

March 12, 2020

Federal Communications Commission
Randomly selected Audit for February 6, 2020

Re: KQZB-FM, Troy, ID
Facility ID# 164223
KBKR-(AM), Baker, OR
KATW-FM, Lewiston, ID
KCLK-(AM), Clarkston, WA
KCLK-FM, Clarkston, WA
KVAB-FM, Clarkston, WA
KUBQ-FM, La Grande, OR
KLBM-(AM), La Grande, OR
KRJT-FM, Elgin, OR
KKBC-FM, Baker, OR

On behalf of the Pacific Empire Radio Communications (above stations) we are submitting the following information for the randomly selected audit of KQZB.

Representative contact information: Ben Bonfield benb@pacempire.com

A handwritten signature in blue ink, appearing to read "John Taylor", is written over the printed name and title.

John Taylor
President

Pacific Empire Radio Communications



Federal Communications Commission
Washington, D.C. 20554

February 6, 2020

KQZB ID# 104228
LEWISTON ID 83501

Dear Licensee:

1. In accordance with 47 CFR § 73.2080(f)(4), the station employment unit (the Unit) that includes your station, referenced above (the Station), has been randomly selected for an audit of its Equal Employment Opportunity (EEO) program. A copy of section 73.2080 of the Commission's rules is attached at the end of this letter for your reference.

2. You must still respond to this letter, even if the Unit is not required under our rules to have an EEO recruitment program due to the nature of its full-time workforce (because it has fewer than five full-time employees, defined as employees regularly assigned to work 30 hours a week or more). However, in your response, you are required to provide only a list of the Unit's full-time employees, identified only by job title (no names should be provided), the number of hours each is regularly assigned to work per week, and a response to Question 3(e) below. Also, in formulating your response, please see Questions 4(a)-(d) below regarding brokers and brokered stations for instructions for situations in which the applicable employment unit has fewer than five full-time employees.

3. **Audit Data Requested.** All Units must provide information for Question 3(e). If the Unit employs five or more full-time employees, provide the following information, including an explanation regarding any requested information that you are unable to provide:

(a) Copies of the Unit's two most recent EEO public file reports, described in section 73.2080(c)(6). For any stations in the Unit that have websites, provide each web address. If the Unit's most recent EEO public file report is not posted on each of these websites, indicate each relevant website and provide an explanation of why the report is not posted, as required by section 73.2080(c)(6). In accordance with section 73.2080(c)(5)(vi), provide the date of each full-time hire listed in each report provided. If the Unit does not have its own website, but its corporate site contains a link to a site pertaining to the Unit, then the Unit's most recent EEO public file report must be linked to either the Unit's site or the general corporate site, pursuant to section 73.2080(c)(6).

(b) For each of the Unit's full-time positions filled during the period covered by the above EEO public file reports, or since your acquisition of the Station, if after that period, dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position, as described in section 73.2080(c)(5)(iii). However, to reduce your burden of responding to this audit, if you have sent a job notice to multiple sources, you may send us only one copy of each such notice, along with a list of the sources to which you have sent the notice. In addition, indicate in your response whether you retain copies of all notices

sent to all sources used, as required by section 73.2080(c)(5)(iii). For on-air ads that aired multiple times, you may send us one log sheet indicating when the ad aired and tell us the other times it aired instead of providing multiple log sheets. Also, tell us whether you have retained all the log sheets for each time the ad aired. We may ask for them for verification, but you need not provide them at this time. Include, however, copies of all job announcements sent to any organization (identified separately from other sources) that has notified the Unit that it wants to be notified of the Unit's job openings, as described in section 73.2080(c)(1)(ii).

(c) In accordance with section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all of the Unit's full-time vacancies filled during the period covered by the above-noted EEO public file reports.

(d) Documentation of the Unit's recruitment initiatives described in section 73.2080(c)(2) during the periods covered by the above-noted EEO public file reports, such as participation at job fairs, mentoring programs, and training for staff. Specify the Unit personnel involved in each such recruitment initiative. Also, provide the total number of full-time employees of the Unit and state whether the population of the market in which any station included in the Unit operates is 250,000 or more. Based upon these two factors, determine and state whether the Unit is required to perform two or four initiatives within a two-year period, pursuant to sections 73.2080(c)(2) and (e)(3). If you have performed more than four initiatives, you may provide documentation for only four and summarize the rest instead of providing documentation for all of them. If we believe any of the initiatives you have documented are inadequate, we may ask for more information, but documentation for four is all we need at this time.

(e) Disclose any pending or resolved complaints involving the Station filed during the Station's current license term before anybody having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the names of the complainant and other persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or by which it was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that all complaints must be reported, regardless of their status or disposition.

(f) In accordance with section 73.2080(b), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and describe how the Unit has informed employees and job applicants of its EEO policies and program.

(g) In accordance with section 73.2080(c)(3), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze its EEO recruitment program to ensure that it is

effective and to address any problems found as a result of such analysis.

(h) In accordance with section 73.2080(c)(4), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.

(i) If your entity is a religious broadcaster and any of its full-time employees are subject to a religious qualification as described in section 73.2080(a) of the rules, so indicate in your response to this letter and provide data as applicable to the Unit's EEO program. For example, for full-time hires subject to a religious qualification, only a record of the hire listed by job title and date filled, the recruitment sources used for the opening, and the source that referred the person hired must be provided. No other records are required for those hires. If five or more full-time positions are not subject to a religious qualification, the licensee must maintain and provide all records for such hires and complete the initiatives required under section 73.2080(c)(2). Otherwise, a religious broadcaster is not required to perform these initiatives.

(j) Among items we do not need in your response to this letter are copies of applicants' resumes, your company training manuals, posters, employee handbooks, or corporate guidebooks. If you believe any of the information in various corporate manuals or posters are relevant to any part of this audit letter, you may summarize what is in them. If you believe this letter requires you to provide an unusually burdensome volume of documentation, you may contact us prior to the response deadline to discuss possible ways of condensing your response.

4. **Time Brokerage.**

(a) **Licensee of brokered station(s).** If the Unit employs fewer than five full-time employees and any station included in it is subject to a time brokerage agreement, in addition to responding to this letter and providing us a list of the Unit's full-time employees listed by job title (and the number of hours each employee is assigned to work) and a response to Question 3(e) above, you must immediately forward a copy of this letter to the broker under each such agreement, which must respond to Question 4(b) below. If the Unit employs five or more full-time employees, the licensee must respond fully to paragraph 3 above, and also forward the letter to the broker so the broker may respond to Question 4(b) below.

(b) **Broker receiving audit letter from brokered station licensee.** If you are the broker of a station, and the station you are brokering receives an audit letter, the licensee of the brokered station must forward the audit letter to you. You should respond to the audit letter concerning EEO information relating only to your own full-time employees at the brokered station. *See* section 73.2080(f)(3).

(c) **Broker receiving audit letter directly from Commission.** If you are a broker, but the target station in this audit letter is a station licensed to you, you must submit information requested herein for the EEO program at your station (or employment unit). If you maintain EEO data for a station you are brokering with that for your own station that is the target of this audit letter, and lack the ability to separate the information, you must include in your response the information requested herein pertaining to **your** full-time employees at the station(s) you broker. *See* section 73.2080(f)(3).

(d) **Broker described under 4(b) or 4(c) above.** If your full-time employees at the station you are brokering, combined with your full-time employees at your owned station(s), total fewer than five, however, you need only respond to this letter by the deadline described below by submitting a list of your Unit's full-time employees (listed by job title and number of hours regularly assigned to work per week) and the same type of list for the full-time employees you employ at the brokered station(s), and a response to Question 3(e) above.

5. Procedures. *You must upload your response to this audit letter to your station's online public inspection file on www.fcc.gov by March 23, 2020, and include in your response your station's Facility ID Number and an e-mail address where a station representative can be contacted about your response.* The response should be filed in the online file under "EEO Records" which will appear as a briefcase icon on the left side of the screen when you go into the online public file. You should not direct your response to the office of the FCC Secretary. The Secretary does not process responses to EEO audit letters. The accuracy and completeness of the response must be certified by an officer, partner or other principal of the Station licensee or broker (as appropriate) or, in the case of a noncommercial educational station, by an officer, member or other principal of the licensee. (*See* 47 CFR § 1.16.)

6. To knowingly and willfully make any false statement or conceal any material fact in response to this audit is punishable by fine or imprisonment (*see* 18 U.S.C. § 1001; 47 CFR § 1.17), revocation of any station license or construction permit (47 U.S.C. § 312(a)(1)), and/or forfeiture (47 U.S.C. § 503). Extensions of time must be requested by e-mail to lewis.pulley@fcc.gov and will be granted only upon a showing of extraordinary circumstances. Unless and until the EEO Staff grants an extension the original deadline remains in effect. Failure to respond to this audit letter by the deadline is punishable by sanctions in accordance with section 73.2080(g).

