

2020 ANNUAL EEO PUBLIC FILE REPORT

CLASSIC RADIO

Station(s): KING FM
Community(ies) of License: Seattle, Washington
Reporting Period: 10/1/19 – 9/30/20
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. Central Washington University Career Fair, 5/11/2020, Chief Operating Officer, Business Office Manager
2. Diversity Career Group Career Fair, 8/13/2020, Chief Operations Officer, 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: Fall 2019, Winter 2019, Spring 2020
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).*

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. Prospect Research – Campbell & Company, 9/23/20, Stewardship Officer
2. Moves Management – Campbell & Company, 9/2/20, Stewardship Officer
3. Donor Centered Fundraising – Campbell & Company, 8/26/20, Stewardship Officer
4. Advancement Northwest 2020 Annual Conference – Association of Fundraising Professionals, 8/21/20, Stewardship Officer
5. How the Pandemic, Systemic Racism and Social Justice are Shaping Philanthropy – Washington Planned Giving Council, 8/17/20, Stewardship Officer
6. Discovering and Engaging with Planned Giving Surveys – Greater Public, 7/21/20, Stewardship Officer
7. Have Questions about this year’s funding? – City of Seattle, 3/17/20, Stewardship Officer
8. Civic Partners Grant Overview Session – City of Seattle, 2/25/20, Stewardship Officer
9. Raiser’s Edge: Fundamentals: Data Analysis and Extraction – Blackbaud, 1/10/20, Stewardship Officer
10. Raiser’s Edge: Fundamentals: Query – Blackbaud, 11/26/19, Stewardship Officer
11. Raiser’s Edge: Fundamentals: Constituents – Blackbaud, 11/25/19, Stewardship Officer
12. Raiser’s Edge: Basics of Reports – Blackbaud, 11/20/19, Stewardship Officer
13. Raiser’s Edge NXT: Basics of Raiser’s Edge NXT and Constituents – Blackbaud, 11/20/19,

Stewardship Officer

14. Raiser's Edge: Fundamentals – Data Analysis and extraction, Blackbaud, 1/17/20, Station Relations Coordinator
15. Ibram X Kendi on 'How to Be an Antiracist', Prince George's County Memorial Library 7/20/20, Station Relations Coordinator
16. Racial Justice Round Table, Seattle Opera, 8/19/2020, Part-Time Announcer
17. Expert Data Segmentation with Query – Raiser's Edge 1/2/2020, Development Coordinator
18. Become an Expert on Matching Gifts – Double the Donation 6/1/2020, Development Coordinator
19. Discovering and Engaging with Planned Giving Surveys – Greater Public 7/21/2020, Development Coordinator
20. Advancement Northwest 2020 Virtual Conference – AFP 8/21/2020, Development Coordinator
21. Marketing Ideas for Your Planned Giving Program – Greater Public 8/26/2020, Development Coordinator
22. Donor Treatment: Membership, Mid-Level, Majors – Campbell & Company 9/16/2020, Development Coordinator
23. How the Pandemic, Systematic Racism, and Social Injustice are shaping Fundraising, Washington Planned Giving Council, 8/17/20, Development Director
24. Mechanical Owner Training – Holaday Parks, 12/03/2019, Operations Director
25. Electrical & Security Owner Training – Prime Electric & JCI, 12/06/2019, Operations Director
26. UPS Owner Training – Eaton UPS Systems, 1/16/2020, Operations Director
27. Zetta Training – RCS, 2/10/2020 – 2/21/2020, Operations Director
28. Public Radio Music Day Messaging – Greater Public, 4/02/2020, Operations Director
29. Fundraising During Pandemic – Greater Public, 4/15/2020, Operations Director
30. City, County, State Response/Recovery Efforts and Arts, Culture, and Creative Economy – Seattle Center & Northwest Folklife,

