

2010 ANNUAL EEO PUBLIC FILE REPORT

Icicle Broadcasting, Inc. (Chelan, WA, Employment Unit)

Stations in Employment Unit: KOZI(AM), Chelan, WA
KOZI-FM, Chelan, WA
KZAL(FM), Manson, WA

Reporting Period: September 21, 2009- September 20, 2010

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

During the Reporting Period, one full time position was 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):

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

KOZI's News Director and DJ hosted Boy Scout Troop from Chelan on May 18, 2010. Discussed skills necessary for persons in the broadcast field. Also discussed the role computers and technology play and how these technologies have changed over the last 20 years.

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

KOZI's Station Manager met with the administrative staff at Pateros High School to discuss employment and intern opportunities for local high school students in Spring 2010. As a result, KOZI sponsored two interns from Pateros school from May 5, 2010 through May 19, 2010. The interns worked 1.5 hours every Wednesday to learn different aspects of radio; on-air, programming, front desk, traffic and secretarial.

Participated in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

1. KOZI Station Manager and News Director participated in "Mock Interviews" at Manson High School April 13, 14, 16, 2010.
2. KOZI's HR Director participated in a College Fair at Wenatchee High School, Wenatchee,

WA, in December 2009. Topic of presentation was how to prepare for a professional interview.

3. KOZI's HR Director participated in a Career Fair at Washington State University, Pullman, WA, in February 2010.

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

HR Director works closely with the Station Managers to ensure EEO & non-discrimination practices are followed. HR Director meets with each new employee to review the company employee manual. Guidelines on preventing and reporting discrimination are described in the manual and reviewed during orientation.

December 3, 2009- 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.

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. KOZI's HR Director also works for an unaffiliated, hospitality company, the Sleeping Lady Mountain Resort. She shares employment opportunities at KOHO whenever there is a skill match.
2. KOZI's Sales Executive worked extensively with "Relay for Life." This is a fundraiser to help fund cancer awareness and research. He organized a team and spent 24 hours at the event. Event took place May 14, & 15, 2010. This provided ample opportunity to talk about the radio industry and the employment opportunity for exceptional sales people.
3. KOZI's Sales Executive worked extensively with "Children's Charity Classic Golf Tournament" for the Royal Family Kids Camp. He spent over a 100 hours organizing the event; including 12 hours on tournament day. The tournament took place August 20, 2010. This provided ample opportunity to talk about the radio industry and the employment opportunity for exceptional sales people.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
06/16/2010	Outside Sales	Wenatchee World

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 4

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Wenatchee World	4

RECRUITING SOURCES USED

Job Title of Position: Outside Sales

Date of Hire: 06/16/2010

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Wenatchee World	N	14 N. Mission Wenatchee WA 98801	Patty Anderson	509-6763-5161 panderson@wenworld.com
On-Air Announcements on KOZI, KOZI-AM and KZAL; and posted on stations' website	N	123 East Johnson Chelan WA 98816	Heather Winters	509-682-4033 heather@kozi.com

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