

2022 ANNUAL EEO PUBLIC FILE REPORT
Bicoastal Media Licenses VI, LLC
Rogue Valley Employment Unit

Stations: KIFS(FM), Ashland, OR
KLDZ(FM), Medford, OR
KMED(AM), Medford, OR
KRWQ(FM), Gold Hill, OR
KYVL(FM), Eagle Point, OR
KCMD (FM), Grants Pass, OR

Reporting Period: September 21, 2021 to September 20, 2022

No. of Full-time Employees: Less than 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):

- Participated in at least 4 **job fairs** by station personnel who have substantial responsibility in making hiring decisions.* April 13th, 2022 - Southern Oregon University. The stations participated in the S.O.U. career fair. The General Manager and Operations Manager were available to answer questions about Broadcast opportunities and operations. Q&A available from our Operation Manager and Chief Operator.
- 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).* Bicoastal Media engages their audiences through social media pages such as Facebook.
- Establishment of **training** programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.* Account sellers are trained in cost analysis in digital marketing elements as they relate to the development and execution of digital marketing programs for clients. This training is on-going and focused on expense forecasting, initiation, cold targeting, projection, cost analysis benefits, and return on investment. This is conducted by the General Manager.

Participated in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

On May 12th, 2022, the General Manager took part as a virtual judge in a Career Experience Presentation at Logos Charter school. This program was designed to engage businesses with graduating students with the aspiration of entering the local labor force.

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

January 11, 2022, General Manager and Operations Manager participated in an online course on Harassment, discrimination, and retaliation prevention training for Supervisors with the Workplace Training Network, Inc.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
8/5/2022	Brand Manager/Radio Talent	Walk In

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Bicoastal Media Websites/Facebook	0
Handshake - Southern Oregon University	3
www.allaccess.com	15
Walk-in (Self)	1
Bicoastal Media Stations	0
Total	19

RECRUITING SOURCES USED

The following sources were used to recruit all full-time openings:

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Handshake - Southern Oregon University	N	1250 Siskiyou Blvd Ashland, OR 97502-5004	Max Brooks	541-552-6461
Handshake - Oregon State University	N	1500 SW Jefferson St Corvallis, OR 97331	Online	541-737-4411
Handshake – Cal Poly - SLO	N	1 Grand Avenue San Luis Obispo, Ca 93407	Online	805 756 1111
Handshake – CSU Chico, Ca	N	940 First West St Chico, Ca 95929	Online	530–898–4636
Handshake – University of Oregon		110 Johnson Hall Eugene, Or 97403	Online	541-232-3825
Handshake – Sonoma State Univ	N	1801 East Cotati Ave Rohnert Park, Ca 94928	Online	707 664-2880
Handshake – Western Oregon University	N	345 Monmouth Ave N Monmouth, Or 97361	Online	503 838 8000
Medford Radio Facebook pages	N	KRWQ-KZZE-KMED-KLDZ-KIFS 3624 Avion Medford, OR 97504	Bryce Burtner	541-772-4170
Bicoastal Media (corporate website)	N	3600 Valley River Dr. #350 Eugene, Or 97401	Sam Tongue	541-772-4170
Medford Radio Stations	N	KRWQ-KZZE-KMED-KLDZ-KIFS	George Feola	541-772-4170
All Access	N	Allaccess.com		

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