

# 2008 ANNUAL EEO PUBLIC FILE REPORT

## BICOASTAL MEDIA LICENSES IV, LLC

### Stations in Employment Unit:

**KELA, Centralia-Chehalis, WA**  
**KMNT, Chehalis, WA**

**Reporting Period: October 1, 2007 through September 30, 2008**

*(Note: 12-month period determined by FCC license renewal filing date and not on calendar basis)*

**Number of Employees: More than 10**

**Small Market Exemption: Yes**

### I. VACANCY FILLED

See **Master Recruitment Source List (MRSL)** for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
General Sales Manager – May 2008	1-27	9
Account Executive – August 2008	1-27	23

### II. MASTER RECRUITMENT SOURCE LIST (MRSL)

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	Affirmative Action Register 8356 Olive Blvd St. Louis, MO 63132 Attn: Beth Teck, Production (314)991-1335 <a href="mailto:aareeo@concentric.com">aareeo@concentric.com</a>	No	
2	American School of Broadcast Student Services 915 W. 2 <sup>nd</sup> Ave., Suite 5 Spokane, Wa 99201 Attn: Jackie Graham (509)535-1010 <a href="mailto:asbschool@msn.com">asbschool@msn.com</a>	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
3	Apprenticeship & Nontraditional Employment for Men & Women P.O. Box 2490 Renton, Wa 98056 Attn: Becky Statzel, Job Developer (435)235-2212 <a href="mailto:bstatzel@rtc.ctc.edu">bstatzel@rtc.ctc.edu</a>	No	
4	Bellevue Community College 3000 Landerholm Circle SE, B233E Bellevue, Wa 98007 Attn: Candiest Stewart, Multi-Cultural Services (425)564-2208 <a href="mailto:cstewart@bcc.ctc.edu">cstewart@bcc.ctc.edu</a>	No	
5	Career Path Services 905 N. Washington #300 Spokane, Wa 99201 Attn: Dan Woods, Employment Associate (509) 343-1304 <a href="mailto:dwoods@careerpathservices.org">dwoods@careerpathservices.org</a>	No	
6	Center for Career Alternatives 901 Rainier Ave. South Seattle, Wa 98144 Attn: Carol Di Marco, Admissions Coordinator (206)322-9080 <a href="mailto:cdimarco@centerforcareeralternatives.org">cdimarco@centerforcareeralternatives.org</a>	No	
7	Dept. of Army, Fort Lewis Civilian Personnel Advisory Center P.O. Box 33128 Ft. Lewis, Wa 98433 Attn: Mirimim Stewart, Staffing Clerk (253)967-5091 <a href="mailto:jic@lewis.army.mil">jic@lewis.army.mil</a>	No	
8	University of Washington – Employment Opportunity/Program Counseling Center 373 Schmitz Hall P.O. Box 355845 Seattle, Wa 98195 Attn: Mike Richter, Student Services Counselor (206)543-7132 <a href="mailto:askoma@u.washington.edu">askoma@u.washington.edu</a>	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
9	Washington State Association of Broadcasters Job Bank 724 Columbia St. NW, Suite 310 Olympia, Wa 98501 Attn: Carol Castellano, Job Bank Coordinator (360)705-0774 <a href="mailto:wsab@mail.tss.net">wsab@mail.tss.net</a>	Yes	3
10	Washington Vocational Services 22316 70 <sup>th</sup> Ave. West, Suite D Mountlake Terrace, Wa 98043 Attn: Bridget Thompson (425)774-3338 <a href="mailto:bthompson@wvs.org">bthompson@wvs.org</a>	No	
11	Washington Works! 616 1 <sup>st</sup> Ave., 5 <sup>th</sup> Floor Seattle, Wa 98104 Attn: Karen Crowley (206)343-9731 <a href="mailto:Karen@waworks.org">Karen@waworks.org</a>	No	
12	Central Area Motivational Program 722 18 <sup>th</sup> Ave Seattle, Wa 98122 Attn: Joan Curvey (206)812-4940 <a href="mailto:employment20@aol.com">employment20@aol.com</a>	No	
13	Commission on African American Affairs 1210 Eastside St., 1 <sup>st</sup> Floor P.O. Box 40926 Olympia, Wa 98504 Attn: Andrea Caupain, Executive Assistant (360)753-0127 <a href="mailto:staff@caa.wa.gov">staff@caa.wa.gov</a>	No	
14	NAACP – Spokane P.O. Box 4597 Spokane, Wa 99202 Attn: Eileen K. Thomas, President (509)532-0911 <a href="mailto:etkell@aol.com">etkell@aol.com</a>	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
15	Asian American Journalists Association Seattle Chapter C/o KING TV 333 Dexter Ave. North Seattle, Wa 98109 Attn: Lori Matsukawa, KING-TV (206)448-3853 <a href="mailto:memberservices@ajaseattle.org">memberservices@ajaseattle.org</a>	No	
16	National Asian American Telecommunications Association 346 Ninth St., 2 <sup>nd</sup> Floor San Francisco, CA 94103 Attn: Eddie Wong, Executive Director (415)863-0814 <a href="mailto:naata@naatanet.org">naata@naatanet.org</a>	No	
17	Centro Latino Ser 1208 S. 10 <sup>th</sup> St. Tacoma, Wa 98405 Attn: Maria Salado (253)572-7717 <a href="mailto:cladult@centrolatino-ser.org">cladult@centrolatino-ser.org</a>	No	
18	Hispanic Academic Achievers Program 920 Road 44 Pasco, Wa 99301 Attn: Frank Armijo (509) 547-2557 <a href="mailto:haap@owt.com">haap@owt.com</a>	No	
19	National Hispanic Media Coalition 2514 S. Grand Ave. Los Angeles, Ca 90007 Attn: Alex Nogales, President/CEO (213) 743-6988 <a href="mailto:nhmc@axteca.net">nhmc@axteca.net</a>	No	
20	Affiliated Tribes of NW Indians Economic Development Commission 18130 Midvale Ave. N., Suite C Shoreline, Wa 98133 Attn: Mark Ulkes, Executive Director (206) 542-5115 <a href="mailto:markufkes@atniedc.com">markufkes@atniedc.com</a>	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
21	American Indian Women's Service League 606 12 <sup>th</sup> Ave. South Seattle, Wa 98144 Attn: Mike Marshall (206) 329-6594	No	
22	Chehalis Tribal Council P.O. Box 536 Oakville, Wa 98568	No	
23	The Chronicle 321 North Pearl Centralia, Wa 98531 Attn: Alysse Bryson (360) 736-1568 <a href="mailto:abryson@chronline.net">abryson@chronline.net</a>	No	3
24	Western Washington Indian Employment & Training 3701 Sixth Ave. #4 Tacoma, Wa 98406 Attn: Sandra Simmons, Program Officer (253) 879-9066 <a href="mailto:wwietp@msn.com">wwietp@msn.com</a>	No	
25	Centralia/Chehalis Job Service Center Employment Listings P.O. Box 1187 Chehalis, Wa 98532 (360) 740-6868	No	
26	KELA/KMNT Radio 1635 South Centralia, Wa 98531	No	5
27	KELAAM.com/KMNT.com 1635 South Centralia, Wa 98531	No	2
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>13</b>

