

January 1, 2023

**KVIP
EEO Annual Report 2022**

1. Pacific Cascade Communications Corporation does not discriminate on the basis of race, color, national origin or gender.
2. Station employment unit KVIP does not have five or more full-time employees, therefore pursuant to FCC Regulation 73.2080 (d), KVIP comes within the rule's Small Station Exemption and the rules requiring recruitment and outreach do not apply to it.
3. KVIP has and has had no pending or resolved complaints filed during the current license term alleging unlawful discrimination in its employment practices.
4. There have been no full-time job vacancies within the past year.

Submitted by,

Phillip E. Morrow, General Manager