

## 2016 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, 2015 -September 20, 2016

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.* 9/18/15 to 11/6/15 – GM attended the Excellence in Management Series at the CTC. This series focused on helping resolve conflict and poor communication in the workplace, helping employees reach their full potential. 28Hours Total.

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.* 7/15 – 5/16 – Staff participated in an Internship that helped a special needs student about broadcasting and journalism.

*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.* 1/31/16 – 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 reach out to its audience and the community through social media platforms Facebook and Twitter.

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LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE

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INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 0

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred