

Exhibit 8

Bicoastal Media Licenses VI, LLC

Materials distributed at Station Remotes

Have you considered a career in radio?



Many different stations...many different roles

Management - Various positions that oversee day-to-day operations of the building, creating revenue opportunities, business and human resource management, as well as leading sales and programming departments.

Programming - Forge the sound of a particular radio station with the right balance of music and personality while serving as a voice of your community. Programming personnel are responsible for daily on-air shifts, voicing commercials, and providing a "face" to the radio station on the website, social media, and at events.

Marketing - Help local businesses grow with effective advertizing and marketing campaigns with a position where your earning potential is only limited by your desire to succeed!

Technical - These are very "hands on" type positions that have emphasis on repairing and maintaining broadcast equipment and computer systems pertinent to operating a radio station.

Online - This many be a stand-alone position or delegated to various positions outlined above. Website design, photography and artwork, as well as online audio streaming are all newer aspects of broadcasting, but very strongly a part of our future.

Administrative - Insertion of advertizing orders, scheduling commercials, as well as billing, accounts receivable and payable.

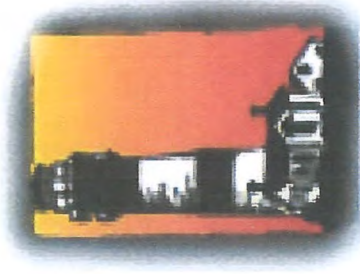


BICOASTAL
ROGUE VALLEY, LLC

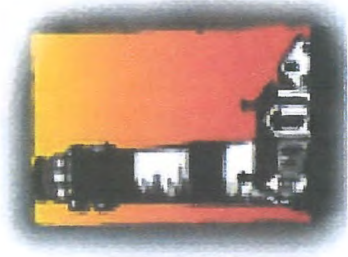


Bicoastal Media

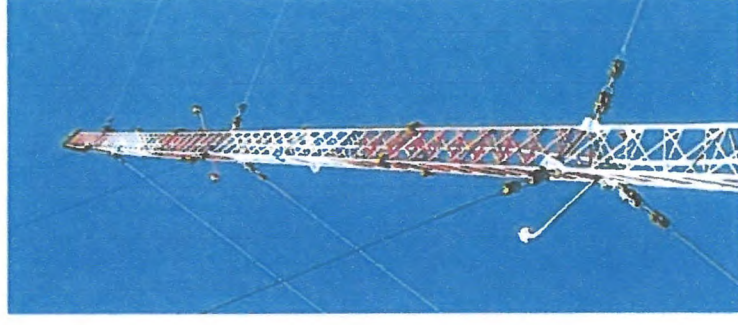
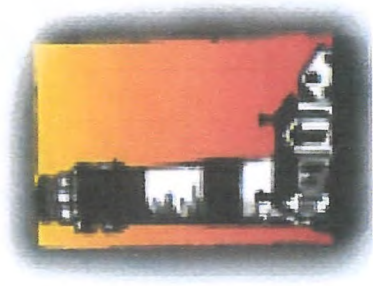
Outside Sales and Marketing



