

**2018 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 21, 2017 - September 20, 2018**

**Number of Employees: More than 10**

**Small Market Exemption: Yes**

**I. VACANCY LIST**

<b>Job Title</b>	<b>Date of Hire</b>	<b>Recruitment Sources Used to Fill Vacancy</b>	<b>Source Referring Hiree</b>
Account Executive	1/1/2018	All sources listed in Section II	KELA-KMNT on air announcements

**II. RECRUITMENT SOURCE LIST**

<b>Recruitment Source Contact Information</b>	<b>Source Requested Vacancy Notification (Yes/No)</b>	<b>No. of Interviewees Source Referred During Reporting Period</b>
American School of Broadcast Student Services 915 W 2 <sup>nd</sup> Ave, Ste. 5 Spokane, WA 99201-2103 (509) 535-1010 <a href="mailto:admissions@radioschool.com">admissions@radioschool.com</a>	No	0
Career Path Services 905 N Washington #300 Spokane, WA 99201 (509) 326-7520 <a href="mailto:Diane.giannobile@dshs.wa.gov">Diane.giannobile@dshs.wa.gov</a>	No	0

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

Recruitment Source Contact Information	Source Requested Vacancy Notification (Yes/No)	No. of Interviewees Source Referred During Reporting Period
Washington State Association of Broadcasters Job Bank 724 Columbia St NW, Ste. 310 Olympia, WA 98501 (360) 705-0774 <a href="mailto:wsab@mail.tss.net">wsab@mail.tss.net</a>	Yes	0
Labor Ready 418 N. Tower Centralia, WA 98531 <a href="mailto:BR@LaborReady.com">BR@LaborReady.com</a>	No	0
Lewis County Assoc. of University Women (AAUW) <a href="mailto:connect@aauw.org">connect@aauw.org</a>	No	0
KELA / KMNT Radio 1635 S Gold St Centralia, WA 98531	No	2
All Access (on air jobs) <a href="http://Allaccess.com">Allaccess.com</a>	No	0
<b>TOTAL</b>		<b>3</b>

### 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 and 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 14, 2018. 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 General Manager and Operations Director attended the Centralia College Job Fair/Career Day in May 2, 2018. We met with students, teachers and local citizens, and accepted resumes/applications from individuals who were interested in reviewing local career opportunities, including radio on-air broadcasting and advertising sales.</p>

	<p>Our radio stations participated in a student mentoring program from local schools. High school students interested in broadcast careers came to our radio station. Students toured our station facilities and spent time with various departments discussing radio broadcast business opportunities including on-air, sales, business office and news reporting. Following the station mentoring, our operations director, Ryan Trotter accompanied the students to Centralia College for an all group lunch and guest speaker who talk to students about preparing for careers.</p> <p>Our two radio stations and operations director Ryan Trotter participated in the White Pass/East County High School Career Enrichment Program January 29<sup>th</sup>. The program helps students better understand the requirements for preparing and interviewing for work. Our presentation included Educational requirements and necessary skills for various jobs in radio broadcasting. The event was attended by our Program Director. The station helped co-sponsor the event by airing a schedule of commercials pre-promoting the event.</p>
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