

2025 ANNUAL EEO PUBLIC FILE REPORT

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

Stations:	KIHR (AM), Hood River Oregon KCGB (FM), Hood River Oregon KMSW (FM), The Dalles Oregon KTDS (FM), The Dalles Oregon KACI (FM), The Dalles Oregon
Reporting Period:	September 24, 2024, through September 23, 2025
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 Account Executive for promotion into higher level position. Training material used from RAB, including coaching, recruiting & goal setting. Training every Monday for 4 weeks.

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

General Manager provided an internship program through Columbia Gorge Community College to provide production and on-air training to interested individuals. Internship program started 6/16/25 and ran for 2 weeks.

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

Operations Manager provided a mentoring program for new 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
3-10-25	Operations Assistant	Indeed
1-20-25	Account Executive	Bicoastal Media Website
6-9-25	Account Executive	Indeed

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
On-Air	
Indeed	4
Referral	
Facebook	
Bicoastal Media Website	1

RECRUITING SOURCES USED

Job Title of Position: Account Executive Date of Hire: 1-20-25

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed	N	Indeed.com	Lynn Davis	(541) 284-3665
Bicoastal Media Co. Website	N	Bicoastalmedia.com	Leslie Moon Director of Digital Services	Cell: 919-656-4542 lmoon@bicoastal.media
Facebook	N	Facebook.com	Tammy Dirks	tdirks@bicoastal.media
On-Air	N	719 E. Second Street The Dalles, OR 97058	Tammy Dirks	tdirks@bicoastal.media 541-296-2211

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: 3-10-25

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed	N	Indeed.com	Lynn Davis	(541) 284-3665
Bicoastal Media Co. Website	N	Bicoastalmedia.com	Leslie Moon Director of Digital Services	Cell: 919-656-4542 lmoon@bicoastal.media
Facebook	N	Facebook.com	Tammy Dirks	tdirks@bicoastal.media
On-Air	N	719 E. Second Street The Dalles, OR 97058	Tammy Dirks	541-296-2211 tdirks@bicoastal.media

* 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 Executive Date of Hire: 6-9-25

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. and E-Mail Address of Source
Indeed	N	Indeed.com	Lynn Davis	(541) 284-3665
Bicoastal Media Co. Website	N	Bicoastalmedia.com	Leslie Moon Director of Digital Services	Cell: 919-656-4542 lmoon@bicoastal.media
Facebook	N	Facebook.com	Tammy Dirks	tdirks@bicoastal.media
On-Air	N	719 E. Second Street The Dalles, OR 97058	Tammy Dirks	541-296-2211 tdirks@bicoastal.media