



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, 2006 to, and including September 30, 2007 (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, 2006 to September 30, 2007 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 for the positions
	None		

4) Total # of Persons Interviewed During the Applicable Period: -0-

5) Recruitment Source Information

Name of Source	Recipient	Street Address	City, State, Zip	Phone #
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N/A

APPENDIX 3 of Annual EEO Public File Report Form

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

Since October 1, 2006 through September 30, 2007 the following has taken place to ensure broad outreach by KDCQ.

YEAR:	2007	NAME OF ACTIVITY:	Southwestern Career and Job Expo
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Description of Initiative:
<p>On April 18, 2007, 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 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.</p> <p>The event involved 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.</p> <p>two positions were available and being recruited for. The event went from 9 to 2:30 and had more than 800 people in attendance. More than 50 businesses including KDCQ were represented.</p> <p>KDCQ's involvement included a committee position on the planning and event committee. KDCQ General Manager, Stephanie Kilmer advised in the communications and marketing area, and assisted in producing commercials for the event and preparation commercials for those who might be looking for work.</p>

YEAR:	2007	NAME OF ACTIVITY:	Summer Internship Program
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Description of Initiative:
<p>This is a continued cooperative agreement 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.</p>

YEAR:	2007	NAME OF ACTIVITY:	North Bend High School Career Day
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Description of Initiative:

On March 17, 2007, Management members from the programming and sales departments were asked by the high school to attend the career day at North Bend High School. This is the fourth year that the station has participated. It features several business and government leaders in a one-on-one session with students over a three-hour period. The students select different careers represented and then are put through an interview process that includes information about the radio positions as well as tips on interviewing for those positions. All radio positions were identified in the communication with the students. The students are with the interviewers for 10 minutes each and rotate throughout careers selected.

YEAR:	2007	NAME OF ACTIVITY:	Certificate-Advanced Mastery Advisory Comm.
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Description of Initiative:

On June 6, 2007, General Manager Stephanie Kilmer was asked to attend for a 3rd year the curriculum advisory committee for Marshfield High School Radio Station (KMHS). This is an afternoon spent looking at the curriculum put together for the radio station. It is also an opportunity to assist the instructors on what is happening today in the industry. Suggestions on giving real life experiences are shared with teachers and administrators as well. This idea generating think tank keeps the school sponsored program connected to the industry.