

2023 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, 2022-September 20, 2023
No. of Full-time Employees:	Fewer 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 at least 4 **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

- November 2, 2022 – Sales Manager attended the Morton/White Pass Job Fair.

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

September 27, 2022 – KELA and KMNT Radio helped co-sponsor a local hiring event hosted by Centralia-Chehalis Chamber, and invited local businesses to one location where individuals seeking employment could apply for various jobs and receive an interview on the spot. The stations supported the event by running a series of spots to promote the event.

*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
3/20/23	Account Executive	Radio Ad

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: **3/20/23**

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 FB Page	Sarah Bent	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	Ashley Werner	1635 S. Gold Street, Centralia, WA 98531 360.736.3321
WSAB	N	Wsab.org	Keith Shipman	kshipman@wsab.org

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