

2025 ANNUAL EEO PUBLIC FILE REPORT

Bicoastal Media Licenses V, LLC Willamette Valley Employment Unit

Stations: KEJO(AM), Corvallis, OR KODZ(FM), Eugene, OR
KLOO(AM), Corvallis, OR KPNW(AM), Eugene, OR
KLOO-FM, Corvallis, OR KDUK-(FM), Florence, OR
KRKT-FM, Albany, OR KFLY(FM), Corvallis, OR
KTHH(AM), Albany, OR

Reporting Period: 9/21/2024 – 9/20/2025

No. of Full-time
Employees: More than 10
Small Market
Exemption: No

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.

10/02/2024 – OSU Job Fair. Promotions Director & GM participated. College students attend the Job Fair to learn about jobs or internships & interact with local employers stationed at tables in the Student Experience Center Plaza.

04/30/2025– Linn Benton Community College Career Fair. Market Manager represented Bicoastal Media. Discussions about various broadcast positions were had with participants.

Co-sponsored at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities.

05/15/25 - Bicoastal Media Willamette Valley LLC co-sponsored the Lane County Community College Job Fair in conjunction with Eugene Area Radio Stations organization. Market Manager represented Bicoastal Media. Discussions about various broadcast positions were had with participants.

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, X/Twitter, Instagram, Text lines and their respective station websites. We also participate in the “Handshake Community” which includes 17 million students & young alumni at over 1,000 colleges, including 120+ minority-serving institutions.

*Participated in **scholarship** programs designed to assist students interested in pursuing a career in broadcasting.*

Bicoastal Media Market Manager serves on the Board of Directors for the Eugene Area Radio Stations (EARS) organization, which grants annual broadcast scholarships. Each year listeners from all area radio stations are invited to submit an application along with an essay describing why they want the scholarship. Applications are also distributed through Lane Community College, Linn Benton Community College, Oregon State University and the University of Oregon and all area high schools through their respective career counseling departments. All applicants are reviewed, and winners are selected by the EARS board of directors. For 2025 there were 7-Scholarships awarded totaling \$13,000.

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

Nielsen Sales and Programmers Training

During the reporting period, all sales and programmers, participated in multiple, on-line training and webinars provide by Nielsen Audio (5/1/25), NuVoodoo, RAB, Marketron, Inside Radio, New Wave Digital Solutions (3/12/25), Frequence (6/11/25), Audience and others.

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

The Market Managers implement the mentoring program. During the reporting period they work directly with all employees on a regular and ongoing basis making a special point to select employees who express and demonstrate a desire to elevate to higher level positions in the company. i.e. The Market Manager for Albany worked with two Program Directors on a monthly basis to help develop their management skills that included conflict resolution, project management and interpersonal relationship skills allowing them to be more effective. Similarly, the Eugene Market Manager worked with Gerry Snyder (Morning Drive Talent/Promotions Coordinator) and Owen Atlansky (On-Air Talent and PSA Director), where they met once a quarter.

Additionally, the Program Director for KEJO hosted an intern, a Sophomore at Oregon State University who loves sports and wants a career in broadcasting. She worked with him on 8/30, 9/6 & 9/13 2025 for Post game Call In shows. She also shadowed the play by play broadcaster during the Knights games in the summer of 2025.

*Provided **assistance** to unaffiliated non-profit entities in **maintaining web sites** that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting*

During the reporting period the Market Manager works directly with the webmaster for the Eugene Area Radio Stations organization. (<https://eugeneradio.org/>). The web site includes employment opportunities and resources for broadcast employment and scholarships.

LIST OF FULL-TIME POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRES

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Indeed	6
Total Number of Persons Interviewed during the Reporting Period:	6

RECRUITING SOURCES USED

Program Director		Date of Hire		
REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON	PHONE / E-MAIL

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