

## 2016 ANNUAL EEO PUBLIC FILE REPORT

### Icicle Broadcasting, Inc. (Wenatchee, WA, Employment Unit)

Stations: KOHO-FM, Leavenworth, WA

Reporting Period: September 21, 2015-September 20, 2016

No. of Full-time Employees: Between 5-10

Small Market Exemption: Yes

During the Reporting Period, a total of 1 full time position was filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

#### INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

Created an internship at KOHO with Wenatchee High School, Journalism class. Intern will assist with news gathering. The intern worked on writing and producing stories for on-air use. Internship began September 10, 2015 and is Planned to continue through September of 2016.

*Provided **training to management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

9/18/15 to 11/6/15 – GM attended the Excellence in Management Series at the CTC. This series focused on helping resolve conflict and poor communication in the workplace, helping employees reach their full potential. 28Hours Total.

*Participated in an event in the community designed to inform the public as to employment opportunities in broadcasting.*

6/10/16 – Program and News Director participated in a Cascade high school program “WE DAY: Find Your Spark!” designed at helping students identify careers they might be interested in pursuing and how they can help make a difference in their community.

*Participated in **job banks, internet programs, and other programs** designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).*

KOHO reaches out to its audience and the community through social media platforms Facebook and Twitter.

*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.*

1/31/16– Station participated in the Building North-Central Washington Trade Show and displayed current positions that were available with the company.

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LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE
March 1, 2016	Account Executive	Radio Ad & IBC Website
September 6, 2016	Morning Host, News Reporter	Indeed.com, Word of Mouth

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INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 11

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
KOZI-FM	2
KOZI-AM	0
KOHO-FM	2
KZAL-FM	0
Craigslist	0
IBC Websites – KOHO, KOZI, KZAL	4
Facebook – KZAL	0
Indeed.com	2
Word of Mouth	2

RECRUITING SOURCES USED

Job Title of Position: Account Executive      Date of Hire: March 1, 2016

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Craigslist.com	N	Online		
KOHO Website ( <a href="http://www.kohoradio.com/">http://www.kohoradio.com/</a> )	N	32 North Mission, Wenatchee WA 98801	Elliott Salmon	509-548-1011 e.slamon@iciclebroadcasting.com
KOHO ON-AIR Advertisements	N	32 North Mission, Wenatchee WA 98801	Elliott Salmon	509-548-1011 e.slamon@iciclebroadcasting.com
KOZI ON-AIR Advertisements	Y	123 East Johnson, Chelan WA 98816	Elliott Salmon	509-548-1011 e.slamon@iciclebroadcasting.com
KZAL ON-AIR Advertisements	N	123 East Johnson, Chelan WA 98816	Elliott Salmon	509-548-1011 e.slamon@iciclebroadcasting.com
KOZI Website ( <a href="http://www.kozi.com/">http://www.kozi.com/</a> )	N	123 East Johnson, Chelan WA 98816	Elliott Salmon	509-548-1011 e.slamon@iciclebroadcasting.com
KZAL Website ( <a href="http://www.zcountry947.com/">http://www.zcountry947.com/</a> )	N	123 East Johnson, Chelan WA 98816	Elliott Salmon	509-548-1011 e.slamon@iciclebroadcasting.com

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

RECRUITING SOURCES USED

Job Title of Position: Morning Host / News Reporter      Date of Hire: September 6, 2016

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Craigslist.com	N	Online		
Indeed.com	N	Online		
Wenatchee Valley College	N		Kelsay Stanton	<a href="mailto:kstanton@wvc.edu">kstanton@wvc.edu</a> , 509-682-6579
KOHO Website ( <a href="http://www.kohoradio.com/">http://www.kohoradio.com/</a> )	N	32 North Mission, Wenatchee WA 98801	Elliott Salmon	509-548-1011 e.slamon@iciclebroadcasting.com

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