

2022 ANNUAL EEO PUBLIC FILE REPORT
Bicoastal Media Licenses III, LLC

Stations: KBDN(FM), Bandon, OR
KJMX(FM), Reedsport, OR
KWRO(AM), Coquille, OR
KSHR-FM, Coquille, OR
KTEE(FM), North Bend, OR
KBBR(AM), North Bend, OR
KOOS(FM), North Bend, OR

Reporting Period: September 21, 2021 to September 20, 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):

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

During the reporting period, the Operations Manager was given hands-on training/tutorials in installation and basic trouble shooting of transmitter tube replacement, transmitter and receiver operations, fundamental transmitter emergency repairs and troubleshooting.

The employment unit continued an operational enhancement program to cross-train and familiarize traffic manager with on-air operational procedures.

The employment unit offered an operational enhancement program to cross-train and familiarize the traffic manager with an engineering intern training program. On a regular basis the traffic manager went with the operations manager to towers to learn how to put a backup transmitter up. As well as turning the transmitter off and back on.

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

The General Manager continued a business management mentorship program for the Traffic Manager. Each quarter, the Traffic Manager is given an additional business operational task to learn and develop. Through one-on-one coaching and hands-on execution, The Traffic Manager now has working knowledge of many aspects. The Traffic Manager has been trained and now has responsibility for accounts payable, accounts receivables, collections, outbound billing and reporting deadlines, bank reconciliations, corporate reporting procedures and troubleshooting that would typically be handled by a business manager.

*Provided **training to management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

On 08/16/2022, 2 employees to include Operations Manager, and Promotions Director who occasionally participate in the hiring process learned more about EEO regulations by watching <https://www.fcc.gov/news-events/events/2012/01/eo-best-practices-in-the-broadcast-industry> in order to have a better understanding of FCC regulations.

*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.*

Production Manager, Operations Manager & Traffic Manager attended the Coos County Fair where several fair goers inquired about radio positions. They were advised on how to apply and gather more information about the duties of each various media positions, education required, contact information, etc.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
06.30.2022	Account Executive	Indeed

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Indeed	2
LinkedIn	0
Facebook 8 stations	0
Corporate Website: bicoastal.media	0
Total Number of Persons Interviewed during the Reporting Period:	2

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed	N	6433 Champion Grandview Way Building #1	N/A	203-328-2691
LinkedIn	N	1000 Westmount Ave Sunnyvale, CA 94085	N/A	650-687-3600
Facebook 97.3 KSHR	N	320 Central Ave Suite 519 Coos Bay, Or 97420	Irie Ruiz-Business Manager	541-267-2121
Facebook 107.3 KOOS FM	N	320 Central Ave Suite 519 Coos Bay, Or 97420	Irie Ruiz-Business Manager	541-267-2121
Facebook KTEEFM	N	320 Central Ave Suite 519 Coos Bay, Or 97420	Irie Ruiz-Business Manager	541-267-2121
Facebook 630 & 101.1 KWRO	N	320 Central Ave Suite 519 Coos Bay, Or 97420	Irie Ruiz-Business Manager	541-267-2121
Facebook 1340 KBBR	N	320 Central Ave Suite 519 Coos Bay, Or 97420	Irie Ruiz-Business Manager	541-267-2121
Facebook KJMXFM	N	320 Central Ave Suite 519 Coos Bay, Or 97420	Irie Ruiz-Business Manager	541-267-2121
Facebook KHSN1230	N	320 Central Ave Suite 519 Coos Bay, Or 97420	Irie Ruiz-Business Manager	541-267-2121
Facebook KBDNFM	N	320 Central Ave Suite 519 Coos Bay, Or 97420	Irie Ruiz-Business Manager	541-267-2121
Bicoastal.media Corporate website	N	1500 Valley River Dr Suite 350, Eugene, OR 97401	Camaron Ornelas	971-645-6292

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