

Federal Communications Commission Washington, D.C. 20554	Approved by OMB 3060-0113 (March 2003)	FOR FCC USE ONLY
FCC 396		
BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT (To be filed with broadcast license renewal application)		FOR COMMISSION USE ONLY FILE NO. - 20051003BDI
Read INSTRUCTIONS Before Filling Out Form		

Section I

Legal Name of the Licensee YAQUINA BAY COMMUNICATIONS, INC.		
Mailing Address P.O. BOX 1430		
City NEWPORT	State or Country (if foreign address) OR	Zip Code 97365 -
Telephone Number (include area code) 5412652266	E-Mail Address (if available) DMILLER@YBCRADIO.COM	
	Facility ID Number 9848	Call Sign KYTE
TYPE OF BROADCAST STATION: (if applicable)	Commercial Broadcast Station <input checked="" type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV

Application Purpose

- New Program Report
- Amendment to Program Report

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Stations Locations]

Station List

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KNPT	9853		NEWPORT, OR	

		<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV		<input type="radio"/> Yes <input checked="" type="radio"/> No
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KYTE	9848	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	NEWPORT, OR	<input type="radio"/> Yes <input checked="" type="radio"/> No
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KBCH	50004	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	LINCOLN CITY, OR	<input checked="" type="radio"/> Yes <input type="radio"/> No
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KCRF-FM	50003	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	LINCOLN CITY, OR	<input checked="" type="radio"/> Yes <input type="radio"/> No
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KNCU	81725	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	NEWPORT, OR	<input checked="" type="radio"/> Yes <input type="radio"/> No

CONTACT PERSON IF OTHER THAN LICENSEE

Name YAQUINA BAY COMMUNICATIONS, INC.		Street Address P.O. BOX 1430	
City NEWPORT	State OR	Zip Code 97365-	Telephone Number 5412652266

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during Yes No this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[Exhibit 1]

Does your station employment unit employ fewer than five full-time employees? Yes No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

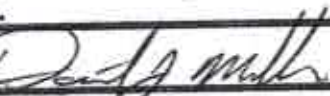
CERTIFICATION.

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed, 	Name of Respondent DAVID J MILLER
Title PRESIDENT/G.M.	Telephone No. (include area code) 5412652266
Date 10/3/2005	

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: DAVID J MILLER	Title: PRESIDENT
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

I. EEO PUBLIC FILE REPORT Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 2]
II. NARRATIVE STATEMENT Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive	

outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.

[Exhibit 3]

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jboley@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 1

Description: YAQUINA BAY COMMUNICATIONS, INC.

A COMPLAINT WAS FILED BY HAL FOWLER, FORMER OWNER OF LICENSEE OF KBCH AND KCRF-FM, ALLEGING RELIGIOUS DISCRIMINATION IN HIS DISMISSAL. A COMPLAINT WAS FILED WITH THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC NO.: 38DA10806, FEPA NO.: EERG01062241111). A DETERMINATION WAS ISSUED BY THAT COMMISSION ON 1/2001 FINDING THAT THE EVIDENCE OBTAINED DURING THE INVESTIGATION DID NOT ESTABLISH A VIOLATION OF THE STATUTE.

Attachment 1

Exhibit 2

Description: YAQUINA BAY COMMUNICATIONS, INC.

OCTOBER 2003 TO OCTOBER 2004 EMPLOYMENT OPPORTUNITIES

FULL TIME JOBS FILLED BY YBC RADIO DURING THE YEAR RUNNING OCTOBER 1 2003 THROUGH OCTOBER 1 2004:

JOB OPENINGS:

FULL TIME RADIO NEWS REPORTER & ANCHOR

RECRUITMENT SOURCES TO FILL THE VACANCY:

NAME	ADDRESS	CONTACT PERSON	PHONE NUMBER
NEWPORT NEWS TIMES 8571	831 N.E. AVERY ST. NEWPORT	TERESA BARNES	265-
LINCOLN CITY NEWS GUARD CARROLL	930 S.E. HWY 101, LINCOLN CITY 994-2178	DEBRA	
OAB WEB SITE	WWW.OAB.ORG	BILL JOHNSTONE	(503) 443-2299
OREGON EMPLOYMENT DEPT. BELL	120 NE AVERY ST. NEWPORT, OR 265-8891	J. BENTLY-	
OREGON COAST COMMUNITY COLLEGE OCONNOR	332 S.W COAST HIGHWAY, NEWPORT 265-2283	PAT	

<http://svartifoss2.fcc.gov/cgi-bin/ws.exe/prod/cdbforms/prod/cdbsmenu.htm?context=25&fo...> 10/3/05