7. In accordance with sections 73.3526(e)(10) (for commercial stations) and 73.3527(e)(11) (for noncommercial educational stations), available through these links:

https://www.ecfr.gov/cgi-bin/text-idx?SID=05bcd2d178b35195633871d209cc728e&mc=true&node=se47.4.73_13526&rgn=div8


https://www.ecfr.gov/cgi-bin/text-idx?SID=05bcd2d178b35195633871d209cc728e&mc=true&node=se47.4.73_13527&rgn=div8

you must place a copy of this letter and your response in the online public file, of each affected station. Consequently, your response should not include personal information about individuals,

such as social security numbers, home addresses, or other personally identifiable information. We do not require that employment units retain such information in their records, or that such information be provided in response to this letter.

8. If our EEO random audits sent in 2017, 2018, or 2019 included the Station, you may not have to respond to this letter. If the Station completed an audit in that timeframe, before responding, please tell us the dates of public file reports included in the Station's recent audit response, via e-mail to lewis.pulley@fcc.gov. We will then advise you if a response is necessary. Also, if your most recent license renewal application was granted after February 1, 2018, you may not need to respond to this letter. To find out if you are exempt from responding, send an e-mail to lewis.pulley@fcc.gov. Should you have any questions, please contact the EEO Staff at (202) 418-1450. Thank you for your cooperation.

Sincerely,



Lewis C. Pulley
Assistant Chief, Investigations & Hearings Division
Enforcement Bureau

Enclosure

~~BA/MS~~ - 12/31/19
10/20/14

CODE OF FEDERAL REGULATIONS
TITLE 47—TELECOMMUNICATION
CHAPTER 1—FEDERAL
COMMUNICATIONS COMMISSION
SUBCHAPTER C—BROADCAST RADIO
SERVICES
PART 73—RADIO BROADCAST SERVICES
SUBPART H—RULES APPLICABLE TO ALL
BROADCAST STATIONS

§ 73.2080 Equal employment opportunities (EEO).

(a) General EEO policy. Equal opportunity in employment shall be afforded by all licensees or permittees of commercially or noncommercially operated AM, FM, TV, Class A TV or international broadcast stations (as defined in this part) to all qualified persons, and no person shall be discriminated against in employment by such stations because of race, color, religion, national origin, or sex. Religious radio broadcasters may establish religious belief or affiliation as a job qualification for all station employees. However, they cannot discriminate on the basis of race, color, national origin or gender from among those who share their religious affiliation or belief. For purposes of this rule, a religious broadcaster is a licensee which is, or is closely affiliated with, a church, synagogue, or other religious entity, including a subsidiary of such an entity.

(b) General EEO program requirements. Each broadcast station shall establish, maintain, and carry out a positive continuing program of specific practices designed to ensure equal opportunity and nondiscrimination in every aspect of station employment policy and practice. Under the terms of its program, a station shall:

(1) Define the responsibility of each level of management to ensure vigorous enforcement of its policy of equal opportunity, and establish a procedure to review and control managerial and

supervisory performance;

(2) Inform its employees and recognized employee organizations of the equal employment opportunity policy and program and enlist their cooperation;

(3) Communicate its equal employment opportunity policy and program and its employment needs to sources of qualified applicants without regard to race, color, religion, national origin, or sex, and solicit their recruitment assistance on a continuing basis;

(4) Conduct a continuing program to exclude all unlawful forms of prejudice or discrimination based upon race, color, religion, national origin, or sex from its personnel policies and practices and working conditions; and

(5) Conduct a continuing review of job structure and employment practices and adopt positive recruitment, job design, and other measures needed to ensure genuine equality of opportunity to participate fully in all organizational units, occupations, and levels of responsibility.

(c) Specific EEO program requirements. Under the terms of its program, a station employment unit must:

(1) Recruit for every full-time job vacancy in its operation. A job filled by an internal promotion is not considered a vacancy for which recruitment is necessary. Religious radio broadcasters who establish religious affiliation as a qualification for a job position are not required to comply with these recruitment requirements with respect to that job position or positions, but will be expected to make reasonable, good faith efforts to recruit applicants who are qualified based on their religious affiliation. Nothing in this section shall be interpreted to require a broadcaster to grant preferential treatment to any individual or group based on race, color, national origin, religion, or gender.

(i) A station employment unit shall use recruitment sources for each vacancy sufficient in its

reasonable, good faith judgment to widely disseminate information concerning the vacancy.

(ii) In addition to such recruitment sources, a station employment unit shall provide notification of each full-time vacancy to any organization that distributes information about employment opportunities to job seekers or refers job seekers to employers, upon request by such organization. To be entitled to notice of vacancies, the requesting organization must provide the station employment unit with its name, mailing address, e-mail address (if applicable), telephone number, and contact person, and identify the category or categories of vacancies of which it requests notice. (An organization may request notice of all vacancies).

(2) Engage in at least four (if the station employment unit has more than ten full-time employees and is not located in a smaller market) or two (if it has five to ten full-time employees and/or is located entirely in a smaller market) of the following initiatives during each two-year period beginning with the date stations in the station employment unit are required to file renewal applications, or the second, fourth or sixth anniversaries of that date.

(i) Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions;

(ii) Hosting of at least one job fair;

(iii) Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities;

(iv) Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities;

(v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;

(vi) Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies);

(vii) Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;

(viii) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;

(ix) Establishment of a mentoring program for station personnel;

(x) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;

(xi) Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting;

(xii) Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities;

(xiii) Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;

(xiv) Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;

(xv) Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;

(xvi) Participation 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.

(3) Analyze its recruitment program on an ongoing basis to ensure that it is effective in achieving broad outreach to potential applicants, and address any problems found as a result of its analysis.

(4) Periodically analyze measures taken to:

(i) Disseminate the station's equal employment opportunity program to job applicants and employees;

(ii) Review seniority practices to ensure that such practices are nondiscriminatory;

(iii) Examine rates of pay and fringe benefits for employees having the same duties, and eliminate any inequities based upon race, national origin, color, religion, or sex discrimination;

(iv) Utilize media for recruitment purposes in a manner that will contain no indication, either explicit or implicit, of a preference for one race, national origin, color, religion or sex over another;

(v) Ensure that promotions to positions of greater responsibility are made in a nondiscriminatory manner;

(vi) Where union agreements exist, cooperate with the union or unions in the development of programs to ensure all persons of equal opportunity for employment, irrespective of race, national origin, color, religion, or sex, and include an effective nondiscrimination clause in new or renegotiated union agreements; and

(vii) Avoid the use of selection techniques or tests that have the effect of discriminating against any person based on race, national origin, color, religion, or sex.

(5) Retain records to document that it has satisfied the requirements of paragraphs (c)(1) and (2) of this section. Such records, which may be maintained in an electronic format, shall be retained until after grant of the renewal application for the term during which the vacancy was filled or the initiative occurred. Such records need not be submitted to the FCC unless specifically requested. The following records shall be maintained:

(i) Listings of all full-time job vacancies filled by the station employment unit, identified by job title;

(ii) For each such vacancy, the recruitment sources utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to paragraph (c)(1)(ii) of this section, which should be

separately identified), identified by name, address, contact person and telephone number;

(iii) Dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing vacancies;

(iv) Documentation necessary to demonstrate performance of the initiatives required by paragraph (c)(2) of this section, including sufficient information to fully disclose the nature of the initiative and the scope of the station's participation, including the station personnel involved;

(v) The total number of interviewees for each vacancy and the referral source for each interviewee; and

(vi) The date each vacancy was filled and the recruitment source that referred the hiree.

(6) Annually, on the anniversary of the date a station is due to file its renewal application, the station shall place in its public file, maintained pursuant to § 73.3526 or § 73.3527, and on its web site, if it has one, an EEO public file report containing the following information (although if any broadcast licensee acquired a station pursuant to FCC Form 314 or FCC Form 315 during the twelve months covered by the EEO public file report, its EEO public file report shall cover the period starting with the date it acquired the station):

(i) A list of all full-time vacancies filled by the station's employment unit during the preceding year, identified by job title;

(ii) For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to paragraph (c)(1)(ii) of this section, which should be separately identified), identified by name, address, contact person and telephone number;

(iii) The recruitment source that referred the hiree for each full-time vacancy during the preceding year;

(iv) Data reflecting the total number of persons interviewed for full-time vacancies during the preceding year and the total number of interviewees referred by each recruitment source utilized in

connection with such vacancies; and

(v) A list and brief description of initiatives undertaken pursuant to paragraph (c)(2) of this section during the preceding year.

(d) Small Station Exemption. The provisions of paragraphs (b) and (c) of this section shall not apply to station employment units that have fewer than five full-time employees.

(e) Definitions. For the purposes of this rule:

(1) A full-time employee is a permanent employee whose regular work schedule is 30 hours per week or more.

