

2024 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, 2023-September 20, 2024
No. of Full-time Employees:	Less 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 a job fair by station personnel who have substantial responsibility in making hiring decisions.

- October 23, 2023-Market Manager attended the Career Fair at Centralia High School. The Market Manager was available to answer questions about Broadcast opportunities.
- The Market Manager also served on the advisory board for the Southwest Region for Skills USA. The Market Manager worked with local high school students and discussed opportunities in radio along with serving as a judge in the Skills USA Radio Contest.

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

On September 17, 2024, the entire team participated in a job tour for Morningside Services. This is a program where a group of adults came to the radio station for a Job Tour as part of their Employment Transition Services Program.

*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 State Association of Broadcasters.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
10/16/23	Account Executive	Radio Ad/Previous employee

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Radio	1
Total Number of Persons Interviewed during the Reporting Period:	1

RECRUITING SOURCES USED

Job Title of Position: **Account Executive** Date of Hire: **October 16, 2023**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
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	Chamber Website	Chris Demus	500 NW Chamber of Commerce Way, Chehalis, WA 98532 (360) 748-8763
Indeed	N	Indeed.com	Richard Dutton HR	1500 Valley River Drive, Suite 350 Eugene, OR 97401
KELA/KMNT	N	Facebook Page	Lindy Waring	1635 S. Gold Street, Centralia, WA 98531 360.736.3321
WSAB	N	Wsab.org	Keith Shipman	kshipman@wsab.org