

## 2020 ANNUAL EEO PUBLIC FILE REPORT

### Bicoastal Media Licenses II Crescent City, CA Employment Unit

Stations: KPOD(AM), Crescent City, CA  
KPOD-FM, Crescent North, CA  
KCRE-FM, Crescent City, CA  
KURY-FM, Brookings, CA

Reporting Period: July 22, 2019 – July 21, 2020

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):

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

The Stations partnered with the Department of Health and Human Services and Del Norte Workforce Center in the local Job Fair each year. The event is normally held at the Del Norte County Fairgrounds, Crescent City. This event was canceled due to COVID 19 and was not rescheduled during the reporting period.

*Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.*

All staff was required to attend training on stopping sexual harassment, and an annual update on labor laws and opportunities for advancement within the industry. The program was held by way of Zoom Meetings and presented by the General Manager on July 16, 2020.

*Sponsored at least 2 **events** in the **community** designed to inform and educate the public as to employment opportunities in broadcasting.*

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

The Stations sponsors/partners with the Chamber of Commerce: Economic Summit-Northern California, presented by the Del Norte County Chamber of Commerce at the Elk Valley Rancheria Community Center-Crescent City. This event was canceled due

to COVID 19 and was not rescheduled during the reporting period.

*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.*

All three stations partnered in the Crescent City-Del Norte County Chamber of Commerce Regional Seminar and Awards night, January 25, 2020 at the Tolowa Event Center in Smith River, CA. Stations provided information about the broadcast industry and potential career opportunities.

The stations were involved in the following emergency preparedness activities, which serve to highlight the role of radio in the community:

1. The General Manager was the media representative for local radio and the role “radio” plays during community disasters. Approximately 20 agencies are involved in disaster preparedness programs. The event is held at various times during this reporting period. Normally held at the CFPD Fire Hall, Washington Blvd, Crescent City.
2. 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.

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LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE
5/18/20	Sales Account Executive	Station Employee Referral

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INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 2

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
Bicoastal Media Employee Referrals	2

## RECRUITING SOURCES USED

The following sources were contacted for the full-time opening in Sales hired 5/18/2020:

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
On air Announcements on Bicoastal Media Radio stations KCRE/KPOD AM & FM, KURY FM & AM	N	1345 Northcrest Drive Crescent City, CA 95531	Larry Timpe	(707) 464-9561 ltimpe@bicoastal.media
California Broadcaster's Association	N	Yourcba.com On line posting		Yourcba.com On line posting
Del Norte Workforce Center	N	286 M Street Crescent City, CA 95531	Roberto Herrera	(707) 464-8347 rherrera@ncen.org
Daily Triuplicate	N	312 H Street Crescent City, CA 95531	Cathleen/Classifieds	(707) 464-2141 clamb@triplicate.com
Curry Coastal Pilot	N	507 Chetco Avenue Brookings, OR 97415	Cathleen/Classifieds	(541) 469-3123 clamb@triplicate.com
Bicoastal Media Crescent City Social Media	N	1345 Northcrest Drive Crescent City, CA 95531	Mike O'Brien	(707) 464-9561 mobrien@bicoastal.media
Oregon Broadcasters Association	N	Theoab.org On line posting		Theoab.org On line posting

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