

## 2025 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, 2024 to September 20, 2025

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):

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

During the reporting period, 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, install a new antenna in July 2025, as well as repairs and maintenance.

The employment unit continued an operational enhancement program to cross-train and familiarize the General Manager with on-air operational procedures such as on air hosting the annual St Jude Country Cares Radiothon at the end of February and powering down transmitters for repairs.

The employment unit offered an operational enhancement program to cross-train and familiarize the Production Director with traffic

assignments this happened from February until June. As well as learning operational duties such as turning the transmitter off and back on and calling transmitters to read the meter readings.

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

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 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.*

On 09/17/2025, 1 employee who is aspiring to be the sales manager, who will occasionally participate in the hiring process learned more about EEO regulations by watching <https://www.fcc.gov/news-events/events/2012/01/eo-best-practices-in-the-broadcast-industry> in order to have 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 21st through July 26<sup>th</sup>, 2025 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 23<sup>rd</sup> and April 24<sup>th</sup>, 2025, the Traffic Manager and Operations Manager attended a community event where several members of our community came to visit various booths in a Home Show 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.

#### LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
5.12.25	ACCOUNT EXECUTIVE	RADIO ADS

#### INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Indeed	0
LinkedIn	0
Facebook 9 stations	0
Corporate Website: Bicoastal Media	0
Radio Ads 9 Stations	1
Total Number of Persons Interviewed during the Reporting Period:	1

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Radio Ads 9 Stations	N	320 Central Ave Suite 519 Coos Bay, OR 97420	Kristi Rigel	541-267-2121 <a href="mailto:krigel@bicoastal.media">krigel@bicoastal.media</a>
Corporate Website: Bicoastal Media	N			541-267-2121 <a href="mailto:krigel@bicoastal.media">krigel@bicoastal.media</a>

Bicoastal Social Media (Facebook)	N			541-267-2121 <a href="mailto:krigel@bicoastal.media">krigel@bicoastal.media</a>
Indeed	N	Indeed.com		
LinkedIn	N	LinkedIn.com		

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