(2) A station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

(3) A smaller market includes metropolitan areas as defined by the Office of Management and Budget with a population of fewer than 250,000 persons and areas outside of all metropolitan areas as defined by the Office of Management and Budget.

(f) Enforcement. The following provisions apply to employment activity concerning full-time positions at each broadcast station-employment unit (defined in this part) employing five or more persons in full-time positions, except where noted.

(1) All broadcast stations, including those that are part of an employment unit with fewer than five full-time employees, shall file a Broadcast Equal Employment Opportunity Program Report (Form 396) with their renewal application. Form 396 is filed on the date the station is due to file its application for renewal of license. If a broadcast licensee acquires a station pursuant to FCC Form 314 or FCC Form 315 during the period that is to form the basis for the Form 396, information provided on its Form 396 should cover the licensee's EEO recruitment activity during the period starting with the date it acquired the station. Stations are required to maintain a copy of their Form 396 in the station's public file in accordance with the provisions of §§ 73.3526 and 73.3527.

(2) The Commission will conduct a mid-term review of the employment practices of each broadcast television station and each radio station

that is part of an employment unit of more than ten full-time employees four years following the station's most recent license expiration date as specified in § 73.1020. Each such licensee is required to file with the Commission the Broadcast Mid-Term Report (FCC Form 397) four months prior to that date. If a broadcast licensee acquires a station pursuant to FCC Form 314 or FCC Form 315 during the period that is to form the basis for the Form 397, its Report should cover the licensee's EEO recruitment activity during the period starting with the date it acquired the station.

(3) If a station is subject to a time brokerage agreement, the licensee shall file Forms 396, Forms 397, and EEO public file reports concerning only its own recruitment activity. If a licensee is a broker of another station or stations, the licensee-broker shall include its recruitment activity for the brokered station(s) in determining the bases of Forms 396, Forms 397 and the EEO public file reports for its own station. If a licensee-broker owns more than one station, it shall include its recruitment activity for the brokered station in the Forms 396, Forms 397, and EEO public file reports filed for its own station that is most closely affiliated with, and in the same market as, the brokered station. If a licensee-broker does not own a station in the same market as the brokered station, then it shall include its recruitment activity for the brokered station in the Forms 396, Forms 397, and EEO public file reports filed for its own station that is geographically closest to the brokered station.

(4) Broadcast stations subject to this section shall maintain records of their recruitment activity necessary to demonstrate that they are in compliance with the EEO rule. Stations shall ensure that they maintain records sufficient to verify the accuracy of information provided in Forms 396, Forms 397, and EEO public file reports. To determine compliance with the EEO rule, the Commission may conduct inquiries of licensees at random or if it has evidence of a possible violation of the EEO rule. In addition, the Commission will conduct random audits. Specifically, each year approximately five percent of all licensees in the television and radio services will be randomly selected for audit, ensuring that, even though the number of radio licensees is significantly larger than television licensees, both services are represented in the audit process. Upon request, stations shall make records available to the Commission for its review.

(5) The public may file complaints throughout the license term based on a station's Form 397 or the contents of a station's public file. Provisions concerning filing, withdrawing, or non-filing of informal objections or petitions to deny license renewal, assignment, or transfer applications are delineated in §§ 73.3584 and 73.3587-3589 of the Commission's rules.

(g) Sanctions and Remedies. The Commission may issue appropriate sanctions and remedies for any violation of this rule.

47 C.F.R. § 73.3526

CODE OF FEDERAL REGULATIONS
TITLE 47--TELECOMMUNICATION
CHAPTER I--FEDERAL
COMMUNICATIONS COMMISSION
SUBCHAPTER C--BROADCAST RADIO
SERVICES
PART 73--RADIO BROADCAST
SERVICES
SUBPART H--RULES APPLICABLE TO
ALL BROADCAST STATIONS

§ 73.3526 Local public inspection file of commercial stations.

(e)(10) Material relating to FCC investigation or complaint. Material having a substantial bearing on a matter which is the subject of an FCC investigation or complaint to the FCC of which the applicant, permittee, or licensee has been advised. This material shall be retained until the applicant, permittee, or licensee is notified in writing that the material may be discarded.

47 C.F.R. § 73.3527

CODE OF FEDERAL REGULATIONS
TITLE 47--TELECOMMUNICATION
CHAPTER I--FEDERAL
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SUBCHAPTER C--BROADCAST RADIO
SERVICES
PART 73--RADIO BROADCAST
SERVICES
SUBPART H--RULES APPLICABLE TO
ALL BROADCAST STATIONS

§ 73.3527 Local public inspection file of noncommercial educational stations

(e)(11) Material relating to FCC investigation or complaint. Material having a substantial bearing on a matter which is the subject of an FCC investigation or complaint to the FCC of which the applicant, permittee, or licensee has been advised. This material shall be retained until the applicant, permittee, or licensee is notified in writing that the material may be discarded.



June 01, 2019

Nez Perce Tribe
P.O. Box 365
Lapwai, ID 83540



Station(s) KATW-FM, KCLK-AM, KCLK-FM, KVAB and KQZB are looking for organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer.

If your organization would like to receive notification of job vacancies at our station(s) please notify, Ben Bonfield at 403 Capital Street, Lewiston, ID 83501 or e-mail us at wecare@catfm.com.



KATW-FM, KCLK-AM, KCLK-FM KVAB and KQZB is/are an Equal Opportunity Employed [and encourages minorities and females to apply].



Ben Bonfield
General Manager
Pacific Empire Radio Corporation



403 Capital Street • Lewiston, ID 83501 • Office (208)743-6564 • Fax (208)798-0110 • E-mail: wecare@catfm.com



KATW
 403 Capital Street
 Lewiston, ID 83501
 208-743-6564

KATW Order Confirmation

OrderID: 0934-001

Sponsor: Pacific Empire Radio Corporation
 Product: Pacific Empire Radio Corporation-
 Estimate/PO: Sales EOE 2013
 AccountRep: House Accounts
 BillingCycle: None
 InvoiceType: None-Statement Only
 Run Dates: 5/8/2013 - TFN
 Items Ordered: 9,240
 Gross Amount: 0.00
 Discounts: 0.00
 Agency Commission: 0.00
 Net Amount: 0.00

PACIFIC EMPIRE RADIO

Scheduled Station(s): KATW

Pacific Empire Radio Corporation- Sales EOE 2013 ***TFN Order amounts computed for the period 5/8/2013 - 12/30/2025***

Printed 2/25/2020 7:46:27 AM

Page 1

Run Dates	Run Weeks	Run Times	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Week Total	Length	Descriptio	Avail Type	Copy ID	Qty	Item Cost	Total Cost
01 5/8/2013 - TFN	All Weeks	24 Hour	2	3	0	2	2	2	3	14	:33	Spot [Last i	CM	P0934-001	9240	0.00	0.00

None Projected Billing:

Apr-13	0.00	May-13	0.00	Jun-13	0.00	Q2-2013	0.00
Jul-13	0.00	Aug-13	0.00	Sep-13	0.00	Q3-2013	0.00
Oct-13	0.00	Nov-13	0.00	Dec-13	0.00	Q4-2013	0.00
Jan-14	0.00	Feb-14	0.00	Mar-14	0.00	Q1-2014	0.00
Apr-14	0.00	May-14	0.00	Jun-14	0.00	Q2-2014	0.00
Jul-14	0.00	Aug-14	0.00	Sep-14	0.00	Q3-2014	0.00
Oct-14	0.00	Nov-14	0.00	Dec-14	0.00	Q4-2014	0.00
Jan-15	0.00	Feb-15	0.00	Mar-15	0.00	Q1-2015	0.00
Apr-15	0.00	May-15	0.00	Jun-15	0.00	Q2-2015	0.00
Jul-15	0.00	Aug-15	0.00	Sep-15	0.00	Q3-2015	0.00
Oct-15	0.00	Nov-15	0.00	Dec-15	0.00	Q4-2015	0.00
Jan-16	0.00	Feb-16	0.00	Mar-16	0.00	Q1-2016	0.00
Apr-16	0.00	May-16	0.00	Jun-16	0.00	Q2-2016	0.00
Jul-16	0.00	Aug-16	0.00	Sep-16	0.00	Q3-2016	0.00

Continued

None Projected Billing:

