

2020 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, 2019 to September 20, 2020

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 programming office personnel with on-air operational procedures. Sales personnel learned to produce and upload client videos for websites and FaceBook and to assist in creation of Client Banner ads if needed.

*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 tasks 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.

Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

On March 12, 2020, the Program Manager participated in the Bandon High School job fair. This was to inform the students of various employment opportunities. During which time, we also delivered some printed information regarding working in radio and potential opportunities. We ran promotional ads on all 8 stations.

On March 5, 2010, the General Manager participated in a community job fair that took place at Three Rivers Casino in Florence, OR with the Coos American Indian Tribe.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
August 11, 2020	Traffic Manager	Bicoastal Media radio stations

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 5

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Bicoastal Media Website	0
Washington State Association of Broadcasters	0
Bicoastal on-air ads	4
Craig's List	1

RECRUITING SOURCES USED

Traffic Manager, hired August 11, 2020

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Craig's List	N	OregonCoast.craigslis.org	Online	online
Bicoastal websites	N	320 Central Avenue Coos Bay, OR 97420	Dee Dee DuPre'	541-267-2121 deedee@bicoastal.media
Washington state Association of Broadcasters	N	PO Box 11341 Tacoma, WA 98411	Keith Shipman	360-705-0774 kshipman@wsab.org
Bicoastal on air ads	N	320 Central Avenue Coos Bay, OR 97420	Dee Dee DuPre'	541-267-2121 deedee@bicoastal.media

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