

2025 ANNUAL EEO PUBLIC FILE REPORT  
BICOASTAL MEDIA LICENSES IV, LLC  
(CENTRALIA – CHEHALIS EMPLOYMENT UNIT)

**Stations in Employment Unit:**  
**KELA (AM), Centralia-Chehalis, WA**  
**KMNT (FM), Chehalis, WA**

Stations:	KELA(AM), Centralia-Chehalis, WA KMNT(FM), Chehalis, WA
Reporting Period:	September 21, 2024-September 20, 2025
No. of Full-time Employees:	Fewer than 10
Small Market Exemption:	YES

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 at least 3 job fairs by station personnel who have substantial responsibility in making hiring decisions.*

- November 5, 2024, The Director of Operations attended the Career Fair at Napavine High School wherein she interacted with the students and answered questions about job opportunities in media.
- November 6, 2024, The Director of Operations attended the Career Fair at White Pass High School wherein he interacted with the students and answered questions about job opportunities in media.
- March 14, 2025, The Director of Operations and News Director attended a career fair at Onalaska High school. They both interacted with students and answered questions regarding job opportunities.

*Participated in event sponsored by an organization representing groups present in the community interested in broadcast employment issues:*

On January 11, 2025, the Market Manager participated as a judge for the Radio/Audio portion of the Regional Skills USA contest. The Market Manager also serves on the Advisory Committee for this event.

*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.*

All upper-level jobs are listed with the Washington State Association of Broadcasters.

#### LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
11/12/24	Sports Anchor/Production Assistant	Indeed

#### INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Indeed	1

#### RECRUITING SOURCES USED

Job Title of Position: **Sports Anchor/Production Assistant** Date of Hire: **11/12/24**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Bicoastal Media website	N	Bicoastal Media	Lindy Waring	1635 S. Gold Street, Centralia, WA 98531 360.736.3321
Indeed	N	Indeed.com	Richard Dutton HR	1500 Valley River Drive, Suite 350 Eugene, OR 97401
KELA/KMNT	N	Facebook Page	Lindy Waring	1635 S. Gold Street, Centralia, WA 98531 360.736.3321
WSAB	N	Wsab.org	Keith Shipman	<a href="mailto:kshipman@wsab.org">kshipman@wsab.org</a>
KELA/KMNT websites	N	KELAAM.COM KMNT.COM	Lindy Waring	<a href="mailto:lindywaring@bicoastal.media">lindywaring@bicoastal.media</a>