Oct-16	0.00	Nov-16	0.00	Dec-16	0.00	Q4-2016	0.00
Jan-17	0.00	Feb-17	0.00	Mar-17	0.00	Q1-2017	0.00
Apr-17	0.00	May-17	0.00	Jun-17	0.00	Q2-2017	0.00
Jul-17	0.00	Aug-17	0.00	Sep-17	0.00	Q3-2017	0.00
Oct-17	0.00	Nov-17	0.00	Dec-17	0.00	Q4-2017	0.00
Jan-18	0.00	Feb-18	0.00	Mar-18	0.00	Q1-2018	0.00
Apr-18	0.00	May-18	0.00	Jun-18	0.00	Q2-2018	0.00
Jul-18	0.00	Aug-18	0.00	Sep-18	0.00	Q3-2018	0.00
Oct-18	0.00	Nov-18	0.00	Dec-18	0.00	Q4-2018	0.00
Jan-19	0.00	Feb-19	0.00	Mar-19	0.00	Q1-2019	0.00
Apr-19	0.00	May-19	0.00	Jun-19	0.00	Q2-2019	0.00
Jul-19	0.00	Aug-19	0.00	Sep-19	0.00	Q3-2019	0.00
Oct-19	0.00	Nov-19	0.00	Dec-19	0.00	Q4-2019	0.00
Jan-20	0.00	Feb-20	0.00	Mar-20	0.00	Q1-2020	0.00
Apr-20	0.00	May-20	0.00	Jun-20	0.00	Q2-2020	0.00
Jul-20	0.00	Aug-20	0.00	Sep-20	0.00	Q3-2020	0.00
Oct-20	0.00	Nov-20	0.00	Dec-20	0.00	Q4-2020	0.00
Jan-21	0.00	Feb-21	0.00	Mar-21	0.00	Q1-2021	0.00
Apr-21	0.00	May-21	0.00	Jun-21	0.00	Q2-2021	0.00
Jul-21	0.00	Aug-21	0.00	Sep-21	0.00	Q3-2021	0.00
Oct-21	0.00	Nov-21	0.00	Dec-21	0.00	Q4-2021	0.00
Jan-22	0.00	Feb-22	0.00	Mar-22	0.00	Q1-2022	0.00
Apr-22	0.00	May-22	0.00	Jun-22	0.00	Q2-2022	0.00
Jul-22	0.00	Aug-22	0.00	Sep-22	0.00	Q3-2022	0.00
Oct-22	0.00	Nov-22	0.00	Dec-22	0.00	Q4-2022	0.00
Jan-23	0.00	Feb-23	0.00	Mar-23	0.00	Q1-2023	0.00
Apr-23	0.00	May-23	0.00	Jun-23	0.00	Q2-2023	0.00
Jul-23	0.00	Aug-23	0.00	Sep-23	0.00	Q3-2023	0.00
Oct-23	0.00	Nov-23	0.00	Dec-23	0.00	Q4-2023	0.00
Jan-24	0.00	Feb-24	0.00	Mar-24	0.00	Q1-2024	0.00
Apr-24	0.00	May-24	0.00	Jun-24	0.00	Q2-2024	0.00
Jul-24	0.00	Aug-24	0.00	Sep-24	0.00	Q3-2024	0.00
Oct-24	0.00	Nov-24	0.00	Dec-24	0.00	Q4-2024	0.00
Jan-25	0.00	Feb-25	0.00	Mar-25	0.00	Q1-2025	0.00
Apr-25	0.00	May-25	0.00	Jun-25	0.00	Q2-2025	0.00
Jul-25	0.00	Aug-25	0.00	Sep-25	0.00	Q3-2025	0.00
Oct-25	0.00	Nov-25	0.00	Dec-25	0.00	Q4-2025	0.00



KCLK AM
 403 Capital Street
 Lewiston, ID 83501
 208-743-6564

PACIFIC EMPIRE RADIO

KCLK AM Order Confirmation

OrderID: 0934-002

Sponsor: Pacific Empire Radio Corporation
 Product: Pacific Empire Radio Corporation-
 Estimate/PO: Sales EOE 2013
 AccountRep: House Accounts
 BillingCycle: None
 InvoiceType: None-Statement Only
 Run Dates: 5/8/2013 - TFN
 Items Ordered: 9,240
 Gross Amount: 0.00
 Discounts: 0.00
 Agency Commission: 0.00
 Net Amount: 0.00

Scheduled Station(s): KCLK AM

Pacific Empire Radio Corporation- Sales EOE 2013 ***TFN Order amounts computed for the period 5/8/2013 - 12/30/2025***

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Page 1

Run Dates	Run Weeks	Run Times	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Week Total	Length	Descriptio	Avail Type	Copy ID	Qty	Item Cost	Total Cost
01 5/8/2013 - TFN	All Weeks	24 Hour	2	1	2	2	2	2	3	14	:33	Spot [Last i	CM	P0934-001	9240	0.00	0.00

None Projected Billing:

Apr-13	0.00	May-13	0.00	Jun-13	0.00	Q2-2013	0.00
Jul-13	0.00	Aug-13	0.00	Sep-13	0.00	Q3-2013	0.00
Oct-13	0.00	Nov-13	0.00	Dec-13	0.00	Q4-2013	0.00
Jan-14	0.00	Feb-14	0.00	Mar-14	0.00	Q1-2014	0.00
Apr-14	0.00	May-14	0.00	Jun-14	0.00	Q2-2014	0.00
Jul-14	0.00	Aug-14	0.00	Sep-14	0.00	Q3-2014	0.00
Oct-14	0.00	Nov-14	0.00	Dec-14	0.00	Q4-2014	0.00
Jan-15	0.00	Feb-15	0.00	Mar-15	0.00	Q1-2015	0.00
Apr-15	0.00	May-15	0.00	Jun-15	0.00	Q2-2015	0.00
Jul-15	0.00	Aug-15	0.00	Sep-15	0.00	Q3-2015	0.00
Oct-15	0.00	Nov-15	0.00	Dec-15	0.00	Q4-2015	0.00
Jan-16	0.00	Feb-16	0.00	Mar-16	0.00	Q1-2016	0.00
Apr-16	0.00	May-16	0.00	Jun-16	0.00	Q2-2016	0.00
Jul-16	0.00	Aug-16	0.00	Sep-16	0.00	Q3-2016	0.00

Continued

None Projected Billing:

Oct-16	0.00	Nov-16	0.00	Dec-16	0.00	Q4-2016	0.00
Jan-17	0.00	Feb-17	0.00	Mar-17	0.00	Q1-2017	0.00
Apr-17	0.00	May-17	0.00	Jun-17	0.00	Q2-2017	0.00
Jul-17	0.00	Aug-17	0.00	Sep-17	0.00	Q3-2017	0.00
Oct-17	0.00	Nov-17	0.00	Dec-17	0.00	Q4-2017	0.00
Jan-18	0.00	Feb-18	0.00	Mar-18	0.00	Q1-2018	0.00
Apr-18	0.00	May-18	0.00	Jun-18	0.00	Q2-2018	0.00
Jul-18	0.00	Aug-18	0.00	Sep-18	0.00	Q3-2018	0.00
Oct-18	0.00	Nov-18	0.00	Dec-18	0.00	Q4-2018	0.00
Jan-19	0.00	Feb-19	0.00	Mar-19	0.00	Q1-2019	0.00
Apr-19	0.00	May-19	0.00	Jun-19	0.00	Q2-2019	0.00
Jul-19	0.00	Aug-19	0.00	Sep-19	0.00	Q3-2019	0.00
Oct-19	0.00	Nov-19	0.00	Dec-19	0.00	Q4-2019	0.00
Jan-20	0.00	Feb-20	0.00	Mar-20	0.00	Q1-2020	0.00
Apr-20	0.00	May-20	0.00	Jun-20	0.00	Q2-2020	0.00
Jul-20	0.00	Aug-20	0.00	Sep-20	0.00	Q3-2020	0.00
Oct-20	0.00	Nov-20	0.00	Dec-20	0.00	Q4-2020	0.00
Jan-21	0.00	Feb-21	0.00	Mar-21	0.00	Q1-2021	0.00
Apr-21	0.00	May-21	0.00	Jun-21	0.00	Q2-2021	0.00
Jul-21	0.00	Aug-21	0.00	Sep-21	0.00	Q3-2021	0.00
Oct-21	0.00	Nov-21	0.00	Dec-21	0.00	Q4-2021	0.00
Jan-22	0.00	Feb-22	0.00	Mar-22	0.00	Q1-2022	0.00
Apr-22	0.00	May-22	0.00	Jun-22	0.00	Q2-2022	0.00
Jul-22	0.00	Aug-22	0.00	Sep-22	0.00	Q3-2022	0.00
Oct-22	0.00	Nov-22	0.00	Dec-22	0.00	Q4-2022	0.00
Jan-23	0.00	Feb-23	0.00	Mar-23	0.00	Q1-2023	0.00
Apr-23	0.00	May-23	0.00	Jun-23	0.00	Q2-2023	0.00
Jul-23	0.00	Aug-23	0.00	Sep-23	0.00	Q3-2023	0.00
Oct-23	0.00	Nov-23	0.00	Dec-23	0.00	Q4-2023	0.00
Jan-24	0.00	Feb-24	0.00	Mar-24	0.00	Q1-2024	0.00
Apr-24	0.00	May-24	0.00	Jun-24	0.00	Q2-2024	0.00
Jul-24	0.00	Aug-24	0.00	Sep-24	0.00	Q3-2024	0.00
Oct-24	0.00	Nov-24	0.00	Dec-24	0.00	Q4-2024	0.00
Jan-25	0.00	Feb-25	0.00	Mar-25	0.00	Q1-2025	0.00
Apr-25	0.00	May-25	0.00	Jun-25	0.00	Q2-2025	0.00
Jul-25	0.00	Aug-25	0.00	Sep-25	0.00	Q3-2025	0.00
Oct-25	0.00	Nov-25	0.00	Dec-25	0.00	Q4-2025	0.00



