

2022 ANNUAL EEO PUBLIC FILE REPORT

Bicoastal Media Licenses IV, LLC (Columbia Gorge Employment Unit)

Stations:	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 22, 2021, through September 23, 2022
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 and Operations Manager provided training to Sales Manager and Operations Assistant for promotion into higher level positions January 19, 2022. Materials provided from the National Association of Broadcasters.

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

Operations Manager provided a mentoring program for Operations Assistant. Meetings held weekly on FCC regulations, equipment monitoring and repair, EEO requirements and EAS requirement.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
5-23-22	Traffic Manager	On-Air & Indeed
2-17-22	Account Executive	Referral
2-22-22	Account Executive	Referral

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
On-Air	2
Craigs List Portland	1
Indeed	9
Referral	4
Oregon Assoc. of Broadcasters	0
WorkSource Oregon	0
Total Number of Persons Interviewed during the Reporting Period:	16

RECRUITING SOURCES USED

Job Title of Position: Traffic Manager Date of Hire: 5-23-22

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed	N	Indeed.com	Sarah Campbell	(541) 284-3605
Bicoastal Media Co. Website	N	Bicoastalmedia.com	Sam Tongue	
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@bicoastal.m edia
Craigslist	N	Craigslist.com	n/a	

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: Account Executives Dates of Hire: 2/17 & 22/22

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed	N		Sarah Campbell	
Oregon Association of Broadcasters	N	Theoab.org	Bob Singer	theoab.org (503) 443-2299
Bicoastal Media Co. Website	N	Bicoastalmedia.com	Leslie Moon	
Craigs List/Portland	N	https://portland.craigslist.org	n/a	
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@bicoastal.media
WorkSouce (The Dalles)	N	700 Union Street, Suite 105, The Dalles, OR 097058		Oed_510@oregon.gov 541-791-5850

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