

2019 ANNUAL EEO PUBLIC FILE REPORT

Bicoastal Media Licenses, LLC Lakeport/Ukiah, CA Employment Unit

Stations:	KDAC (AM), Fort Bragg, CA KLLK (AM), Willits, CA KNTI (FM), Lakeport, CA KQPM (FM), Ukiah, CA KUKI (AM), Ukiah, CA KUKI-FM, Ukiah, CA KXBX (AM), Lakeport, CA KXBX-FM, Lakeport, CA
Reporting Period:	July 22, 2018 – July 21, 2019
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):

<i>Co-sponsored at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities.</i>	The stations partnered with Career Point Mendocino in the local Job Fair on April 23, 2019. The event was held at Mendocino College in Ukiah, Ca. Job Fair staffed by Market Manager and Sales Manager.
<i>Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</i>	General staff receives training in the operation of EAS system and how to operate. Operations staff receives training in general radio station management, including revenue development and procedure. Sales Manager receives training in hiring practices, commissions, payroll and budget development. This training helps promote advancement within the company.
<i>Sponsored at least 2 events in the community designed to inform and educate the public as to employment</i>	The Stations are actively involved in most of the biggest community events throughout the year. We constantly strive to educate the public during these events about radio employment

opportunities in broadcasting.

opportunities, to partner with events/promotions, and to create growth in local businesses by creating job opportunities, such as:

August 1 - August 4, 2018 - Hosted a booth at the Redwood Empire Fair (Mendocino County) to make the public aware of employment opportunities with our company. Purchased booth and provided employment information.

August 30th – September 2, 2018 – Hosted a booth at the Lake County Fair at the Lake County Fairgrounds to make the public aware of employment opportunities with our company. Purchased booth and provided employment information.

Booths at both fairs were staffed by one on-air personality, account executives and Sales Manager throughout all above listed days of the fairs.

*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.*

Monthly Chamber of Commerce meetings/events at rotating locations are attended by (at least) one station employee who represents Bicoastal Media and discusses any current employment opportunities.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
11/12/18	Traffic Director	Management Connections - recruiter

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 7

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Management Connections (Employment Agency/Service)	7

RECRUITING SOURCES USED

The following sources were contacted for the Traffic Manage position.

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Bicoastal Media website	N	Bicoastalmedia.com	Mike Wilson	707-442-2000
All-Access.com	N	24955 Pacific Coast Highway, C303 Malibu, CA 90265	N/A	310-457-6616
Management Connections (Employment Agency/Service)	N	290 N. Main St. Lakeport, CA 95453 Consultant posted on her Job Board and other sources such as: <ul style="list-style-type: none"> • Caljobs • California Department of Rehabilitation • Scotts Valley Tribal TANF program • Employment Development Department 	Pam Harpster	707-263-4562

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