

**EEO Public File Report**

**Period Covered by Report: Oct 1, 2017 - Sep 30, 2018**

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	y
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	Account Executive	Personal Referral (Rehire)
2	Sports/Sales	Personal Referral (Rehire)
3	Promotions Assistant/Sales	Lewis Clark State College
4	Promotions Assistant/Sales	Lewiston Job Service
5	Promotions/Traffic Assistant	Personal Referral (Rehire)

Recruitment Source	Total Number Interviewees	Full Time Positions Hired this Source
Blue Mountain College 2411 NW Carden Ave, Pendleton, OR 541-276-1260	0	0
Confederated Tribes of Grand Ronde 9616 Grand Ronde Road, LaGrande, OR 97347 503-879-5211	0	0
Eastern Oregon University One University Drive, LaGrande, OR 97850-2807 541-962-3672	0	0
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 1406 5th Street, LaGrande Oregon 97850 541-963-3161	0	0
Oregon Association of Broadcasters 9020 S.W. Washington Square Road Suite 140, Portland, OR 97223 503-443-2299	0	0
Oregon Employment Dept. 1901 Adams Ave, La Grande, OR 97850 541-963-7111	1	0
Treasire Valley Community College 650 College Blvd, Ontario, OR 97914 541-881-8822	0	0
University of Idaho	0	0
Washington Dept. of Labor	0	0
Washington State University	0	0
YWCA	0	0
Radio Advertisement 2510 Cove Ave, La Grande OR 97850	2	0
Personal Referral	0	0
Walk In	0	0
Craigs List	0	0

**EEC Contact Information for unit member:**

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

This report was Prepared by:  
Ben Bonfield General Manager, Lewiston  
Travis Fager General Manager, Oregon

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Signature



Travis Fager  
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Signature

\_\_\_\_\_  
Date

28-Sep-18  
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Date

### Training & Recruitment Initiatives

<b>Initiatives</b>	<b>Date</b>	<b>Location</b>	<b>Description</b>	<b>Employees Involved</b>
Training Programs	On-going	La Grande, OR	All employees participate in on-going training for their respective positions, and are always encouraged to apply for positions within the company for job advancement.	General Manager, Sales Executives, Programming Staff, Production Staff
Internship	On-going	La Grande, OR	Our internship program is offered to students, especially from Eastern Oregon University, to demonstrate the skills needed to function in a radio environment.	General Manager, Program Director
Mentoring Sales Executives and Programming Staff	On-going	La Grande, OR	Our management team always mentors Sales Executives and Programming staff whenever possible.	General Manager, Office Manager, Sales Executives, Programming Staff
Job Shadow	April 2018	La Grande, OR	Hosted job shadow for a day. Students learned about operation of the radio station, toured studios, met with on-air personalities, learned about radio as a public service, and internship and employment opportunities.	Program Director, Production Manager, Sales Executive
Local Outreach	July 2018	La Grande, OR	Engaged in conversation with students at a live fundraiser for local schools. Students participated setting up radio equipment and were included in on air broadcast. Invited further communication to those who were interested in internship and employment.	General Manager, Sales Executive, Programming Staff

Job Fair-External	August 2018	Lewiston, ID	Engaged in conversation with students at a job fair at Lewis Clark State College. Invited further communication to those students who were interested in internship opportunities as well as employment within our radio group.	General Manager, Sales Executive
Job Fair-External	September 2018	La Grande, OR	Engaged in conversation with students at the Eastern Oregon University job fair. Invited further communication to those who were interested in internship opportunities, as well as employment within our radio group.	General Manager, Sales Executive