

2021 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, 2020 to September 20, 2021

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 **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

May 21st, 2021 – Southern Oregon University. The stations participated in the S.O.U. virtual career fair, held in conjunction with Jackson County Oregon. Our Operations Manager was available virtually to answer questions about Broadcast opportunities and operations. Q&A available from our Operation Manager and Chief Operator.

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

Developed a sales intern program for broadcast engagement. Candidate spent two weeks learning revenue development fundamentals, focused on prospect engagement and client database management. This program took place in June of 2021.

*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 engaged (online) with a variety of college job banks via Handshake. This engagement reaches many schools in Oregon, California and Washington.

May 11, 2021, the General Manager took part as a virtual judge in a Career Experience Presentations at Logos Charter school. This program was designed to engage businesses with graduating students with aspiration of entering the local labor force.

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

January 19, 2021 General Manager and Operations Manager participated in an on-line 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
2/1/2021	Traffic Manager	Indeed
7/27/2021	Outside Sales	Indeed
8/21/2021	Outside Sales	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	5
Handshake - Southern Oregon University	2
www.allaccess.com	
Walk-in (Self)	1
Indeed.com	10
Bicoastal Media Stations	
Total	18

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 - Eastern Oregon University	N	One University Blvd La Grand, OR 97850	Online	541 962 3672
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 – Portland State Univ	N	1631 SW 12 th Ave Portland, Or 97209	Online	503 725 3000
Handshake – Sonoma State Univ	N	1801 East Cotati Ave Rhonert 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
All Access	N	Allaccess.com		
Indeed.com	N	Indeed.com		

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