

EEO Public File Report

Period Covered by Report: October 1, 2003 - September 30, 2004

Prepared for: Pacific Empire Communications

This report covers the following employment units:

Call Sign	Facility ID	Class of Station	Community of License	LMA (yes/no)
KATW-FM	73614	C1	Lewiston, ID	N
KCLK-AM	11722	B	Clarkston, WA	N
KCLK-FM	11721	C	Clarkston, WA	N
KVAB-FM	26862	A	Clarkston, WA	N

This report is a complete listing of all full-time jobs filled by this station's employment unit during previous year, identified by title.

	Job Title	Recruitment Source Referring Hiree
1	PD KCLK-AM	Radio Advertisement
2	PD KATW-FM	All Access
3	Account Executive	Internship Program/Radio Advertisement
4	Account Executive	Radio Advertisement/Employee Referral

EEO Contact Information for Unit Member:			
Address	Telephone Number:	Contact Person:	Contact email:
403 "C" Street, Lewiston ID 83501	(208) 743-6564	Jay Mlazgar	<a href="mailto:jaymlazgar@pacempire.com">jaymlazgar@pacempire.com</a>

This report was prepared by:	
Jay Mlazgar, General Manager	
_____ Signature	
_____ Date	
(208) 743-6564	

Job #1:  
 Date Filled:  
 Total # of Interviews:

KCLK-AM Program Director  
 June 12, 2004  
 6

Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Telephone Number:	# of Interviewees Referred by source
Lewiston Job Service	Kellye Sharp	1158 Idaho St. Lewiston, ID 83501	208.799.5000	0
Walla Walla Community College	Kaye Carber	PO Box 700, Clarkston, WA 99403	208.758.3339	0
Lewis Clark State College	Debra Lybyer or Career Development Services	500 8th Avenue, Lewiston, ID 83501	208.792.2269	0
Nez Perce Tribe Human Resources	Jennifer Henry	PO Box 365, Lapwai, ID 83540	208.843.7332	0
Radio Advertisement*	Jay Mlazgar	403 "C" Street, Lewiston, ID 83501	208.743.6564	1
Station Websites: www.catfm.com; www.cool94fm.com; www.kvabfm.com	Jay Mlazgar	403 "C" Street, Lewiston, ID 83501	208.743.6564	2
allaccess.com	Online	n/a	<a href="http://www.allaccess.com">www.allaccess.com</a>	3

Job #2: KATW-FM Program Director  
 Date Filled: August 16, 2004  
 Total # of Interviews: 12

Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Telephone Number:	# of Interviewees Referred by source
The Oregon Association of Broadcasters	Bill Johnstone	<a href="mailto:theoab@theoab.org">theoab@theoab.org</a>	<a href="http://www.theoab.org">www.theoab.org</a>	0
Station Websites: www.catfm.com; www.cool94fm.com; www.kvabfm.com	Jay Mlazgar	403 "C" Street, Lewiston, ID 83501	208.743.6564	3
allaccess.com*	Online	n/a	<a href="http://www.allaccess.com">www.allaccess.com</a>	7
airtalents.com	Online	n/a	<a href="http://airtalents.com/mediajobs/">http://airtalents.com/mediajobs/</a>	2

Job #3:  
 Date Filled:  
 Total # of Interviews:

Account Executive  
 September 1, 2004  
 17

Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Telephone Number:	# of Interviewees Referred by source
Lewiston Job Service	Kellye Sharp	1158 Idaho St. Lewiston, ID 83501	208.799.5000	4
Walla Walla Community College	Kaye Carber	PO Box 700, Clarkston, WA 99403	208.758.3339	0
Lewis Clark State College	Debra Lybyer or Career Development Services	500 8th Avenue, Lewiston, ID 83501	208.792.2269	0
Nez Perce Tribe Human Resources	Jennifer Henry	PO Box 365, Lapwai, ID 83540	208.843.7332	0
Radio Advertisement*	Jay Mlazgar	403 "C" Street, Lewiston, ID 83501	208.743.6564	8
Station Websites: www.catfm.com; www.cool94fm.com; www.kvabfm.com	Jay Mlazgar	403 "C" Street, Lewiston, ID 83501	208.743.6564	5
allaccess.com	Online	n/a	<a href="http://www.allaccess.com">www.allaccess.com</a>	0

Job #4:  
 Date Filled:  
 Total # of Interviews:

Account Executive  
 September 13, 2004  
 17

Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Telephone Number:	# of Interviewees Referred by source
Lewiston Job Service	Kellye Sharp	1158 Idaho St. Lewiston, ID 83501	208.799.5000	4
Walla Walla Community College	Kaye Carber	PO Box 700, Clarkston, WA 99403	208.758.3339	0
Lewis Clark State College	Debra Lybyer or Career Development Services	500 8th Avenue, Lewiston, ID 83501	208.792.2269	0
Nez Perce Tribe Human Resources	Jennifer Henry	PO Box 365, Lapwai, ID 83540	208.843.7332	0
Radio Advertisement*	Jay Mlazgar	403 "C" Street, Lewiston, ID 83501	208.743.6564	8
Station Websites: www.catfm.com; www.cool94fm.com; www.kvabfm.com	Jay Mlazgar	403 "C" Street, Lewiston, ID 83501	208.743.6564	5
allaccess.com	Online	n/a	<a href="http://www.allaccess.com">www.allaccess.com</a>	0

During the period from October 1, 2003 to September 30, 2004, KATW participated in at least two of the activities listed in the checklist provided.

Those were:

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

**We hosted interns Jill Phillips and Diana Peebles from the period of June 1, 2004 through August 15, 2004. They participated in activities designed to give them an excellent base in broadcast sales. At least one of the two, Diana Peebles, has since gone on to employment in broadcast sales in Boise, ID., after graduation for college.**

**participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;**

**We paid tuition for 3 hours of credit for Eric Galioto marketing practical class at Washington State University., fall semester, 2004.**

During the dates of this report, managers discussed the following:

(3) Analyze its recruitment program on an ongoing basis to ensure that it is effective in achieving broad outreach to potential applicants, and address any problems found as a result of its analysis.

(4) Periodically analyze measures taken to:

- (i) Disseminate the station's equal employment opportunity program to job applicants and employees;
- (ii) Review seniority practices to ensure that such practices are nondiscriminatory;
- (iii) Examine rates of pay and fringe benefits for employees having the same duties, and eliminate any inequities based upon race, national origin, color, religion, or sex discrimination;
- (iv) Utilize media for recruitment purposes in a manner that will contain no indication, either explicit or implicit, of a preference for one race, national origin, color, religion or sex over another;
- (v) Ensure that promotions to positions of greater responsibility are made in a nondiscriminatory manner;
- (vi) Where union agreements exist, cooperate with the union or unions in the development of programs to ensure all persons of equal opportunity for employment, irrespective of race, national origin, color, religion, or sex, and include an effective nondiscrimination clause in new or renegotiated union agreements; and
- (vii) Avoid the use of selection techniques or tests that have the effect of discriminating against any person based on race, national origin, color, religion, or sex.

Jay Mlazgar  
General Manager  
KATW FM