

**2009 ANNUAL EEO PUBLIC FILE REPORT
BICOASTAL MEDIA LICENSES IV, LLC
(LONGVIEW EMPLOYMENT UNIT)**

Reporting Period: October 1, 2008 to September 30, 2009

Stations in Employment Unit:

KBAM(AM), Longview, WA
KEDO(AM), Longview, WA
KLYK(FM), Kelso, WA
KRQT(FM), Castle Rock, WA
KPPK(FM), Rainier, OR

Bicoastal Longview's employment unit employs between 5-10 full time employees.

Bicoastal Longview qualifies for a small market exemption.

OUTREACH INITIATIVES:

The Longview employment unit participated in the following outreach initiatives between October 1, 2008 and September 30, 2009:

- 1) *Participated in events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.*

Bicoastal Longview participated in "Outside In Business Expo" on 2/21-22/09 at the Cowlitz Regional Convention Center. The General Manager, Operations Manager and several Account Executives attended the business expo and discussed careers in radio broadcasting with attendees. Intern mentioned under Outreach Initiative #2 (below) was recruited at this event.

- 2) *Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.*

A student from Lower Columbia College served a 15 hour per week internship in the Operations Department of Bicoastal Longview during summer term 2009.

- 3) *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,*

American Women in Radio and Television

Oregon Association of Broadcasters

Washington State Association of Broadcasters

LIST OF POSITIONS FILLED:

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
9-21-2009	Account Executive	Radio advertising/employee referral

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: 5

RECRUITMENT SOURCES USED IN PRECEDING YEAR:	NUMBER OF PERSONS INTERVIEWED THAT THE SOURCE REFERRED:
NAACP	0
American Women in Radio and Television	0
The Longview Daily News	2
Internal Job Postings / Radio Announcements	3
Lower Columbia College	0
Oregon Association of Broadcasters	0
Washington State University	0
Washington State Assn. of Broadcasters	0
WorkSource Cowlitz/Wahkiakum West	0

THE FOLLOWING RECRUITING SOURCES WERE USED FOR ALL FULL-TIME OPENINGS FILLED DURING THE REPORTING PERIOD:

REFERRAL SOURCE	ORGANIZATION REQUESTED NOTICE OF VACANCIES?	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TELEPHONE NO. & EMAIL OF SOURCE
NAACP Vancouver Branch	NO	P.O. Box 1903 Vancouver, WA 98686	Margo Bryant	Margo.bryant@gmail.com
American Women in Radio and Television	NO	8405 Greensboro Drive, #800 McLean, VA 22102	Amy Lotz	703-506-3290 alotz@awrt.org
The Longview Daily News	NO	770 11 th Avenue Longview, WA 98632	Ava Hurse	360-577-2525
Internal Job Posting, Bicoastal Media, Radio Announcements	YES	1130 14 th Avenue Longview, WA 98632	Julie Laird	360-425-1500 jlaird@bicoastalmedia.com
Lower Columbia College Career /Employment Svcs	NO	1600 Maple Street Longview, WA 98632	John Krause	360-442-2331
Washington State University Career Services	NO	P.O. Box 641061 Pullman WA 99164 www.careers.wsu.edu	Christie Motley	509-335-6000
Washington State Assn of Broadcasters	NO	724 Columbia Street NW Olympia, WA 98501	Sandie Maki	360-705-0774 wa-broadcasters@earthlink.net
Worksource of Cowlitz / Wahkiakum East	NO	305 S. Pacific Avenue, Suite A Kelso, WA 98626	Donna Hughes	360-438-4123