

2026 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, 2025 through September 30, 2026

(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 2025 through September 2026. WorkSource is Washington's State's official job and employment web site. Bicoastal Media Longview contributed 4922 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 job fairs by station personnel who have substantial responsibility for hiring decisions</i>	Bicoastal Media participated in the WorkSource of Cowlitz County Hiring Event on 6/23/26 by hosting an informational table. Station representatives 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>Participation in job fairs by station personnel who have substantial responsibility for hiring decisions</i>	Bicoastal Media participated in the WorkSource of Cowlitz County Hiring Event on 9/1/26 by hosting an informational table. Station representatives 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 participated in ‘Career Exploration Expo’ for Local Employers and Local Students on October 23, 2025, 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 10th, 2026 –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 28th, 2026, 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
7-13-26	Account Executive	WorkSource Cowlitz/Wahkiakum

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 2

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Local Radio	1
WorkSource Cowlitz/Wahkiakum	1

RECRUITMENT SOURCES USED

Job Title of Position: Account Executive

Date of Hire: 7-13-26

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
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.