



**KDCQ (K-DOCK) 93.5 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, 2004 to, and including September 30, 2005 (the "Applicable Period").

The FCC's 2002 EEO Rules requires 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 sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 72.3080(c)(1)(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 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 Sections 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 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 Annual EEO Public File Report Form**

**This Report covers full-time vacancy recruitment data for the period October 1, 2004 to September 30, 2005 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**

	<b>Full Time Positions Filled by Job Title</b>	<b>Recruitment Source of Person hired</b>	<b>Total Number of Interviewees from all Sources for the positions</b>
<b>1.</b>	<b>Rick Elliott/Dick Besser News Director</b>	<b>Referral</b>	<b>3</b>
<b>2.</b>	<b>Danita Benshoof Traffic-Part Time</b>	<b>Referral</b>	<b>7</b>
<b>3.</b>	<b>Regina Finley Traffic-Part Time Temporary</b>	<b>Referral</b>	<b>7</b>

**4) Total # of Persons Interviewed During the Applicable Period: 10**

**5) Recruitment Source Information**

<b>Name of Source</b>	<b>Recipient</b>	<b>Street Address</b>	<b>City, State, Zip</b>	<b>Phone #</b>
American Women in Radio & TV		8405 Greensboro Drive, Suite 800	McLean, VA 22102	415-561-9229
California Broadcasters Association	Attn: Stan Statham	915 L Street, Suite 1150	Sacramento, CA 95814	916-444-2237
Black Educational Center		PO Box 3323	Portland OR 97208	
Career Makers	Peter Paskill	8555 SW Apple Way, Suite 130	Portland, OR 97255	503-297-6610
Bay Area Jaycees	Attn: Evan Martin	P. O Box 25	Coos Bay, OR 97420	541-888-1095
Confed. Tribes of the Coos, Ump & Siuslaw		1245 Fulton Ave.	Coos Bay, OR 97420	541-888-7523
The Job Council	Pamela Farquhar	673 Market Street	Medford, OR 97504	541-776-5125
Lane Community College	Florence Campus	3149 Oak Street	Florence, OR 97439	541-463-6046
National Broadcasting	Attn: Lead Video	2315 Cascadia Dr.	Glendale, CA 91206-	

School <b>Name of Source</b>	Instr. <b>Recipient</b>	<b>Street Address</b>	1802 <b>City, State, Zip</b>	<b>Phone #</b>
Oregon Association of Broadcasters	Bill Johnstone	7150 SW Hampton Suite 240	Portland, OR 97223-8866	503-443-2299
Oregon Employment Department		PO Box 986	North Bend, OR 97459	541-756-5700
Oregon State University	Attn: Ann Robinson	Memorial Union E, Rm. 218	Corvallis, OR 97331	541-737-0123
Radio & Television News Directors Association		1000 Connecticut Ave. NW, Suite 615	Washington, DC 20036	202-296-8897
South Coast Business Employment Corporation	Joy McCarthy.	PO Box 1118	Coos Bay, OR 97420	541-269-2013
Southwestern Oregon Community College	Attn: Career Center	1988 Newmark Ave.	Coos Bay, OR 97420	1-800-962-2838
University of Oregon	Academic Adv, Hilary Gerdes	164 Oregon Hall	Eugene, OR 97403	541-346-3211
The World Newspaper	Jennifer	PO Box 1840	Coos Bay, OR 97420	541-269-1222
Women In Communications	Attn: Career Center	780 Ritchie Hwy	Severna Park, MD 21146	
University of Oregon	Black Student Union	E.M.U. – Suite 25	Eugene, OR 97403	541-346-4379

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

**Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KDCQ.**

Since October 1, 2004 through September 30, 2005 the following has taken place to ensure broad outreach by KDCQ.

<b>YEAR:</b>	2005	<b>NAME OF ACTIVITY:</b>	Career and Job Expo
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<b>Description of Initiative:</b>
On April 20, 2005, 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 as well as the community. The south coast has a very high rate of unemployed, so there is a large attendance by the community seeking <i>Career &amp; Job Expo (continued)</i>

jobs, learning to put together a resume, and other helpful tips that can aid in getting a job. The event also has an interviewing room for businesses that are ready to interview on the spot.

The event involved a remote broadcast, broadcast demonstrations and discussing various positions available in radio; especially in local small market radio. It involved staff from each area including programming, management and sales.

One position was available and being recruited for. The event went from 9 to 3 and had more than 800 people in attendance. More than 50 businesses including KDCQ were represented.

KDCQ's involvement included a committee position on the planning and event committee. KDCQ General Manager, Stephanie Kilmer, regularly attending organizational meetings, advised in the communications and marketing area, and assisted in advertising the event.

<b>YEAR:</b>	2005	<b>NAME OF ACTIVITY:</b>	Summer Internship Program
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**Description of Initiative:**

5/19/05-9/6/05, A cooperative agreement was entered between Southwestern Oregon Community College and KDCQ FM 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 the recording :30 and :60 second PSAs. They also observe live local programs in progress. The programming area also included some hands-on air board operation. In the field, the client worked with the programming staff on set up of equipment, collecting people for interviews, meeting the public, and general announcing. The student(s) also worked with the Sales manager to learn aspects of selling from package development, cold calling, and other sales appointments.

<b>YEAR:</b>	2005	<b>NAME OF ACTIVITY:</b>	NAB Executive Development Pgm for Radio
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**Description of Initiative:**

July 16, 2005-July 19, 2005 Georgetown University.  
 KDCQ FM, General Manager Stephanie Kilmer attended the National Association of Broadcasters EDP for Radio Broadcasters. The EDP brings together radio managers from throughout the U.S. and abroad. It provides tools and networking opportunities to assist broadcast managers in learning and growing within their industry. Curriculum included "Facing Difficult Conversations;" "Structure and Strategy;" "Negotiations;" "Financial Analysis;" "Competitive Strategy & Business Environment;" "Managing the Politics of Relationships" and updates from the NAB and FCC on Technology, Research and Regulatory Issues. The program is structured to teach skills that enable acquisition of skills that could help qualify them for higher-level positions within the industry as well as benefiting their current operations.