

2023 ANNUAL EEO PUBLIC FILE REPORT

Bicoastal Media Licenses, LLC Lakeport/Ukiah, CA Employment Unit

Stations:	KXBX(AM), Lakeport, CA KXBX-FM, Lakeport, CA KNTI(FM), Lakeport, CA KQPM(FM), Ukiah, CA KUKI(AM), Ukiah, CA KUKI-FM, Ukiah, CA KLLK(AM), Willits, CA KDAC(AM), Fort Bragg, CA
Reporting Period:	July 22, 2022 – July 21, 2023
No. of Full-time Employees:	Between 5 – 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):

<i>Co-sponsored at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities.</i>	The stations partnered with Management Connections in a local Job Fair on March 6th 2023. The event was held off site and was staffed by Sales Manager. As a part of our partnership we ran a series of radio ads in our free Community Calendar to help promote the event.
<i>Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</i>	General staff receives training in the operation of EAS system and how to operate. Operations staff receives training in general radio station management, including revenue development and procedure. Sales Manager receives training in hiring practices, commissions, payroll and budget development. This training helps promote advancement within the company.
<i>Sponsored at least 2 events in the community designed to inform and educate the public as to employment</i>	The Stations are actively involved in most of the biggest community events throughout the year. We constantly strive to educate the public during these events about radio employment

opportunities in broadcasting.

opportunities, to partner with events/promotions, and to create growth in local businesses by creating job opportunities, such as:

June 16 2023 – Hosted a booth at the Lakeport Concert Series to make the public aware of employment opportunities with our company. Staffed booth and provided employment information

July 7 2023 - Hosted a booth at the Lakeport Summer Concert Series to make the public aware of employment opportunities with our company. Staffed booth and provided employment information.

Booths at both concerts were staffed by one on-air personality, account executives, Sales Manager, and Market Manager throughout all above listed days of the Concerts.

*Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.*

Monthly Chamber of Commerce meetings/events at rotating locations are attended by (at least) one station employee who represents Bicoastal Media and discusses any current employment opportunities.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
08/22/2022	Sales Manager	Rehire

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 1

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
Former Employee	1

RECRUITING SOURCES USED

Job Title of Position: Sales Manager Dates of Hire: 08/22/2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed	N	www.indeed.com	N/A	www.indeed.com
CalJobs	N	www.caljobs.ca.gov	N/A	www.caljobs.ca.gov

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

Former Employee left company to move closer to her family and it didn't work out so she returned to her Sales Manager position.