

# 2019 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, 2018 -September 20, 2019

No. of Full-time Employees: Between 5-10  
Small Market Exemption: Yes

During the Reporting Period, a total of 3 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):

*Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.*

12/12/18 - Created an internship at KOZI with local resident and Manson High School student. Student learned how to conduct news interviews, record audio on location, edit audio and create a digital news story.

*Participated in an event in the community designed to inform the public as to employment opportunities in broadcasting.*

5/30/19 – General Manager participated in a Reverse Job Interview program with Eastmont Highschool students, to inform students about job opportunities in broadcasting

**LIST OF POSITIONS FILLED**

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE
9/24/2018	Administrative Assitant	KOZI - Website
9/9/2019	KOZI News Reporter	Word-of-Mouth
9/10/2019	KOZI 2 <sup>nd</sup> Cup Producer, Web Manager	Facebook

**INTERVIEWEE REFERRAL SOURCE SUMMARY**

Total Number of Persons Interviewed during the Reporting Period: 5

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
IBC Websites – KOHO, KOZI, KZAL	1
Facebook – KOZI	1
Indeed.com	2
Word of Mouth	1

**RECRUITING SOURCES USED**

Job Title of Position: Administrative Assistant      Date of Hire: September 24, 2018

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed.com	N		Website	Indeed.com
KOZI Website ( <a href="http://www.kozi.com/">http://www.kozi.com/</a> )	N	32 North Mission, Wenatchee, WA 98801	Elliott Salmon	509-548-1011 e.slamon@iciclebroadcasting.com
KOZI Facebook Advertisements	N	32 North Mission, Wenatchee, WA 98801	Elliott Salmon	509-548-1011 e.slamon@iciclebroadcasting.com
KOZI Website ( <a href="http://www.kozi.com/">http://www.kozi.com/</a> )	N	123 East Johnson, Chelan, WA 98816	Elliott Salmon	509-548-1011 e.slamon@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: KOZI News Reporter    Date of Hire: September 9, 2019

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed.com	N		Website	Indeed.com
All Access	N		Website	Allaccess.com
WSAB Job Bank	N		Website	WSAB.org kshipman@wsab.org
KOZI Website ( <a href="http://www.kozi.com/">http://www.kozi.com/</a> )	N	32 North Mission, Wenatchee, WA 98801	Elliott Salmon	509-548-1011 e.slamon@iciclebroadcasting.com
KOZI Facebook Advertisements	N	32 North Mission, Wenatchee, WA 98801	Elliott Salmon	509-548-1011 e.slamon@iciclebroadcasting.com
KOZI Website ( <a href="http://www.kozi.com/">http://www.kozi.com/</a> )	N	123 East Johnson, Chelan, WA 98816	Elliott Salmon	509-548-1011 e.slamon@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: KOZI 2nd Cup Producer, Web Manager    Date of Hire: September 9, 2019

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
KOZI Website ( <a href="http://www.kozi.com/">http://www.kozi.com/</a> )	N	32 North Mission, Wenatchee, WA 98801	Elliott Salmon	509-548-1011 e.slamon@iciclebroadcasting.com
KOZI Facebook Advertisements	N	32 North Mission, Wenatchee, WA 98801	Elliott Salmon	509-548-1011 e.slamon@iciclebroadcasting.com
KOZI Website ( <a href="http://www.kozi.com/">http://www.kozi.com/</a> )	N	123 East Johnson, Chelan, WA 98816	Elliott Salmon	509-548-1011 e.slamon@iciclebroadcasting.com

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