

2022 ANNUAL EEO PUBLIC FILE REPORT

Radio Pacific Inc (RPI)

Stations: KONP(AM), Port Angeles, WA
KSTI(FM), Port Angeles, WA
KZQM(FM), Sequim, WA

Reporting Period: October 1, 2021-September 30, 2022

No. of Full-time Employees: 8
Small Market Exemption: Yes

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):

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

Internship opportunities established through long-term relationship with local community college are always available. Beginning April 2022, Radio Pacific hosted a Peninsula College student enrolled in the Multimedia program which is an adjunct program to the Journalism Program. This student completed a 12-week internship with KONP and received 5 credits. He covered news, created advertising spots and spent considerable time in our studio learning about live on-air broadcasting.

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

Provided an 8-week training for Office Manager with Marketron's division of Radio Traffic to enable her to learn, assist and support Traffic Manager and Sales Manager with logs, advertising placement and account data.

Provided extensive training with Foster Garvey, a Telecom & Media legal team, for management level personnel to further familiarize and learn FCC rules and regulations regarding political advertising, licensing and overall operations.

Listed each upper-level category opening in Washington State Association of Broadcasters a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
01/01/2022	Sales Manager	RPI on-air announcements

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Radio Pacific Inc local on-air announcements	1
Total Number of Persons Interviewed during the Reporting Period:	1

RECRUITING SOURCES USED

Job Title of Position: Sales Manager

Date of Hire: January 1,2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
WSAB	N	www.wsab.org	Keith Shipman	kshipman@wsab.com
RPI Website www.myclallamcounty.com	N	721 E First St. Port Angeles, WA 98362 https://www.myclallamcounty.com/	Todd Ortloff	TOrtloff@radio-pacific.com
RPI social media/Facebook	N	721 E First St. Port Angeles, WA 98362	Todd Ortloff	TOrtloff@radio-pacific.com
RPI on-air announcements	N	721 E First St. Port Angeles, WA 98362	Todd Ortloff	TOrtloff@radio-pacific.com

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