

2017 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

Reporting Period: September 22, 2016-September 20, 2017

Number of Employees: More than 10

Small Market Exemption: Yes

I. VACANCY LIST

Job Title	Date of Hire	Recruitment Sources Used to Fill Vacancy	Source Referring Hiree
Account Executive	12/1/2016	All sources listed in Section II	KELA-KMNT on air announcements

II. RECRUITMENT SOURCE LIST

Recruitment Source Contact Information	Source Requested Vacancy Notification (Yes/No)	No. of Interviewees Source Referred over 12-month period
American School of Broadcast Student Services 915 W 2 nd Ave, Ste. 5 Spokane, WA 99201-2103 (509) 535-1010 admissions@radioschool.com	No	0
Career Path Services 905 N Washington #300 Spokane, WA 99201 (509) 326-7520 Diane.giannobile@dshs.wa.gov	No	0

Recruitment Source Contact Information	Source Requested Vacancy Notification (Yes/No)	No. of Interviewees Source Referred over 12-month period
Washington Vocational Services 22316 – 70 th Ave W, Ste. D Mountlake Terrace, WA 98043-2190 (425) 774-3338 Shelby@wys.org	No	0
Asian American Journalists Association c/o KING – TV 333 Dexter Ave N Seattle, WA 98109 (206) 448-3853 memberservices@aajaseattle.org	No	0
National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 (213) 746-6988 info@nhmc.org	No	0
Seattle Indian Center Employment Services 611 – 12 th Ave S, Ste. 300 Seattle, WA 98144-2007 (206) 329-8700 msmichellejames@yahoo.com	No	0
Centralia College 600 Centralia College Blvd Centralia, WA 98531 financialaid@centralia.edu crobertson@centralia.edu	Yes	1
Worksource Lewis County PO Box 1187 Chehalis, WA 98532 (360) 740-2360 sburlingame@esd.wa.gov	Yes	1
Chehalis Indian Tribe 420 Howanut road Po box 536 Oakville, WA 98568 360-273-5911 jobs@chehalis tribe.org	No	0

Recruitment Source Contact Information	Source Requested Vacancy Notification (Yes/No)	No. of Interviewees Source Referred over 12-month period
Washington State Association of Broadcasters Job Bank 724 Columbia St NW, Ste. 310 Olympia, WA 98501 (360) 705-0774 wsab@mail.tss.net	Yes	0
The Chronicle cfessett@chronline.com 312 N Pearl St Centralia, WA 98531 (360) 736-1568	No	1
Lewis County Assoc of University Women (AAUW) lewiscounty@aauw-wa.org	No	0
KELA / KMNT Radio 1635 S Gold St Centralia, WA 98531	No	5
All Access Allaccess.com (on-air)	No	0
TOTAL		8

III. RECRUITMENT INITIATIVES

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	National Hispanic Coalition in Los Angeles, CA Asian American Journalists Association in Seattle Washington State Association of Broadcasters.
Participated in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	<p>The Operations Director of our stations participated in the Centralia Community College Job Workshop on March 16, 2017. He presented information on various careers in radio and other related industry topics as well as made attendees aware of any potential job opportunities with our stations.</p> <p>During the reporting period, our Operations Director attended the Centralia College Job Fair/Career Day in April, 20, 2017. He met with students, teachers and local citizens who were interested in reviewing local career opportunities, including radio on-air broadcasting and advertising sales.</p>

<p>Co-sponsored at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities.</p>	<p>The stations participated in the White Pass/East County High School Career Enrichment Program. The program is designed to help students better understand the requirements for preparing and interviewing for work in today's world. Our presentation included Educational requirements, and necessary skills. Our presentation was made January 30th 2017 by our Program Director. The station co-sponsored the event by airing a schedule of commercials pre-promoting the event.</p>
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