

2018 ANNUAL EEO PUBLIC FILE REPORT

BICOASTAL MEDIA LICENSES II, LLC

Stations in Employment Unit:	KATA(AM), Arcata, CA KGOE(AM), Eureka, CA KFMI(FM), Eureka, CA KRED(FM), Eureka, CA KKHB(FM), Eureka, CA
Reporting Period:	July 22, 2017 – July 21, 2018
No. of Full-time Employees:	Less than 10
Small Market Exemption:	Yes

There were no full time positions filled during this reporting period.

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.*

The licensee's General Manager presented to potential Sales Manager staff "New Year's Resolutions to Crush Your 2018 Numbers" on January 25, 2018.

The licensee's General Manager and Business Manager provided training to lower level employee to qualify for a higher level position between the dates of Feb 1, 2018 to present.

*Provided **training to management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

On March 28, 2017 General Manager, Business Manager and Operations Manager completed two hour on-line "Sexual Harassment for Supervisors" covering sexual harassment, discrimination and retaliation.

On February 15, 2017 Business Manager attended "California Labor Law - Preventing Common Employer Mistakes" presented by EDD.

*Participated in 4 events or programs sponsored by **educational** institutions relating to career opportunities in broadcasting.*

Hosted two students for March 14, 2018
Freshwater School World of Work Job Shadow Program. Students shadow the Morning Disc Jockey.

Hosted two students for March 21, 2017
McKinleyville High School World of Work Job Shadow Program. Students shadow the Morning Disc Jockey.

The licensee's General Manager participated in the 2017-2018 months long Humboldt County Office of Education "Innovate" Program in which local high school teens are prepped with skills including media marketing for proposed business models.

*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.*

Licensee hosts weekly Summer Concert series June through August where brochures regarding local radio and broadcast opportunities are made available at our table near the main entrance.

Station staff routinely attends monthly networking events at Eureka Chamber of Commerce. These events enable our staff to disseminate information regarding employment opportunities with our employment unit.

Station staff attends weekly meetings of the local Eureka, CA Chapter of BNI-Business Networking International. These events enable our staff to disseminate information regarding employment opportunities with our employment unit.