

2019 ANNUAL EEO PUBLIC FILE REPORT

CLASSIC RADIO

Station:	KING FM
Community of License:	Seattle, Washington
Reporting Period:	10/1/18 – 9/30/19
No. of Full-time Employees:	More than 10
Small Market Exemption:	No

During the Reporting Period, a total of 3 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. Current Job Fair, 4/2/2019, General Manager, Business Office Manager
2. City of Music Career Day, 4/26/19, Director of Corporate Sponsorship, Business Office Manager

*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, Summer, Fall 2019
Hours worked/week: 10

*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. Mail Merge, Blackbaud, 10/1/2018, Database Director
2. RE NXT Fundraising & Analysis (Fundamentals), Blackbaud, 10/1/18, Database Director
3. RE NTX Basics of NXT, 10/1/2018, Database Director
4. RE and LO Pre-integration prep, Blackbaud, 10/4/2018, Database Director
5. RE and LO Post-integration 1, Blackbaud, 10/4/2018, Database Director
6. RE and LO Post-integration 2, Blackbaud, 10/4/2018, Database Director
7. RE and LO Post-integration Best Practices, Blackbaud, 10/16/2018, Database Director
8. Business Rules and Security Settings, Blackbaud, 10/22/2018, Database Director
9. Quickbooks for nonprofits, Jacobson Jarvis, 11/7/2018, Accounting Manager
10. Quickbooks for nonprofits, Jacobson Jarvis, 11/7/2018, General Manager
11. RE NXT Overview, Blackbaud, 12/5/2018, Development Coordinator
12. RE Fundamentals - Constituents, Blackbaud, 12/6/2018, Development Coordinator
13. RE Fundamentals - Gifts, Blackbaud, 12/10/2018, Development Coordinator
14. RE Fundamentals – Data Analysis and Extraction, Blackbaud, 12/20/2018, Development Coordinator
15. RE Fundamentals - Query, Blackbaud, 12/31/2018, Development Coordinator
16. RE Basics of Query, Blackbaud, 12/31/2018, Development Coordinator
17. Building a Strong Mid-level Giving Program, Campbell, 1/16/2018, Major Gift Officer

18. Prospect research 101, Columbia Bank, 1/25/2019, Major Gift Officer
19. Fundraising Communications 2 – Donor Messages that Resonate, Campbell, 1/30/2019, Major Gifts Officer
20. Donor-Advised Funds: Latest trends, Campbell, 2/13/2019, Major Gift Officer
21. RE What’s New at Blackbaud University, Blackbaud, 2/13/2019, Database Director
22. RE NXT Roadmap, Blackbaud, 2/19/2019, Database Director
23. RE NXT Data Automation, Blackbaud, 3/26/2019, Database Director
24. RE NXT Robotic Automation, Blackbaud, 4/4/2019, Database Director
25. Podcast Monetization, Greater Public, 4/17/2019, Creative Director
26. Podcast Monetization, Greater Public, 4/17/2019, Program Director
27. Giving USA 2019 – New Perspective, Campbell, 6/24/2019, Major Gift Officer
28. Giving USA 2019 – Results, Alford Group, 6/25/2019, Major Gift Officer
29. How to Build a Major Gift Qualification Plan, Campbell, 7/30/2019, Director of Major Giving
30. Package Major Donor Offers, Greater Public, 9/10/2019, Director of Major Giving
31. Transom Traveling Workshop, Transom, 1/20/2019-1/26/2019, Content Director
32. NonComm Conference – Public Radio Music Summit, NonComm, 5/13/2019-5/14/2019, Content Director
33. PRPD Conference, PRPD, 8/1/2019 – 8/3/2019, Program Director

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
9/23/19	Assistant Program Director	Seattle Times
9/18/19	Database and Reporting Analyst	Seattle Times
11/26/18	Development Coordinator	Indeed

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	3
Indeed	2
Idealist.org	3
Live Music Project	1
Philanthropy NW	1
Seattle Times	2

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 th Ave Seattle, WA 98122	Carol Lwali	lwalic@seattleu.edu
University of Washington	N		N/A	handshake@uw.edu
Washington State University	N	226 Murrow Center Pullman, WA	Tyler Barstow	tyler.barstow@wsu.edu
University of Oregon	N	1410 Ne Campus Parkway Seattle, WA 98195	Kena'Dee Neddham	kneedham@uoregon.edu
Seattle Pacific University	N	3307 3 rd Ave W Seattle, WA 98119	Danielle Widjaya	widjayad@spu.edu
University of Idaho	N	875 Perimeter Dr Moscow, ID 83844	Adriana Vargas	varg4610@vandals.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	Rita Livits	rlivits@rams.colostate.edu
Idaho State University	N	921 S 8 th Ave Pocatello, ID 83209	Tracie Mariani	maritrac@isu.edu
Green River Community College	N	12401 SE 320 th 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
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 th 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: 9/23/19

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
KING.org	N	Website		www.king.org
Live Music Project	N	Website		livemusicproject.org
Seattle Times	N	Website		https://jobs.seattletimes.com /
Greater Public	N	Website		www.greaterpublic.org
Idealist.org	N	Website		www.idealists.org
Handshake	N	Website		https://app.joinhandshake.com/

* 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: Database and Reporting Analyst

Date of Hire: 9/18/19

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
KING.org	N	Website		www.king.org
AFP Advancement NW	N	Website		www.afpadvancementnw.org
Idealist.org	N	Website		www.idealist.org
Greater Public	N	Website		www.greaterpublic.org
Current	N			https://jobs.current.org/jobs/
Philanthropy NW	N	Website		www.philanthropynw.org
Handshake	N	Website		https://app.joinhandshake.com/

* 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: Development Coordinator

Date of Hire: 11/26/18

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed	N	Website		www.indeed.com
KING.org	N	Website		www.king.org
Philanthropy NW	N	Website		www.philanthropynw.org
Idealist.org	N	Website		www.idealist.org

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