North Cascades Broadcasting
EEO Program Annual Report

Report Period – 1/1/12 through 12/31/12

9.1 Full Time Job Openings – None.

One part time position was filled (1 hire) during the reporting period.
Position title: Production assistant – News Anchor.

9.2 Copies of Advertising
Attached. Position was advertised On-Air, and Work Source Okanogan.

9.3 Total Number of Interviewees
3

9.4 Date Vacancy was filled
February 2012

9.5 Initiatives Documentation
6.1 Internships. During summer months June through August we had one High School graduate level intern.

6.2 Business / Employment Fair. Sales manager and News Director participated in two business oriented fairs during the reporting period where she made presentations regarding broadcast career opportunities including a business fair at Omak Middle School and the Omak-Okanogan Rotary Club sponsored Business week. Station manager also participated as a guest speaker during the week. This provided several opportunities to talk directly with students about career opportunities in broadcasting.

6.3 Training / Mentoring. News director provides direct mentoring of other employees in requirements for reporting and gathering news. This training is specifically designed to prepare other employees to meet the requirements of positions in the news department. Training provided to Program Director, and part-time on air staff. Training & Mentoring is provided on an ongoing basis. Training was also provided in a more structured and formal manner during afternoon work shifts.

Training / mentoring is also provided on an ongoing basis for part time on air staff in the requirements of On Air positions and what skills are necessary for advancement in broadcasting careers.

6.4 Management Training was provided to applicable staff members during this reporting period. Training participants included the Sales Manager, Station Manager, News Director and Program Director. Training content was specifically designed to ensure equal employment opportunity with emphasis on preventing discrimination.

Participants also reviewed North Cascades Broadcasting's EEO program to discuss ideas on how to meet its objectives. This training is provided annually.

January 21, 2012

Job Announcement – Program Assistant.

North Cascades Broadcasting has a position open now for a Program Assistant. The position's duties include; recording various reports and program elements; program preparation and some on air programs. Work schedule is varied including most weekday afternoons.

Experience is helpful but not required for this position. The primary requirement is a friendly outgoing personality. Radio is a fun and entertaining business, we are looking for the right person with the personality to match the business! We will provide training for the skills needed. Work schedule is 25 to 30 hours a week with a possibility for more.

The position is open now. We are asking interested people to apply by resume'. Resumes can be mailed to North Cascades Broadcasting, PO Box 151 Omak WA 98841. Or dropped off at our offices located at 320 Emery Street in Omak. North Cascades Broadcasting is an Equal Opportunity Employer.