North Cascades Broadcasting
EEO Program Annual Report

Report Period – 1/1/08 through 12/31/08

9.1 Full Time Job Openings
No full time positions were filled (0 hires) during the reporting period.

9.2 Copies of Advertising
Not Applicable

9.3 Total Number of Interviewees
Not Applicable

9.4 Date Vacancy was filled
Not Applicable

9.5 Initiatives Documentation
6.1 Internships. During summer months June through August we had one High School graduate level intern who went on to enroll in Communications Program classes in the Fall Quarter.

6.2 Business / Employment Fair. Sales manager and News Director participated in two business oriented fairs during the reporting period where he made presentations regarding broadcast career opportunities. Omak and Okanogan High Schools and the Omak-Okanogan Rotary Club sponsored Business week. Station manager also participated as a "Team Leader" for a group of students 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.