

2024 ANNUAL EEO PUBLIC FILE REPORT

CLASSIC RADIO

Station(s):	KING FM
Community of License:	Seattle, Washington
Reporting Period:	10/1/23 – 9/30/24
No. of Full-time Employees:	More than 10
Small Market Exemption:	No

During the Reporting Period, a total of 5 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):

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

The station partnered with Bellevue College on an internship for neurodivergent students, worked with a college intern, and ran our own announcer internship program. We had a neurodivergent intern in the Fall of 2023 and Spring of 2024 and a college intern in the Summer of 2024.

*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).*

During the reporting period, the station actively reached out to its audience through Facebook and other social media, and onsite at cultural / arts events. For example, staff members gave out Classical KING lanyards and other free items at Seattle Chamber Music Society free concerts in parks, June 22, 28, 29, 30. Four staff members attended the Seattle Symphony premiere September 13 at which we did a live broadcast and greeted members of the audience.

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

1. October 16-17, 2023: NPR Music Fly-in Conference, Chief Content Officer
2. Understanding Your FY23 Benchmarks Reports - Greater Public, on-line, 2/15/2024 Director of Membership and Individual Giving
3. Growing Audiences by the Playbook - Arts Fund, in-person, 2/28/2024 Director of Membership and Individual Giving
4. Successful Google Search Campaigns for Membership and Marketing - Greater Public, on-line, 3/28/2024 Director of Membership and Individual Giving
5. Rethinking Fundraising: Strategies for Non-Profits Beyond Events and Membership - Greater Public, on-line, 4/2/2024 Director of Membership and Individual Giving
6. Setting Your Program Up for Success - Veritas Group, on-line, February 15, 2024 Director of Membership and Individual Giving
7. Using Permission-Based Asking with Mid-Level Donors - Veritas Group, on-line, February 23, 2024 Director of Membership and Individual Giving
8. Creating Meaningful Donor Relationships - Veritas Group, on-line, March 1, 2024 Director of Membership and Individual Giving
9. Data Systems for a Successful Mid-Level Program- Veritas Group, on-line, March 22, 2024 Director of Membership and Individual Giving
10. Effectively Managing Your Caseload - Veritas Group, on-line, April 5, 2024 Director of Membership and Individual Giving
11. Creating the Right Mid-Level Donor Strategy - Veritas Group, on-line, April 19, 2024 Director of Membership and Individual Giving
12. How to Be the Best Mid-Level Officer You Can Be - Veritas Group, on-line, April 26, 2024 Director of Membership and Individual Giving

13. Where Do You Go From Here - - Veritas Group, on-line, May 3, 2024 Director of Membership and Individual Giving
14. Summer Planning - Veritas Group, on-line, 6/13/2024 Director of Membership and Individual Giving
15. June 11-13, 2024: NPR Music Fly-in Conference, Chief Content Officer
16. Udemy, CASP+ (CAS-004) Complete Course, June 18, 2024 IT Director
17. Donor Conversations: Benefits and Challenges with Establishing a Charitable Giving Plan that Takes Effect Upon Passing – Washington Planned Giving Council – In-Person – 8/1/24, Chief Advancement Officer
18. Public Media Development & Marketing Conference 2024 - Greater Public, in-person, 8/12/2024 - 8/15/2024 Director of Membership and Individual Giving
19. FEDVTE, An Overview of High Value Assets (HVAs), August 28, 2024 IT Director
20. FEDVTE, Cyber Defense Analyst: Incident Response, 9/4/2024 IT Director
21. Best Practices in On-Air Fundraising, Part 1 - Greater Public, on-line, 9/10/2024 Director of Membership and Individual Giving
22. Best Practices in On-Air Fundraising, Part 2 - Greater Public, on-line, 9/19/2024 Director of Membership and Individual Giving

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

All managers and staff members participate in discrimination and harassment training offered by the Corporation for Public Broadcasting. All full-time and part-time staff members completed the training by September 30, 2024. We plan to hire a consultant in the next two years to audit our organization and help us develop a plan for advancing our DEIB efforts.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
12/1/23	Operations and Production Manager	www.classicalking.org
1/3/24	Development Assistant	www.classicalking.org
2/12/24	Development Assistant	Indeed
7/1/24	Announcer/Producer	www.classicalking.org
7/18/24	Chief Advancement Officer	Referral by consultant working with station

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
KING FM website	2
Indeed	8
LinkedIn	2
Current.org	1
PMCC	1
CPB	1
Personal referral	1
Total Interviewed during the Reporting Period:	16

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: **Chief Advancement Officer**

Date of Hire: 7/18/2024

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
KING.org	N	Website		www.king.org
Association of Fundraising Professionals	N	Website		https://afpglobal.org/chapters/afp-wa-advancement-northwest-washington-chapter
PMCC	N	Website		https://www.pmcc.org/
Current	N	Website		current.org
Greater Public	N	Website		www.greaterpublic.org
Indeed.com	N	Website		www.indeed.com
CPB	N	Website		https://www.cpb.org/jobline/recent

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

Job Titles: Operations and Production Manager, Announcer/Producer, Development Assistant

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