

2026 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, 2025-September 20, 2026
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, 2025, The Director of Operations attended the College and Career Fair at White Pass High School wherein he interacted with the students and answered questions about job opportunities in media.
- April 2, 2026, the Market Manager attended Career Day at Napavine High School. Multiple high schools participated in the event. The Market Manager interacted with the students and answered questions about job opportunities in media.
- May 8, 2026, The Director of Operations attended “Career on Wheels” at Onalaska High School where middle and high school students attended. The Director of Operations interacted with the students and had them record commercials with him and answer questions.

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

On January 10, 2026, 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

The employment unit did not have any full-time hires during this reporting period.