

2020 ANNUAL EEO PUBLIC FILE REPORT

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

Stations: KOHO-FM, Leavenworth, WA

Reporting Period: September 21, 2019-September 20, 2020

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):

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

11/5/19 – General Manager participated in the NCW College & Career Expo, to inform area students about job opportunities in the broadcasting field.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE
2/17/2020	Account Executive	Word-of-Mouth

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 3

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

RECRUITING SOURCES USED

Job Title of Position: Account Executive Date of Hire: February 17, 2020

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