

2026 ANNUAL EEO PUBLIC FILE REPORT

Bicoastal Media Licenses II Crescent City, CA Employment Unit

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

Reporting Period: July 21, 2025 – July 20, 2026

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 promoted with on-air and social media announcements at no charge and participated in the Brookings Harbor High School Community Career Fair on April 22, 2026. Our General Manager and a Sales Rep attended to answer any questions applicants may have had.

The Stations promoted with on-air and social media announcements at no charge and participated in the Smart Work Force Center Job Fair in Crescent City, CA on April 16, 2026. Our General Manager and Sales Department representatives attended to answer any questions applicants may have had.

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

All staff is annually required to attend training on stopping sexual harassment. An annual update on labor laws, corporate policies and opportunities for advancement within the company and our industry was presented to employees in July 2026. The information was presented by the General Manager.

*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:

Each year the Stations sponsors/partners with the Chamber of Commerce: Economic Summit-Northern California, presented by the Crescent City/Del Norte County Chamber of Commerce. This event was held in April 29, 2026. It was attended by employees and owners of local businesses and a group of area High School students.

*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.*

Our stations provide information about the broadcast industry and potential career opportunities.

1. The General Manager was the media representative for local radio and the role “radio” plays during community disasters during emergency preparedness meetings for the community. Approximately 20 agencies are involved in disaster preparedness programs. These events were held at various times via Zoom Conference meetings during this reporting period.
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.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE
8/4/2025	Account Executive	Indeed

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 3

RECRUITING SOURCES USED

The following sources were contacted for the full-time opening for an Account Executive:

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. and E-Mail Address of Source
Radio Ads - KCRE FM/KPOD FM & KPOD AM, KURY FM & KURY AM	N	1345 Northcrest Drive Crescent City, CA 95531	Larry Timpe	(707) 464-9561 ltimpe@bicoastal.media
Indeed.com	N	On-line	NA	https://www.indeed.com/
Crescent City Del Norte County Chamber Email Blast	N	1001 Front Street Crescent City, CA 95531	Cindy Vosburg	Chamber Director director@delnorte.org

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

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
Indeed	1
Radio station ads/Indeed	2