

2022 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**

Stations:	KELA(AM), Centralia-Chehalis, WA KMNT(FM), Chehalis, WA
Reporting Period:	September 21, 2021-September 20, 2022
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 at least 4 job fairs by station personnel who have substantial responsibility in making hiring decisions.*

- November 16, 2021 - Sales Manager attended the Centralia-Chehalis Chamber of Commerce Job Fair
- June 21, 2022 – Market Manager, attended the Centralia-Chehalis Chamber of Commerce Job Fair

*Co-sponsored at least one **job fair** with organizations in the business and professional community whose membership includes substantial participation by women and minorities.*

November 16, 2021 – KELA and KMNT Radio helped co-sponsor a local hiring event hosted by Centralia-Chehalis Chamber, and invited local businesses to one location where 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. The Sales Manager attended the event on behalf of KELA and KMNT.

*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.*

All upper-level jobs are listed with the Washington Association of Broadcasters.

#### LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
11/18/21	Account Executive	Employee Referral
1/24/22	Account Executive	Employee Referral
1/21/22	Operations Manager	Promoted within company
2/22/22	Traffic Manager	Indeed
7/6/22	Account Executive	Employee Referral

#### INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Indeed	4
Employee Referral	3
Total Number of Persons Interviewed during the Reporting Period:	7

**RECRUITING SOURCES USED**

Job Title of Position: **Account Executive**    Date of Hire: **11/18/2021**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed	N	Indeed.com	Sarah Campbell HR	Bicoastal Media 1500 Valley River Drive, Suite 350 Eugene, OR 97401
Saint Martins	N	Handshake.com	Ililani Kamaka	Saint Martins University, <a href="mailto:ikamaka@stmartin.edu">ikamaka@stmartin.edu</a> <a href="tel:360.688.2835">u</a> 360.688.2835
WSAB	N	Wsab.com	Keith Shipman	PO Box 11341, Tacoma, WA 98411 360-705-0774 (Office) 541-419-0141 (Cellular) <a href="mailto:kshipman@wsab.org">kshipman@wsab.org</a> <a href="http://www.wsab.org">www.wsab.org</a>
KELA/KMNT Radio- on air	N	1635 S. Gold Street	Lindy Waring	1635 S. Gold Street, Centralia, WA 98531 360.736.3321
Bicoastal Media website	N	Bicoastal Media	Lindy Waring	1635 S. Gold Street, Centralia, WA 98531 360.736.3321
All Access	N	Allaccess.com	Lindy Waring	1635 S. Gold Street, Centralia, WA 98531 360.736.3321

\* 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: **1/24/2022**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed	N	Indeed.com	Sarah Campbell HR	1500 Valley River Drive, Suite 350 Eugene, OR 97401
WSAB	N	Wsab.com	Keith Shipman	PO Box 11341, Tacoma, WA 98411 360-705-0774 (Office) 541-419-0141 (Cellular) <a href="mailto:kshipman@wsab.org">kshipman@wsab.org</a>

				<a href="http://www.wsab.org">www.wsab.org</a>
KELA/KMNT Radio- on air	N	1635 S. Gold Street	Lindy Waring	1635 S. Gold Street, Centralia, WA 98531 360.736.3321
Bicoastal Media Website	N	Bicoastal Media	Lindy Waring	1635 S. Gold Street, Centralia, WA 98531 360.736.3321
Centralia-Chehalis Chamber	N	Chamberway.com & FB Page	Adam Warren	500 NW Chamber of Commerce Way, Chehalis, WA 98532 (360) 748-8763
Worksource	N	Worksourcewa.com	Zach Nibler	Thurston County Chamber, 809 Legion Way, Olympia, WA 98501 (360) 628- 7278
Barefoot Student	N	Barefootstudent.com	Bryce Woods	20701 North Scottsdale Road, Ste. 107-170, Scottsdale, AZ 85255
All Access	N	Allaccess.com	Lindy Waring	1635 S. Gold Street, Centralia, WA 98531 360.736.3321

\* 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 Manager**

Date of Hire: 1/21/2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed	N	Indeed.com	Sarah Campbell HR	1500 Valley River Drive, Suite 350 Eugene, OR 97401
WSAB	N	Wsab.com	Keith Shipman	PO Box 11341, Tacoma, WA 98411 360-705-0774 (Office) 541-419-0141 (Cellular) <a href="mailto:kshipman@wsab.org">kshipman@wsab.org</a> <a href="http://www.wsab.org">www.wsab.org</a>
Bicoastal Media Website	N	Bicoastal.Media	Lindy Waring	1635 S. Gold Street, Centralia, WA 98531 360.736.3321
All Access	N	Allaccess.com	Lindy Waring	1635 S. Gold Street, Centralia, WA 98531

				360.736.3321
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Job Title of Position: **Traffic Manager**

Date of Hire: 2/22/2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed	N	Indeed.com	Sarah Campbell HR	1500 Valley River Drive, Suite 350 Eugene, OR 97401
WSAB	N	Wsab.com	Keith Shipman	PO Box 11341, Tacoma, WA 98411 360-705-0774 (Office) 541-419-0141 (Cellular) <a href="mailto:kshipman@wsab.org">kshipman@wsab.org</a> <a href="http://www.wsab.org">www.wsab.org</a>
KELA/KMNT Radio- on air	N	1635 S. Gold Street	Lindy Waring	1635 S. Gold Street, Centralia, WA 98531 360.736.3321
Bicoastal Media Website	N	Bicoastal.Media	Lindy Waring	1635 S. Gold Street, Centralia, WA 98531 360.736.3321
All Access	N	Allaccess.com	Lindy Waring	1635 S. Gold Street, Centralia, WA 98531 360.736.3321
Worksource	N	Worksourcewa.com	Zach Nibler	Thurston County Chamber, 809 Legion Way, Olympia, WA 98501 (360) 628- 7278

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Job Title of Position: **Account Executive**

Date of Hire: 7/6/2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Linkedin	N	linkedin.com	Sarah Campbell HR	1500 Valley River Drive, Suite 350 Eugene, OR 97401
WSAB	N	Wsab.com	Keith Shipman	PO Box 11341, Tacoma, WA 98411 360-705-0774 (Office)

				541-419-0141 (Cellular) <a href="mailto:kshipman@wsab.org">kshipman@wsab.org</a> <a href="http://www.wsab.org">www.wsab.org</a>
KELA/KMNT Radio- on air	N	1635 S. Gold Street	Lindy Waring	1635 S. Gold Street, Centralia, WA 98531 360.736.3321
Bicoastal Media Website	N	Bicoastal.Media	Lindy Waring	1635 S. Gold Street, Centralia, WA 98531 360.736.3321
Centralia-Chehalis Chamber	N	Chamberway.com & FB Page	Adam Warren	500 NW Chamber of Commerce Way, Chehalis, WA 98532 (360) 748-8763
Worksource	N	Worksourcewa.com	Lindy Waring	Thurston County Chamber, 809 Legion Way, Olympia, WA 98501 (360) 628- 7278
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