



# 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, 2005 to, and including September 30, 2006 (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)(I)(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, 2005 to September 30, 2006 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.	Bill Crawford	Internal	2
2.	Mikel Chavez	The World	2

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

**5) Recruitment Source Information**

Letters with a job description were sent to each of the following sources. Several Applications were received because of the broad outreach.

Name of Source	Attention	Street Address	City, State, Zip
All Access Music Source		Allaccess.com	
American Women in Radio & TV		8405 Greensboro Drive, Suite 800	McLean, VA 22102
California Broadcasters Association	Attn: Stan Statham, President	915 L Street, Suite 1150	Sacramento, CA 95814
Black Educational Center		PO Box 3323	Portland OR 97208-3323
Career Makers	Peter Paskill Attn: Evan Martin,	8555 SW Apple Way, Suite 130	Portland, OR 97255
Bay Area Jaycees	President	PO Box 478	Coos Bay, OR 97420

Confederated Tribes of the Coos, Lower Umpqua, & Siuslaw		1245 Fulton Ave.	Coos Bay, OR 97420
Job Council, The	Pamela Farquhar	673 Market Street	Medford, OR 97504
Lane Community College	Florence Campus	3149 Oak Street	Florence, OR 97439
National Broadcasting School	Attn: Lead Video Instructor	2315 Cascadia Dr.	Glendale, CA 91206-1802
Oregon Association of Broadcasters	Bill Johnstone	7150 SW Hampton St., Suite 240	Portland, OR 97223-8366
Oregon Employment Department		PO Box 986	North Bend, OR 97459
Oregon State University	Attn: Ann Robinson	Memorial Union E, Rm. 218	Corvallis, OR 97331
Radio & Television News Directors Association		1000 Connecticut Ave. NW, Suite 615	Washington, DC 20036
South Coast Business Employment Corporation	Marketing Coordinator	PO Box 1118	Coos Bay, OR 97420
Southwestern Oregon Community College	Attn: Career Center	1988 Newmark Ave.	Coos Bay, OR 97420
The World Newspaper		350 Commercial Ave.	Coos Bay, OR 97420
University of Oregon	Academic Advising, Hilary Gerdes	164 Oregon Hall	Eugene, OR 97403
University of Oregon	Black Student Union	E.M.U. – Suite 25	Eugene, OR 97403
Washington Association of Broadcasters		724 Columbia Street N. W., Suite 310	Olympia, WA 98501-1249
Women In Communications	Attn: Career Center	780 Ritchie Hwy	Severna Park, MD 21146

**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.

	<b>Recruitment Source including Name, Address, Telephone Number, Contact Person</b>	<b>Total Number of Interviewees this source provided</b>	<b>Full-Time Positions for which this source was utilized</b>
A.	The World Newspaper, 350 Commercial Ave. Coos Bay OR 97420 (541) 269-0222	1	1
B.	All Access, www.allaccess.com		1
C.	Oregon Association of Broadcasters 7150 SW Hampton, Ste 240, Portland OR 97223 (503) 443-2299	1	1
D.	Washington Association of Broadcasters 724 Columbia Street N. W., Suite 310, Olympia, WA 98501-1249; (360) 705-0774		1

**APPENDIX 3 OF Annual EEO Public File Report Form**

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

Since October 1, 2005 to September 30, 2006 the following has taken place to ensure broad outreach by KDCQ.

<b>YEAR:</b> <u>2006</u>	<b>NAME OF ACTIVITY:</b> <u>Career and Job Expo</u>
<b>Description of Activity</b>	
<p>On April 19, 2006, KDCQ attended and co-sponsored the Southwestern Oregon Community College Career and Job Expo in Coos Bay. This event brings together businesses, the campus and students and the community. The south coast has a very high rate of unemployed, so there is a large attendance by the community seeking jobs. Attendees can also learn how to put together a resume and how to interview and dress for interviews. Attendees are encouraged to bring resumes and prepare to interview.</p> <p>While KDCQ did not have any positions that needed to be filled this year, we did provide information about jobs that someone might encounter if they were looking for work in radio. We had all top level managers on site as well as an on air personality who talked with attendees about his experience in radio.</p>	

(Career and Job Expo Narrative Cont.)

KDCQ staff utilizes the career and job expo as an opportunity to see potential candidate. We spend most of the day talking with potential recruits about the jobs available at local radio stations. We also collect resumes that will be kept on file for future job openings. We also spend time with high school students and have been interviewed by the careers classes.

More than 50 businesses participate in the event—hosting job information, recruitment, and industry information. The event is held from 9:30 to 2 pm. The event had more than 800 people in attendance.

KDCQ's involvement in the Southwestern Career and Job Expo includes a committee position on the planning and event committee. KDCQ staff wrote, produced and provided PSAs for all local radio. KDCQ also ran Public Service Announcements about prepare and attending the event as well as public service announcements about the event itself.

KDCQ General Manager Stephanie Kilmer attended scheduled meeting on the organizational committee and communicated regularly with the committee chair.

**YEAR:** 2006      **NAME OF ACTIVITY:** Summer Internship Program

**Description of Activity**

KDCQ has a cooperative agreement with Southwestern Oregon Community College 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.