

2019 ANNUAL EEO PUBLIC FILE REPORT

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

Stations: KOHO-FM, Leavenworth, WA

Reporting Period: September 21, 2018-September 20, 2019

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

Small Market Exemption: Yes

During the Reporting Period, a total of 1 full time positions 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):

<i>Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</i>	6/18/19 – Created an internship at KOHO with local Wenatchee Highschool student and Apple Leaf student newspaper reporter. On-site training: conducting interviews, selecting soundbites for broadcast news, shadowing morning show host
<i>Participated in an event in the community designed to inform the public as to employment opportunities in broadcasting.</i>	5/30/19 – General Manager participated in a Reverse Job Interview program with Eastmont Highschool students, to inform students about job opportunities in broadcasting
<i>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.</i>	8/15/19 – News Host gave a station tour to students in the Wenatchee Museum summer camp program. The students learned about studio recording equipment and technology. The students also conducted mock interviews in the studio.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE
4/1/2019	Account Executive	Word-of-Mouth

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 1

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

RECRUITING SOURCES USED

Job Title of Position: Account Executive Date of Hire: April 1, 2019

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE

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