- 05/25/2020, Operations Director
31. Compassion Fatigue – Partners in Emergency Preparedness, 7/07/2020, Operations Director
 32. Imperative of Inclusion: Building Resilience – Greater Public, 7/14/2020, Operations Director
 33. HVAC Owner Training – Seattle Opera, 8/19/2020, Operations Director
 34. Misinformation During Crisis – Partners in Emergency Preparedness, 8/21/2020, Operations Director
 35. Imperative of Inclusion: Hiring & Retention – Greater Public, 8/25/2020, Operations Director
 36. Policing, Whiteness, and Alternative Visions – Coalition of Anti-Racist Whites, 9/13/2020, Operations Director
 37. Undoing Implicit Bias – Hollaback!, 9/15/2020, Operations Director
 38. Transmission Talk Tuesday: IP Security – Nautel, 9/15/2020, Operations Director
 39. Audio processing advanced concepts, Nautel Transmitters, 7/27/2020, On-Air Host/Engineer
 40. RF Safety training with Hatfield & Dawson. Society of Broadcast Engineers, 03/01/2020, On-Air Host/Engineer
 41. MPX Transmission monitoring using “Looking Glass” software/hardware, Nautel, 08/01/2020, On-Air Host/Engineer
 42. Ethics & Compliance Virtual Conference, Navex Global, 10/24/2020, Accounting Manager
 43. Digital Fundraising Key Metrics 101, Allegiance Fundraising, 1/14/2020, Accounting Manager
 44. Coronavirus: Updates, PMBA, 3/25/2020, Accounting Manager
 45. COVID-19: Scenario planning and strategic modeling, AICPA, 4/9/2020, Accounting Manager
 46. Understanding Market Implications and Bringing Calm Amid Chaos, AICPA, 4/13/2020, Accounting Manager
 47. Managing Third Party Risk During (and After) a

- Pandemic, Navex Global, 4/22/2020,
Accounting Manager
48. Taking Payments with Blackbaud MobilePay, Blackbaud, 4/23/2020, Accounting Manager
 49. Regence BlueShield virtual Employer Summit – Effects of COVID-19, Regence Blueshield, 4/27/2020, Accounting Manager
 50. CPB OIG Audits, Findings, and Fraud Alerts, PMBA, 5/26/2020, Accounting Manager
 51. Stand with the Facts: How to spot fact from fiction during a pandemic, KUOW, 5/26/2020, Accounting Manager
 52. Succession Planning: Key Steps to Pave the Way in Knowledge Transfer, Continuity and Talent Development, PMBA, 5/27/2020, Accounting Manager
 53. COVID-19 Station Strategy: Surviving and Thriving After COVID-19, PMBA, 5/27/2020, Accounting Manager
 54. Supporting Underwriting Through COVID-19 and Preparing for a Strong Recovery, PMBA, 5/27/2020, Accounting Manager
 55. Improving CPB Financial Reporting and Grant Compliance, PMBA, 5/28/2020
 56. PSBJ Straight Talk: Roadmap to Recovery, PSBJ, 6/25/2020
 57. Digital Transformation of Your Financial Data, AICPA, 6/25/2020, Accounting Manager
 58. Taking Control of Your General Ledger for Cause and Cure Focused NPOs, Omatic Software, 7/9/2020, Accounting Manager
 59. Mitigating Risk and Staying Agile in a Changing Economy, CFO Daily, 7/22/2020, Accounting Manager

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

1. I9 Compliance – Seminar and Updates, Fox Rothschild, 11/7/2020, General Manager & Accounting Manager
2. Engaged Employer Symposium 2020, Seattle University, 8/10/2020, COO & Accounting Manager

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
6/15/2020	Chief Operating Officer	KING FM website
12/4/2019	Development Associate	LinkedIn
11/19/2019	Station Relations Coordinator	KING FM website
11/11/2019	Stewardship Officer	Association of Fundraising Professionals

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 10

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
KING FM website	3
Indeed	4
Association of Fundraising Professionals	1
LinkedIn	1
Seattle Times	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
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	Kena'Dee	kneedham@uoregon.edu

		Seattle, WA 98195	Neddham	
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: Chief Operating Officer

Date of Hire: 6/15/2020

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
KING.org	N	Website		www.king.org
Indeed	N	Website		Indeed.com
Seattle Times	N	Website		https://jobs.seattletimes.com /
Greater Public	N	Website		www.greaterpublic.org

Idealist.org	N	Website		www.idealist.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 Associate

Date of Hire: 12/4/2019

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
LinkedIn	N	Website		www.linkedin.com
Seattle Times	N	Website		www.seattletimes.com/jobs
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: Station Relations Coordinator

Date of Hire: 11/19/19

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
LinkedIn	N	Website		www.linkedin.com
Seattle Times	N	Website		www.seattletimes.com/jobs
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: Stewardship Officer

Date of Hire: 11/11/19

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
LinkedIn	N	Website		www.linkedin.com
Seattle Times	N	Website		www.seattletimes.com/jobs
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