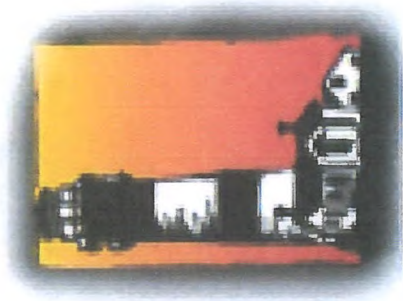
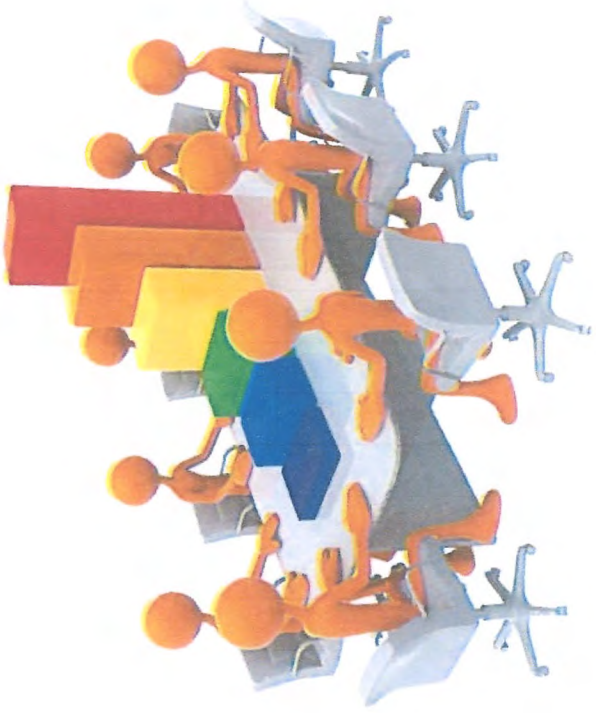
Operations



Engineering



Management





EMPLOYEE NAME:

EFFECTIVE DATE:

JOB TITLE: General Manager/Market Manager

Market:

DEPARTMENT: Sales

REPORTS TO: Regional Manager/COO

FLSA STATUS: Exempt HOURS: ☐ Full-time ☐ Part-time

Oversight of entire markets operations in the cluster including market profitability. Responsible for facilitating the implementation of radio and/or non-broadcast sales programs designed to maximize sales revenues and achieve revenue goals set forth by the company. This job description may be modified at any time as deemed appropriate by management or as consistent with the essence of the job.

DUTIES AND RESPONSIBILITIES

- Protects the station(s) FCC license(s) by ensuring that stations are compliant with all FCC regulations
- Oversight of daily operation (financial performance, programming, sales, technical aspects, human resources and business administration)
- Generate budgets, marketing and strategic planning for all stations with an emphasis on improving profitability, ratings, revenue, and controlling expenses
- Recruits, trains, motivates and mentors department heads (Sales managers, Operations Managers and Accounting Managers) as well as Sales Executives
- Prepares and executes against annual operating and capital expense budgets for stations which includes strategic action plans, programming calendars and station warfare models)
- Responsible for overall financial performance of the market and current projections of revenue and expenses
- Active in a direct sales role by handling multiple client accounts (direct and agency based clients)
- Resolves inter-department conflicts with other department managers
- Manages human resources issues involving direct reports
- Regularly meets with prospective and current clients to create and maintain sales relationships
- Develops new business in selected markets and/or geographic locations

REQUIRED KNOWLEDGE SKILLS AND ABILITIES

Knowledge of all applicable FCC rules and regulations. Recruiting, training and mentoring knowledge. Knowledge of sales principles and practices. Knowledge of products, customer, needs, competition and market trends. Excellent negotiating, verbal and written communication skills as well as interpersonal skills. Ability to work independently without immediate direction or supervision. Computer literacy in applicable programs. Problem solving ability and skill in prioritizing tasks. Ability to interact with management and staff at all levels. Ability to multitask and can handle pressures and deadlines.

EDUCATION AND LICENSING REQUIREMENTS

College degree or equivalent work experience. A valid drivers license

PHYSICAL REQUIREMENTS

May require lifting or moving up to 25 lbs. Able to sit for extended periods of time.

EMPLOYEE'S SIGNATURE DATE



EMPLOYEE NAME:

JOB TITLE: Marketing Consultant

DEPARTMENT: Sales

FLSA STATUS: Exempt **HOURS:** ☐ Full-time ☐ Part-time

EFFECTIVE DATE:

Market:

REPORTS TO: Market GM & DOS

Responsible for implementing radio and/or internet sales programs designed to maximize sales revenues and achieve revenue goals set forth by the company. This job description may be modified at any time as deemed appropriate by management or as consistent with the essence of the job.

