

2021 ANNUAL EEO PUBLIC FILE REPORT

CLASSIC RADIO

Station(s):	KING FM
Community(ies) of License:	Seattle, Washington
Reporting Period:	10/1/20 – 9/30/21
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 Career Job Fair, 3/31/21, Chief Operating Officer, Business Office Manager
2. Seattle JobfairX Hiring Event, 8/25/2021, Chief Operating Officer, Business Office Manager

*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. Diversity in pledge: Building a Diverse Donor Base, PMDMC, 7/13/21, Station Relations Coordinator
2. State of the System in Public Media Membership, PMDMC, 7/16/21, Station Relations Coordinator
3. Writing Fast, Effective Sponsorship Proposals, Greater Public, 5/3/21, Membership Manager
4. Best New Corporate Support Ideas: Pandemic Recovery Edition, PMDMC, 7/15/21, Major Gifts Officer
5. Strategizing Across Platforms with NPR CMO Michael Smith, PMDMC, 7/16/21, Major Donor Officer
6. Breaking Down Silos: Leveraging New Media Knowledge for Public Media Sponsorship, PMDMC, 7/21/21, Major Giving Officer
7. Courageous Leadership: Public Media's Hill to Climb, PMDMC, 7/21/21, Major Giving Officer
8. Diversifying Fundraising: A Conversation with Anna Barber, PMDMC, 7/22/21, Major Giving Officer
9. From Challenges to Opportunities: A Conversation with Joyce MacDonald and Michal Heiplik, PMDMC, 7/22/21
10. Disrupted Trajectories Part 1 – The Pandemic's Financial Impact on Public Media, Station Resource Group, 12/03/2020, Operations Director
11. Disrupted Trajectories Part 2 – The Pandemic's Financial Impact on Public Media, Station Resource Group, 12/10/2020, Operations Director
12. Diversity in Pledge – Building a Diverse Donor Base Through On-Air Fundraising, Public Media Development & Marketing Conference, 07/13/2021, Operations Director
13. Strategizing Across Platforms, Public Media Development & Marketing Conference, 07/16/2021, Operations Director
14. Case Statement and Making the Ask, Campbell & Co., 10/5/20, Stewardship Officer
15. Mid-Level Funding Webinar, Veritas, 1/28/21,

Stewardship Officer

16. Bringing Equity and Inclusivity to Your Donor Interactions and Communications, Part 1: Creating an Equitable Space, Greater Public, 4/14/21, Stewardship Officer
17. Bringing Equity and Inclusivity to Your Donor Interactions and Communications, Part 2: Making Messaging Inclusive, Greater Public, 4/28/21, Stewardship Officer
18. Audit Ready Financials for Non-Profits, CFO Daily, 10/1/20, Business Office Manager
19. Comptia 220-1001, Udemy, 11/1/2019-3/31/2020, Business Office Manager
20. Small Business Pandemic Updates, Office of Economic Development, Puget Sound Business Journal, 1/14/21, Business Office Manager
21. CPB OIG Lessons Learned from our Audits, CPB, 2/23/21, Business Office Manager

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

1. Engaged Employer Symposium 2021, Seattle University, 8/9/2021, COO & Business Office Manager
2. Racial Equity Training, 2021, Seattle Opera, All Staff

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
3/8/2021	Individual Giving Officer	Greater Public Job Board
6/28/2021	Director of New Program Initiatives	KING FM website
7/12/2021	Administrative Assistant	Indeed

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 9

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
KING FM website	2
Indeed	3
Association of Fundraising Professionals	2
Greater Public	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	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 Pullman, WA	Alena Hume	alena.hume@wsu.edu
University of Oregon	N	1410 Ne Campus Parkway Seattle, WA 98195	N/A	handshake@uoregon.edu
Seattle Pacific University	N	3307 3 rd 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	Max Brooks	brooksm@sou.edu

		Ashland, OR 97520		
Colorado State University	N	1062 Campus Delivery Fort Collins, CO 80523	Sarah Q	sarahyq@rams.colostate.edu
Eastern Washington University	N	526 5 th St Cheney, WA 99004	Ryan Weldon	Rweldon49@ewu.edu
Idaho State University	N	921 S 8 th Ave Pocatello, ID 83209	Tracie Mariani	maritrac@isu.edu
Oregon State University	N	1585 E 13 th 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: Individual Giving Officer

Date of Hire: 3/8/2021

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
KING.org	N	Website		www.king.org
Current	N	Website		current.org
Seattle Times	N	Website		https://jobs.seattletimes.com /
CPB	N	Website		https://www.cpb.org/jobline /recent
Greater Public	N	Website		www.greaterpublic.org
Idealist.org	N	Website		www.idealist.org
PMBA	N	Website		https://www.pmbaonline.org/IndustryJobs
AFP	N	Website		https://careers.afpglobal.org/
Philanthropy NW	N	Website		https://philanthropynw.org/jobs-posts
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: Director of New Programming Initiatives

Date of Hire: 6/28/2021

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
KING.org	N	Website		www.king.org
Current	N	Website		current.org
Greater Public	N	Website		www.greaterpublic.org
CPB	N	Website		https://www.cpb.org/jobline/recent
PMBA	N	Website		https://www.pmbaonline.org/IndustryJobs
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: Administrative Assistant

Date of Hire: 7/12/21

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
CPB	N	Website		https://www.cpb.org/jobline/recent
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