KCLK FM
 403 Capital Street
 Lewiston, ID 83501
 208-743-6564

PACIFIC EMPIRE RADIO

KCLK FM Order Confirmation

OrderID: 0934-003

Sponsor: Pacific Empire Radio Corporation
 Product: Pacific Empire Radio Corporation-
 Estimate/PO: Sales EOE 2013
 AccountRep: House Accounts
 BillingCycle: None
 InvoiceType: None-Statement Only
 Run Dates: 5/8/2013 - TFN
 Items Ordered: 9,240
 Gross Amount: 0.00
 Discounts: 0.00
 Agency Commission: 0.00
 Net Amount: 0.00

Scheduled Station(s): KCLK FM

Pacific Empire Radio Corporation- Sales EOE 2013 ***TFN Order amounts computed for the period 5/8/2013 - 12/30/2025***

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Page 1

Run Dates	Run Weeks	Run Times	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Week Total	Length	Descriptio	Avail Type	Copy ID	Qty	Item Cost	Total Cost
01 5/8/2013 - TFN	All Weeks	24 Hour	2	2	2	2	2	2	2	14	:33	Spot [Last i	CM	P0934-001	9240	0.00	0.00

None Projected Billing:

Apr-13	0.00	May-13	0.00	Jun-13	0.00	Q2-2013	0.00
Jul-13	0.00	Aug-13	0.00	Sep-13	0.00	Q3-2013	0.00
Oct-13	0.00	Nov-13	0.00	Dec-13	0.00	Q4-2013	0.00
Jan-14	0.00	Feb-14	0.00	Mar-14	0.00	Q1-2014	0.00
Apr-14	0.00	May-14	0.00	Jun-14	0.00	Q2-2014	0.00
Jul-14	0.00	Aug-14	0.00	Sep-14	0.00	Q3-2014	0.00
Oct-14	0.00	Nov-14	0.00	Dec-14	0.00	Q4-2014	0.00
Jan-15	0.00	Feb-15	0.00	Mar-15	0.00	Q1-2015	0.00
Apr-15	0.00	May-15	0.00	Jun-15	0.00	Q2-2015	0.00
Jul-15	0.00	Aug-15	0.00	Sep-15	0.00	Q3-2015	0.00
Oct-15	0.00	Nov-15	0.00	Dec-15	0.00	Q4-2015	0.00
Jan-16	0.00	Feb-16	0.00	Mar-16	0.00	Q1-2016	0.00
Apr-16	0.00	May-16	0.00	Jun-16	0.00	Q2-2016	0.00
Jul-16	0.00	Aug-16	0.00	Sep-16	0.00	Q3-2016	0.00

Continued

None Projected Billing:

Oct-16	0.00	Nov-16	0.00	Dec-16	0.00	Q4-2016	0.00
Jan-17	0.00	Feb-17	0.00	Mar-17	0.00	Q1-2017	0.00
Apr-17	0.00	May-17	0.00	Jun-17	0.00	Q2-2017	0.00
Jul-17	0.00	Aug-17	0.00	Sep-17	0.00	Q3-2017	0.00
Oct-17	0.00	Nov-17	0.00	Dec-17	0.00	Q4-2017	0.00
Jan-18	0.00	Feb-18	0.00	Mar-18	0.00	Q1-2018	0.00
Apr-18	0.00	May-18	0.00	Jun-18	0.00	Q2-2018	0.00
Jul-18	0.00	Aug-18	0.00	Sep-18	0.00	Q3-2018	0.00
Oct-18	0.00	Nov-18	0.00	Dec-18	0.00	Q4-2018	0.00
Jan-19	0.00	Feb-19	0.00	Mar-19	0.00	Q1-2019	0.00
Apr-19	0.00	May-19	0.00	Jun-19	0.00	Q2-2019	0.00
Jul-19	0.00	Aug-19	0.00	Sep-19	0.00	Q3-2019	0.00
Oct-19	0.00	Nov-19	0.00	Dec-19	0.00	Q4-2019	0.00
Jan-20	0.00	Feb-20	0.00	Mar-20	0.00	Q1-2020	0.00
Apr-20	0.00	May-20	0.00	Jun-20	0.00	Q2-2020	0.00
Jul-20	0.00	Aug-20	0.00	Sep-20	0.00	Q3-2020	0.00
Oct-20	0.00	Nov-20	0.00	Dec-20	0.00	Q4-2020	0.00
Jan-21	0.00	Feb-21	0.00	Mar-21	0.00	Q1-2021	0.00
Apr-21	0.00	May-21	0.00	Jun-21	0.00	Q2-2021	0.00
Jul-21	0.00	Aug-21	0.00	Sep-21	0.00	Q3-2021	0.00
Oct-21	0.00	Nov-21	0.00	Dec-21	0.00	Q4-2021	0.00
Jan-22	0.00	Feb-22	0.00	Mar-22	0.00	Q1-2022	0.00
Apr-22	0.00	May-22	0.00	Jun-22	0.00	Q2-2022	0.00
Jul-22	0.00	Aug-22	0.00	Sep-22	0.00	Q3-2022	0.00
Oct-22	0.00	Nov-22	0.00	Dec-22	0.00	Q4-2022	0.00
Jan-23	0.00	Feb-23	0.00	Mar-23	0.00	Q1-2023	0.00
Apr-23	0.00	May-23	0.00	Jun-23	0.00	Q2-2023	0.00
Jul-23	0.00	Aug-23	0.00	Sep-23	0.00	Q3-2023	0.00
Oct-23	0.00	Nov-23	0.00	Dec-23	0.00	Q4-2023	0.00
Jan-24	0.00	Feb-24	0.00	Mar-24	0.00	Q1-2024	0.00
Apr-24	0.00	May-24	0.00	Jun-24	0.00	Q2-2024	0.00
Jul-24	0.00	Aug-24	0.00	Sep-24	0.00	Q3-2024	0.00
Oct-24	0.00	Nov-24	0.00	Dec-24	0.00	Q4-2024	0.00
Jan-25	0.00	Feb-25	0.00	Mar-25	0.00	Q1-2025	0.00
Apr-25	0.00	May-25	0.00	Jun-25	0.00	Q2-2025	0.00
Jul-25	0.00	Aug-25	0.00	Sep-25	0.00	Q3-2025	0.00
Oct-25	0.00	Nov-25	0.00	Dec-25	0.00	Q4-2025	0.00



KQZB
 403 Capital Street
 Lewiston, ID 83501
 208-743-6564

KQZB Order Confirmation

OrderID: 0934-009

Sponsor: Pacific Empire Radio Corporation
 Product: Pacific Empire Radio Corporation- Sales EOE
 Estimate/PO: Sales EOE
 AccountRep: Ben Bonfield
 BillingCycle: None
 InvoiceType: None-Statement Only
 Run Dates: 1/4/2019 - TFN
 Items Ordered: 5,108
 Gross Amount: 0.00
 Discounts: 0.00
 Agency Commission: 0.00
 Net Amount: 0.00

PACIFIC EMPIRE RADIO CORPORATION

Scheduled Station(s): KQZB

Pacific Empire Radio Corporation- Sales EOE ***TFN Order amounts computed for the period 1/4/2019 - 12/30/2025***

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Run Dates	Run Weeks	Run Times	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Week Total	Length	Description	Avail Type	Copy ID	Qty	Item Cost	Total Cost
01 5/8/2013 - TFN	All Weeks	24 Hour	2	3	0	2	2	2	3	14	:33	Spot [Last in	CM	P0934-001	5108	0.00	0.00

None Projected Billing:

Jan-19	0.00	Feb-19		0.00		Mar-19	0.00	Q1-2019	0.00
Apr-19	0.00	May-19		0.00		Jun-19	0.00	Q2-2019	0.00
Jul-19	0.00	Aug-19		0.00		Sep-19	0.00	Q3-2019	0.00
Oct-19	0.00	Nov-19		0.00		Dec-19	0.00	Q4-2019	0.00
Jan-20	0.00	Feb-20		0.00		Mar-20	0.00	Q1-2020	0.00
Apr-20	0.00	May-20		0.00		Jun-20	0.00	Q2-2020	0.00
Jul-20	0.00	Aug-20		0.00		Sep-20	0.00	Q3-2020	0.00
Oct-20	0.00	Nov-20		0.00		Dec-20	0.00	Q4-2020	0.00
Jan-21	0.00	Feb-21		0.00		Mar-21	0.00	Q1-2021	0.00
Apr-21	0.00	May-21		0.00		Jun-21	0.00	Q2-2021	0.00
Jul-21	0.00	Aug-21		0.00		Sep-21	0.00	Q3-2021	0.00
Oct-21	0.00	Nov-21		0.00		Dec-21	0.00	Q4-2021	0.00
Jan-22	0.00	Feb-22		0.00		Mar-22	0.00	Q1-2022	0.00
Apr-22	0.00	May-22		0.00		Jun-22	0.00	Q2-2022	0.00
Jul-22	0.00	Aug-22		0.00		Sep-22	0.00	Q3-2022	0.00
Oct-22	0.00	Nov-22		0.00		Dec-22	0.00	Q4-2022	0.00
Jan-23	0.00	Feb-23		0.00		Mar-23	0.00	Q1-2023	0.00
Apr-23	0.00	May-23		0.00		Jun-23	0.00	Q2-2023	0.00
Jul-23	0.00	Aug-23		0.00		Sep-23	0.00	Q3-2023	0.00
Oct-23	0.00	Nov-23		0.00		Dec-23	0.00	Q4-2023	0.00
Jan-24	0.00	Feb-24		0.00		Mar-24	0.00	Q1-2024	0.00
Apr-24	0.00	May-24		0.00		Jun-24	0.00	Q2-2024	0.00
Jul-24	0.00	Aug-24		0.00		Sep-24	0.00	Q3-2024	0.00
Oct-24	0.00	Nov-24		0.00		Dec-24	0.00	Q4-2024	0.00
Jan-25	0.00	Feb-25		0.00		Mar-25	0.00	Q1-2025	0.00
Apr-25	0.00	May-25		0.00		Jun-25	0.00	Q2-2025	0.00
Jul-25	0.00	Aug-25		0.00		Sep-25	0.00	Q3-2025	0.00
Oct-25	0.00	Nov-25		0.00		Dec-25	0.00	Q4-2025	0.00

Confirmed Correct; Payment Guaranteed

Accepted for KQZB



KVAB
 403 Capital Street
 Lewiston, ID 83501
 208-743-6564

KVAB Order Confirmation

OrderID: 0934-004

Sponsor: Pacific Empire Radio Corporation
 Product: Pacific Empire Radio Corporation-
 Estimate/PO: Sales EOE 2013
 AccountRep: House Accounts
 BillingCycle: None
 InvoiceType: None-Statement Only
 Run Dates: 5/8/2013 - TFN
 Items Ordered: 9,240
 Gross Amount: 0.00
 Discounts: 0.00
 Agency Commission: 0.00
 Net Amount: 0.00

PACIFIC EMPIRE RADIO

Scheduled Station(s): KVAB

Pacific Empire Radio Corporation- Sales EOE 2013 ***TFN Order amounts computed for the period 5/8/2013 - 12/30/2025***

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Page 1

Run Dates	Run Weeks	Run Times	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Week Total	Length	Descriptio	Avail Type	Copy ID	Qty	Item Cost	Total Cost
01 5/8/2013 - TFN	All Weeks	24 Hour	2	2	2	2	2	2	2	14	:33	Spot [Last i	CM	P0934-001	9240	0.00	0.00

None Projected Billing:

Apr-13	0.00	May-13	0.00	Jun-13	0.00	Q2-2013	0.00
Jul-13	0.00	Aug-13	0.00	Sep-13	0.00	Q3-2013	0.00
Oct-13	0.00	Nov-13	0.00	Dec-13	0.00	Q4-2013	0.00
Jan-14	0.00	Feb-14	0.00	Mar-14	0.00	Q1-2014	0.00
Apr-14	0.00	May-14	0.00	Jun-14	0.00	Q2-2014	0.00
Jul-14	0.00	Aug-14	0.00	Sep-14	0.00	Q3-2014	0.00
Oct-14	0.00	Nov-14	0.00	Dec-14	0.00	Q4-2014	0.00
Jan-15	0.00	Feb-15	0.00	Mar-15	0.00	Q1-2015	0.00
Apr-15	0.00	May-15	0.00	Jun-15	0.00	Q2-2015	0.00
Jul-15	0.00	Aug-15	0.00	Sep-15	0.00	Q3-2015	0.00
Oct-15	0.00	Nov-15	0.00	Dec-15	0.00	Q4-2015	0.00
Jan-16	0.00	Feb-16	0.00	Mar-16	0.00	Q1-2016	0.00
Apr-16	0.00	May-16	0.00	Jun-16	0.00	Q2-2016	0.00
Jul-16	0.00	Aug-16	0.00	Sep-16	0.00	Q3-2016	0.00

Continued

None Projected Billing:

Oct-16	0.00	Nov-16	0.00	Dec-16	0.00	Q4-2016	0.00
Jan-17	0.00	Feb-17	0.00	Mar-17	0.00	Q1-2017	0.00
Apr-17	0.00	May-17	0.00	Jun-17	0.00	Q2-2017	0.00
Jul-17	0.00	Aug-17	0.00	Sep-17	0.00	Q3-2017	0.00
Oct-17	0.00	Nov-17	0.00	Dec-17	0.00	Q4-2017	0.00
Jan-18	0.00	Feb-18	0.00	Mar-18	0.00	Q1-2018	0.00
Apr-18	0.00	May-18	0.00	Jun-18	0.00	Q2-2018	0.00
Jul-18	0.00	Aug-18	0.00	Sep-18	0.00	Q3-2018	0.00
Oct-18	0.00	Nov-18	0.00	Dec-18	0.00	Q4-2018	0.00
Jan-19	0.00	Feb-19	0.00	Mar-19	0.00	Q1-2019	0.00
Apr-19	0.00	May-19	0.00	Jun-19	0.00	Q2-2019	0.00
Jul-19	0.00	Aug-19	0.00	Sep-19	0.00	Q3-2019	0.00
Oct-19	0.00	Nov-19	0.00	Dec-19	0.00	Q4-2019	0.00
Jan-20	0.00	Feb-20	0.00	Mar-20	0.00	Q1-2020	0.00
Apr-20	0.00	May-20	0.00	Jun-20	0.00	Q2-2020	0.00
Jul-20	0.00	Aug-20	0.00	Sep-20	0.00	Q3-2020	0.00
Oct-20	0.00	Nov-20	0.00	Dec-20	0.00	Q4-2020	0.00
Jan-21	0.00	Feb-21	0.00	Mar-21	0.00	Q1-2021	0.00
Apr-21	0.00	May-21	0.00	Jun-21	0.00	Q2-2021	0.00
Jul-21	0.00	Aug-21	0.00	Sep-21	0.00	Q3-2021	0.00
Oct-21	0.00	Nov-21	0.00	Dec-21	0.00	Q4-2021	0.00
Jan-22	0.00	Feb-22	0.00	Mar-22	0.00	Q1-2022	0.00
Apr-22	0.00	May-22	0.00	Jun-22	0.00	Q2-2022	0.00
Jul-22	0.00	Aug-22	0.00	Sep-22	0.00	Q3-2022	0.00
Oct-22	0.00	Nov-22	0.00	Dec-22	0.00	Q4-2022	0.00
Jan-23	0.00	Feb-23	0.00	Mar-23	0.00	Q1-2023	0.00
Apr-23	0.00	May-23	0.00	Jun-23	0.00	Q2-2023	0.00
Jul-23	0.00	Aug-23	0.00	Sep-23	0.00	Q3-2023	0.00
Oct-23	0.00	Nov-23	0.00	Dec-23	0.00	Q4-2023	0.00
Jan-24	0.00	Feb-24	0.00	Mar-24	0.00	Q1-2024	0.00
Apr-24	0.00	May-24	0.00	Jun-24	0.00	Q2-2024	0.00
Jul-24	0.00	Aug-24	0.00	Sep-24	0.00	Q3-2024	0.00
Oct-24	0.00	Nov-24	0.00	Dec-24	0.00	Q4-2024	0.00
Jan-25	0.00	Feb-25	0.00	Mar-25	0.00	Q1-2025	0.00
Apr-25	0.00	May-25	0.00	Jun-25	0.00	Q2-2025	0.00
Jul-25	0.00	Aug-25	0.00	Sep-25	0.00	Q3-2025	0.00
Oct-25	0.00	Nov-25	0.00	Dec-25	0.00	Q4-2025	0.00



Marketing Assistant Job Description:

The job of the Marketing assistant is to assist the Marketing person (people) they are assigned to in their everyday activities. The Marketing assistant will learn every facet of the Marketing job, and the operation of the radio station. The primary goal of the Marketing assistant is to support the Marketing Rep. In maximizing their account base. This is achieved by performing a variety of duties.