DUTIES AND RESPONSIBILITIES

- Sells advertising time/internet space (as applicable) and works with advertisers to help market themselves to the station's listeners.
- Coordinates all aspects of client radio advertising campaign including copy, production, billing, collections, remote broadcasts and event marketing.
- Regularly meets with prospective and current clients to create and maintain sales relationships
- Develops new business in selected markets and/or geographic locations.
- Assists with collections and accounts receivable functions as needed.

REQUIRED KNOWLEDGE SKILLS AND ABILITIES

Knowledge of all applicable FCC rules and regulations. Knowledge of sales principles and practices. Knowledge of products, customer, needs, competition and market trends. Excellent negotiating, verbal and written communication skills. Ability to work independently without immediate direction or supervision. Computer literacy in applicable programs. Problem solving ability and skill in prioritizing tasks. Ability to interact with management and staff at all levels. Ability to multitask and can handle pressures and deadlines.

EDUCATION AND LICENSING REQUIREMENTS

High school diploma. A valid drivers license

PHYSICAL REQUIREMENTS

May require lifting or moving up to 25 lbs. Able to sit for extended periods of time.



EMPLOYEE NAME:

JOB TITLE: Marketing Consultant

DEPARTMENT: Sales

FLSA STATUS: Exempt **HOURS:** ☐ Full-time ☐ Part-time

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EDUCATION AND LICENSING REQUIREMENTS

High school diploma. A valid drivers license

PHYSICAL REQUIREMENTS

May require lifting or moving up to 25 lbs. Able to sit for extended periods of time.



EMPLOYEE NAME:
JOB TITLE: Operations Manager
DEPARTMENT: Production & Programming

EFFECTIVE DATE:
MARKET:
REPORTS TO: Market/General Manager

FLSA STATUS: Exempt **HOURS:** ☐ Full-time ☐ Part-time

Responsible for overall sound of every radio station, including and not limited to all music, imaging, programming and promotions for their station. Creatively and efficiently oversee all production of advertising commercials, stations promotions and public service commitments. Supervise air talent to ensure the development of a marketable product. Ensures proper transition between the traffic, sales and programming and production departments. Maintains public service in accordance with FCC rules and regulations. Ensures that daily, weekly and monthly responsibilities are performed in a timely, professional, and accurate manner. This job description may be modified at any time as deemed appropriate by management or consistent with the essence of the job.

DUTIES AND RESPONSIBILITIES

- Supervises, recruits, hires and trains support staff. Provides regular coaching and performance feedback to staff.
- Maintains up-to-date music and sound effects library. Ensures programming is consistent and appropriate for respective format. Follows trends in the industry to better program the station. Oversees music rotation, testing and play list development.
- Oversees imaging for station. Chooses voices to maintain consistency. Writes and produces imaging as necessary.
- Works with engineer and Production staff to ensure compliance with all FCC rules and regulations. Assists engineer with the technical operation of the stations. Identifies and communicates to the General Manager and Market Engineer programming hardware and software needs necessary for the operation of the cluster.
- Selects appropriate specialty programming. Ensure the completion of all affidavits regarding programming. Research and understand target demographic and station ratings. Asses market competition and develop marketing strategies, programming and contest to grow ratings.
- Assists in the creation of copy and production for clients. Ensures commercials are produced and dubbed. Schedules personnel, studios and recording sessions for commercial production.
- Work with Account Executives to ensure client expectations are met. Create and execute promotional events and contests within department budget. Negotiates and purchases collateral and other promotional items. Develop strategic relationships with entertainment and event venues to benefit the station. Work with local charities to the mutual benefit of the community, the charity and the station.
- Conceive, coordinate and implement on-air and off-air promotions and events in order to promote the stations image, logo and general presence in the marketplace and primary demographic. Ensures talent is schedules for all outside appearances, remote broadcast and special events.
- Supervises Program Directors in Cluster. Serves as liaison between Programming and other departments. Resolves interpersonal conflict between departments.
- Maintains and updates contest-winner databases.
- Monitors and maintains production equipment. Works with market engineers to solve technical problems.
- Works with the traffic and sales department to anticipate and avoid operational problems.

