

2022 ANNUAL EEO PUBLIC FILE REPORT

CLASSIC RADIO

Station(s):	KING FM
Community(ies) of License:	Seattle, Washington
Reporting Period:	10/1/21 – 9/30/22
No. of Full-time Employees:	More than 10
Small Market Exemption:	No

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 WA University Fall Career, Internship, & Grad School Fair, 10/20/21, Business Office Manager
2. Seattle U Engaged Employer Symposium, 8/08/2022, 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. Financial Reporting, CPB, 9/28/22, Chief Operating Officer
2. Public Media Digital Transformation, Poynter Institute, 7/19/22, 7/21/22, 7/28/22, 8/9/22, 8/11/22, 8/16/22, 8/18/22, 8/23/22, 9/6/22, 9/13/22, 9/20/22, CEO, IT Director, Membership Dir, Business Analyst, Program Coordinator
3. Navigate Change with Operating Policies and Procedures, Moss Adams, 9/15/22, Chief Operating Officer
4. Ignite Your Financial Forecasting Process, Moss Adams, 8/31/22, Chief Operating Officer

5. Fund Drive Training, Prompli, 8/24/22, Major Giving Officer
6. Public Media Development Marketing Conference, 7/19-22/2022, Chief Development Officer, Major Giving Officer
7. The Quest for New Donors: The Changing Landscape of On-Air Drives, PMDMC, 7/20/22, Membership Director
8. Sustainable Revenue for Membership Through Community Engagement, PMDMC, 7/20/22
9. Fundamentals: Constituents, Query, & Gifts, Raiser's Edge, 6/10/22, 6/15/22, 6/22/22, Development Coordinator
10. Fundamentals: Data Analysis and Extraction, Raiser Edge, 6/24/22, Development Associate
11. Planned Giving at a Small Station, Greater Public, 4/19/22, Major Giving Officer
12. Simple Tools for Planned Giving, WA Planned Giving Council, 3/14/22, Chief Development Officer
13. RENXT Fundamentals 2022 Certification, Blackbaud, 2/18/22, Business Analyst
14. Raiser's Edge Fundamentals 2022 Re-certification, Blackbaud, 11/19/21, Business Analyst
15. CYE 2021 On-Air Fundraising Kick-off, Great Public, 11/3/2021, Membership Director
16. Certification Course for Major Gift Fundraisers, Veritus Group Academy, 10/2021-January 2022, Major Giving Officer
17. Realizing the Magic of Your Mid-Level Donors, Great Public, 10/14/21, Membership Director
18. Mid-Level Giving Best Practices, Great Public, 10/14/21, CEO
19. Compensation Equity, PMC, 10/27/21, CEO
20. Inclusion@Work2021: Different Experiences, Stronger Together, ADP, 10/21/21, Chief Operating Officer

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

1. Fault Lines: Diversity, Equity, Inclusion and Belonging, Maynard Institute, 7/26/22, 8/02/22 and 8/30/22, CEO, IT Director, Membership Dir, Business Analyst, Program Coordinator
2. Managing Editor for Diversity, Inclusion, and Development Training, Seattle Times, 6/8/22, KING staff
3. The Inclusion Journey: “Why Inclusion Matters from a Business Perspective”, Jamila Conley, 6/15/22, KING Staff

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
1/24/2022	Chief Development Officer	Campbell & Company (search firm)
1/31/2022	Program Coordinator	KING Website
5/23/2022	Development Associate	Indeed
6/27/2022	IT Director	Indeed
7/1/2022	Fellow	Seattle Arts Fellowship

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
KING FM website	5
Indeed	14
Campbell & Company	3
JazzHR	1
Craigslist.com	1
Total Number of Persons Interviewed during the Reporting Period:	24

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 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 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 WERE USED for specific postings:

Job Title of Position: **Chief Development Officer**

Date of Hire: **1/24/22**

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
Campbell & Company (search firm)	N	Website		https://www.campbellcompany.com/

Job Title of Position: **Program Coordinator**

Date of Hire: **1/31/22**

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
Diversity Job Board	N	Website		www.diversityjobboard.com

Greater Public	N	Website		www.greaterpublic.org
Power to Fly	N	Website		www.powertofly.com/
PMBA	N	Website		https://www.pmbaonline.org/IndustryJobs
Handshake	N	Website		https://app.joinhandshake.com/
Worksource KING County	N	Website		www.worksourceskc.org/
Current	N	Website		Current.org

* 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: **5/23/22**

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

* 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: **IT Director**

Date of Hire: **6/27/22**

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
KING Facebook Page	N	Website		www.facebook.com/ClassicalKINGFM/
LinkedIn	N	Website		www.linkedin.com
Handshake	N	Website		https://app.joinhandshake.com/
Craigslist	N	Website		seattle.craigslist.org/see/ofc/d/seattle-it-director/7462342790.html

* 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: **Fellow**

Date of Hire: **7/01/22**

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/
JazzHR	N	Website		www.jazzhr.com
Seattle Opera	N	Website		Seattleopera.org/fellowship

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