, RAB, Marketron, Federated Media, Inside Radio, New Wave Digital Solutions and others.

The Market Manager implements the mentoring program. He works directly with all employees on a regular and ongoing basis making a special point to select employees who express and demonstrate a desire to elevate to higher level positions in the company. Coaching and counseling on management skills that include conflict resolution, personnel and project management and interpersonal relationship skills allowing each person on the team to grow to his or her fullest potential.

Provided assistance to unaffiliated non-profit entities in maintaining web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting

The Market Manager works directly with the webmaster for the Eugene Area Radio Stations organization. The web site includes employment opportunities and resources for broadcast employment and scholarships.

LIST OF FULL-TIME POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
02.24.2020	Marketing Consultant	Indeed

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 1

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Indeed	1

RECRUITING SOURCES USED

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed	N	www.indeed.com	online portal	online portal
Eugene Area Radio Stations	N	www.eugeneradio.org	online portal	online portal
Oregon Worksource iMatchSkills	N	www.State.or.us	online portal	online portal
Bicoastal Media website	N	www.bicoastal.media	Kimberly Reznicek	541.926.8628 kimberly@bicoastal.media
Albany Chamber of Commerce Youth Job Fair	N	PO Box 548 Albany, OR 97321	Firiel Severns	fseverns@albanychamber.com

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