

and similar activities.

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

*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).*

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

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

The licensee has hired one full-time Operations Assistant Sept 28, 2007. This assistant has and is still undergoing extensive hands-on training including but not limited to audio production, transmitter readings, live board operation, programming, filing, etc.

Since December 19, 2007 the licensee has hired three Account Executives. The Account Executives undergo extensive training to include but not limited to reaching out to potential new clientele, marketing consultation and planning, proposals, scheduling, copy writing, etc.

On February 8, 2008 the licensee hosted a web and on-line development seminar for entire staff.

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

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

May 5, 2008/Blue Ox May Days-Benefit for KKDS-LP, Eureka, CA. Blue Ox School operates the non-profit student run radio station for the purpose of educating students in broadcasting. All 5 stations owned by Bicoastal Media, Eureka/Arcata advertised to the public via radio the date and time of the event. KFMI Morning

DJ and Promotions Director spoke at the event about various opportunities in radio broadcasting.

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

*Listed each **upper-level** category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.*

*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*

*Provided **training to management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

General Manager was sent to a three part Labor Law Series given by the Greater Eureka Chamber of Commerce, May 23, June 6 and June 20th, 2008.

General Manager was sent to an Employer Workplace Seminar given by the California State Employment Development Department on April 16, 2008.

*Provided **training** to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.*

*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.*

Sales executives regularly attend Chamber of Commerce, Soroptomist Women's Group and other networking activities.

The licensee posts all job listings within the company on its' website, Bicoastalmendia.com

Comment [PGP1]:

Comment [PGP2R1]:

Comment [PGP3R2]:

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
09/28/2007	Operations Assistant	Caljobs
12/19/2007	Account Executive	Eureka Reporter
03/17/2008	Account Executive	H.S.U. Job Fair 2/15/2008
05/06/2008	Account Executive	Networking/referral

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 19

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
H.S.U. Job Fair 2/15/2008	9
Eureka Reporter	4
Bicoastal Media on-air announcements	1
Cal Jobs	1
Networking	1
Station websites	3

RECRUITING SOURCES USED

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
H.S.U. Job Fair	N	1 Harpst Street, Arcata	Ann Stromberg	707-826-5453
Eureka Reporter	N	215 4 th Street, Eureka	Judy Pollace	707-476-8000 classifieds@EurekaReporter.com
Bicoastal Media on air announcements	N	5640 South Broadway, Eureka	Laurie Tate	707-442-2000 LTate@Bicoastalmedia.com
Caljobs	N	EDD Job Listings	N/A	Caljobs.ca.gov
Times-Standard	N	P.O. Box 3580, Eureka	Classifieds	707-441-0500
Craigslist.com	N	N/A	N/A	N/A

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

