

2011 ANNUAL EEO PUBLIC FILE REPORT

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

Station:	KOHO-FM
Community of License:	Leavenworth, Washington
Reporting Period:	September 21, 2010-September 20, 2011
No. of Full-time Employees:	5 – 10
Small Market Exemption:	Yes

During the Reporting Period, no 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):

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.

February, 2011 KOHO's News Director and morning show host was a guest speaker with the Leavenworth Rotary Club to discuss careers and technology in the radio industry.

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).

KOHO's News Reporter participated in a weekly farmers market June through September, 2011, in Leavenworth, WA. News Reporter provided MC skills, took responsibility for setting up the sound equipment and educated the crowd on the value of eating local and cooking with fresh ingredients. This tied in with his radio show "In the Kitchen with Isaac."

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

Participated in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

1. March 2011 KOHO's Station Manager conducted a station tour with the Director and students of Noah's Ark Preschool, from Leavenworth, WA. Tour included an educational component of radio transmission, job duties of station personnel and the technology involved in making the on-air product.
2. November 2010 KOHO's Station Manager gave 21 school kids and 2 adults from Beaver Valley Elementary a tour of the radio station. Topic included careers in broadcasting.
3. May 2011 KOHO's News Director served as MC for Cascade High School, Leavenworth, WA, "Mr. Kodiak" talent night. Program raises money for graduating seniors to hold an alcohol free graduation party.
4. Licensee's HR Director participated in a College Fair at Wenatchee High School, Wenatchee, WA, in December 2010. Topic of presentation was how to prepare for a professional interview.
5. Licensee's HR Director participated in a Career Fair at Washington State University, Pullman, WA, in February 2011.

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

Licensee's HR Director works closely with the Station Manager 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 2010- 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.

Licensee's HR Director also works for a hospitality company, the Sleeping Lady Mountain Resort. She shares employment opportunities at KOHO whenever there is a skill match.