

# 2025 ANNUAL EEO PUBLIC FILE REPORT

## CLASSIC RADIO

Station(s):	KING FM
Community(ies) of License:	Seattle, Washington
Reporting Period:	10/1/24 – 9/30/25
No. of Full-time Employees:	More than 10
Small Market Exemption:	No

**As a result of the partial lapse in federal government funding, the deadline for this EEO Annual Report was extended to November 24, 2025. See *Public Notice, Revisions to Deadlines Following Resumption Normal Operations*, DA 25-943 (released Nov. 17, 2025). Accordingly, this Report was timely uploaded.**

During the Reporting Period, a total of 6 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. Spring, Summer and Fall 2024 we had one intern from Bellevue College. We offered a permanent part-time job to Bellevue College student on 11/01/2025, and the student is employed to date. Summer 2025, June 9<sup>th</sup>, 2025, to September 2025 we hired returning volunteer student from Kenyon College in Gambier, Ohio for a summer student worker position. Both these students supported a wide range of operational and creative tasks. Each student performs a variety of duties that included basic production work—such as ripping CDs, loading shows, and updating playlists—as well as writing, storytelling, and other content-related assignments.

*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. 09/01/2024 to 6/30/2025 International Women's Forum: Transformational Leadership Fellows, in-person, Chief Content Officer
2. 11/07/2024: Recruitment for Non-Traditional Employers "Uncommon Field", University of Washington, Chief Operating Officer
3. 11/14/2024: International Women's Forum, WA Chapter "Future Fellows", in-person, Chief Operating Officer and Chief Content Officer
4. 11/18/2024, YAYAHPs Roundtable: Pitching Yourself and Your Ideas - Greater Public Webinar, on-line, Director of Membership and Individual Giving
5. 01/14/2025: Advanced Query in Web View, Blackbaud, Dir of Advancement Operations
6. 01/28/2025 Classical Music Station Fundraising - Greater Public Webinar, on-line, Director of Membership and Individual Giving
7. 01/23, 24, 25/2025 Sphinx Connect Conference, In-person, Detroit, MI, Producer/Announcer
8. 02/18/2025 Future of On-Air Drives - Greater Public Webinar, on-line, Director of Membership and Individual Giving
9. 03/10/2025 Adapting to Eight Trends in Philanthropy Advising – Washington Planned Giving Council – In-Person, Chief Advancement Officer
10. 03/27/2025 YAYAHPs: Public Media in Comparison to Other Charitable Giving, Director of Membership and Individual

- Giving
11. 03/25/2025 to 12/18/2025, Professional Bookkeeping with QuickBooks Online Certification – Seattle Central College, on-line, Chief Operating Officer
  12. 04/27/2025, ICON: Elevating Impact, Association of Fundraising Professionals, In-Person, Chief Advancement Officer
  13. 05/21-23/2025, International Women’s Forum Global Conference, in-person, CEO, Chief Operating Officer and Chief Content Officer
  14. 05/28/2025 RUN University by Public Media Content Collective, online, Program Director
  15. 05/29/2025 RUN University by Public Media Content Collective, How to Get the Most of the Interactive Dashboard online, Program Director
  16. 06/2/2025, Marketing Week Webinar: Fundable Ideas and Funding Strategy, Program Director
  17. 06/02/2025, Marketing Week Webinar: Telling Our Story, Reaching People Where They Are, Program Director
  18. 06/16/2025, Music Week: Using Music to Build Community and Uplift Audiences, Program Director
  19. 06/23/2025, News Week: Content and Audience Development in the News Space, online, Program Director
  20. 07/07-09/2025 Public Media Development & Marketing Conference 2025 - Greater Public, in-person, Director of Membership and Chief Advancement Officer
  21. 07/22-24, 2025 Development Leaders Series, Station Resource Group, Zoom, Chief Advancement Officer
  22. 07/23/2025, Town Hall: Mobilizing Support and Securing Public Media’s Future, Greater Public, on-line, Director of Membership
  23. 09/17/2025, The Future of Planned Giving: Integration & Impact, Washington Planned Giving Council, in-person, Chief Advancement Officer and Philanthropy Coordinator
  24. 08/13/2025 Cloud Computing Concepts, CISA, online, IT Director

25. 08/30/2025 Estate Planning 101 Webinar,  
Bank of America, on-line, Philanthropy  
Officer
26. 09/08/2025 and 09/18/2025 CresCoaching  
Week, Week2, Week3, Crescendo Interactive,  
Inc., Planned Giving Webinar, on-line,  
Director of Membership and Individual  
Giving

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

All managers participate in discrimination and harassment training offered by the Corporation for Public Broadcasting 09/30/2024.

#### LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
12/30/2024	Donor Relations Coordinator	Indeed
02/24/2025	Philanthropy Officer	Referral by station employee
03/11/2025	Operations Supervisor	Referral by station employee
06/02/2025	Donor Engagement Officer	KING FM website
06/30/2025	Gift Processing Coordinator	LinkedIn
07/10/2025	Philanthropy Officer	LinkedIn

#### INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
KING FM website	8
Indeed	7
LinkedIn	3
Personal referral	3

Total Interviewed during the Reporting Period:	21
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## RECRUITING SOURCES USED

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
KING.org	N	Website		<a href="http://www.king.org">www.king.org</a>
Seattle University	N	901 12 <sup>th</sup> Ave Seattle, WA 98122	Sabrina Wise	<a href="mailto:wisesabrina@seattleu.edu">wisesabrina@seattleu.edu</a>
University of Washington	N	2819 Walla Walla Rd NE, Seattle, WA 98105	N/A	<a href="mailto:handshake@uw.edu">handshake@uw.edu</a>
Washington State University	N	226 Murrow Center Pullman, WA	Alena Hume	<a href="mailto:alena.hume@wsu.edu">alena.hume@wsu.edu</a>
University of Oregon	N	1410 Ne Campus Parkway Seattle, WA 98195	N/A	<a href="mailto:handshake@uoregon.edu">handshake@uoregon.edu</a>
Seattle Pacific University	N	3307 3 <sup>rd</sup> Ave W Seattle, WA 98119	Serena Schirm	<a href="mailto:schirms@spu.edu">schirms@spu.edu</a>
University of Idaho	N	875 Perimeter Dr Moscow, ID 83844	Matthew Vaartstra	<a href="mailto:mvaartstra@uidaho.edu">mvaartstra@uidaho.edu</a>
Southern Oregon University	N	1250 Siskiyou Blvd Ashland, OR 97520	Max Brooks	<a href="mailto:brooksm@sou.edu">brooksm@sou.edu</a>
Colorado State University	N	1062 Campus Delivery Fort Collins, CO 80523	Sarah Q	<a href="mailto:sarahyq@rams.colostate.edu">sarahyq@rams.colostate.edu</a>
Eastern Washington University	N	526 5 <sup>th</sup> St Cheney, WA 99004	Ryan Weldon	<a href="mailto:Rweldon49@ewu.edu">Rweldon49@ewu.edu</a>
Idaho State University	N	921 S 8 <sup>th</sup> Ave Pocatello, ID 83209	Tracie Mariani	<a href="mailto:maritrac@isu.edu">maritrac@isu.edu</a>
Oregon State University	N	1585 E 13 <sup>th</sup> Ave Eugene, OR 97403	Samantha Sutton	<a href="mailto:suttosam@oregonstate.edu">suttosam@oregonstate.edu</a>
Brigham Young University – Idaho	N	525 S Center St Rexburg, ID 83460	Presley Aror	<a href="mailto:aro21001@byui.edu">aro21001@byui.edu</a>
Hawaii Pacific University	N	1 Aloha Tower Dr Honolulu, HI 96813	Ryan Tin Loy	<a href="mailto:rtinloy@hpu.edu">rtinloy@hpu.edu</a>
Diversity Job Board	N	Website		<a href="http://www.diveristyjobboard.com">www.diveristyjobboard.com</a>
AFP Advancement Northwest	N	Website		<a href="https://afpadvancementnw.org/">https://afpadvancementnw.org/</a>
Greater Public	N	Website		<a href="http://www.greaterpublic.org">www.greaterpublic.org</a>
iHispano	N	Website		<a href="http://www.ihispano.com">www.ihispano.com</a>
WorkSourceWA	N	Website		<a href="http://www.worksourceskc.org">www.worksourceskc.org</a>
CASY – Verified Veteran Job Seekers	N	Website		<a href="http://www.casy.us">www.casy.us</a>
Indeed.com	N	Website		<a href="http://www.indeed.com">www.indeed.com</a>
CPB	N	Website		<a href="https://www.cpb.org/jobline">https://www.cpb.org/jobline</a>

\* 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: **Donor Relations Coordinator**

Date of Hire: **12/30/2024**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
KING.org	N	Website		<a href="http://www.king.org">www.king.org</a>
WorkSourceWA	N	Website		<a href="http://www.worksourceskc.org">www.worksourceskc.org</a>
LinkedIn	N	Website		<a href="https://nonprofit.linkedin.com/">https://nonprofit.linkedin.com/</a>
Indeed.com	N	Website		<a href="http://www.indeed.com">www.indeed.com</a>
CPB	N	Website		<a href="https://www.cpb.org/jobline/recent">https://www.cpb.org/jobline/recent</a>
DiversityJobBoard	N	Website		<a href="http://www.diveristyjobboard.com">www.diveristyjobboard.com</a>

