

2026 ANNUAL EEO PUBLIC FILE REPORT

BICOASTAL MEDIA LICENSES II, LLC – Eureka & Arcata Employment Unit

Stations in Employment Unit:	KATA (AM), Arcata, CA KEJB (AM), Eureka, CA KFMI (FM), Eureka, CA KRED (FM), Eureka, CA KKHB (FM), Eureka, CA
Reporting Period:	July 22, 2025 – July 21, 2026
No. of Full-time Employees:	Less than 10
Small Market Exemption:	Yes

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

INITIATIVES

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

The licensee co-sponsored & the licensee's General Manager and staff participated in the 2025 College of the Redwoods College Career Expo on September 9, 2025. Local High School Students along with college level students, and young adults were given training and educational packets regarding careers in local broadcasting as well as sales and marketing.

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

The licensee's General Manager, and sales staff attended Digital Marketing Training Seminar's on July 23rd, August 20th, September 17th, October 15th, November 19th, and December 17th, 2025 and Jan 21st, Feb 18th March 18th, April 15th, May 20th, and June 17th, 2026. Attendees learned about digital opportunities to qualify for higher level positions in a new product field.

*Participated in at least 1 **event** or **programs** sponsored by **educational** institutions relating to career opportunities in broadcasting.*

The licensee Co-Sponsored & the licensee's General Manager and Sales staff participated in the Stuff the Bus event along with Humboldt County Office of Education, and Jefferson Community Center on August 15, 2025. We had a booth set up for Distribution of educational materials while also giving out packets regarding careers in local broadcasting as well as sales and marketing.

*Sponsored at least 1 **event** in the **community** designed to inform and educate the public as to employment opportunities in broadcasting.*

The licensee hosted a weekly Summer Concert Series June 2026-August 2026. Brochures regarding local radio and broadcast opportunities were presented at the table on site near the main entrance. The General Manager, announcers, and staff from the Sales Department participate in each event rotationally.

*Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.*

Station staff, Sales staff, and the General Manager, routinely attended Chamber of Commerce Events for Eureka, Arcata and McKinleyville (total of 3 per month) in the 2025/2026 year. All events enable our staff to disseminate information regarding employment opportunities with our employment unit and community events in which we present or are a part of.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Indeed	0
Radio ads	0
Greater Eureka Chamber of Commerce	0
Job Fair (HCOE)	0
Handshake	0

RECRUITING SOURCES USED

Job Title of Position: **None over last year** Date Hire:

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E- MAIL ADDRESS OF SOURCE

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.