

## 2018 ANNUAL EEO PUBLIC FILE REPORT

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

Stations:	KOZI(AM), Chelan, WA KOZI-FM, Chelan, WA KZAL(FM), Manson, WA KZAL (FM-1), Wenatchee, 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.*

8/31/18 - Created an internship at KOZI with local resident and Manson High School student. Student produces local sports broadcasts for the 2018 – 2019 Football and Basketball season. This student is particularly interested in becoming a sports play-by-play announcer, so an emphasis in sport broadcasting is placed on this internship.

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

2018 – News Director participated in the Eastmont Schools “Reverse Interview Process” during career day. KOZI News Director shared his knowledge of the broadcast news industry and general business experiences.

*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.

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
4/26/2018	Receptionist	Word of Mouth
8/1/2018	2 <sup>nd</sup> Cup Producer	Previous Receptionist Job Candidate

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 5

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
IBC Websites – KOHO, KOZI, KZAL	0
Facebook – KOZI	4
Indeed.com	0
Word of Mouth	1

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
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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 ( <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