

2019 ANNUAL EEO PUBLIC FILE REPORT

BICOASTAL MEDIA LICENSES IV, LLC (COLUMBIA GORGE EMPLOYMENT UNIT)

Stations in Employment Unit:

KIHR(AM), Hood River Oregon
KCGB-FM, Hood River Oregon
KMSW(FM), The Dalles Oregon
KACI(AM), The Dalles Oregon
KACI-FM, The Dalles Oregon

Reporting Period: September 21, 2018 through September 20, 2019

(Note: 12-month period determined by FCC license renewal filing date and not on calendar basis)

Number of Employees: More than 10

Small Market Exemption: Yes

OUTREACH INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

TYPE OF INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
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.	Using materials provided by the National Association of Broadcasters and the Oregon Association of Broadcasters, members of the public were invited to attend an informational meeting covering careers available in broadcasting, scholarships and training/education opportunities available. The offices and studios in both The Dalles and Hood River locations were used as sites. Staff conducting discussions were the General Manager, Sales Manager, and Operations Manager. The event was held September 11, 2019. The event was promoted on all five stations and through the website.

Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.	Regional Vice President and General Manger conducted an EEO training meeting on 5/7/19 with the Sales Manager and Director of Programming using materials provided by the NAB and broadcast attorney.
Participated in job banks, internet programs, and other programs designed to promote outreach generally.	Stations reach out through postings on Facebook and station websites asking for feedback on surveys and opinions on subjects of current interest to people in the community. We also ask listeners to actively engage in events such as Lifestyle Shows where we have an opportunity to interact.
Listed each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.	Washington State Association of Broadcasters Oregon Association of Broadcasters

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
5/28/19	Sales	Radio Station on air announcements

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 2

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Radio Stations on air announcements (KIHR, KACI AM, KACI FM, KCGB, KMSW)	2

RECRUITING SOURCES USED

Job Title of Position: Sales

Date of Hire: 5/28/19

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Oregon Employment Division	N	700 Union Street The Dalles, Oregon	Anita Akien	541 296-5435
The Oregon Association of Broadcasters	N	7150 S.W. Hampton Street Suite 240 Portland, Oregon 97223	John Tamerlano	503-443-2299
Bicoastal Radio Stations KIHR KMSW KACI KACI FM KCGB	N	719 E 2 nd . The Dalles, Oregon	Gary Grossman	541-296-2211
Gorgeradio.com	N	719 E 2 nd . The Dalles, Oregon	Mark Bailey	541-296-2211
Washington Association of Broadcasters	N	Tacoma, WA 98411	Keith Shipman	360-705-0774

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

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