OFFICE:

The Marketing assistant is responsible to learn and be proficient in both Vcreative (production/traffic program) and Natural Log (order program). Training provided. Help keep the Marketing person organized!

COPY:

The Marketing assistant is to help write copy and send through Vcreative for production. You may from time to time be asked to go pick up "copy notes" from a customer.

SCHEDULE:

The Marketing person (people) you work for are busy, and quite frankly a bit disorganized at times. YOUR job is to keep them organized by making sure account information is correct in Natural Log and Account list.

RESEARCH:

You will accompany the Marketing person on most NEEDS ANALYSES calls they go on. It is your job to take notes (recording is helpful) and listen to what the client says. These notes can be very helpful in writing good copy. From the NEEDS ANALYSES questions, you will help the Marketing rep research that client's field. You will also need this information to put together a proposal for the closing.

You will be asked by your Marketing person to do "research" from time to time. This is your best way to get the background the rep needs.

REPORTS:

Responsible for checking Marketing person (people) reports weekly. These are your BASIC responsibilities. Others may come to you from Management.

Compensation/responsibilities:

Established between both parties

Qualified Applicants should send a cover letter and resume to:

Pacific Empire Radio
Attn: Ben Bonfield; General Manager
403 Capital Street
Lewiston, ID 83501

Or benb@pacempire.com



Pacific Empire Radio (PER) News Director Job Description

SUMMARY - Responsible for leading the News Department as an essential and in-depth news service, managing and directing all aspects of PER's news gathering and story production efforts, setting editorial policy, in-depth stories, and ensuring editorial integrity in all PER news formats.

PER/Dailyfly.com Vision - Use Facebook as an instant news hub that in turn directs traffic to Dailyfly.com. All/majority of the Facebook news stories are to be link's posted from Dailyfly.com.

Goal - To create one website (Dailyfly.com) where the community can receive news, events, special programs, contesting, etc. Create valuable website traffic that will generate revenue for the PER/Dailyfly.com news department.

ESSENTIAL ROLES

1. PER News
2. Dailyfly.com News Content
3. Social media content
4. Ethics

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following. Other duties may be assigned.

- Leads the development of the long range vision for the news reporting efforts of PER.
 - Using Facebook as a traffic generator for Dailyfly.com
- Demonstrates an in-depth understanding of the trends, the development and maintenance of content for the various media that PER uses and will be using (radio, online, and other digital media).
- Appropriately resolves policy conflicts and/or ambiguities.
- Guides station through ethical cross departmental news situations.
- Supervises online news content; including interactions.
- Proposes and coordinates special events and breaking news coverage.
- Ensures the maintenance of the highest level of editorial quality and integrity in the work of the News Department.
- Create a news Department that is recognized as a major source of accurate information about LC Valley issues.
- Experienced as a reporter/producer.
- Plans research, writing and producing news and public affairs program material, including news reports, documentaries and special events coverage or special news programs.
- Establishes and maintains news sources in the community.
- May perform as talent and carry out other on-air work as needed.
- Knows & understands operation of broadcast recording equipment.
- Acts consistently with the highest standards of journalism, business ethics, and personal integrity.
- Preserves confidentiality appropriately.
- Fully capable in editing, field recording, and producing news reports for radio, web and broadcast.
- Ensures the maintenance of news department files, including digital archive of stories broadcast and posted on PER sites and stations.
- Ensures that all communications about news story content are handled appropriately.
- Serves as an ambassador for PER, both formally and informally.
- Participates in station promotions activities as needed.
- Helps listeners and potential listeners connect with PER.

EXCELLENCE IN THIS POSITION includes the following:

1. A high level of commitment and dedication to the vision of PER/Dailyfly.com.
2. A high level of energy. An obvious enthusiasm for the work of Dailyfly.com. Outgoing, friendly with coworkers, and demonstrates an appropriate sense of humor.
3. Acting consistently with the highest standards of journalism, business ethics and personal integrity. Preserving confidentiality appropriately. Stewarding resources with prudence and accountability.
4. Serving as an excellent ambassador for PER news, both formally and informally. Helping listeners, potential listeners, and Clients connect with Dailyfly.com. Holding leadership positions in the community on boards, committees, and through general volunteer opportunities.
5. Facilitating excellent communications across departments. Fostering open and candid relationships with PER listeners and Clients. Managing conflict constructively.
6. Demonstrating a commitment to the continuous improvement of Dailyfly.com. Ability to fulfill the vision and goal. Demonstrating and encouraging creativity and enthusiasm for this work.

Compensation/responsibilities:
Established between both parties

Qualified Applicants should send a cover letter and resume to:
Pacific Empire Radio
Attn: Ben Bonfield; General Manager
403 Capital Street
Lewiston, ID 83501

Or benb@pacempire.com

Part C - EEO Individual 2018-19 #2.xls

Position # 2

Account Executive

Date Hired

6/10/2018

Hired From: Radio Advertisement

Total # Interviewees: 8

Organization Notified of Job Vacancy	Contact Person	Address	Telephone #	# of referrals
Lewiston Job Service	Kellye Sharp	1158 Idaho Street, Lewiston ID 83501	208-799-5000	
Walla Walla Community College	Debbie Colstad	P.O. Box 700, Clarkson, WA 99403	208-758-3339	
Lewis Clark State College	Debra Lyber or Career Development Services	500 8th Ave, Lewiston, ID 83501	208-792-2269	
Nez Perce Tribe Human Resources	Jeffifer Henry	P.O. Box 365, Lapwai, ID 83540	208-843-7332	
Radio Advertisement	Ben Bonfield	403 Capital Street, Lewiston, ID 83501	208-743-6564	1
Personal Referral				
Facebook Posts	Ben Bonfield	403 Capital Street, Lewiston, ID 83501	208-743-6564	2
craigslist		craigslist.com		
Walk-In				

Part C - EEO Individual 2018-19 #1.xls

Position # 1

Promotions Assistant

Date Hired

6/10/2018

Hired From: Facebook Post/DailyFly.com

Total # Interviewees: 3

Organization Notified of Job Vacancy	Contact Person	Address	Telephone #	# of referrals
Lewiston Job Service	Kellye Sharp	1158 Idaho Street, Lewiston ID 83501	208-799-5000	
Walla Walla Community College	Debbie Colstad	P.O. Box 700, Clarkson, WA 99403	208-758-3339	
Lewis Clark State College	Debra Lyber or Career Development Services	500 8th Ave, Lewiston, ID 83501	208-792-2269	
Nez Perce Tribe Human Resources	Jeffifer Henry	P.O. Box 365, Lapwai, ID 83540	208-843-7332	
Radio Advertisement	Ben Bonfield	403 Capital Street, Lewiston, ID 83501	208-743-6564	1
Personal Referral				
Facebook Posts/DailyFly.com	Ben Bonfield	403 Capital Street, Lewiston, ID 83501	208-743-6564	2
craigslist		craigslist.com		
Walk-In				

Part C - EEO Individual 2018-19 #3.xls

Position # 3

Sales/Marketing Assistant

Hired From: Facebook/DailyFly.com

Date Hired

3/25/2019

Total # Interviewees: 3

Organization Notified of Job Vacancy	Contact Person	Address	Telephone #	# of referrals
Lewiston Job Service	Kellye Sharp	1158 Idaho Street, Lewiston ID 83501	208-799-5000	
Walla Walla Community College	Debbie Colstad	P.O. Box 700, Clarkson, WA 99403	208-758-3339	
Lewis Clark State College	Debra Lyber or Career Development Services	500 8th Ave, Lewiston, ID 83501	208-792-2269	
Nez Perce Tribe Human Resources	Jeffifer Henry	P.O. Box 365, Lapwai, ID 83540	208-843-7332	
Radio Advertisement	Ben Bonfield	403 Capital Street, Lewiston, ID 83501	208-743-6564	1
Personal Referral				
Facebook/DailyFly.com		403 Capital Street, Lewiston, ID 83501	208-743-6564	1
craigslist		craigslist.com		
Walk-In				
Nez Perce Tribe /PERC Job Fair	Ben Bonfield	403 Capital Street, Lewiston, ID 83501	208-743-6564	1

EEO Public File Report

Period Covered by Report: June 1, 2018- May 31, 2019

Prepared for Pacific Empire Radio Communications

This Report Covers the following employment units:

Call Sign	Facility ID	Class of Station	Community of License	LMA (y/n)
KATW-FM	73614	C1	Lewiston, ID	n
KCLK-AM	11722	B	Clarkston, WA	n
KCLK -FM	11721	C1	Clarkston, WA	n
KVAB	26862	A	Clarkston, WA	n
KQZB	164223	C3	Troy, ID	n
KLBM AM	35047	C	La Grande, OR	n
KBKR AM	24794	C	Baker City, OR	n
KUBQ FM	24796	C2	La Grande, OR	n
KRJT FM	164224	290A	Elgin, OR	n
KKBC FM	24795	237A	Baker City, OR	n

This report is a complete listing of all full time jobs filled by this station's employment unit during the time frame list above, identified by title.

