

2019 ANNUAL EEO PUBLIC FILE REPORT  
Bicoastal Media Licenses VI, LLC  
Rogue Valley Employment Unit

Stations:	KIFS(FM), Ashland, OR KLDZ(FM), Medford, OR KMED(AM), Medford, OR KRWQ(FM), Gold Hill, OR KYVL(FM), Eagle Point, OR KCMD(FM), Grants Pass, OR
Reporting Period:	September 21, 2018 to September 20, 2019
No. of Full-time Employees:	More than 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):

*Participated in **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

April 24, 2019 - Southern Oregon University Career Fair 2019  
The stations participated in Southern Oregon University's career networking fair. We sent our Operations Manager and our General Manager to represent all 5 stations and to talk with several hundred students who were expected to attend this event. This event was held in the Rogue River Room in the Stevenson Union, where we set up a table and talked with attending students.

*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 engage in outreach to their audience through Facebook.

Station websites invite people to fill out a form and take a tour of our studio's and learn what each member of our team does in our day to day operation.

April 22, 2019 Our Operations Manager and our KIFS Program Manager conducted a one hour tour and question/answer session for Pathway Enterprise clients.

October 2, 2018 Our Senior marketing consultant participated in an hour interview with a student from Logos Charter School as part of a career exploration class.

*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.*

Oregon Association of Broadcasters

*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.*

Throughout the year we do live broadcasts from advertisers' locations. During these remotes, our on-air personalities hand out packets about our stations and all the careers and their different roles within our business.

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LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
9/10/19	ACCOUNT EXECUTIVE	INDEED

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INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 10

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Indeed.com	7
Bicoastal Media Websites/Facebook	3

**RECRUITING SOURCES USED**

The following sources were used to recruit all full-time openings:

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Southern Oregon University	N	1250 Siskiyou Blvd Ashland, OR 97502-5004	Max Brooks	541-552-6461
Oregon Association of Broadcasters	N	9020 SW Washington Square Rd, Ste 140 Portland, OR 97223-8366	Shannon Johnson	503-443-2299
Station Websites	N	KRWQ-KZZE-KMED-KLDZ-KIFS (websites) 3624 Avion Medford, OR 97504	Bryce Burtner	541-772-4170
www.indeed.com	N	indeed.com		
Southern Oregon Help Wanted.com	N	11 Abrams Rd Central Valley, NY 10917	Dale Mulder	541-772-4170
www.craigslist.com	N	medford.craigslist.org		

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