



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, 2017 to, and including September 30, 2018 (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)(1)(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, 2017 to September 30, 2018 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:**

| | Full Time Positions Filled By Job Title | Recruitment Source of Person Hired | Total Number of Interviewees from all Sources of the Positions |
|----|---|------------------------------------|--|
| 1. | 1 | KDCQ FM | 2 |

APPENDIX 1 of the Annual EEO Public File Report Form (Cont.)

4) Total # of persons interviewed during the applicable period: 2

5) Recruitment Source Information

The following is a list of Recruitment Sources that can be used to identify potential candidates.

| Name of Source | Attention | Street Address | City, State, Zip |
|--|------------------------|--|-------------------------|
| American Women in Radio & TV | | 8405 Greensboro Drive, Suite 800 | McLean, VA, 22102 |
| The Asian Reporter Newspaper | | 922 N Killingworth St., Suite 1A | Portland OR 97217 |
| Broadcast Employment Svc | | 3342 Hollow Tree Drive | Oceanside, CA 92052 |
| California Broadcasters Assoc. | | 915 L Street, Ste 1150 | Sacramento, CA 95814 |
| CEDCO (Coquille Indian Tribe) | | 3201 Tremont Avenue | North Bend, OR 97459 |
| Clackamas Community College – Career Resource | | 19600 S Molalla Ave., Career Resource Ctr | Oregon City, OR 97045 |
| Confederated Tribes of Coos, Lower Umpqua, & Siuslaw | | 1245 Fulton Ave. | Coos Bay, OR 97420 |
| Hispanic Outreach Program | | 8 Yorick | Lake Oswego, OR 97035 |
| Lane Community College | Florence | 3149 Oak Street | Florence, OR 97439 |
| Lane Community College | | www.2lanecc.edu/ces | Eugene OR 97405 |
| Mount Hood Community College | | 26000 SE Stark | Gresham OR 97030 |
| OR Association of Broadcasters | | 9020 SW Washington Square Rd #140 | Portland, OR 97223 |
| Oregon Employment Department | | PO Box 986 Career Services B008 | North Bend, OR 97459 |
| Oregon State University | | Kerr Admin. Building | Corvallis, OR 97331 |
| Radio & Television News Directors Association | | www.RTDNA.org Post_a_Job_Form# | Washington, DC 20036 |
| South Coast Business Employment Corporation | Marketing Coordinator | PO Box 1118 | Coos Bay, OR 97420 |
| South Coast Shopper | | 62706 Highway 101 S. | Coos Bay OR 97420 |
| Southwestern Oregon Community College | Career Ctr | 1988 Newmark Ave. | Coos Bay, OR 97420 |
| The World Newspaper | | 350 Commercial Ave. | Coos Bay, OR 97420 |
| University of Oregon | Career Ctr | 1200 U. of O. | Eugene OR 97403 |
| University of Oregon | Assn Black Journalists | BSU@uoregon.edu EMU #25 | Eugene, OR 97403 |
| University of Oregon | | 220 Hendricks Hall | Eugene, OR 97403 |
| Washington Assoc of Broadcasters | | 724 Columbia Street N. W., Suite 310 | Olympia, WA 98501-1249 |
| Women In Communications | Career Ctr | 3337 Duke Street | Alexandria, VA 22314 |

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.

| | Recruitment Source including Name, Address, Telephone Number, Contact Person | Total Number of Interviewees this source provided | Full-Time Positions for which this source was utilized |
|----|---|--|---|
| A. | Southwestern Oregon Community College 541-888-2525 1988 Newmark Ave., Coos Bay | 0 | 1 |
| B. | www.kdcq.com Stephanie Kilmer, 541-269-0929; | 1 | 1 |
| C. | Craiglist | 1 | 1 |

APPENDIX 3 OF Annual EEO Public File Report Form

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

Since Oct. 1, 2017 to Sept. 30, 2018 the following has taken place to ensure broad outreach by KDCQ.

| | |
|-----------------------------|--|
| YEAR: <u>2017-18</u> | NAME OF ACTIVITY: <u>Internship Program</u> |
|-----------------------------|--|

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|---|
| Description of Activity |
| 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. There students from the SWOCC business class who wrote and produced public service announcements for community service activities they were conducting. 2 high school students did work experience at the station. Local high school students were active in working on KDCQ Promotional Activities (see below Promotion/Sound Internship) |

| | |
|--------------------------|---|
| YEAR: <u>2018</u> | NAME OF ACTIVITY: <u>Hands-on Sound/Promo Internship</u> |
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| Description of Activity |
| This program utilizes program interns through the Summer Promotion Coos County's Got Talent from June – September 2018. With the program, volunteers learned the elements of event planning and management. The program involved seven adults and 5 high school students. Each week students would load in equipment to the event venue, set up sound, do sound checks, set computers, set the stage, run the lights, manage the stage and house for the nightly event and then break down the equipment. Volunteers also worked with stage lighting and 18 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 |

APPENDIX 3 OF Annual EEO Public File Report Form (Cont.)

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

Since Oct. 1, 2017 to Sept. 30, 2018 the following has taken place to ensure broad outreach by KDCQ.

| | |
|---|--|
| YEAR: <u>2018</u> | NAME OF ACTIVITY: <u>Radio Advisory Committee (MHS)</u> |
| Description of Activity | |
| The KDCQ General Manager works with KMHS staff on the Technical Skills Assessment Mastery Project to help tighten radio curriculum that is taught through the program. Marshfield has 200 students from area high schools in the program that operates an AM and FM radio station. The committee meets on an as needed basis to evaluate curriculum and help develop additional curriculum that will help students achieve college credit and align them with Mount Hood Community College students to ready them for college and a degree in broadcasting. | |

| | |
|--|---|
| YEAR: <u>2018</u> | NAME OF ACTIVITY: <u>SWOCC Business Class Presentation</u> |
| Description of Activity | |
| The KDCQ General Manager works with Southwestern Oregon Community College Business Class Instructor Jessica Engleke to discuss the importance of Public Relations, Media on events, Effective Press Release and Public Service Announcement scriptwriting. Leadership discussion, community service and the functions inside of a radio station are also discussed. Student hear examples and are able to ask questions. Students also pitch their Community Service Projects to the instructors and presenters as well as the class. They write and produce public service announcements that air on the radio station. Some have used the course in the past to pursue a degree in broadcasting. | |