



# KDCQ (K-DOCK) 92.9 FM

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## ANNUAL EEO PUBLIC FILE REPORT

The purpose of this EEO Public File Report is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This report has been prepared on behalf of the station KDCQ and is required to be placed in the public inspection files of this station and posted on its website if it has one.

The information contained in the report covers the time period beginning October 1, 2009 to, and including September 30, 2010 (the "Applicable Period").

The FCC 2002 EEO Rules require that this report contain the following information:

1. a list of all full time vacancies filled by the station during the applicable period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section (72.3080(c)(I)(ii) of the new EEO Rule, which should be separately identified by name, address, contact person, and telephone number;
3. The recruitment source that referred the person hired for each full-time vacancy during the applicable period;
4. Data reflection of the total number of persons interviewed for full-time vacancies during the applicable period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC Rules.

Appendices 1, 2 and 3 that follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for which this source was utilized" refers to the number of the full-time jobs listed in Appendix 1.

For the purposes of this report, a vacancy was deemed "filled" not when the offer was extended, but when the person hired accepted the job offer. A person was deemed "interviewed" whether he was interviewed in person, over the phone, or by e-mail.

**APPENDIX 1 of the Annual EEO Public File Report Form**

This report covers the full-time vacancy recruitment data for the period October 1, 2009 to September 30, 2010 for station KDCQ FM Radio

- 1) **Legal Name of the Licensee:** Bay Cities Building Company, Inc.
- 2) **Station Call Sign and Community of License:** KDCQ FM, Coos Bay Oregon

**3) Job Vacancy Information:**

	<b>Full Time Positions Filled By Job Title</b>	<b>Recruitment Source of Person Hired</b>	<b>Total Number of Interviewees from all Sources of the Positions</b>
1.	None		

- 4) **Total # of persons interviewed during the applicable period:** -0-

**5) Recruitment Source Information**

The following is a list of Recruitment Sources that can be used to identify potential candidates. However, for the period of 10/1/09 to 9/30/10 there were no recruitment activities.

<b>Name of Source</b>	<b>Attention</b>	<b>Street Address</b>	<b>City, State, Zip</b>
American Women in Radio & TV		8405 Greensboro Drive, Suite 800	McLean, VA 22102
California Broadcasters Association	Attn: Stan Statham, President	915 L Street, Suite 1150	Sacramento, CA 95814
Black Educational Center		PO Box 3323	Portland OR 97208-3323
Confederated Tribes of the Coos, Lower Umpqua, & Siuslaw		1245 Fulton Ave.	Coos Bay, OR 97420
Lane Community College	Florence Campus	3149 Oak Street	Florence, OR 97439
National Broadcasting School	Attn: Lead Video Instructor	2315 Cascadia Dr.	Glendale, CA 91206-1802

Oregon Association of Broadcasters	Bill Johnstone	7150 SW Hampton St., Suite 240	Portland, OR 97223-8366
Oregon Employment Department		PO Box 986	North Bend, OR 97459
Oregon State University	Attn: Ann Robinson	Memorial Union E, Rm. 218	Corvallis, OR 97331
Radio & Television News Directors Association		1000 Connecticut Ave. NW, Suite 615	Washington, DC 20036
South Coast Business Employment Corporation	Marketing Coordinator	PO Box 1118	Coos Bay, OR 97420
Southwestern Oregon Community College	Attn: Career Center	1988 Newmark Ave.	Coos Bay, OR 97420
The World Newspaper		350 Commercial Ave.	Coos Bay, OR 97420
University of Oregon		164 Oregon Hall	Eugene, OR 97403
University of Oregon		E.M.U. – Suite 25	Eugene, OR 97403
Washington Association of Broadcasters		724 Columbia Street N. W., Suite 310	Olympia, WA 98501-1249
Women In Communications	Attn: Career Center	780 Ritchie Hwy	Severna Park, MD 21146

**APPENDIX 2 of the Annual EEO Public File Report Form**

**Section 2: Recruitment Sources**

The following is a list of all sources that applicants used to receive information about the job position.

	<b>Recruitment Source including Name, Address, Telephone Number, Contact Person</b>	<b>Total Number of Interviewees this source provided</b>	<b>Full-Time Positions for which this source was utilized</b>
A.	Not Applicable		

**APPENDIX 3 OF Annual EEO Public File Report Form**

**Supplemental (non-vacancy specific) Recruitment Activities Undertaken by KDCQ:**

Since October 1, 2009 to September 30, 2010 the following has taken place to ensure broad outreach by KDCQ.

<b>YEAR:</b> <u>2010</u>	<b>NAME OF ACTIVITY:</b> <u>Job Expo</u>
<b>Description of Activity</b>	
This April, the Southwestern Oregon Community College Career and Job Expo in Coos Bay that is normally planned with the assistance of K-DOCK Management staff did not take place this year.	

<b>YEAR:</b> <u>2010</u>	<b>NAME OF ACTIVITY:</b> <u>Rotary Career Ventures Program</u>
<b>Description of Activity</b>	
The career ventures program combines Rotarian owned/operated businesses that are similar in nature for a presentation at local high schools. Small groups of 5 to 10 interested students attend the presentations which can include a hands-on tour of the facility. Though the radio station is a signed-up participant of the program, they did not have any presentations in 2009-2010.	

<b>YEAR:</b> <u>2009-10</u>	<b>NAME OF ACTIVITY:</b> <u>Internship Program</u>
<b>Description of Activity</b>	
KDCQ has a cooperative agreement with Southwestern Oregon Community College and local high schools to provide experience through a working internship. The program allows students to observe organization structure and protocol at a small local radio station. The student(s) receive an overview of activities from programming, PSAs, News, Sales, Traffic, Remotes, and general operations. The student(s) first learns production through screening potential PSAs, writing and recording 30 and 60 second PSAs. They also observe live, local programs in progress. The programming area also includes some hands-on air board operation. In the field the intern works with the programming staff on set up of equipment, collecting people for interviews, meets the public, and general announcing. The student(s) also work with the Sales Manager to learn aspects of selling from package development, cold calling and other sales and promotion aspects. One student applied for the high school internship program this year. Other local high school students were active in working on KDCQ Promotional Activities (see below Promotion/Sound Internship)	

**YEAR:** 2010      **NAME OF ACTIVITY:** Southwestern Welcome Expo

**Description of Activity**

The KDCQ General Manager worked on campus for 3 1/2 hours and met with new and returning students to Southwestern Oregon Community College on September 25, 2010. Topics covered were radio station and industry information in general. In attendance were 200 new and returning students to the campus and 50-100 Faculty/staff members. Attendance also included 40 businesses, clubs and student services from the local community and campus.

**YEAR:** 2010      **NAME OF ACTIVITY:** Hands-on Sound/Promo Internship

**Description of Activity**

This program utilized program interns through the Summer Promotion Bay Area Teen Idol from 7/8/10 – 9/18/10. With the program, interns learned the elements of event planning and management. The program involved three adults and 6 high school students. Each week from July 8<sup>th</sup> through September 18<sup>th</sup> interns would load in equipment to the event venue, set up sound, do sound checks, set computers, set the stage, manage the stage and house for the nightly event and then break down the equipment. Interns also worked with stage lighting and 15 contestants in the program. The interns would also learn additional elements of show timing, communication with score-keepers and judges, participate in the award element and setting of props for the performers and emcee.

The event elements changed with the site of the venue when it moved to outdoors. The interns had to accommodate the changes and manage the set up, stage, microphones and more with less time and without the luxury of an indoor setting.