

2024 ANNUAL EEO PUBLIC FILE REPORT  
Bicoastal Media Licenses III, LLC

Stations: KBDN(FM), Bandon, OR  
KDCQ(FM), Coos Bay, OR  
KWRO(AM), Coquille, OR  
KSHR-FM, Coquille, OR  
KTEE(FM), North Bend, OR  
KBBR(AM), North Bend, OR  
KOOS(FM), North Bend, OR

Reporting Period: September 21, 2023 to September 20, 2024

No. of Full-time Employees: Between 5 – 10  
Small Market Exemption: Yes

No full-time employees were hired during the reporting period.

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):

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

During the reporting period, the following training programs were established:

The Operations Manager was given hands-on training/tutorials in, transmitter and receiver operations, fundamental transmitter emergency repairs and troubleshooting. He has worked closely with two engineers at towers learning how to install backup transmitters, as well as repairs and maintenance.

The employment unit continued an operational enhancement program to cross-train and familiarize the traffic manager with on-air operational procedures. He now hosts his own one-hour morning show from 8am-9am on KWRO.

The employment unit offered an operational enhancement program to cross-train and familiarize the general manager with an engineering intern training program, as well as turning the transmitter off and back on.

*Continued a **mentoring** program for station personnel.*

During the reporting period the General Manager continued a business management mentorship program for the Traffic Manager. Each quarter, the Traffic Manager is given an additional business operational task to learn and develop. Through one-on-one coaching and hands-on execution, The Traffic Manager now has working knowledge of many aspects. The Traffic Manager has been trained and now has responsibility for payroll, accounts payable, accounts receivables, collections, outbound billing and reporting deadlines, bank reconciliations, corporate reporting procedures and troubleshooting that would typically be handled by a business manager.

*Provided **training to management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

September 17, 2024 - Provided training on EEO rules and regulations by coordinating viewing session of FCC EEO Best Practices video (<https://www.fcc.gov/news-events/events/2012/01/eo-best-practices-in-the-broadcast-industry>) to provide personnel with a better understanding of FCC regulations.

*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.*

General Manager, Traffic Manager and Operations Manager attended the Coos County Fair July 23rd through July 27<sup>th</sup>, 2024 where several fair goers inquired about radio positions. They were advised on how to apply and gather more information about the duties of each various media positions, education required, contact information, etc.

On April 11<sup>th</sup> and April 25<sup>th</sup>, 2024, the General Manager, Traffic Manager, Operations Manager attended a community event where several members of our community came to audition for a local talent show or came to watch performers and were invited to inquire about radio positions. They were advised on how to apply and gather more information about the duties of each various media positions, education required, contact information, etc.