REQUIRED KNOWLEDGE SKILLS AND ABILITIES



EMPLOYEE NAME:
JOB TITLE: Receptionist
DEPARTMENT: General & Administration
FLSA STATUS: Non-Exempt **HOURS:** ☐ Full-time ☐ Part-time

EFFECTIVE DATE:
MARKET:
REPORTS TO: General Manager/Market Manager

Front desk customer relations and receptionist position with primary responsibility for courteous and efficient facilitation of telephone calls and visitors. Expedites the steady and courteous flow of internal and external communications, such as incoming/outgoing telephone messages, faxes, visitors, messengers, and delivery services. Assists General Manager, Accounting Manager, Programming, and Sales staff as requested. Ensures that responsibilities are performed in a timely, professional, and accurate manner. This job description may be modified at any time as deemed appropriate by management or consistent with the essence of the job.

DUTIES AND RESPONSIBILITIES

- Retrieves messages from voice mail and forwards to appropriate personnel.
- Courteously and promptly answers incoming telephone calls, determines nature of calls, and forwards calls to appropriate personnel or department.
- Writes and delivers messages or transfers calls to voice mail when appropriate personnel are unavailable.
- Answers routine questions about organization and provides callers with address, directions, and other information.
- Welcomes on-site visitors, determines nature of business, and announces visitors to appropriate personnel.
- Distributes and maintains inventory of tickets and prizes.
- Receives, sorts, and routes mail, and maintains and routes publications.
- Creates and prints fax cover sheets, assists users, sends faxes, and retrieves and routes incoming faxes to appropriate personnel.
- Orders, receives, and maintains office supply inventory.
- Creates and prints fax cover sheets, memos, correspondence, reports, and other documents as requested.
- Performs filing, photocopying, and collating as requested.
- Prepares and assembles reports as needed or requested and assists with special projects.
- Performs other duties as assigned or requested by General Manager, Accounting Manager or Director of Sales.

REQUIRED KNOWLEDGE SKILLS AND ABILITIES

Ability to work independently without immediate direction or supervision. Ability to deal with constant interruptions while answering the phone and greeting visitors in a courteous manner. Ability to communicate precisely and effectively. Computer literacy in applicable programs. Problem solving ability and skill in prioritizing tasks. Ability to interact with management and staff at all levels. Ability to multitask and can handle pressures and deadlines. Excellent grammar and spelling, with the ability to format correspondence, faxes, and memos. Ability to use a calculator, fax machine, copier, printer, and postage meter.

EDUCATION AND LICENSING REQUIREMENTS

High school diploma. Minimum one-year prior experience in a professional office performing telephone reception, faxing, typing correspondence and memos. Experience with personal computers, and software programs, preferably Outlook, Word, and Excel. A valid drivers license

PHYSICAL REQUIREMENTS

Job may require lifting or moving up to 25 lbs. Able to sit for extended periods of time.



EMPLOYEE NAME:
JOB TITLE: Traffic Manager
DEPARTMENT: General & Administration
FLSA STATUS: Exempt **HOURS:** ☐ Full-time ☐ Part-time

EFFECTIVE DATE:
MARKET:
REPORTS TO: General Manager/Market Manager/RVP

Oversight of all traffic department responsibilities including the accurate input of advertising contracts to produce precise commercial logs which in turn produce accurate billing. Schedules and tracks commercial for optimum spot placement in order to achieve maximum revenue. This job description may be modified at any time as deemed appropriate by management or consistent with the essence of the job.

