

2014 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, 2013-September 20, 2014
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):

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

12/10/13 - HR Director attended Apple Valley Human Resources Association seminar on Employment Law, Workplace Violence and Bullying and Employment Practices. Presenters included local Employment Attorney, Gil Sparks, from Ogden Murphy Wallace, conducted annual employment law update; training on how to create a harassment free work place. Training ran 1.5 hours. HR Director attended.

Participated in at least 4 Events or Programs Sponsored by Educational Institutions relating to career Opportunities in Broadcasting.

11/12/13 – Morgan Owings Elementary “Afters Class” featured Broadcasting as a subject and received a guided tour of the broadcast facilities. Kathleen Rodman | News conducted the tour and student interviews.

11/20/13 – Mansfield Scholars Foundation/Gear Up Washington State Career Fair. Spoke with students about career paths in broadcasting. Joni Parks | Account Executive Attended.

2/27/14 – Methow Valley Job Fair Sponsored by Educational Service District. Spoke with unemployed adults and attendees about career paths in broadcasting. 273 Job seekers were in attendance. Joni Parks | Account Executive Attended.

2/28/14 – Learning Center Pre-School of Chelan toured the broadcast facility and learned how a radio station operates. Jay Witherbee | News Director gave the tour and recorded a greeting with students.

3/19/14 – Chelan Boy Scout Pack 95 toured the radio station and learned how local media serves the community and its citizen's needs. Jay Witherbee | News Director gave the tour.

4/3/14 – Twisp Works / Educational Service District Job Resource Fair. Spoke with unemployed adults and attendees about career paths in broadcasting. Joni Parks | Account Executive Attended.

*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.*

1/31/14 - 2/2/14 – Station participated in the Building North-Central Washington Trade Show and displayed current positions that were available with the company.

*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).*

KOZI and KZAL reaches out to its audience and the community through social media platforms Facebook and Twitter.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE
October 28, 2013	News Reporter (Brenan)	Craigslist
April 21, 2013	News Reporter (Maranda)	Craigslist

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 7

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
KOZI Website	1
Worksource	0
Craigslist	6
Word of Mouth	0
Western Washington University	0
Washington State Association of Broadcasters	0

RECRUITING SOURCES USED

Job Title of Position: News Reporter

Date of Hire: October 28, 2013

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Craigslist.com	N	Online		
Worksource	N	215 Bridge St Wenatchee WA 98801	Jarrod Wright	509-665-3711 jwright@esd.wa.gov
KOZI Website (http://www.kozi.com/)	N	123 E. Johnson Chelan WA 98816	Geoff Hiltz	509-548-1011 web@kozi.com
KOZI – KZAL ON-AIR Advertisements	N	123 E. Johnson Chelan WA 98816	Elliott Salmon	509-667-2400 e.salmon@iciclebroadcasting.com

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

RECRUITING SOURCES USED

Job Title of Position: News Reporter

Date of Hire: April 21, 2013

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Craigslist.com	N	Online		
Worksource	N	215 Bridge St Wenatchee WA 98801	Jarrod Wright	509-665-3711 jwright@esd.wa.gov
KOZI Website (http://www.kozi.com/)	N	123 E. Johnson Chelan WA 98816	Geoff Hiltz	509-548-1011 web@kozi.com
Western Washington University	N	Department of Journalism Western Washington University Bellingham, WA 98225-9161	Carolyn Nielson	carolyn.neilsen@wwu.edu (360)650-4436

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