

EEO Public File Report, October 2024-September 2025

SPOKANE PUBLIC RADIO

**Licensee of KPBX FM, KSFC FM, KPBF FM, KTWP FM, KOMQ FM, KPBG FM, KPBW FM. KPBX FM, KTFL FM
Washington
KIBX FM, KXJO FM, KLGG FM Idaho**

EEO PUBLIC FILE –ANNUAL-REPORT [2024-2025]

Placed in the Public File and posted online on or before October 1, 2025

FCC rule 73.2080 requires this station to report the following information for all full-time employment vacancies.

1. A list of all full-time vacancies filled by the station's employment unit during the preceding year, identified by job title.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations that specifically requested notification of job vacancies, which should be separately identified), identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hiree for each full-time vacancy during the preceding year.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the preceding year and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.
5. A list and brief description of initiatives undertaken to satisfy the requirement to complete four activities within a two-year period.

Section I- Recruitment

Full-Time Vacancies Filled During Past Year: 2	
Recruitment / Referral Sources: List all recruitment sources used to seek candidates, clearly indicating which source(s) referred the person hired for the position, and which source(s) referred persons interviewed for the position. Use the attached list of recruitment source.	
From the list in Section II:	
Job Title: President and General Manager	Date Filled: January 15, 2025
Total Applicants:33 Total Interviewed: 3 (Recruitment conducted by Livingston Associates)	
Of those interviewed for the position, note the sources of recruitment.	
Source: Livingston Associates	Hired? Yes
Source: Livingston Associates	Hired? No
Source: Word of Mouth	Hired? No
Job Title: Reporter/Fill-in Host	Date Filled: June 9, 2025
Total Applicants:23 Total Interviewed: 8	
Of those interviewed for the position, note the sources of recruitment.	
Source: Spokane Public Radio Website	Hired? Yes
Source: Current/Publicmediajobs.org	Hired? No
Source: Current/Publicmediajobs.org	Hired? No
Source: Word of Mouth	Hired? No

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Source: Spokane Public Radio Website	Hired? No
Source: Word of Mouth	Hired? No
Source: CPB/PMJA	Hired? No
Source: LinkedIn	Hired? No

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Section II-EEO Full Time Position Recruitment List ** indicates the recruitment sources used

The Spokesman Review
Print Ads and on-line postings
<https://jobs.spokesman.com/>
999 West Riverside Avenue
Spokane WA 99201
(509) 459-5124

Spokane Public Radio:
Website Employment/Internship Opportunities Pages
www.spokanepublicradio.org
<http://spokanepublicradio.org/internships>
<https://www.spokanepublicradio.org/employment-opportunities-at-spr>
(509)328-5729

Spokane Public Radio Social Media
Facebook - Multiple postings
<https://www.facebook.com/spokanepublicradio>
Instagram – Multiple postings
<https://www.instagram.com/spokanepublicradio>

Current/Publicmediajobs.org
<https://jobs.current.org/>
4400 Massachusetts NW
Washington, Dist. Columbia 20016

CPB
401 Ninth Street, NW
Washington DC 20004-2129
<https://www.cpb.org/jobline>

Mediabistro
<https://www.mediabistro.com/>

National Association of Black Journalists
<https://nabjonline.org/>

National Association of Hispanic Journalists
<https://nahj.org/>
NAHJ Career Center
Windsor, CA 95492

Livingston Associates
<https://livingstonassociates.net/>
Adam Livingston, President

LinkedIn
<https://www.linkedin.com/jobs/>

Indigenous Journalists Association (IJA)
(Formerly Native American Journalists Association)
<https://indigenousjournalists.org/jobs/>

Handshake
<https://www.handshake.com>
P.O. Box 40770
San Francisco, CA 94140

PMBA
<https://www.pmbaonline.org/>

The Media Job Board
<https://jobs.mediajobboard.com/>

Greater Public
<https://jobs.mediajobboard.com/>

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Community Referrals and Resources:

Spokane Woman's Club
1428 W 9th Ave
Spokane, WA 99204
info@TheWomansClubofSpokane.org

East Central Community Center
500 S. Stone
Spokane, WA 99202
sellis@spokanecity.org

West Central Community Center
1603 N. Belt
Spokane, WA 99205
info@westcentralcc.org

South West Spokane Community Center
310 S Spruce St.
Spokane, WA 99201
lacaiya@hotmail.com
Spokane, WA 99207
<http://necca.myspokane.net/contact.php>

Colville Tribes
21 Colville St
Nespelem, WA 99155
(509) 634-2200
Brian Nissen, HR Director
509-634-2286
brian.nissen@colvilletribes.com

Eastern Washington University Career
Services/Handshake
EWU Career Center
Pence Union Building 332
Cheney, WA 99004
careers@ewu.edu

Spokane Institute for Extended Learning
2917 West Fort George Wright Drive
Spokane, WA 99224-5202
509-279-6000, 509-533-8400
Valerie Smith Senatore, PhD, provost

Spokane Community College
Career Services Bldg. 6, Lair Student Center
1810 North Greene Street
Spokane, WA 99217
509-533-7000
Kyla Bates, Program Coordinator
Kyla.Bates@scc.spokane.edu
<https://ccs.spokane.edu>

Whitworth University/Handshake
300 W. Hawthorne Road
Spokane, WA 99251
509-777-1000

Lewis-Clark State College/Handshake
<https://www.lcsc.edu>
Lewiston, Idaho
secc@lcsc.edu
208-792-2144

Spokane Falls Community College
3410 W Fort George Wright Drive
Spokane, WA 99224
1-888-509-7944
Career & Transfer Services
Nicolas Burnham, Program Coordinator

Washington State University/Handshake
Lighty Student Services Bldg. 160-180
Academic Success and Career Center
PO Box 641061
Pullman, WA 99164-1061
ascc@wsu.edu

Gonzaga University
GAMP Career Center
502 E Boone Ave
Spokane, WA 99258
Kevin Pratt, GAMP* Director
pratt@gu.gonzaga.edu

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AARP Foundation - SCSEP
Senior Community Service Employment Program
222 W Mission #118
Spokane, WA 99201
(509)325-7712

YWCA Opportunity Center
930 N Monroe St
Spokane, WA 99201

Greater Spokane Incorporated Job board
<https://greaterspokane.mcjobboard.net/jobs>

WorkSource Washington Job board
<https://www.worksourcewa.com>

Express Employment Professionals
331 W Main
Spokane, WA 99201
509-747-6011
<https://www.expresspros.com/us-washington-spokane>

Word of Mouth

Section III – Outreach Initiatives

Based on the federal definition of full time of 30 hours a week or more Spokane Public Radio has 14 full time employees. Under the FCC's EEO rules, it is responsible for engaging in at least four outreach activities in every two-year period. The activities listed here completed in 2024-2025, together with the activities scheduled for the 2025-2026 calendar year will comprise at least four activities which comply with the rules.

Category 1 – Job Fairs

Throughout the year our Volunteer and Outreach Manager and other staff attend service learning events and job/internship fairs at local institutions. These events help build awareness of careers in broadcasting, and bring potential employees as well as interns, to our attention, as well as building public radio awareness in our communities. We introduce staff to the community, and discuss station needs, as well as what we do and how we do it. Job Fair(s) participated in during this period:

- September 10, 2025 Volunteer, Job, and Internship Fair at Gonzaga University, we talked with students about volunteer and internship opportunities as well as made connections with other organizations regarding potential partnerships.

As local schools and colleges allow campus visits we will continue to work to spread awareness of our volunteer and internship opportunities and future careers in public broadcasting.

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Category 4 - Workshops, Public Tours and Community Panel Participation

Community groups are encouraged to visit the station; visits in this cycle have included community members, civic groups and students interested in learning more about radio and technology. Staff members of SPR are also encouraged to participate in community-based discussion panels as opportunities arise.

