

2020 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 21, 2019- September 25, 2020

Number of Employees: More than 10

Small Market Exemption: Yes

I. VACANCY LIST

Job Title	Date of Hire	Recruitment Sources Used to Fill Vacancy	Source Referring Hiree
Account Executive (1)	12/4/2019	All sources (1-3) (5-13) listed in Section II	KELA-KMNT on air announcements
On-Air Announcer (1)	12/10/2020	All sources (1-13) listed in Section II	All Access
Sales Manager (1)	2/6/2020	All sources (1-3) (5-13) listed in Section II	KELA-KMNT on air announcements
News Director (1)	8/26/2020	All sources (1-11) listed in Section II	All Access

II. RECRUITMENT SOURCE LIST

Recruitment Source Contact Information	Source Requested Vacancy Notification (Yes/No)	No. of Interviewees Source Referred During Reporting Period
1. American School of Broadcast Student Services 915 W 2 nd Ave, Ste. 5 Spokane, WA 99201-2103 (509) 535-1010 admissions@radioschool.com	No	0

Recruitment Source Contact Information	Source Requested Vacancy Notification (Yes/No)	No. of Interviewees Source Referred During Reporting Period
2. Career Path Services 905 N Washington #300 Spokane, WA 99201 (509) 326-7520 Diane.giannobile@dshs.wa.gov	No	0
3. Washington Vocational Services 22316 – 70 th Ave W, Ste. D Mountlake Terrace, WA 98043-2190 (425) 774-3338 hr@wvs.org	No	0
4. Alliance for Women in Media - allwomeninmedia.org	No	0
5. National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 (213) 746-6988 info@nhmc.org	No	0
6. Seattle Indian Center Employment Services 611 – 12 th Ave S, Ste. 300 Seattle, WA 98144-2007 (206) 329-8700 msmichellejames@yahoo.com	No	0
7. Centralia College 600 Centralia College Blvd Centralia, WA 98531 financialaid@centralia.edu monica.brummer@centralia.edu	No	1
8. Worksource Lewis County PO Box 1187 Chehalis, WA 98532 (360) 740-2360 cchesnut@esd.wa.gov	No	0
9. Chehalis Indian Tribe 420 Howanut road Po box 536 Oakville, WA 98568 360-273-5911 jobs@chehalis tribe.org	No	0

Recruitment Source Contact Information	Source Requested Vacancy Notification (Yes/No)	No. of Interviewees Source Referred During Reporting Period
10. Washington State Association of Broadcasters Job Bank 724 Columbia St NW, Ste. 310 Olympia, WA 98501 (360) 705-0774 wsab@mail.tss.net	No	0
11. All Access https://www.allaccess.com/	No	4
12. Lewis County Assoc. of University Women (AAUW) connect@aauw.org	No	0
13. KELA / KMNT Radio 1635 S Gold St Centralia, WA 98531	No	1
TOTAL		6

III. RECRUITMENT INITIATIVES

<p><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></p>	<p>Our two radio stations and Operations Director participated in the White Pass/East County Gear Up Washington State High School College and Career Fair October 31, 2019. The program helps students prepare academically and financially to enter and complete the postsecondary program or institution of their choice. The event, attended by numerous northwest companies was also attended by our Program Director. The station helped co-sponsor the event by airing ads promoting the Career Fair.</p> <p>KELA and KMNT Radio helped co-sponsor a “drive through” job fair held 6/30/2020. The event, hosted by Express Employment, gave individuals seeking employment the opportunity to apply for various local jobs while remaining socially distanced. The stations supported the event by running a series of spots to promote the event, since COVID cancelled all other job fairs.</p>
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<p><i>Participated in at least 4 job fairs by station personnel who have substantial responsibility in making hiring decisions.</i></p>	<p>Due to Covid 19, all local job fairs were cancelled in 2020.</p>
<p><i>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.</i></p>	<p>Because of our participation in the annual White Pass Career Fair described above, we hosted several high school students from east Lewis County who were interested in working at a radio station and on-air. The students job shadowed our programming staff on January 23, 2020.</p>