

EEO Public File Report

Period Covered by Report: Oct 1, 2016 - Sep 30, 2017

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	0	0
Confederated Tribes of Grand Ronde	0	0
Eastern Oregon University	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	0	0
Oregon Association of Broadcasters	0	0
Oregon Employment Dept.	5	1
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	1	0
Personal Referral	1	1
Walk In	1	0
Craigs List	0	0

Training & Recruitment Initiatives

Initiatives	Date	Location	Description	Employees Involved
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 Fair	January 17, 2017	Clarkston, WA	Engaged in conversation with students at the Clarkston High School job fair. Invited further communication to those who were interested in internship opportunities, as well as employment within our radio group.	General Manager
Job Shadow	May 2017	La Grande, OR	Participated in La Grande Middle School's job shadow program. Students learned about operation of the radio station, wrote a report about what they learned, and answered questions for their teacher.	Program Director, Production Manager, Sales Executive

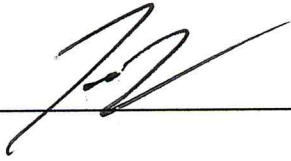
Job Fair	August 29, 2017	Lewiston, ID	Engaged in conversation with students at the Lewis Clark State College job fair. Invited further communication to those who were interested in internship opportunities, as well as employment within our radio group.	General Manager, Sales Executive
----------	-----------------	--------------	--	----------------------------------

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

Travis Fager



Signature

17-Oct-18

Date