

2017 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
KYVL(FM), Eagle Point, OR
KCMD (FM), Grants Pass, OR

Reporting Period: September 21, 2016 to September 20, 2017

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.*

April 26, 2017 - Southern Oregon University Career Fair 2017
The stations participated in Southern Oregon University's career networking fair. We sent our General Manager and our IT Manager to represent all 5 stations and to talk with several hundred students who were expected to attend 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.

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

In the Fall of 2016 until February 2017, a student from The Siskiyou School interned with the Program Director of KIFS. The manager spent time teaching him the many aspects of a radio station. The student learned how to operate the electronic side of a studio along with the production side by dubbing in recorded commercials in the automated system.

In the Fall of 2017 the Program Director of KIFS worked with a student from South Medford High School as a part of the Senior Mentoring Project.

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

January/February 2017 General Manager and Business Manager participated in an on-line course on Sexual Harassment for Supervisors and an Ethics and Code of Conduct course with the Workplace Training Network, Inc.

*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).*

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.

July 25, 2017 - Our Operations Manager, KMED Program Manager and our IT Manager conducted a one hour tour and question/answer session for four job seekers and two advisors with WorkSource Oregon.

*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.*

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

August 1, 2017, our Operations Manager gave a tour to clients and staff of Rogue Valley Manor a senior citizen retirement village. He discussed various aspects of operating a radio station and education involved with on-air positions.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
2/1/17	Account Executive	Employee Referral
2/13/17	Account Executive	Employee Referral
7/3/17	Account Executive	Internal Candidate
7/17/17	General Manager	Internal Candidate
8/10/17	Account Executive	Walk-In

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 15

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Mail Tribune	1
Bicoastal Media Websites	2
Southern Oregon University, Eastern Oregon University, and Oregon State University through Handshake.com	
www.allaccess.com	4
Referral-word of mouth	2
Walk-in (Self)	2
Internal Candidate –existing employee applied	1
Southern Oregon Help Wanted	
Oregon Association of Broadcasters	2
Craigslist	1

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	Stephen Winters	541-776-4466
Southern Oregon University	N	1250 Siskiyou Blvd Ashland, OR 97502-5004	Max Brooks	541-552-6461
Eastern Oregon University	N	Handshake.com ¹		
Oregon State University	N	Handshake.com		
Washington Association of Broadcasters	N	724 Columbia St NW Olympia, WA 98501		360-705-0774
Oregon Association of Broadcasters	N	9020 SW Washington Square Rd, Ste 140 Portland, OR 97223-8366	Shannon Johnson	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
Southern Oregon Help Wanted.com	N	11 Abrams Rd Central Valley, NY 10917	Dale Mulder	541-772-4170
www.craigslist.com	N	medford.craigslist.org		
www.allaccess.com	N	allaccess.com		

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

¹ Handshake is program that the colleges use for job openings. Employers go to one site and choose which Universities they want to receive notices of job openings.