

2016 ANNUAL EEO PUBLIC FILE REPORT  
Bicoastal Media Licenses VI, LLC  
Rogue Valley Employment Unit

Stations: KIFS(FM), Ashland, OR  
KLDZ(FM), Medford, OR  
KMED(AM), Medford, OR  
KRWQ(FM), Gold Hill, OR  
KYVL(FM), Eagle Point, OR

Reporting Period: September 21, 2015 to September 20, 2016

No. of Full-time Employees: More 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 **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

April 25, 2016 - Southern Oregon University Career Fair 2016  
The stations participated in Southern Oregon University's career networking fair. We sent our Operations Manager to represent all 5 stations and to talk with several hundred students who were expected to attend this event. This event was held in the Rogue River Room in the Stevenson Union, where we set up a table and talked with attending students.

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

In 2015-2016 we set up an Intern program with Southern Oregon University, University of Oregon and Crater High School. We worked with 4 students in different areas' of radio administration during the Fall of 2015 and the Spring of 2016.

January 21, 2016 Our Market Manager attended this one hour seminar, SOU Student Interns: How your Business Benefits at the RCC/SOU Higher Education Center. This seminar covered what projects and tasks interns can do for a business.

*Participated in job banks, internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).*

The stations engage in outreach to their audience through Facebook.

Station websites invite people to fill out a form and take a tour of our studio's and learn what each member of our team does in our day to day operation. November 11, 2015 Our Operations Manager and two other on air personalities conducted a tour for fourteen students with Hearts with a Mission.

*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.*

Throughout the year we do live broadcasts from advertisers' locations. During these remotes, our on-air personalities hand out packets about our stations and all the careers and their different roles within our business.

August 17, 2016, our Operations Manager gave a tour to clients and staff of Southern Oregon Aspire. He discussed various aspects of operating a radio station and education involved with on-air positions. Southern Oregon Aspire is a non-profit organization that provides residential and occupational support to those with intellectual and developmental disabilities.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRER
11/2/15	Account Executive	Craigslist

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INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 6

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Mail Tribune	
Bicoastal Media Websites	
www.allaccess.com	
Referral-word of mouth	2
Walk-in (Self)	
Internal Candidate –existing employee applied	
Southern Oregon Help Wanted	2
Oregon Association of Broadcasters	
Craigslist	2

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## RECRUITING SOURCES USED

The following sources were used to recruit all full-time openings:

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Mail Tribune	N	PO Box 1108 Medford, OR 97504-4011	Stephen Winters	541-776-4466
Southern Oregon University	N	1250 Siskiyou Blvd Ashland, OR 97502-5004	Max Brooks	541-552-6461
Oregon Association of Broadcasters	N	9020 SW Washington Square Rd, Ste 140 Portland, OR 97223-8366	Shannon Johnson	503-443-2299
Station Websites	N	KRWQ-KZZE-KMED-KLDZ-KIFS (websites) 3624 Avion Medford, OR 97504	Bryce Burtner	541-772-4170
Bicoastal Media Websites	N	Corporate Parent	Bryce Burtner	541-772-4170
Southern Oregon Help Wanted.com	N	11 Abrams Rd Central Valley, NY 10917	Bryce Burtner Dale Mulder	541-772-4170
www.craigslist.com	N	medford.craigslist.org		

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