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

Job Titles: **Philanthropy Officer**

**Date of Hire: 02/24/2025**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
KING.org	N	Website		<a href="http://www.king.org">www.king.org</a>
Association of Fundraising Professionals	N	Website		<a href="https://afpglobal.org/chapters/afp-wa-advancement-northwest-washington-chapter">https://afpglobal.org/chapters/afp-wa-advancement-northwest-washington-chapter</a>
Greater Public	N	Website		<a href="http://www.greaterpublic.org">www.greaterpublic.org</a>
Indeed.com	N	Website		<a href="http://www.indeed.com">www.indeed.com</a>
Philanthropy Northwest	N	Website		<a href="http://www.Philanthropynw.org">www.Philanthropynw.org</a>
Diversity Job Board	N	Website		<a href="http://www.diveristyjobboard.com">www.diveristyjobboard.com</a>
Idealist	N	Website		<a href="http://www.idealist.com">www.idealist.com</a>
CPB	N	Website		<a href="https://www.cpb.org/jobline/recent">https://www.cpb.org/jobline/recent</a>

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

Job Titles: **Operations Supervisor**

**Date of Hire: 03/11/2025**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
KING.org	N	Website		<a href="http://www.king.org">www.king.org</a>
Diversity Job Board	N	Website		<a href="http://www.diveristyjobboard.com">www.diveristyjobboard.com</a>

Indeed.com	N	Website		<a href="http://www.indeed.com">www.indeed.com</a>
WorkSourceWA	N	Website		<a href="http://www.worksourceskc.org">www.worksourceskc.org</a>
PMCC	N	Website		<a href="https://www.pmcc.org/">https://www.pmcc.org/</a>
CPB	N	Website		<a href="https://www.cpb.org/jobline/recent">https://www.cpb.org/jobline/recent</a>

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

Job Titles: **Donor Engagement Officer**

**Date of Hire: 06/02/2025**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
KING.org	N	Website		<a href="http://www.king.org">www.king.org</a>
Association of Fundraising Professionals	N	Website		<a href="https://afpglobal.org/chapters/afp-wa-advancement-northwest-washington-chapter">https://afpglobal.org/chapters/afp-wa-advancement-northwest-washington-chapter</a>
WOC in Fundraising and Philanthropy	N	Website		<a href="https://www.woc-fp.com/">https://www.woc-fp.com/</a>
Idealist	N	Website		<a href="http://www.idealists.com">www.idealists.com</a>
Greater Public	N	Website		<a href="http://www.greaterpublic.org">www.greaterpublic.org</a>
Indeed.com	N	Website		<a href="http://www.indeed.com">www.indeed.com</a>
WorkSourceWA	N	Website		<a href="http://www.worksourceskc.org">www.worksourceskc.org</a>
LinkedIn	N	Website		<a href="https://nonprofit.linkedin.com/">https://nonprofit.linkedin.com/</a>
iHispano	N	Website		<a href="http://www.ihispano.com">www.ihispano.com</a>

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

Job Titles: **Gift Processing Coordinator**

**Date of Hire: 06/30/2025**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
KING.org	N	Website		<a href="http://www.king.org">www.king.org</a>
Association of Fundraising Professionals	N	Website		<a href="https://afpglobal.org/chapters/afp-wa-advancement-northwest-washington-chapter">https://afpglobal.org/chapters/afp-wa-advancement-northwest-washington-chapter</a>
WOC in Fundraising and Philanthropy	N	Website		<a href="https://www.woc-fp.com/">https://www.woc-fp.com/</a>
Idealist	N	Website		<a href="http://www.idealists.com">www.idealists.com</a>

Greater Public	N	Website		<a href="http://www.greaterpublic.org">www.greaterpublic.org</a>
Indeed.com	N	Website		<a href="http://www.indeed.com">www.indeed.com</a>
WorkSourceWA	N	Website		<a href="http://www.worksourceskc.org">www.worksourceskc.org</a>
LinkedIn	N	Website		<a href="https://nonprofit.linkedin.com/">https://nonprofit.linkedin.com/</a>
iHispano	N	Website		<a href="http://www.ihispano.com">www.ihispano.com</a>

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

**Job Titles: Philanthropy Officer**

**Date of Hire: 07/10/2025**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
KING.org	N	Website		<a href="http://www.king.org">www.king.org</a>
Association of Fundraising Professionals	N	Website		<a href="https://afpglobal.org/chapters/afp-wa-advancement-northwest-washington-chapter">https://afpglobal.org/chapters/afp-wa-advancement-northwest-washington-chapter</a>
WOC in Fundraising and Philanthropy	N	Website		<a href="https://www.woc-fp.com/">https://www.woc-fp.com/</a>
Idealist	N	Website		<a href="http://www.idealists.com">www.idealists.com</a>
Greater Public	N	Website		<a href="http://www.greaterpublic.org">www.greaterpublic.org</a>
Indeed.com	N	Website		<a href="http://www.indeed.com">www.indeed.com</a>
CPB	N	Website		<a href="https://www.cpb.org/jobline/recent">https://www.cpb.org/jobline/recent</a>
WorkSourceWA	N	Website		<a href="http://www.worksourceskc.org">www.worksourceskc.org</a>
LinkedIn	N	Website		<a href="https://nonprofit.linkedin.com/">https://nonprofit.linkedin.com/</a>
iHispano	N	Website		<a href="http://www.ihispano.com">www.ihispano.com</a>

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