

**2019 ANNUAL EEO PUBLIC FILE REPORT**

**BICOASTAL MEDIA LICENSES IV, LLC**

**(CENTRALIA – CHEHALIS EMPLOYMENT UNIT)**

**Stations in Employment Unit:  
KELA (AM), Centralia-Chehalis, WA  
KMNT (FM), Chehalis, WA**

**Reporting Period: September 21, 2018 - September 20, 2019**

**Number of Employees: More than 10**

**Small Market Exemption: Yes**

**I. VACANCY LIST**

| <b>Job Title</b>      | <b>Date of Hire</b> | <b>Recruitment Sources Used to Fill Vacancy</b> | <b>Source Referring Hiree</b>  |
|-----------------------|---------------------|---|--------------------------------|
| Account Executive (1) | 10/15/2018          | All sources listed in Section II                | KELA-KMNT on air announcements |
| Account Executive (1) | 12/8/2018           | All sources listed in Section II                | KELA-KMNT on air announcements |
| Account Executive (1) | 1/9/2019            | All sources listed in Section II                | KELA-KMNT on air announcements |

**II. RECRUITMENT SOURCE LIST**

| <b>Recruitment Source Contact Information</b>   | <b>Source Requested Vacancy Notification (Yes/No)</b> | <b>No. of Interviewees Source Referred During Reporting Period</b> |
|---|---|--|
| American School of Broadcast<br>Student Services<br>915 W 2 <sup>nd</sup> Ave, Ste. 5<br>Spokane, WA 99201-2103<br>(509) 535-1010<br><a href="mailto:admissions@radioschool.com">admissions@radioschool.com</a> | No  | 0  |

| Recruitment Source Contact Information   | Source Requested Vacancy Notification (Yes/No) | No. of Interviewees Source Referred During Reporting Period |
|--|--|---|
| Career Path Services<br>905 N Washington #300<br>Spokane, WA 99201<br>(509) 326-7520<br><a href="mailto:Diane.giannobile@dshs.wa.gov">Diane.giannobile@dshs.wa.gov</a>   | No   | 0   |
| Washington Vocational Services<br>22316 – 70 <sup>th</sup> Ave W, Ste. D<br>Mountlake Terrace, WA 98043-2190<br>(425) 774-3338<br><a href="mailto:hr@wvs.org">hr@wvs.org</a>   | No   | 0   |
| University of Washington Women<br><a href="mailto:alexis@univpost.com">alexis@univpost.com</a>   | No   | 0   |
| National Hispanic Media Coalition<br>2514 S Grand Ave<br>Los Angeles, CA 90007<br>(213) 746-6988<br><a href="mailto:info@nhmc.org">info@nhmc.org</a>   | No   | 0   |
| Seattle Indian Center<br>Employment Services<br>611 – 12 <sup>th</sup> Ave S, Ste. 300<br>Seattle, WA 98144-2007<br>(206) 329-8700<br><a href="mailto:msmichellejames@yahoo.com">msmichellejames@yahoo.com</a>                         | No   | 0   |
| Centralia College<br>600 Centralia College Blvd<br>Centralia, WA 98531<br><a href="mailto:financialaid@centralia.edu">financialaid@centralia.edu</a><br><a href="mailto:monica.brummer@centralia.edu">monica.brummer@centralia.edu</a> | No   | 2   |
| Worksource Lewis County<br>PO Box 1187<br>Chehalis, WA 98532<br>(360) 740-2360<br><a href="mailto:cchesnut@esd.wa.gov">cchesnut@esd.wa.gov</a>   | No   | 0   |
| Chehalis Indian Tribe<br>420 Howanut road<br>Po box 536<br>Oakville, WA 98568<br>360-273-5911<br><a href="mailto:jobs@chehalis tribe.org">jobs@chehalis tribe.org</a>  | No   | 0   |

| Recruitment Source Contact Information  | Source Requested Vacancy Notification (Yes/No) | No. of Interviewees Source Referred During Reporting Period |
|---|--|---|
| Washington State Association of Broadcasters<br>Job Bank<br>724 Columbia St NW, Ste. 310<br>Olympia, WA 98501<br>(360) 705-0774<br><a href="mailto:wsab@mail.tss.net">wsab@mail.tss.net</a> | No   | 0   |
| Labor Ready<br>418 N. Tower<br>Centralia, WA 98531<br><a href="mailto:BR@LaborReady.com">BR@LaborReady.com</a>  | No   | 0   |
| Lewis County Assoc. of University Women (AAUW)<br><a href="mailto:connect@aauw.org">connect@aauw.org</a>  | No   | 0   |
| KELA / KMNT Radio<br>1635 S Gold St<br>Centralia, WA 98531  | No   | 4   |
| <b>TOTAL</b>  |  | <b>6</b>  |

### III. RECRUITMENT INITIATIVES

|   |   |
|---|---|
| <p>Participated in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p> | <p>Our General Manager attended a Centralia College Associated Student Body function October 3, 2018, where we were able to discuss radio employment opportunities. This is a group of community college student leaders who are preparing for careers following graduation.</p> <p>Our two radio stations and Operations Director participated in the White Pass/East County Gear Up High School College and Career Day Thursday, November 1, 2018. The program helps students better understand the requirements for preparing and interviewing for work. Our presentation included Educational requirements and necessary skills for various jobs in radio broadcasting. The event was also attended by our Program Director. The station helped co-sponsor the event by airing ads.</p> <p>Our radio stations participated in the Rotary Mentorship Day student mentoring program for local schools February 6<sup>th</sup>. High school students interested in broadcast careers came to our radio stations. Students toured our station facilities and spent time with numerous departments discussing radio broadcast business opportunities. Students job shadowed with on-air, sales, business office and news reporting personnel. Following the station mentoring, our Operations Director accompanied the students to</p> |
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|  | Centralia College for an all group lunch and guest speaker who talk to students about preparing for careers.   |
| <i>Participated in <b>job fairs</b> by station personnel who have substantial responsibility in making hiring decisions.</i> | During the reporting period, our General Manager and Operations Director attended the Centralia College Job Fair/Career Day in April 23, 2019. We met with students and local citizens, and accepted resumes/applications from individuals who were interested in reviewing local career opportunities, including radio on-air broadcasting and advertising sales. |