

EEO Public File Report

Period Covered by Report: June 1, 2023- May 31, 2024

Prepared for Pacific Empire Radio Communications

This Report Covers the following employment units:

Call Sign	Facility ID	Class of Station	Community of License	LMA (y/n)
KATW-FM	73614	268C1	Lewiston, ID	n
KCLK-AM	11722	B	Asotin, WA	n
K297BZ	202217	297D	Asotin, WA	n
KCLK -FM	11721	C1	Clarkston, WA	n
KVAB	26862	A	Clarkston, WA	n
KQZB	164223	C3	Troy, ID	n
KLBM AM	35047	C	La Grande, OR	n
KBKR AM	24794	C	Baker, OR	n
KUBQ FM	24796	C2	La Grande, OR	n
KRJT FM	164224	290A	Elgin, OR	n
KKBC FM	24795	237A	Baker, OR	n

This report is a complete listing of all full time jobs filled by this station's employment unit during the time frame list above, identified by title.

Position #	Job Title	Recruitment Source of Hire
#1	Creative Services Director	Indeed
#2	IT & Operations	Indeed
#3	Marketing Consultant	Indeed
#4	Sales Assiatant	Indeed
#5	Marketing Consultant	Indeed
#6	Marketing Consultant	Indeed
#7	NewsOfOregon News Director	Indeed
#8	I.T. Manager	Indeed
#9	News Director	Rehire/Dailyfly.com

Recruitment Source	Total Number Interviewees	Full Time Positions Hired this Source
Blue Mountain College	0	0
Confederated Tribes of Grand Ronde	0	0
Eastern Oregon University	0	0
Facebook Post/Daily Fly.com	1	1
Lewiston Job Service	0	0
Lewiston Morning Tribune	0	0
Walla Walla Community College	0	0
Lewis Clark State College	0	0
Nez Perce Tribe Human Recourses	0	0
The Observer	0	0
Oregon Association of Broadcasters	0	0
Oregon Employment Dept.	0	0
Treasure Valley Community College	0	0
University of Idaho	0	0
Washington Dept. of Labor	0	0
Washington State University	0	0
YWCA	0	0
Radio Advertisement	0	0
Personal Referral	2	0

Walk In	0	0
Craigs List	0	0
Indeed	19	8

EEC Contact Information for unit member:

Address	Phone #	Contact	Contact e-mail
403 C Street Lewiston, ID 83501	208-743-6564	Ben Bonfield	benb@pacempire.com
Address	Phone #	Contact	Contact e-mail
2510 Cove Ave La Grande, OR 97850	541-963-4121	Ben Bonfield	benb@pacempire.com

This report was Prepared by:
Ben Bonfield General Manager

Ben Bonfield



Signature

1-Jun-24

Date

Position # 1

Creative Services Director

Hire Date: 6/12/2023

Source of Hire: Indeed

Total # Interviewees: 3

Organization Notified of Job Vacancy	Contact Person	Address	Telephone #	# of referrals
Lewiston Job Service	Kelyle Sharp	1158 Idaho Street, Lewiston	208-799-5000	0
Walla Walla Community College	Debbie Colstad	P.O. Box 700, Clarkson, WA	208-758-3339	0
Lewis Clark State College	Debra Lyber or Career Development Services	500 8th Ave, Lewiston, ID	208-792-2269	0
Nez Perce Tribe Human Resources	Jefffer Henry	P.O. Box 365, Lapwai, ID 83	208-843-7332	0
Radio Advertisement	Ben Bonfield	403 Capital Street, Lewiston	208-743-6564	0
Personal Referral				0
Facebook Posts/Daily Fly.com	Ben Bonfield	403 Capital Street, Lewiston	208-743-6564	0
craigslist		craigslist.com		0
Walk-In				0
Indeed.com	Ben Bonfield			3

Position # 2

IT and Operations
7/10/2023

Source of Hire: Indeed

Total # Interviewees: 4

Organization Notified of Job Vacancy	Contact Person	Address	Telephone #	# of referrals
Lewiston Job Service	Kellye Sharp	1158 Idaho Street, Lewiston	208-799-5000	0
Walla Walla Community College	Debbie Colstad	P.O. Box 700, Clarkson, WA	208-758-3339	0
Lewis Clark State College	Debra Lyber or	500 8th Ave, Lewiston, ID	208-792-2269	0
	Career Development Services			
Nez Perce Tribe Human Resources	Jefffer Henry	P.O. Box 365, Lapwai, ID 83	208-843-7332	0
Radio Advertisement	Ben Bonfield	403 Capital Street, Lewiston	208-743-6564	0
Personal Referral				0
Facebook Posts/Daily Fly.com	Ben Bonfield	403 Capital Street, Lewiston	208-743-6564	0
craigslist		craigslist.com		0
Walk-In				0
indeed.com	Ben Bonfield			4

Position # 3

Marketing Consultant

Hire Date: 7/10/2023

Source of Hire: Indeed

Total # Interviewees: 2

Organization Notified of Job Vacancy	Contact Person	Address	Telephone #	# of referrals
Blue Mountain College		2411 NW Carden Ave, Pendleton, OR	541-276-1260	0
Confederated Tribes of Ground Ronde		9616 Grand Ronde Road, LaGrande, OR 97347	503-879-5211	0
Eastern Oregon University		One University Drive, LaGrande, OR 97850-2807	541-962-3672	0
The Observer		1406 5th Street, LaGrande Oregon 97850	541-963-3161	0
Oregon Associan of Broadcasters		9020 S.W. Washington Square Road Suite 140, Portland, OR	503-443-2299	0
Oreogn Employment Dept.		1901 Adams Ave, La Grande, OR 97850	541-963-7111	0
Personal Referral	Ben Bonfield			0
Radio Advertisement		2510 Cove Avenue, LaGrande OR 97850	541-963-4121	0
Treasure Valley Community College		650 College Blvd, Ontario, OR 97914	541-881-8822	0
Walk-In	Ben Bonfield	2510 Cove Avenue, LaGrande OR 97850	541-963-4121	0
Indeed.com	Ben Bonfield			2

Position # 4

Sales Assistant

7/17/2023

Source of Hire: Indeed

Total # Interviewees: 4

Organization Notified of Job Vacancy	Contact Person	Address	Telephone #	# of referrals
Lewiston Job Service	Kellye Sharp	1158 Idaho Street, Lewiston	208-799-5000	0
Walla Walla Community College	Debbie Colstad	P.O. Box 700, Clarkson, WA	208-758-3339	0
Lewis Clark State College	Debra Lyber or	500 8th Ave, Lewiston, ID	208-792-2269	0
	Career Development Services			
Nez Perce Tribe Human Resources	Jeffifer Henry	P.O. Box 365, Lapwai, ID 83	208-843-7332	0
Radio Advertisement	Ben Bonfield	403 Capital Street, Lewiston	208-743-6564	0
Personal Referral				0
Facebook Posts/Daily Fly.com	Ben Bonfield	403 Capital Street, Lewiston	208-743-6564	0
craigslist		craigslist.com		0
Walk-In				0
Indeed.com	Ben Bonfield			4

Position # 5

Marketing Consultant
8/28/2023

Source of Hire: Indeed

Total # Interviewees: 1

Organization Notified of Job Vacancy	Contact Person	Address	Telephone #	# of referrals
Lewiston Job Service	Kellye Sharp	1158 Idaho Street, Lewiston	208-799-5000	0
Walla Walla Community College	Debbie Colstad	P.O. Box 700, Clarkson, WA	208-758-3339	0
Lewis Clark State College	Debra Lyber or	500 8th Ave, Lewiston, ID	208-792-2269	0
	Career Development Services			
Nez Perce Tribe Human Resources	Jeffifer Henry	P.O. Box 365, Lapwai, ID 83	208-843-7332	0
Radio Advertisement	Ben Bonfield	403 Capital Street, Lewiston	208-743-6564	0
Personal Referral				0
Facebook Posts/Daily Fly.com	Ben Bonfield	403 Capital Street, Lewiston	208-743-6564	0
craigslist		craigslist.com		0
Walk-In				0
Indeed.com	Ben Bonfield			1

