

2021 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
Reporting Period:	September 21, 2020-September 20, 2021
No. of Full-time Employees:	Between 5-10
Small Market Exemption:	Yes

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 at least 4 **events** sponsored by **organizations** representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.*

10/20/20 Virtual Career Expo: Business & Marketing-General Manager presented
06/23/21 Comm Job Fair @ Convention Center in Wenatchee, WA-HR Director attended. There were several on-air interviews leading up to the job fair and on-site interviews with multiple employers who represented women and minority businesses.

*Participated 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).*

The stations use their online media platforms such as Facebook and Twitter for wide outreach.

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

KZAL/KOZI receptionist began cross training with the Traffic person at sister station KOHO. The Traffic position is a higher skill level and higher pay rate than receptionist.

*Established a **mentoring** program for station personnel.*

Stan Mak is an independent contractor that KZAL/KOZI has been paying to provide mentorship to the Station Manager, Program Manager and D.J.'s. Mr. Mak's long and successful history with King Broadcasting and KLUV make him a valuable mentor to our personnel.

*Provided **training** to **management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

Annually, the HR Director reviews employment practices with station manager to prevent discriminator and maintain awareness of equal employment opportunities.

*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.*

KZAL/KOZI HR Director also works for multiple other companies. Through "Word of Mouth" she helps ensure dissemination of employment opportunities at KZAL/KOZI when they exist.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
9/22/2020	Receptionist-KOZI	Indeed
9/19/2021	Board Op-KOZI	On-Air/Website/Facebook-all platforms

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Indeed	1
Facebook	
KOZI website	
On-Air Announcement	5
Total Number of Persons Interviewed during the Reporting Period:	6

RECRUITING SOURCES USED

Job Title of Position: _Receptionist

Date of Hire: 9/22/2020

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed	N	Indeed.com		
Website-KOZI	N	KOZI.COM		
Facebook-KOZI	N	FACEBOOK.COM		
On-Air	N	On-Air		

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Board Operator

Date of Hire: 8/19/2021

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
KOZI website	N	Kozi.com		
Facebook-KOZI	N	Facebook.com		

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.