

# 2018 ANNUAL EEO PUBLIC FILE REPORT

## CLASSIC RADIO

Station(s): KING FM  
Community(ies) of License: Seattle, Washington  
Reporting Period: 10/1/17 – 9/30/18  
No. of Full-time Employees: More than 10  
Small Market Exemption: No

During the Reporting Period, a total of 4 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. Harvard / Yale Non Profit Board & Volunteer Fair, March 14, 2017, General Manager
2. City of Music Career Day, 3/28/17, Assistant General Manager, Community Outreach Director
3. City of Music Career Day, 3/31/18, General Manager, Community Outreach Director

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

1. Second Inversion Music Journalism Internship  
Project: Work with the Second Inversion Editor to write content for Second Inversion's website and social media platforms  
# of Interns: 1  
School: University of Washington  
Quarters worked: Spring 2018  
Hours worked/week: 6

*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).*

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

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

1. Downloading Transactions on Online Express, Blackbaud, 10/11/17, Accounting Manager
2. RE NXT Overview, Blackbaud, 10/12/17, Director of Major Giving
3. RE NTX Fundraising & Analysis, 10/13/17, Director of Major Giving
4. Ongoing Raiser's Edge training, 10/1/17 – 9/30/18, Database Director
5. RE Fundamentals: Query 2, Blackbaud, 11/14/17, Development Coordinator
6. RE: Fundamentals Overview, Blackbaud, 11/29/17, Major Gifts Officer
7. BB Certification of RE Fundamentals, Blackbaud, 12/1/17, Director of Major Giving
8. Raiser's Edge: Fundamentals – Query 1; Gifts 1; Constituents 1; Exam 2017; Mail 1; & Data Analysis and Extraction 1, Blackbaud, 12/6 – 12/7/17, Major Gifts Officer
9. Understanding tax law changes that will affect your donors Part 1&2, Greater Public, 2/13/18, Director of Major Giving
10. APRA-NW Webinar: Getting to the Bottom of DAFs, APR 3/1/18, Database & Research Manager
11. Online Giving in Online Express, Raiser's Edge, 3/28/18, Director of Strategic Fundraising
12. Downloading Transaction in Online Express, Raiser's Edge, 4/5/18, Director of Strategic Fundraising
13. Impact of Effective Feedback, ADP, 4/12/18, Director of Major Giving
14. Email Marketing 101 in Online Express,

- Raiser's Edge, 4/12/18 Accounting Manager
15. Online Giving in Online Express, Raiser's Edge, 4/26/18 Accounting Manager
  16. Basics of Blackbaud Online Express, Blackbaud, 5/23/18, Database & Research Manager
  17. Fundamentals Exam 2018, Blackbaud, 5/29/18, Database & Research Manager
  18. RE Basics of Prospect, Raiser's Edge, 5/31/18 Database & Research Manager
  19. RE: NXT Quarterly Update, Raiser's Edge, 7/3/18, Director of Major Giving
  20. RE: NXT Basics, Raiser's Edge, 8/29/18, Database & Research Manager
  21. Email Marketing 101 in Online Express, Raiser's Edge, 9/5/18, Database & Research Manager
  22. CPB Online Harassment Prevention Training, summer 2018, entire staff of KING
  23. Coaching for Account Executives, Beverly James Coaching, 9/8 & 9/20/17, Account Executives
  24. CPB Compliance: Basic Preparedness & Recent OIG Audit Activity Webinar, CPB, 10/25/17, Assistant General Manager
  25. Employee Benefits Spring Seminar, Sprague Israel & Giles, 5/15/18, General Manager & Accounting Manager
  26. Getting Content to and from the Transmitter Site, Nautel, 11/1/17, Operations Director
  27. End User Mobile Device Security webinar, Cybrary, 7/11/18, Operations Director
  28. Smart Speakers 101, What Broadcasters Should Know, Jacobs Media Strategies, 6/21/18, General Manager
  29. Bang on a Can Media Workshop, held by Bang on a Can, 7/22 – 7/29, 2018, Second Inversion Editor
  30. PRPD Conference, PRPD, 8/20 – 8/23,

2018, Program Director

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

1. Employment Law Breakfast Briefing, Fox Rothschild, 6/21/18, General Manager & Accounting Manager
2. Washington State – Leaves of Absence, Fox Rothschild, 10/11/17 Assistant General Manager
3. Confronting Tough Employee Performance Situations, ADP, 11/3/17, Operations Director

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
10/2/17	Assistant Program Director	KING FM Website
11/06/17	Major Gifts Officer	Referral by a friend
11/29/17	Senior Account Executive	KING FM staff referral
3/1/18	Dir. Of Strategic Fundraising	KING FM staff referral

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 12

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
KING FM website	5
Idealist.org	2
CPB website	1
KING staff referrals	3
Friend of applicant	1

## 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
Green River Community College	N	12401 SE 320 <sup>th</sup> Street Auburn, WA	Karen Barsch	workforce@greenriver.edu
Pierce College	N	9401 Farwest Dr. SW Lakewood, WA	N/A	scable@pierce.ctc.edu
Seattle Central Community College	N	1701 Broadway Seattle, WA	Dedra Wilson	dwilson@sccd.ctc.edu
Tacoma Community College	N	6501 S. 19th Street Tacoma, WA	N/A	jassist@tacomacc.edu
Washington State University	N	226 Murrow Center Pullman, WA	Billie Coleman	billiec@wsu.edu
Western WA Indian Employment & Education	N	3701 6th Ave. #4 Tacoma, WA	Timothy Greco	Timothy@wwietp.org
Work Source Business Center	N	N/A	Kevin Gerhard	kgerhard@esd.wa.gov
Bellevue College	N	3000 Landerholm Circle, SE, B233E Bellevue, WA 98007	N/A	careers@bellevuecollege.edu
DeVry University	N	3600 S 344 <sup>th</sup> Way, Federal Way, WA 98001	Jodi Handley	lenglish@devry.edu
Evergreen State College	N	2700 Evergreen Parkway NW Olympia, WA 98505		donahuek@evergreen.edu
Clover Park Technical College	N	4500 Steilacoom Blvd SW Lakewood, WA 98499		Harry.vye@cptc.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: Assistant Program Director

Date of Hire: 10/2/17

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>
CPB	N	Website		<a href="http://www.cpb.org">www.cpb.org</a>
Greater Public	N	Website		<a href="http://www.greaterpublic.org">www.greaterpublic.org</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: Major Gifts Officer

Date of Hire: 11/6/17

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>
AFP Advancement NW	N	Website		<a href="http://www.afpadvancementnw.org">www.afpadvancementnw.org</a>
Idealist.org	N	Website		<a href="http://www.idealist.org">www.idealist.org</a>
Philanthropy NW	N	Website		<a href="http://www.philanthropynw.org">www.philanthropynw.org</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: Senior Account Executive

Date of Hire: 7/21/17

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed	N	Website		<a href="http://www.indeed.com">www.indeed.com</a>
KING.org	N	Website		<a href="http://www.king.org">www.king.org</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: Director of Strategic Fundraising

Date of Hire: 3/1/18

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>
Idealist	N	Website		<a href="http://www.idealist.org">www.idealist.org</a>
Philanthropy NW	N	Website		<a href="http://www.philanthropynw.org">www.philanthropynw.org</a>

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