

**2021 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, 2020- September 20, 2021**

**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) | 3/22/21             | Sources 1- 4 and 6-18 listed in Section II      | Employee Referral             |
| Sales Manager (1)     | 7/6/21              | Sources 2-18 listed in Section II               | Employee Referral             |

**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> |
|--|---|--|
| 1. KELA/KMNT Radio<br>1635 S. Gold Street<br>Centralia, WA 98531   | No  | 0  |
| 2. 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 |
|---|--|---|
| 3. University of Washington<br>1400 NE Campus Parkway<br>Seattle, WA 98195<br>(206) 543-2100<br><a href="mailto:alexis@univpost.com">alexis@univpost.com</a>  | No   | 0   |
| 4. 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   |
| 5. Bicoastal Corporate Website<br>Bicoastal.media   | No   | 1   |
| 6. 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   |
| 7. 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   |
| 8. 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   | 0   |
| 9. 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   |
| 10. 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 |
|--|--|---|
| 11. 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   |
| 12. All Access<br><a href="https://www.allaccess.com/">https://www.allaccess.com/</a>  | No   | 0   |
| 13. Express Pros<br>114 W Walnut Street<br>Centralia, WA 98531<br>(360) 330-9050<br><a href="mailto:CentraliaWA@ExpressPros.com">CentraliaWA@ExpressPros.com</a>                                 | No   | 0   |
| 14. Labor Ready<br>418 N Tower Ave<br>Centralia, WA 98531<br>(360) 807-8922<br><a href="mailto:8001-BR@LaborReady.com">8001-BR@LaborReady.com</a>  | No   | 0   |
| 15. South Sound Community College<br>2811 Mottman Road SW<br>Olympia, WA 98512<br>(360) 596-5200<br><a href="mailto:studentemployment@spscc.ctc.edu">studentemployment@spscc.ctc.edu</a>         | No   | 0   |
| 16. St. Martin's University<br>5000 Abbey Way SE<br>Lacey, WA 98503<br>(360) 491-4700<br><a href="mailto:careers@stmartin.edu">careers@stmartin.edu</a>  | No   | 0   |
| 17. Centralia-Chehalis Chamber of Commerce<br>500 NW Chamber of Commerce Way<br>Chehalis, WA 98532<br>(360) 748-8885<br><a href="mailto:TheChamber@ChamberWay.com">TheChamber@ChamberWay.com</a> | No   | 0   |
| <b>18. Employee Referral</b>   | No   | 2   |
| <b>TOTAL</b>   |  | <b>3</b>  |

| Recruitment Source Contact Information | Source Requested Vacancy Notification (Yes/No) | No. of Interviewees Source Referred During Reporting Period |
|--|--|---|
|  |  |   |

**III. RECRUITMENT INITIATIVES**

|   |   |
|---|---|
| <i>Co-sponsored at least one <b>job fair</b> with organizations in the business and professional community whose membership includes substantial participation by women and minorities.</i> | KELA and KMNT Radio helped co-sponsor a local hiring event on 9/14/21. The event, hosted by Centralia-Chehalis Chamber, invited local businesses to one location wherein individuals seeking employment could apply for various jobs and receive an interview on the spot. The stations supported the event by running a series of spots to promote the event.  |
| <i>Listed each <b>upper-level</b> category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.</i>       | All upper-level jobs are listed with the Washington Association of Broadcasters.  |
| <i>Provided <b>training</b> to <b>management level personnel</b> on methods of ensuring equal employment opportunity and prevent discrimination</i>   | Training is provided to management personnel annually using NAB materials on EEO regulations. General Manager participated in a video training annually on prevention of discrimination. On 2/19/21, the GM and Sales Manager participated in an online video training, US Harassment Prevention, provided by Impact Compliance Training. On June 22, 2021, the President and Regional Vice President reviewed the EEO requirements and recruitment with the General Manager. |