MOUNT HOOD COMMUNITY COLLEGE 26000 S.E.. STARK ST.GRESHAM, OR. JOHN RICE (503) 669-6999
 CONFEDERATED TRIBES OF SILETZ PO BOX 549, SILETZ, OR MICHELLE ROWEN 444-2532

PERSONS INTERVIEWED, & SOURCE THEY FOUND OUT ABOUT OPENING:

DARYL JANE WORD OF MOUTH
 GREG STILLWELL NEWS GUARD

TOTAL NUMBER OF PERSONS INTERVIEWED, & TOTAL NUMBER OF INTERVIEWEES REFERRED BY THE RECRUITMENT SOURCE USED TO FILL THE VACANCY:

2

LIST OF OUTREACH INITIATIVES CONDUCTED DURING THE YEAR, INCLUDING JOB FAIRS, MENTORING PROGRAMS, ETC.

NEWPORT HIGH SCHOOL JOB FAIR APRIL 8TH 2004. THE RADIO STATIONS BROUGHT IN THE OREGON ASSN. OF BROADCASTERS FOR THE EVENT, AND OUR OWNER / GENERAL MANAGER WAS AT THE EVENT ALL DAY.

FULL TIME JOBS FILLED BY YBC RADIO DURING THE YEAR RUNNING OCTOBER 1 2004 THROUGH OCTOBER 1 2005:

JOB OPENINGS:
 FULL TIME RADIO NEWS REPORTER & ANCHOR
 FULL TIME ANNOUNCER

RECRUITMENT SOURCES TO FILL THE VACANCY:

NAME	ADDRESS	CONTACT PERSON	PHONE NUMBER
NEWPORT NEWS TIMES	831 N.E. AVERY ST. NEWPORT	TERESA BARNES	265-8571
LINCOLN CITY NEWS GUARD	930 S.E. HWY 101, LINCOLN CITY	DEBRA CARROLL	994-2178
OAB WEB SITE	WWW.OAB.ORG	BILL JOHNSTONE	(503) 443-2299
OREGON EMPLOYMENT DEPT.	120 NE AVERY ST. NEWPORT, OR	J. BENTLY-BELL	265-8891
OREGON COAST COMMUNITY COLLEGE	332 S.W COAST HIGHWAY, NEWPORT	PAT OCONNOR	265-2283
MOUNT HOOD COMMUNITY COLLEGE	26000 S.E.. STARK ST.GRESHAM, OR.	JOHN RICE	(503) 669-6999
CONFEDERATED TRIBES OF SILETZ	PO BOX 549, SILETZ, OR	MICHELLE ROWEN	444-2532

PERSONS INTERVIEWED, & SOURCE THEY FOUND OUT ABOUT NEWS OPENING:

DAVID ROBYOAB WEB PAGES
 ANJANETTE THOMASWORD OF MOUTH

PERSONS INTERVIEWED, & SOURCE THEY FOUND OUT ABOUT ANNOUNCER OPENING:

DUSTY BAKEROREGON EMPLOYMENT DEPT.

PERSONS ATTEMPTED TO CONTACT, & SOURCE THEY FOUND OUT ABOUT ANNOUNCER OPENING:

MICHAEL M. JACOBSONOREGON EMPLOYMENT DEPT.
 KENNETH D. JORDANOREGON EMPLOYMENT DEPT.
 CHRYSTAL G. LAWOREGON EMPLOYMENT DEPT.
 MARC GEORGE SCHOONOVEROREGON EMPLOYMENT DEPT.
 WILLIAM J. WRIGHTOREGON EMPLOYMENT DEPT.
 SCOTT JOSEPH JACKSONOREGON EMPLOYMENT DEPT.

TOTAL NUMBER OF PERSONS INTERVIEWED, & TOTAL NUMBER OF INTERVIEWEES REFERRED BY THE RECRUITMENT SOURCE USED TO FILL THE VACANCIES:

10

ANNOUNCER DUSTY BAKER HIRED 11-5-04
NEWS POSITION: DAVID ROBY HIRED 11-18-04
NEWS POSITION: ANJANETTE THOMAS HIRED 1-27-05

LIST OF OUTREACH INITIATIVES CONDUCTED DURING THE YEAR, INCLUDING JOB FAIRS, MENTORING PROGRAMS, ETC.

Attachment 2

Exhibit 3

Description: YAQUINA BAY COMMUNICATIONS, INC.

WE HAVE PARTICIPATED IN JOB FAIRS, RECRUITED WITH STATE AND PRIVATE EMPLOYMENT AGENCIES AS WELL AS POSTED OPENINGS ON OUR WEB-SITE, RUN ON AIR ANNOUNCEMENTS, ADVERTISED IN THE LOCAL NEWSPAPERS AND POSTED WITH OUR STATE BROADCASTERS ASSOCIATION

Attachment 3