- October 10, 2024, SPR hosted the quarterly meeting of the Inland Northwest LECC (local emergency communications committee) at the Firehouse. Twenty (20) attendees attended, station tours were also given by our Chief Engineer, News Director and Operations Director.
- June 3, 2025, SPR's General Manager provided a tour of the radio station and discussed the past/present/future of public media to six (6) members of Leadership Spokane. They talked about how public media is funded and the prospects for future investments in local news and arts.
- June 5, 2025, SPR's General Manager presented to fifty (50) members of Spokane Rotary 21. They discussed the present debated over federal funding of public media and answered questions about how SPR will continue to grow in the future.
- September 13, 2025, SPR's General Manager participated in a panel at the 2025 Community Radio summit at the Spokane Public Library, in front of an audience of forty (40) attendees. They discussed the role of community radio and local programs, especially news, in informing the public and keeping citizens informed of important issues.

Category 11 – Community Events/Providing Access to Local Students

Throughout the year SPR produces a family-oriented live concert series, *Free KPBX Kids' Concerts*, which it widely publicizes in an effort to expose local children to a variety of types of music and the performing arts. Volunteer and station information is displayed and available at all of our Free Kids' Concerts and outreach events. In addition to these concerts, we regularly invite local students to perform on the air several times a year, including:

- Musician/Demonstrators (10) from the music department of Eastern Washington University, hosted by SPR Music Producer, performed on one of our in-studio broadcast productions, *The Piano Bench*. Music for piano and variety of string instruments were played, demonstrating the quality and high standards of collegiate level performance while allowing SPR an opportunity to pursue our mission of providing listeners with examples of fine regional performance.
- Musician/Performers (70), students from Musicfest Northwest, a regional, adjudicated festival, performed for our May 2025 *KPBX Kids' Concert Broadcast: Musicfest Northwest*, hosted by the SPR Arts and Music Director. In addition to performing these students shared about their passion for music and future careers in music
- The four orchestras of the Spokane Youth Symphony joined the roster of ensembles performing on *Concert of the Week* (December 2024, February 2025, March 2025 and June 2025), SPR's presentation of the best

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regional concert performances. Orchestra members ranged from elementary through high school age and performed standard literature from the orchestral canon. Teacher/conductors provide commentary.

Category 16 – Volunteer Program

Spokane Public Radio has a longstanding volunteer program, recruiting volunteers from the local community on an on-going basis. The volunteer program, together with the hands-on training that volunteers receive, provides a diverse and talented pool of applicants from the local community when job openings arise at the station. A volunteer recruitment page is a prominent part of the Spokane Public Radio web site. There are many short-term volunteer opportunities ranging from ushering at a concert to answering phones during an on-air pledge drive. Long-term volunteer opportunities are also available, including:

- Librarian, Community Volunteer (1) October 2024-Current: Supervised by SPR's Arts and Music Director, the librarian's duties included sorting, organizing, and maintaining the SPR classical music library, as well as maintaining the related database. This community volunteer generally spends 3 hours a week in this position.
- Archivist, Community Volunteer (1) October 2024-Current: Supervised by SPR's Arts and Music Director, the archivist's duties included sorting, organizing, and routine archiving. This volunteer also produces the daily *Poetry Moment* program. This community volunteer generally spends 3-5 hours a week in this position.
- Data Entry and Business Support Community Volunteer (1), October 2024-Current: Under the supervision of SPR's Membership Manager this volunteer's primary responsibilities include data entry throughout the year and other special projects as assigned. This volunteer spends between 3-6 hours per week depending on needs of the department.
- Record Sale Community Volunteers (8), December 2024 through February 2025: These volunteers were the primary sorters and organizers of the donations for the annual sale, supervised directly by SPR's Volunteer and Outreach Manager. Volunteers were responsible for receiving donations, testing equipment, categorizing, sorting, labeling, and preparing donations for the annual event. One community volunteer also co-hosted an on-air showcase of rare recordings available at the sale. These eight community volunteers spent an average 15-20 hours a week in the months leading up to the sale.
- Community Producers, October 2024 through Current: Spokane Public Radio has ten (10) Community Producers who create locally produced, original, program content for broadcast on both KPBX and KSFC. While each show is unique to the community producer/host(s) all shows are designed to entertain and engage our listening audience, exposing them to music, arts, and culture. Community Producers create, research, record, and produce shows ranging from *Soundspace* an eclectic dreamscape of music, spoken word, and interviews to *Front Porch Bluegrass*, featuring selections spanning the wide spectrum of traditional and progressive bluegrass.