

2021 ANNUAL EEO PUBLIC FILE REPORT

Bicoastal Media Licenses II Crescent City, CA Employment Unit

Stations: KPOD(AM), Crescent City, CA
KPOD-FM, Crescent North, CA
KCRE-FM, Crescent City, CA
KURY-FM, Brookings, OR
KURY(AM), Brookings, OR

Reporting Period: July 22, 2020 – July 21, 2021

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):

*Co-sponsored at least one **job fair** with organizations in the business and professional community whose membership includes substantial participation by women and minorities.*

The Stations Co-sponsored with Central Point, Inc/Pelican State Prison in a Virtual Job Fair on May 26th, 2021. Our General Manager was available during the Virtual Job Fair to assist with any inquiry.

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

The stations General Manager participated in the FCC EEO Training session offered by Broadcast 1 Source offered through the California Broadcasters Association on March 2, 2021.

All staff was required to attend training on stopping sexual harassment, and an annual update on labor laws and opportunities for advancement within the industry. The program was held by way of Zoom Meetings and presented by the General Manager on July 16, 2020.

*Sponsored at least 2 **events** in the **community** designed to inform and educate the public as to employment opportunities in broadcasting.*

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

The Stations sponsors/partners with the Chamber of Commerce: Economic Summit-Northern California, presented by the Del Norte County Chamber of Commerce at the Elk Valley Rancheria Community Center-Crescent City. This event was canceled due to COVID 19 and was not rescheduled during the reporting period.

*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.*

Our stations provide information about the broadcast industry and potential career opportunities.

The stations were involved in the following emergency preparedness activities, which serve to highlight the role of radio in the community:

1. The General Manager was the media representative for local radio and the role “radio” plays during community disasters. Approximately 20 agencies are involved in disaster preparedness programs. These events were held at various times via Zoom Conference meetings during this reporting period.
2. 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 HIRE |
|--------------|-------------------------|-----------------------------------|
| 2/22/2021 | Sales Account Executive | Station Employee Referral |

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 3

| Recruitment Sources Used in Reporting Period | Number of Persons Interviewed that the Source Referred |
|--|--|
| Bicoastal Media Employee Referrals | 1 |
| North State Jobs On line | 2 |

RECRUITING SOURCES USED

The following sources were contacted for the full-time opening in Sales hired 2/22/2021:

| REFERRAL SOURCE | * | ADDRESS OF SOURCE | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|--|---|---|-----------------------------|---|
| On air Announcements on Bicoastal Media Radio stations KCRE/KPOD AM & FM, KURY FM & AM | N | 1345 Northcrest Drive Crescent City, CA 95531 | Larry Timpe | (707) 464-9561 ltimpe@bicoastal.media |
| California Broadcaster's Association | N | Yourcba.com On line posting | | Yourcba.com On line posting |
| North State Jobs On line (Formerly - Del Norte Workforce Center) | N | 286 M Street Crescent City, CA 95531 | Roberto Herrera | (707) 464-8347 rherrera@ncen.org |
| Daily Triplicate | N | 312 H Street Crescent City, CA 95531 | Cathleen/Classifieds | (707) 464-2141 clamb@triplicate.com |
| Curry Coastal Pilot | N | 507 Chetco Avenue Brookings, OR 97415 | Cathleen/Classifieds | (541) 469-3123 clamb@triplicate.com |
| Bicoastal Media Crescent City Social Media | N | 1345 Northcrest Drive Crescent City, CA 95531 | Mike O'Brien | (707) 464-9561 mobrien@bicoastal.media |
| WorkSource Oregon | N | www.Employment.Oregon.gov On line posting | Christopher M. Frazier | Christopher.M.FRAZIER@oregon.gov |

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