

2023 ANNUAL EEO PUBLIC FILE REPORT

BICOASTAL MEDIA LICENSES II, LLC – Eureka & Arcata Employment Unit

Stations in Employment Unit: KATA (AM), Arcata, CA
KEJB (AM), Eureka, CA
KFMI (FM), Eureka, CA
KRED (FM), Eureka, CA
KKHB (FM), Eureka, CA

Reporting Period: July 22, 2022 – July 21, 2023

No. of Full-time Employees: Fewer than 10

Small Market Exemption: Yes

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

*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 licensee co-sponsored The Humboldt County Office of Education Job Fair April 15, 2023. The General Manager and the Ops Manager participated.

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

The licensee's General Manager, Chief Operator and Promotions Director participated in the ongoing Broadcast Electronics Training Seminar for their Audio Vault Automation System July 2022 through the Present Date.

The licensee's General Manager, Sales Manager and sales staff attended a Digital Marketing Training Seminar's July 23, August 15, September 25th, October 10, November 12, and December 7 2022. January 4, February 1, March 1, April 5, May 3, June 7, July 19 2023. Attendees learned about digital opportunities to qualify for higher level positions in a new product field.

The licensee’s Program Directors, and General Manager and attended the St. Jude Radiothon Summit in Memphis, TN October 2022. The staff learned about St. Jude protocols, new sponsorship opportunities and non-profit fundraising.

*Participated in at least 4 **events** or **programs** sponsored by **educational** institutions relating to career opportunities in broadcasting.*

The licensee’s General Manager and staff participated in the 2023 Cal Poly Humboldt College Job Fair on February 16 2023. Local high school students along with college level students were given training and education regarding careers in local broadcasting. (Photos Enclosed)

*Sponsored at least 2 **events** in the **community** designed to inform and educate the public as to employment opportunities in broadcasting.*

The licensee hosted a weekly Summer Concert Series June 15 – August 17, 2023. Brochures regarding local radio and broadcast opportunities were presented at the table on site near the main entrance. The General Manager, Sales Manager, announcers and staff from the Sales Department participate in each event rotationally.

*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.*

Station staff, Sales staff, and the General Manager, routinely attended Chamber of Commerce Events for Eureka, Fortuna, Arcata and McKinleyville (total of 4 per month). These events enable our staff to disseminate information regarding employment opportunities with our employment unit and community events in which we present or are a part of.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRER
1/01/23	Sales Executive	Indeed

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Allaccess.com	2
LinkedIn	2
Total Number of Persons Interviewed during the Reporting Period:	0
	4

RECRUITING SOURCES USED

Job Title of Position: Sales Executive Date of Hire: 1/1/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Allaccess	N	Allaccess.com	On line	
LinkedIn	N	Linkedin.com	On line	

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