

KOHO Narrative Statement

During the last two annual EEO reporting periods, the employment unit, consisting of stand-alone station KOHO-FM, Leavenworth, Washington, hired 1 fulltime employee. The station used Indeed.com, Facebook, announcements on air on KOHO-FM and on its sister stations in another nearby market, their websites, and a recruiter to attract applicants.

The station also participated in a wide variety of non-vacancy specific outreach activities, such as attending a career expo and co-sponsoring a job fair. The station used its online media platforms such as Facebook and Twitter to interact with its audience. KOHO also began cross-training another employee at a sister station so that she could increase her skills and rate of pay. The licensee engages an experienced broadcaster to mentor the station's general manager. KOHO's HR Director, who also works for other companies, uses her network to spread the word about openings at the station. The HR Director also reviews employment practices with station management to prevent discrimination and to maintain awareness of equal employment opportunity practices.