

2017 ANNUAL EEO PUBLIC FILE REPORT

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

Stations: KOHO-FM, Leavenworth, WA

Reporting Period: September 21, 2016-September 20, 2017

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

Small Market Exemption: Yes

During the Reporting Period, a total of 2 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.*

6/1/17 to 8/15/17 Created an internship at KOHO with local resident and journalism student at Point Loma Nazarene University. Student assisted in developing online news and video content. 80-Hours total.

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

1/24/17 – HR Director presented company opportunities at the WorkSource, Wenatchee Valley Employment Summit Job Fair.

4/26/17 – News Director spoke to students in the Introduction to Communication at Wenatchee Valley College. Dr. Karen Alman was the instructor.

*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.*

2/10/17– Station participated in the Building North-Central Washington Trade Show and displayed current positions that were available with the company.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE
July 10, 2017	KOHO News Reporter	Word of Mouth
June 5, 2017	Sales Manager	Etech Recruiter

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 6

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
IBC Websites – KOHO, KOZI, KZAL	1
Facebook – KZAL	0
Indeed.com	0
All Access.Com	0
Etech Recruiter	3
Wenatchee World	0
Word of Mouth	2

RECRUITING SOURCES USED

Job Title of Position: Sales Manager

Date of Hire: June 5, 2017

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Etech Hi, Recruiter	N		Reggie Quintero	951-695-5594 Reggieq@etechhi.com
Wenatchee World-Newspaper		PO Box 1511 Wenatchee, WA 98807	Barbara Weaver	509-661-5210 weaver@wenatcheeworld.com
KOHO Website (http://www.kohoradio.com/)	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	N	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	N	123 East Johnson,	Elliott	509-548-1011

http://www.kozi.com/		Chelan, WA 98816	Salmon	e.slamon@iciclebroadcasting.com
KZAL Website http://www.zcountry947.com/	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: KOHO News Reporter Date of Hire: July 10, 2017

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
All Access.com	N	Online		
Indeed.com	N	Online		
KOHO Website http://www.kohoradio.com/	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.