

Pacific Public Media, Licensee
KNKX, KVIX, KPLI, and KPLK

EEO ANNUAL PUBLIC FILED REPORT - October 1, 2025- September 30, 2026

KNKX is committed to equal employment opportunities. We will not discriminate against employees or applicants for employment on any legally recognized basis ["protected class"] including, but not limited to: race; color; religion; genetic information; national origin; sex; pregnancy, childbirth, or related medical conditions; age; disability; citizenship status; uniform service member status; or any other protected class under federal, state, or local law.

Part 1: RECRUITMENT

PPM SEU Full-time Vacancies

Position	Date Filled	Total Applicants Interviewees	Recruitment Sources Notified	Recruitment Source of Interviews	Recruitment Source of Hire
President & General Manager	10/14/2024	83/3	1,3,4,5,7,8,10,12,18,19,26	26	Valtas
Director of Finance	1/10/20025	64/3	1,3,4,5,6,7,10,18,,19,20	3,18	Indeed
General Assignments Reporter	5/12/2025	142/5	1,3,4,5,6,7,10,12,14,17,18,19,21,23	1,7,10,12	KNKX Website
IT Director	8/18/2025	33/4	1,3,4,5,6,7,10,12,18,19,21,23	1,3	Indeed
Senior Digital News Manager	9/8/2025	32/5	1,3,4,5,6,7,10,12,14,17,18,19,21,23,25	1,12,14	KNKX Website

Total Interviews: **20**

Total Employees hired: **5**

Recruitment Sources

	Name	Contact Information	Type of Source	# of Interviewees
1	KNKX Website	www.knkx.org	Station Website	7
2	Radio/TV, KNKX	88.5FM	Radio/TV	
3	Indeed	www.indeed.com	Online Job Board	4
4	GlassDoor	www.glassdoor.com 100 Shoreline Highway, Bldg A Mill Valley, CA 94941-3645	Online Job Board	
5	Zip Recruiter	https://ziprecruiter.com	Online Job Board	
6	Facebook	www.facebook.com	Social Media Post	
7	LinkedIn	www.linkedin.com 955 Benecia Ave Sunnyvale, CA 94085	Online Job Board	1
8	Philanthropy Northwest	www.philanthropynw.org	Online Job Board for non-profit opportunities in the Northwest	
9	AFP NW	www.afpadvancementnw.org 2150 N 107 th St Ste 205 Seattle, WA 98133	Professional Association for fundraisers	
10	Current	publicmediajobs@current.org	Industry Magazine	1
11	Traffic Directors Guild of America	www.tdga.org	Industry job board	
12	Corporation for Public Broadcasting	Cpb.org/jobline/ 401 9 th St NW Washington, DC 20004	Industry job board	2
13	PMBA	Public Media Business Association 7918 Jones Branch Dr. Suite 300 McLean, VA 22102	Professional Industry Org.	

14	PMJA	https://www.pmja.org/	Online Job Board	1
15	lhirebroadcasting	lhireboadcasting.com	Online Job Board	
16	Livingston Associates	3000 Chestnut Ave, Ste 208 Baltimore, MD 21211	Firm working with employees for placement in the industry	
17	NABJ	National Association of Black Journalists 8800 Lakewood Dr. #117 Windsor, CA 95492	Industry organization of journalists, students, and media related professionals that provides and advocates on behalf of black journalists	
18	Word of Mouth	Internal-Current/Formers Employees or External- Friend or Family Member	Referral	1
19	Instagram	www.instagram.com	Social Media Post	
20	Public Media Jobs	www.publicmediajobs.org	Online Job Board	
21	Threads	www.threads.com	Social Media Post	
22	Pierce College	https://collegestudents4hire.highline.edu/	Community Job Board	
23	WorkSource	https://worksourcewa.com/	Online Job Board	
24	Idealist	https://www.idealists.org/en/	Online Job Board	
25	AIR	https://airmedia.org/	Online Job Board	
26	Valtas	https://www.valtasgroup.com/executive-search-services.html	Executive Job Search Firm	3

Community Referral Organizations

As a community licensee, we continue to work on developing relationships with referral sources in the community that request that we notify them of job vacancies at Pacific Public Media.

AFP NW 2150 N 107 th St Ste 205 Seattle, WA 98133 https://www.afpadvancementnw.org/	Philanthropy Northwest 2101 Fourth Avenue, Suite 650 Seattle, WA 98121 https://philanthropynw.org/
University of Washington – Journalism Program 102 Communications http://www.com.washington.edu/journalism/	Western Washington University Facility 251 Bellingham, WA 98225-9161 https://chss.wvu.edu/journalism
Work Source WA https://worksourcewa.com/	Pierce College 9401 Farwest Drive SW Lakewood, Washington 98498 https://collegestudents4hire.highline.edu/

Part Two:**Internship Program**

A program to assist students and members of the community to acquire skills needed for broadcast employment. KNKX's internship throughout the year covered by this report, included the areas of production support. KNKX also partnered with WSU to host a Murrow News Fellow, covering news and politics. These interns/fellows worked directly with the Senior Director of News and the Assistant Director of News.

Number of interns/fellows: 2

School of Jazz

School of Jazz, a unique educational program (Category 16). Since 2005, School of Jazz has demonstrated a commitment to jazz education; in fact, it's one of the cornerstones of KNKX's mission as the station's signature community outreach program. School of Jazz provides mentorship, learning and performance opportunities to Western Washington middle school, high school, and college jazz students, as well as exposure to careers in jazz format radio broadcasting (more broadly, music format). Once a quarter, we invite a student jazz combo and professional mentor to perform live on the air. And every month throughout the year a guest student DJ shares an hour of their favorite jazz on the air with host Abe Beeson. The enthusiasm these students feel for jazz is contagious, as they discuss their favorite songs and why they love this style of music with inspiring, and often wise insights. Since its inception, School of Jazz has directly impacted nearly 4,500 jazz students, band directors, and professional musicians. In the years ahead, KNKX strives to expand School of Jazz to provide one-of-a-kind learning and performance experiences to even more students. One example is bringing students from Tacoma's Bellarmine Prep into our studios to enjoy a performance by trumpeter Chris Botti and interview him. This was the third "meet the artist" event since January of 2024, resulting in invaluable learning experiences for music students. The Director of Community Outreach & Events heads up the School of Jazz.