DUTIES AND RESPONSIBILITIES

- Supervises support staff. Assists with training employees; planning, assigning, and directing work; appraising performance, rewarding and disciplining employees; addressing complaints and resolving problems.
- Responsible for all facets of the traffic job which includes electronic log reconciliation, input of client advertising contracts and co-op script, input of commercial material and instructs, manual placement of unresolved bumps, editing of commercial spots to maintain proper separation between commercial spots from similar products, commercial scheduling, program log preparation, log clearing, cart number assignment, accurate invoicing and program affidavits.
- Responsible for coordinating inventory management with the general manager. This requires following the program log format for avail structure and reporting avails daily to the general manager and sales staff.
- Coordinate with the production department to assist with missing production and to solve cart number problems. Cart lists should be updated and checked a minimum of twice monthly.
- Billing/invoicing is to be done on a weekly basis with the first run no later than the 2nd business day of the month. Final calendar month billing must be completed and mailed no later than the 2nd business day of the month (1st business day when possible). Responsibilities include co-op processing and invoicing which must be mailed no later than the 5th business day of the month.
- Maintain and update the remote and event calendars. Update program sponsorships as sold based upon orders submitted to the traffic department.
- Maintain log/time files, contracts, and invoice/statement files in a timely and organized manner. At year-end these files should be purged, properly labeled and put into storage.
- Design and produce daily, weekly and monthly management reports.
- Special projections and temporary assignments as needed.

REQUIRED KNOWLEDGE SKILLS AND ABILITIES

Ability to work independently without immediate direction or supervision. Computer literacy in applicable programs. Problem solving ability and skill in prioritizing tasks. Ability to interact with management and staff at all levels. Ability to multitask and can handle pressures and deadlines. Knowledge of traffic duties.

EDUCATION AND LICENSING REQUIREMENTS

High school diploma or general education degree (GED) and one year broadcast or related experience and/or training; or equivalent combination of education and experience. Six months to one year management experience. A valid drivers license

PHYSICAL REQUIREMENTS

Job may require lifting or moving up to 25 lbs. Able to sit for extended periods of time.



BICOASTAL MEDIA, LLC

APPLICATION FOR EMPLOYMENT

3624 AVION DRIVE
MEDFORD, OR 97525
541-772-4170 FAX 541-858-5416

We consider applications for all positions without regard to race, color, religion, sex, national origin, marital status, the presence of non-job related medical conditions or handicaps, or any other legally protected status.

Position applied for:		Type of Employment? (Check only what you will accept)	
		<input type="checkbox"/> Full-Time	<input type="checkbox"/> Part-Time
Last Name	First	Middle	Application Date
Street Address/Apt. Number		City	State Zip
Home Phone ()		Alternate Phone ()	
Can you travel if a job requires it? <input type="checkbox"/> Yes <input type="checkbox"/> No		Veteran of the U.S. Military Service? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Are you prevented from lawfully becoming employed in this country because of Visa or Immigration Status? <input type="checkbox"/> Yes <input type="checkbox"/> No		Have you been convicted of a felony within the last 7 years? (If Yes, please explain on a separate sheet) <input type="checkbox"/> Yes <input type="checkbox"/> No	

List professional, trade, business, civic or volunteer activities and/or positions held:

Previous Experience:

OUR MOST IMPORTANT ASSET

At Bicoastal Media we are proud of our employees. Radio first and foremost is a business of ideas. At Bicoastal Media we are fortunate to have outstanding employees from diverse experiences and backgrounds. Our employees consistently provide the dedication and creativity necessary for our company to succeed. If you are a broadcast professional looking for a career with a company where you can make a difference, please send your resume to the individuals noted below:

Karen Eding
Business & HR Manager
Bicoastal Rogue Valley, LLC,
3624 Avion Drive, Medford, Oregon 97504
kareneding@bicoastalmedia.com

Michael Wilson
President and Chief Operating Officer
Bicoastal Media, LLC
140 North Main Street, Lakeport, California 95453
mike@bicoastalmedia.com

Bicoastal Media, LLC and Bicoastal Rogue Valley, LLC are an Equal Opportunity Employer