

2021 ANNUAL EEO PUBLIC FILE REPORT

Bicoastal Media Licenses IV, LLC (Columbia Gorge 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, 2020 through September 20, 2021

No. of Full-time Employees: 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):

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

General Manager provides on-the job training to Account Executive for promotion to Sales Manager position

*Established a **mentoring** program for station personnel.*

General Manager mentors Account Executive for promotion to Sales Manager position

*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).*

The stations reach out through Facebook and the stations' websites to engage the audience and ask for feedback on subjects of current interest.

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

General manager receives online training on discrimination issues. The last training was September 13, 2021. Training on EEO and discriminations using NAB materials conducted by Regional Vice President with General Manager and Operations Manager May 21, 2021. Operations Manager successfully completed the

Bicoastal Media
 Harassment/Discrimination/Retaliation Training
 for Supervisors covering sexual harassment,
 discrimination, retaliation, and abusive conduct
 on April 23, 2021

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.

The stations listed upper level job category positions filled during the reporting period with the Oregon Association of Broadcasters.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
4-26-21	Traffic Manager	On-Air
9-16-21	Operations Assistance	Internal Personnel

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
On-Air	1
Craigs List Portland	2
Internal Personnel	1
Oregon Assoc. of Broadcasters	2
Total Number of Persons Interviewed during the Reporting Period:	6

RECRUITING SOURCES USED

Job Title of Position: Traffic Manager Date of Hire: 4-26-21

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Oregon Association of Broadcasters	N	Oab.com	Bob Singer	theoab@theoab.org (503) 443-2299
Bicoastal Media Co. Website	N	Bicoastalmedia.com	Sam Tongue	sam@bicoastal.media 541-284-3605
Columbia Gorge Jobs	N	https://www.facebook.com		

Craigs List	N	https://portland.craigslist.org		
Columbia Gorge Community News	N	PO Box 1910 The Dalles, OR 97058	Rachel Harrison	541-296-2141
On-Air	N	719 E. Second Street The Dalles, OR 97058 1190 22 nd Street Hood River, OR 97031	Bill Nielsen	541-296-2211 bnielsen@bicoastalm edia.com
Work Source Oregon	N	700 Union Street Suite 105 The Dalles, OR 97058	Eric Proffitt	541-296-5435 Robert.E.Proffitt@or egon.gov

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

Job Title of Position: Operations Assistant Date of Hire: 9-16-21

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Oregon Association of Broadcasters	N	Oab.com	Bob Singer	theoab@theoab.org (503) 443-2299
Washington State Association of Broadcasters	N	Wsab.com	Keith Shipman	kshipman@wsab.org (360) 705-0774
Bicoastal Media Co. website	N	Bicoastalmedia.com	Sam Tongue	sam@bicoastal.media 541-284-3605
Columbia Gorge Community News	N	PO Box 1910 The Dalles, OR 97058	Rachel Harrison	541-296-2141
Worksource Oregon	N	700 Union Street Suite 105 The Dalles, OR 97058	Eric Proffitt	541-296-5435 Robert.E.Proffitt@or egon.gov

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