Position #	Job Title	Recruitment Source of Hire
1	Promotions Assistant	Facebook/DailyFly.com
2	Account Executive	Radio Advertisement
3	Sales/Marketing Assistant	Facebook/DailyFly.com
4		
5		

Recruitment Source	Total Number Interviewees	Full Time Positions Hired this Source
Blue Mountain College	0	0
Confederated Tribes of Grand Ronde	0	0
Eastern Oregon University	0	0
Facebook Post/DaiyFly.com	3	2
Lewiston Job Service	0	0
Lewiston Morning Tribune	0	0
Walla Walla Community College	0	0
Lewis Clark State College	0	0
Nez Perce Tribe Human Recourses	0	0
The Observer	0	0
Oregon Association of Broadcasters	0	0
Work Source of Oregon	0	0
Treasire Valley Community College	0	0
University of Idaho	0	0
Washington Dept. of Labor	0	0
Washington State University	0	0
YWCA	0	0
Radio Advertisement	2	1
Personal Referral	0	0
Walk In	0	0

Craigs List	0	0
Nez Perce Tribe / PERC Job Fair	1	0

EEC Contact Information for unit member:

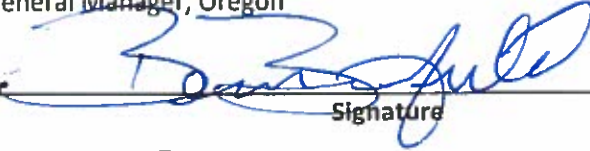
Address	Phone #	Contact	Contact e-mail
403 C Street Lewiston, ID 83501	208-743-6564	Ben Bonfield	benb@pacempire.com
Address	Phone #	Contact	Contact e-mail
2510 Cove Ave La Grande, OR 97850	541-963-4121	Travis Fager	travisfager@pacempire.com

This report was Prepared by:

Ben Bonfield General Manager, Lewiston

Travis Fager General Manager, Oregon

Ben Bonfield

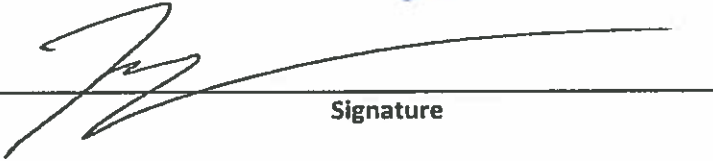


Signature

1-Jun-19

Date

Travis Fager



Signature

1-Jun-19

Date

Pacific Empire Radio Station KQZB-FM: Intern Report 2018-2019

Recruitment Initiatives: Part D

Winter/Spring: 2018

High School Student: Hunter Keil

Winter/Spring: 2019

Lewis Clark State College Student: Edwin Everhart

Weekly Intern Activities:

Student was introduced to the functions of each segment of the radio organization.

Student was provided opportunity to job shadow key personnel in broadcast organization in order to learn the various operational roles.

Student was given the opportunity and the experience of performing several tasks of station personnel and broadcasters.

Student assisted in the voice production of: Public Service Announcements, interviews and messages covering KQZB and other affiliated stations.

Student assisted in the gathering of information for: Public Service Announcements, interviews and messages covering KQZB and other affiliated stations.

Student learned of the career opportunity, community service and market function of radio.

Students' intern sequence with KQZB fulfilled elective academic requirement for professional engagement in select community business.

Pacific Empire is an Equal Opportunity Employer

**Pacific Empire Radio Station KQZB-FM: Career Outreach Invitation
Lewis Clark State College Career Center**

Recruitment Initiatives: Part D

Courtney Robinson - Assistant Director of Employer Relations & Student Employment.
Student Employment - Career Center & LC Work Scholars

Station Manager conducts routine meetings with career development manager of local university, exploring opportunities for students at Pacific Empire Radio.

Pacific Empire Radio attends Job Fair on LCSC Campus, has reached out with regularity, to the Career Development Center regarding postings, programming and notifications for students.

Goals:

Provide opportunity for college students to learn each segment of the radio organization.

Inform campus and students of opportunity to job shadow key personnel in broadcast organization in order to learn the various operational roles.

Inform campus and students of opportunity to experience of the performing of several tasks of station personnel and broadcasters.

Inform campus and students of opportunity to assist in the voice production of: Public Service Announcements, interviews and messages covering KQZB and other affiliated stations.

Opportunity to assist in the gathering of information for: Public Service Announcements, interviews and messages covering KQZB and other affiliated stations.

Inform campus and students of the career opportunity, community service and market function of radio.

Pacific Empire is an Equal Opportunity Employer

Pacific Empire Radio Station KQZB-FM: EEO Awareness Part F

Station General Manager-Compliance of EEO -: June 2018-March 2019

Station GM followed protocol of corresponding with State of Idaho Employment Agency (Lewiston Job Service), broadcasted over air and circulated full time job opening notices to designated entities in the communities of service including paper, websites, schools and posting of fliers.

Staff are informed that Pacific Empire Radio is an Equal Opportunity Employer. A posted document detailing the content and coverage of the Equal Opportunity Employer law is conspicuously posted for any persons to view.

The GM has reviewed, conducted and catalogued to the best of their knowledge and ability procedural adherence to known EEO policies and requirements.

Station General Manager- Compliance of EEO: June 2018-Current Date

Station GM follows a protocol of corresponding with State of Idaho Employment Agency (Lewiston Job Service), broadcasting over air and circulating full time job opening notices to designated entities in the communities of service including paper, websites, schools and posting of fliers.

Staff are informed that Pacific Empire Radio is an Equal Opportunity Employer. A posted document detailing the content and coverage of the Equal Opportunity Employer law is conspicuously posted for any persons to view.

The GM has reviewed, conducted and catalogued to the best of their knowledge and ability procedural adherence to known EEO policies and requirements.

Program Director: EEO Compliance Responsibilities

The Program Director (PD), in the absence or in conjunction with the Station GM, follows a protocol of corresponding with State of Idaho Employment Agency (Lewiston Job Service), broadcasting over air and circulating full time job opening notices to

designated entities in the communities of service including paper, websites, schools and posting of fliers.

Staff are informed that Pacific Empire Radio is an Equal Opportunity Employer. A posted document detailing the content and coverage of the Equal Opportunity Employer law is conspicuously posted for any persons to view.

The PD has reviewed, conducted and catalogued to the best of their knowledge and ability procedural adherence to known EEO policies and requirements.

Routine Internships are available to the schools in the community:

General Manager and Program Director invite student participation in the form of intern/job shadow activities:

Students are provided opportunity to job shadow key personnel in broadcast organization in order to learn the various operational roles.

Students are given the opportunity and the experience of performing several tasks of station personnel and broadcasters.

Students are able to assist in the voice production of: Public Service Announcements, interviews and messages covering KQZB and other affiliated stations.

Student assist in the gathering of information for: Public Service Announcements, interviews and messages covering KQZB and other affiliated stations

Students learn of the career opportunity, community service and market function of radio.

Students' intern sequence with KQZB often fulfill elective academic requirement for professional engagement in select community business.

Pacific Empire is an Equal Opportunity Employer

Pacific Empire Radio Station KQZB-FM: EEO Awareness Part G

General Manager and Program Director invite student participation in the form of intern/job shadow activities:

Routine Internships are available to the schools in the community:

Students are provided opportunity to job shadow key personnel in broadcast organization in order to learn the various operational roles.

Students are given the opportunity and the experience of performing several tasks of station personnel and broadcasters.

Students are able to assist in the voice production of: Public Service Announcements, interviews and messages covering KQZB and other affiliated stations.

Student assist in the gathering of information for: Public Service Announcements, interviews and messages covering KQZB and other affiliated stations.

Students learn of the career opportunity, community service and market function of radio.

Students' intern sequence with KQZB often fulfill elective academic requirement for professional engagement in select community business.

Pacific Empire is an Equal Opportunity Employer

Pacific Empire Radio Station KQZB-FM: EEO Part H- Analytics

General Manager and Program Director invite student participation in the form of intern/job shadow activities:

Routine Internships are available to the schools in the community:

Students are provided opportunity to job shadow key personnel in broadcast organization in order to learn the various operational roles.

Students are given the opportunity and the experience of performing several tasks of station personnel and broadcasters.

Students are able to assist in the voice production of: Public Service Announcements, interviews and messages covering KQZB and other affiliated stations.

Student assist in the gathering of information for: Public Service Announcements, interviews and messages covering KQZB and other affiliated stations.

Students learn of the career opportunity, community service and market function of radio.

Students' intern sequence with KQZB often fulfill elective academic requirement for professional engagement in select community business.

Pacific Empire is an Equal Opportunity Employer