2016 ANNUAL EEO PUBLIC FILE REPORT BICOASTAL MEDIA LICENSES IV, LLC

(CENTRALIA – CHEHALIS EMPLOYMENT UNIT)

Stations in Employment Unit: KELA (AM), Centralia-Chehalis, WA KMNT (FM), Chehalis, WA

Reporting Period: September 22, 2015-September 21, 2016

Number of Employees: More than 10

Small Market Exemption: Yes

I. VACANCY LIST

No job openings were filled during the reporting period.

II. RECRUITMENT INITIATIVES

Participated in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	Our stations participate in the Washington State Association of Broadcasters (WSAB) Scholarship Program. Three scholarships are awarded each year to students who choose to pursue careers in broadcasting. As a past board member with the state broadcast association, we participated in the review and selection process for WSAB scholarships.
Participated in events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.	Our stations assist in sponsoring a mentorship program administered by the local Rotary Clubs of Centralia and Chehalis in conjunction with local area schools. This is an opportunity for students to job shadow staff here at KELA-KMNT and to get a hands-on experience with radio work opportunities. Also, as part of the program, we have a representative visit the participating community college each year. During this visit, we present information on various careers in radio and other related industry topics. Event was held February 5, 2016.
Participated in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	During the reporting period, we attended the Centralia College Job Fair/Career Day on April 28, 2016. This was an opportunity to meet with students as well and local citizens who were interested in reviewing local career opportunities, including radio on-air broadcasting and advertising sales. Our Operations Director attended on behalf of the radio stations.
Participate 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).	Our radio stations utilize Facebook and our own websites as tools to further promote available job opportunities, and advertise job fairs in which we participate. We also reach out to engage our audience through these internet tools.