

2026 ANNUAL EEO PUBLIC FILE REPORT

Bicoastal Media Licenses V, LLC Willamette Valley Employment Unit

Stations: KEJO(AM), Corvallis, OR KODZ(FM), Eugene, OR
KLOO(AM), Corvallis, OR KPNW(AM), Eugene, OR
KLOO-FM, Corvallis, OR KDUK-FM, Florence, OR
KRKT-FM, Albany, OR KFLY(FM), Corvallis, OR
KTHH(AM), Albany, OR

Reporting Period: 9/21/2025 – 9/20/2026

No. of Full-time
Employees: More than 10
Small Market
Exemption: No

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

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

Participated in job fairs by station personnel who have substantial responsibility in making hiring decisions.

04/23/2026– Linn Benton Community College Career Fair. Market Manager represented Bicoastal Media. Discussions about various broadcast positions were had with participants.

Co-sponsored at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities.

05/21/26 - Bicoastal Media Willamette Valley LLC co-sponsored the Lane County Community College Job Fair in conjunction with Eugene Area Radio Stations organization. Market Manager represented Bicoastal Media. Discussions about various broadcast positions were had with participants.

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).

The stations engage in outreach to their audience through Facebook, X, Instagram, Text lines and their respective station websites. We also participate in the “Handshake Community” which includes 17 million students & young alumni at over 1,000 colleges, including 120+ minority-serving institutions.

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

Bicoastal Media Market Manager serves on the Board of Directors for the Eugene Area Radio Stations (EARS) organization, which grants annual broadcast scholarships. Each year listeners from all area radio stations are invited to submit an application along with

an essay describing why they want the scholarship. Applications are also distributed through Lane Community College, Linn Benton Community College, Oregon State University and the University of Oregon and all area high schools through their respective career counseling departments. All applicants are reviewed, and winners are selected by the EARS board of directors. For 2026 there were 5-Scholarships awarded totaling \$11,000.

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

Nielsen Sales and Programmers Training During the reporting period, all sales and programmers, participated in multiple, on-line training and webinars provide by Nielsen Audio, NuVoodoo, RAB, Marketron, Inside Radio, New Wave Digital Solutions (6/17/26), Frequence, Audience (5/13/26) and others.

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

The Market Managers implement the mentoring program. During the reporting period they work directly with all employees on a regular and ongoing basis making a special point to select employees who express and demonstrate a desire to elevate to higher level positions in the company. i.e. The Market Manager for Albany worked with an employee on a quarterly basis to help develop her management skills and prepare her for promotion to Station PD (KRKT). Similarly, the Eugene Market Manager worked with both the PD for KDUK and KFLY (and Afternoon Drive Talent) and an On-Air Talent and Account Executive employee, where they met quarterly.

*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*

During the reporting period the Market Manager worked directly with the webmaster for the Eugene Area Radio Stations organization. (<https://eugeneradio.org/>). The web site includes employment opportunities and resources for broadcast employment and scholarships.

The Employment Unit did not fill any fulltime positions during the reporting period.