### III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
<b>1</b>	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 job opportunities, including upper-level positions, are sent to multiple media trade groups with a broad based membership that includes women and minorities, such as the National Hispanic Media Coalition in Los Angeles, CA; the Asian American Journalists Association in Seattle, WA; and the Washington State Association of Broadcasters.
<b>2</b>	Participated in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	Our stations participate in the Washington State Association of Broadcasters (WSAB) Scholarship Program. Three scholarships are awarded each year to students who choose to pursue careers in broadcasting. Our General Manager, who helped design the WSAB Scholarship Program in 2002-2003, informs local high schools each November of the scholarship program and solicits participants from our service area. In addition, our General Manager participates in the selection process by interviewing scholarship candidates.
<b>3</b>	Participated in events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.	<p>Our stations help sponsor Career Days, a program administered by the Rotary Clubs of Centralia and Chehalis in conjunction with the local school districts. As part of the program, the General Manager visits the participating local high schools each year prior to the Career Day events. During his visits to the schools, he presents information on various careers in radio and other industry topics to encourage students to sign up for the Career Day events hosted at the radio stations.</p> <p>During the reporting period, the General Manager visited the following schools:</p> <ul style="list-style-type: none"> <li>• Centralia High School on January 22, 2008, and</li> <li>• WF West (Chehalis) High School on February 7, 2008.</li> </ul> <p>After the visits to the High Schools, the stations host students at the studios who spend time with various department heads to learn about the specific functions of different positions in radio</p>

and job opportunities in broadcasting generally.

During this reporting period, students visited the stations as follows:

- Seven students from Centralia High School on April 22 & 23, 2008.
- Eleven students from W.F. West High School (Chehalis) on April 29 & 30, 2008.