

# 2023 ANNUAL EEO PUBLIC FILE REPORT

## CLASSIC RADIO

Station(s):	KING FM
Community(ies) of License:	Seattle, Washington
Reporting Period:	10/1/22 – 9/30/23
No. of Full-time Employees:	More than 10
Small Market Exemption:	No

During the Reporting Period, a total of 2 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):

*Participated in **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

1. UW Seattle 2023 Virtual Winter Job & Internship Fair, 2/16/2023, Chief Operating Officer
2. Seattle U Engaged Employer Symposium, 8/31/2023, Chief Operating Officer

*Participated in **job banks, internet programs, and other programs** designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).*

The station actively reaches out to its audience through Facebook and other social media, and onsite at cultural / arts events.

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

1. Public Media Digital Transformation, Poynter Institute, 10/3/22, 10/11/22, 10/13/2022, 10/21/22 (CEO only), 11/14/22, 11/30/22, 12/01/22, 1/30/23, 2/8/2023 (CEO Only), 3/23/23, 3/29/23, 4/20/23 (CEO Only), 4/10/23, 4/21/23, 5/2/23, 5/3/23, 5/04/2023, CEO, IT Director, Membership

- Dir., Business Analyst, Program Coordinator
2. Mid-Level Veritus Training Program – Veritus webinars and community calls, 10/01/2022 – 12/16/2022, Philanthropy Officer
3. Virtual Coffee with Veritus Founder, Veritus, 11/30/22, Chief Development Officer
4. Cybersecurity for Technical Staff, 01/25/23, IT Director
5. Charitable Gift Annuities, Washington Planned Giving Council, 2/13/2023, Chief Development Officer
6. Certified Ethical Hacker, 2/23/2023
7. Zetta Certification Course, RCS-Zetta, 3/1/2023, IT Director, Producer, Production Director, Program Coordinator, Host
8. Unlock the Philanthropic Potential of Your Donor File and Deepen Donor Relationships – Veritus Webinar, 03/15/2023, Philanthropy Officer and Sr. Major Gifts Officer
9. How America's "Giving Economy" Is Changing and What It Means for Stations, Greater Public, 3/29/2023, Sr. Major Gifts Officer
10. Managing a Major Gift Team, Greater Public, 5/09/2023, Chief Development Officer
11. Advancement Northwest Annual Conference AFP—June 15<sup>th</sup> and Friday, June 16<sup>th</sup>, 2023, Sr. Major Gifts Officer
12. PMDMC Conference - Social Media for Your Mission, 7/11/2023, Membership Director
13. PMDMC Conference - Data, Technology, & Relationships: Keys to Mid-Level and Major Giving Success – Atlanta, GA, 07/12/2023, Philanthropy Officer
14. PMDMC Conference - Building Audience with Paid Marketing, 7/12/2023, Membership Director
15. Fall 2023 On-Air Fundraising Kick-Off for Music Stations, Greater Public, 8/30/2023, Chief Development Officer and Membership Director
16. PRPD Public Radio Program Directors Association Conference, 9/18-9/21, Program Director
17. FCC Guidelines Webinar, Greater Public 9/28/2023, Director of Underwriting & Sponsorships

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

1. DE & I Webinar: Recruiting and Retaining Neurodiverse Talent, 10/13/2022, Chief Operating Officer
2. Building a People – First Plan to Meet Employee Needs 2023, 11/10/2022, Chief Operating Officer
3. Mastering Talent Management: Hiring, Engaging, and Rewarding A+ Certification, 09/15/2022-11/03/2022, Chief Operating Officer
4. Arts Accessibility Conference, 09/13/23, CEO

#### LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
6/28/2023	Program Director	www.king.org
6/28/2023	Gift Processing & Research Manager	www.indeed.com

#### INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
KING FM website	2
Indeed	3
Blackbaud	1
Current.org	3
Total Interviewed during the Reporting Period:	9

#### RECRUITING SOURCES USED

The following sources were used for each full-time position filled:

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Seattle University	N	901 12 <sup>th</sup> Ave Seattle, WA 98122	Sabrina Wise	wisesabrina@seattleu.edu
University of Washington	N	2819 Walla Walla Rd NE, Seattle, WA 98105	N/A	handshake@uw.edu
Washington State University	N	226 Murrow Center	Alena Hume	alena.hume@wsu.edu

		Pullman, WA		
University of Oregon	N	1410 Ne Campus Parkway Seattle, WA 98195	N/A	handshake@uoregon.edu
Seattle Pacific University	N	3307 3 <sup>rd</sup> Ave W Seattle, WA 98119	Serena Schirm	schirms@spu.edu
University of Idaho	N	875 Perimeter Dr Moscow, ID 83844	Matthew Vaartstra	mvaartstra@uidaho.edu
Southern Oregon University	N	1250 Siskiyou Blvd Ashland, OR 97520	Max Brooks	brooksm@sou.edu
Colorado State University	N	1062 Campus Delivery Fort Collins, CO 80523	Sarah Q	sarahyq@rams.colostate.edu
Eastern Washington University	N	526 5 <sup>th</sup> St Cheney, WA 99004	Ryan Weldon	Rweldon49@ewu.edu
Idaho State University	N	921 S 8 <sup>th</sup> Ave Pocatello, ID 83209	Tracie Mariani	maritrac@isu.edu
Oregon State University	N	1585 E 13 <sup>th</sup> Ave Eugene, OR 97403	Samantha Sutton	suttosam@oregonstate.edu
Brigham Young University – Idaho	N	525 S Center St Rexburg, ID 83460	Presley Aror	aro21001@byui.edu
Hawaii Pacific University	N	1 Aloha Tower Dr Honolulu, HI 96813	Ryan Tin Loy	rtinloy@hpu.edu

\* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job

In addition, the following RECRUITING SOURCES USED for specific postings:

Job Title of Position: **Program Director**

Date of Hire: 6/26/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
KING.org	N	Website		<a href="http://www.king.org">www.king.org</a>
Current	N	Website		<a href="http://current.org">current.org</a>
Greater Public	N	Website		<a href="http://www.greaterpublic.org">www.greaterpublic.org</a>
Indeed.com	N	Website		<a href="http://www.indeed.com">www.indeed.com</a>
CPB	N	Website		<a href="https://www.cpb.org/jobline/recent">https://www.cpb.org/jobline/recent</a>

\* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies

Job Title of Position: **Gift Processing & Research Manager**

Date of Hire: 6/26/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
KING.org	N	Website		<a href="http://www.king.org">www.king.org</a>
Current	N	Website		current.org
Blackbaud.com	N	Website		<a href="https://careers.blackbaud.com">https://careers.blackbaud.com</a>
Greater Public	N	Website		<a href="http://www.greaterpublic.org">www.greaterpublic.org</a>
DiversityJobBoard.com	N	Website		<a href="http://www.diversityjobboard.com">www.diversityjobboard.com</a>
iHispano	N	Website		<a href="http://www.ihispano.com">www.ihispano.com</a>
CASY-Verified Veteran Job Seekers	N	Website		<a href="http://www.casy.us">www.casy.us</a>
PinkJobs – LGBTQ Community Job Board	N	Website		<a href="http://www.pink-jobs.com">www.pink-jobs.com</a>
CPB	N	Website		<a href="https://www.cpb.org/jobline/recent">https://www.cpb.org/jobline/recent</a>
WorkSourceWA	N	Website		www.worksourcewa.com

\* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies