

# 2021 ANNUAL EEO PUBLIC FILE REPORT

## KOHO FM

Station(s):	KOHO FM
Community(ies) of License:	Leavenworth, WA
Reporting Period:	September 21, 2020-September 20, 2021
No. of Full-time Employees:	5 – 10
Small Market Exemption:	Yes

During the Reporting Period, a total of 0 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):

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| <i>Participated in <b>job fairs</b> by station personnel who have substantial responsibility in making hiring decisions.</i>   | HR Director attended a job fair on June 23, 2021, in Wenatchee, WA.   |
| <i>Co-sponsored at least one <b>job fair</b> with organizations in the business and professional community whose membership includes substantial participation by women and minorities.</i>                        | KOHO and Wenatchee Valley Chamber of Commerce Co-Sponsored the June 23, 2021, job fair held in Wenatchee, WA. KOHO conducted several interviews on-air leading up to the job fair and on-site interviews with multiple employers who represented women and minority businesses. |
| <i>Participated in <b>job banks, internet programs, and other programs</b> designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).</i> | KOHO uses their online media platforms such as Facebook and Twitter for wide outreach.  |
| <i>Established <b>training</b> programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</i>   | KOHO's Traffic person began cross training the receptionist at sister station-KZAL. The Traffic position is a higher skill level and higher pay rate than receptionist.   |
| <i>Established a <b>mentoring</b> program for</i>  | Stan Mak is an independent contractor that KOHO has been paying to provide mentorship to  |

*station personnel.*

the Station Manager, Program Manager and D.J.'s. Mr. Mak's long and successful history with King Broadcasting and KLUV make him a valuable mentor to our personnel.

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

Annually, the HR Director reviews employment practices with station manager to prevent discrimination and maintain awareness of equal employment opportunities.

*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.*

KOHO's HR Director also works for multiple other companies. Through "Word of Mouth" she helps ensure dissemination of employment opportunities at KOHO when they exist.

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No positions filled during the reporting period.