

2018 ANNUAL EEO PUBLIC FILE REPORT

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

Stations:	KOHO-FM, Leavenworth, WA
Reporting Period:	September 21, 2017-September 20, 2018
No. of Full-time Employees:	Between 5-10
Small Market Exemption:	Yes

During the Reporting Period, a total of 2 full time positions were 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.*

6/21/18 to 8/17/18 Created an internship at KOHO with local resident and UW student. Student produced news stories and used equipment in studio and on location to produce the audio.

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

5/16/18 – News Director spoke and gave a station tour to students in the Wenatchee School District’s after school program. The sixth to eighth graders learned about studio recording equipment and technology. The students also conducted mock interviews in the studio.

*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.*

10/18/17– General manager provided Central Washington University, Communication department student a job shadow. This student learned about the broadcast industry, sales programs and participated in a sales conference that was sponsored by the station.

Continued...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.

9/3 to 9/5/18 – Human Resources Director attended a regional HR conference (Tacoma WA) and seminar covering sexual harassment, recruiting, creating professional work environments with multi-generational employees and developing employees for leadership.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE
June 19, 2018	Sales Manager	Facebook
September 11, 2018	Account Executive	Indeed

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 9

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
IBC Websites – KOHO, KOZI, KZAL	0
Facebook – KOHO	1
Indeed.com	0
Etech Recruiter	1
Indeed.com	7
Word of Mouth	0

RECRUITING SOURCES USED

Job Title of Position: Sales Manager Date of Hire: June 19, 2018

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
Indeed.com	N		Website	Indeed.com
KOHO Website (http://www.kohoradio.com/)	N	32 North Mission, Wenatchee, WA 98801	Elliott Salmon	509-548-1011 e.slamon@iciclebroadcasting.com

KOHO Facebook Advertisements	N	32 North Mission, Wenatchee, WA 98801	Elliott Salmon	509-548-1011 e.slamon@iciclebroadcasting.com
KOZI Facebook Advertisements	N	123 East Johnson, Chelan, WA 98816	Elliott Salmon	509-548-1011 e.slamon@iciclebroadcasting.com
KZAL Facebook Advertisements	N	123 East Johnson, Chelan, WA 98816	Elliott Salmon	509-548-1011 e.slamon@iciclebroadcasting.com
KOZI Website (http://www.kozi.com/)	N	123 East Johnson, Chelan, WA 98816	Elliott Salmon	509-548-1011 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: Account Executive Date of Hire: September 11, 2018

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed.com	N	Indeed.com		Website
KOHO Facebook Advertisements	N	32 North Mission, Wenatchee, WA 98801	Elliott Salmon	509-548-1011 e.slamon@iciclebroadcasting.com
KZAL Facebook Advertisements	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.