

2020 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, 2019 through September 20, 2020

(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
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 8/24/20 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 (i.e., that are not primarily directed to providing notification of specific job vacancies).	Stations reach out through Facebook and the station websites to engage the audience and ask for feedback on surveys and opinions on subjects of current interest in the community.

2.

LIST OF POSITIONS FILLED

No vacant positions during the period