

2013 ANNUAL EEO PUBLIC FILE REPORT

Bicoastal Media Licenses VI, LLC
Rogue Valley Employment Unit

Stations:	KIFS(FM), Ashland, OR KLDZ(FM), Medford, OR KMED(AM), Medford, OR KRWQ(FM), Gold Hill, OR KZZE(FM), Eagle Point, OR
Reporting Period:	September 21, 2012 to September 20, 2013
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 **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

October 17, 2012 - Options for Success Job Fair
The stations participated in this job fair, we sent our Business Manager to represent our stations. Presented 40 packages of recruitment material to disabled job hunters looking to re-enter the workforce. This event was held at the Red Lion Hotel, where we set up a table and talked with job hunters.

April 16, 2013 - Southern Oregon University Career Fair 2013

The stations participated in Southern Oregon University's career networking fair. We sent personnel to represent all 5 stations and to talk with several hundred students that were expected to attend. The Program Manager and the Morning Air Personality for KLDZ attended this event. This event was held in the Rogue River Room in the Stevenson Union, where we set up a table and talked with attending students.

Hosted Job Fair

July 26, 2013 - Bicoastal Media Job Fair, from 10am-12noon we held a job fair at the stations studios in Medford. The receptionist presented

*Participated in **job banks, internet programs**, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).*

*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.*

packages of recruitment material to all parties, and Program Managers from all station gave tours, the Operations manager spoke with the majority of attendees.

The stations engage in outreach to their audience through Facebook.

Station websites invite people to fill out a form and take a tour of our studio's and learn what each member of our team does in our day to day operation.

September 24, 2012 - General Manager and Operations Manager were invited to a Southern Oregon University Business class regarding a potential research project. They made a presentation about our company and the radio stations.

On March 13, 2013 - The Harvest Christian Academy sent a group to our stations for a tour. One of our on air personalities discussed various aspects of operating a radio program.

On March 30, 2013 - On air personality attended five hours of class time for Junior Achievement, during this time she did a presentation on Radio and the involvement of on air personalities.

Throughout the year we do live broadcasts from advertisers' locations. During these remotes, on air personalities hand out packets about our stations and all the careers and their different roles within our business.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
11/19/12	Morning Host	Referral – Word of Mouth
2/19/13	Program Director	All Access
3/4/13	Morning Host	All Access
3/4/13	Programming/Production	Referral – Word of Mouth
5/15/13	Account Executive	Referral – Word of Mouth
7/22/13	Account Executive	Referral – Word of Mouth
9/9/13	Programming	Drop in (self)

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 45

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Mail Tribune	2
Bicoastal Media Websites	1
www.allaccess.com	20
Referral-word of mouth	13
Drop-in (Self)	5
Internal Candidate –existing employee applied	4

RECRUITING SOURCES USED

The following sources were used to recruit all full-time openings:

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Mail Tribune	N	PO Box 1108 Medford, OR 97504-4011	Karri Lake	541-776-4466
Southern Oregon University	N	1250 Siskiyou Blvd Ashland, OR 97502-5004		541-552-6461
Oregon Association of Broadcasters	N	7150 SW Hampton street Ste 214 Portland, OR 97223- 8366	Bill Johnstone	503-443-2299
Station Websites	N	KRWQ-KZZE-KMED- KLDZ-KIFS (websites) 3624 Avion Medford, OR 97504	Bryce Burtner	541-772-4170
Bicoastal Media Websites	N	Corporate Parent	Bryce Burtner	541-772-4170
Easter Seals	Y	406 S Riverside Avenue Suite 101 Medford, OR 97501	Christine Evison	541-482-2199
www.craigslist.com	N	Online		
www.allaccess.com	N	Online		

Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.