Position # 6

Marketing Consultant
Hire Date: 9/11/2023

Source of Hire: Indeed

Total # Interviewees: 2

Organization Notified of Job Vacancy	Contact Person	Address	Telephone #	# of referrals
Blue Mountain College		2411 NW Carden Ave, Pendleton, OR	541-276-1260	0
Confederated Tribes of Ground Ronde		9616 Grand Ronde Road, LaGrande, OR 97347	503-879-5211	0
Eastern Oregon University		One University Drive, LaGrande, OR 97850-2807	541-962-3672	0
The Observer		1406 5th Street, LaGrande Oregon 97850	541-963-3161	0
Oregon Assocation of Broadcasters		9020 S.W. Washington Square Road Suite 140, Portland, OR	503-443-2299	0
Oreogn Employment Dept.		1901 Adams Ave, La Grande, OR 97850	541-963-7111	0
Personal Referral	Ben Bonfield			0
Radio Advertisement		2510 Cove Avenue, LaGrande OR 97850	541-963-4121	0
Treasure Valley Community College		650 College Blvd, Ontario, OR 97914	541-881-8822	0
Walk-In	Ben Bonfield	2510 Cove Avenue, LaGrande OR 97850	541-963-4121	0
Indeed.com	Ben Bonfield			2

Position # 7

NewsofOregon News Director
9/27/2023

Source of Hire: Indeed

Total # Interviewees: 2

Organization Notified of Job Vacancy	Contact Person	Address	Telephone #	# of referrals
Blue Mountain College		2411 NW Carden Ave, Pendleton, OR	541-276-1260	0
Confederated Tribes of Ground Ronde		9616 Grand Ronde Road, LaGrande, OR 97347	503-879-5211	0
Eastern Oregon University		One University Drive, LaGrande, OR 97850-2807	541-962-3672	0
The Observer		1406 5th Street, LaGrande Oregon 97850	541-963-3161	0
Oregon Associan of Broadcasters		9020 S.W. Washington Square Road Suite 140, Portland, OR	503-443-2299	0
Oreogn Employment Dept.		1901 Adams Ave, La Grande, OR 97850	541-963-7111	0
Personal Referral	Ben Bonfield			0
Radio Advertisement		2510 Cove Avenue, LaGrande OR 97850	541-963-4121	0
Treasure Valley Community College		650 College Blvd, Ontario, OR 97914	541-881-8822	0
Walk-In	Ben Bonfield	2510 Cove Avenue, LaGrande OR 97850	541-963-4121	0
Indeed.com	Ben Bonfield			2

Position # 8

IT Manager
11/6/2023

Source of Hire: Indeed

Total # Interviewees: 4

Organization Notified of Job Vacancy	Contact Person	Address	Telephone #	# of referrals
Lewiston Job Service	Kelye Sharp	1158 Idaho Street, Lewiston	208-799-5000	0
Walla Walla Community College	Debbie Colstad	P.O. Box 700, Clarkson, WA	208-758-3339	0
Lewis Clark State College	Debra Lyber or	500 8th Ave, Lewiston, ID	208-792-2269	0
	Career Development Services			
Nez Perce Tribe Human Resources	Jeffifer Henry	P.O. Box 365, Lapwai, ID 83	208-843-7332	0
Radio Advertisement	Ben Bonfield	403 Capital Street, Lewiston	208-743-6564	0
Personal Referral				0
Facebook Posts/Daily Fly.com	Ben Bonfield	403 Capital Street, Lewiston	208-743-6564	0
craigslist		craigslist.com		0
Walk-In				0
Indeed.com	Ben Bonfield			1

Position # 09

News Director
4/29/2024

Source of Hire: Rehire

Total # Interviewees: 1

Organization Notified of Job Vacancy	Contact Person	Address	Telephone #	# of referrals
Lewiston Job Service	Kellye Sharp	1158 Idaho Street, Lewiston	208-799-5000	0
Walla Walla Community College	Debbie Colstad	P.O. Box 700, Clarkson, WA	208-758-3339	0
Lewis Clark State College	Debra Lyber or	500 8th Ave, Lewiston, ID	208-792-2269	0
	Career Development Services			
Nez Perce Tribe Human Resources	Jeffifer Henry	P.O. Box 365, Lapwai, ID 83	208-843-7332	0
Radio Advertisement	Ben Bonfield	403 Capital Street, Lewiston	208-743-6564	0
Personal Referral				0
Facebook Posts/Daily Fly.com	Ben Bonfield	403 Capital Street, Lewiston	208-743-6564	1
craigslist		craigslist.com		0
Walk-In				0
Indeed.com	Ben Bonfield			0