

2025 ANNUAL EEO PUBLIC FILE REPORT

Bicoastal Media Licenses IV, LLC (Longview Employment Unit)

Stations in Employment Unit:

KBAM (AM), Longview, WA

KEDO (AM), Longview, WA

KLYK (FM), Kelso, WA

KRQT (FM), Castle Rock, WA

KPPK (FM), Rainier, OR

Reporting Period: October 1, 2024 through September 30, 2025

(Note: 12-month period determined by FCC license renewal filing date and not on calendar basis)

Number of Employees: Between 5-10 Full Time Employees

Small Market Exemption: Yes

OUTREACH INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c) (2):

| Type of Initiative | Brief Description of Activity |
|---|--|
| <i>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).</i> | Bicoastal Media Longview participated in partnership with WorkSource of Cowlitz-Wahkiakum Counties from October 2024 through September 2025. WorkSource is Washington's State's official job and employment web site. Bicoastal Media Longview contributed 4795 radio commercials promoting employment opportunities and quarterly job fairs directing potential recruits to apply for various positions including Bicoastal Media Longview positions. |
| <i>Participation in programs sponsored by educational institutions relating to broadcasting careers</i> | On March 25, 2025, Market Manager and Sales Manager represented Bicoastal Media at the Kalama Career Fair, hosted by the Port of Kalama. They shared print materials and spoke with students from 6th grade to high school about career opportunities in broadcasting. |

| | |
|--|---|
| <i>Participation in job fairs by station personnel who have substantial responsibility for hiring decisions</i> | February 25 th , 2025-Bicoastal Media participated in the WorkSource of Cowlitz County Hiring Event by hosting an informational table. Market Manager and Sales Manager distributed printed materials and engaged directly with attendees to discuss career opportunities in broadcasting. This initiative was aimed at increasing awareness of employment paths within the radio industry and promoting diversity in recruitment. |
| <i>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.</i> | In association with Cowlitz & Wahkiakum Counties and Kelso-Longview Chamber of Commerce, Bicoastal Media Sponsored and Market Manager and Sales Manager participated in ‘Career Exploration Expo’ for Local Employers and Local Students on October 24, 2024, informing students about the potential of a career in local broadcasting. Bicoastal Radio, 98.3 KPPK, broadcasted the event live and conducted interviews with participating businesses and corporations. |
| <i>Hosting of at least one job fair</i> | September 17 th , 2025 –Bicoastal Media Longview hosted a Job Fair for future openings in our programming and advertising sales departments. Notice of the event was aired on all five Bicoastal radio stations, social media, WorkSource of Cowlitz-Wahkiakum Counties, and Kelso-Longview Chamber of Commerce. |
| <i>Participation in programs sponsored by educational institutions relating to broadcasting careers</i> | On May 29, 2025, Market Manager Rich Coleman and Sales Manager Lexy Proudfit represented Bicoastal Media at the Career & Networking Fair hosted by Lower Columbia College. We hosted a table, distributed printed materials, and engaged with students and attendees to discuss career opportunities in broadcasting. This outreach aimed to promote awareness of media careers and encourage interest in the radio industry among local students and job seekers. |

LIST OF POSITIONS FILLED

| Date of Hire | Job Title | Recruitment Source Referring Hire |
|--------------|-------------------|-----------------------------------|
| 12-10-24 | Account Executive | Local Radio |
| 8-6-25 | Account Executive | Indeed |

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 7

| Recruitment Sources Referring Interviewees during Reporting Period | Number of Persons Interviewed that the Source Referred |
|--|--|
| Local Radio | 1 |
| Indeed.com | 5 |
| WorkSource Cowlitz/Wahkiakum | 1 |

RECRUITMENT SOURCES USED

Job Title of Position: Account Executive

Date of Hire: 12-10-24

| Referral Source | * | Address of Source | Contact Person at Source | Tel. No. and E-Mail Address of Source |
|--|---|---|--------------------------|--|
| Indeed.com | N | Online posting | | |
| On-Air Radio Stations KLYK KPPK KRQT KBAM KEDO | N | 1130 14 th Avenue Longview, WA 98632 | Rich Coleman | 360-425-1500 rcoleman@bicoastal.media |
| Bicoastal Media Corporate Website | N | 140 N. Main St Lakeport, Ca 95453 | Leslie Moon | 707-263-6113 |
| Washington State Association of Broadcasters | N | 724 Columbia Street NW Suite 310 Olympia, Washington 98501 | Keith Shipman | 360-705-0774 |
| LinkedIn | N | Online posting | | |
| WorkSource Cowlitz/Wahkiakum | N | 305 South Pacific Avenue, Suite A Kelso, WA 98626 | Gherid Smick | (360) 577-2250 |
| Facebook posting on KRQT, KPPK, KLYK pages with paid boosting | N | 1130 14 th Avenue Longview, WA 98632 | Rich Coleman | 360-425-1500 rcoleman@bicoastal.media |

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

Job Title of Position: Account Executive

Date of Hire: 8-6-25

| Referral Source | * | Address of Source | Contact Person at Source | Tel. No. and E-Mail Address of Source |
|--|---|---|--------------------------|--|
| Indeed.com | N | Online posting | | |
| On-Air Radio Stations KLYK KPPK KRQT KBAM KEDO | N | 1130 14 th Avenue Longview, WA 98632 | Rich Coleman | 360-425-1500 rcoleman@bicoastal.media |
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