



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

EEO ANNUAL PUBLIC FILED REPORT - October 1, 2022- September 30, 2023

KNKX is committed to equal employment opportunity. 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
All Things Considered Host/Reporter	10/13/2022	50/3	1,3,6,8,9,13,15,17,28,31	1,15	Corporation for Public Broadcasting
All Things Considered Producer	11/14/2022	16/2	1,3,6,8,9,13,15,17,28,31	1	KNKX Website
Data & Gift Processing Coordinator	1/3/2023	23/3	1,3,6,8,9,17,25,27,31	1	KNKX Website
Human Resources Director	9/1/2023	22/7	1,3,6,8,9,13,15,27,31	1,3	KNKX Website

Total Interviews: **15**

Total Employees hired: **4**

Recruitment Sources

	Name	Contact Information	Type of Source	# of Interviewees
1	KNKX Website	www.knkx.org	Station Website	9
2	Radio/TV, KNKX	88.5FM	Radio/TV	
3	Indeed	www.indeed.com 9433 Champion Grandview Way, Bldg 1 Austin, TX 98750	Online Job Board	5
4	Simply Hired	www.simplyhired.com 370 San Aleso Ave Sunnyvale, CA 94085	Online Job Board	
5	Trovit	www.trovit.com Diagonal 601 9 th Floor Barcelona, 08028 Spain	Online Job Board	
6	GlassDoor	www.glassdoor.com 100 Shoreline Highway, Bldg A Mill Valley, CA 94941-3645	Online Job Board	
7	US Military Pipeline	www.usmilitarypipeline.com	Online Job Board	
8	Facebook	www.facebook.com	Online Job Board	
9	LinkedIn	www.linkedin.com 955 Benecia Ave Sunnyvale, CA 94085	Online Job Board	
10	Philanthropy Northwest	www.philanthropynw.org	Online Job Board for non-profit opportunities in the Northwest	
11	AFP NW	www.afpadvancementnw.org 2150 N 107 th St Ste 205 Seattle, WA 98133	Professional Association for fundraisers	
12	Diversity Jobs.com	Diversityjobs.com	Online job board for diverse population	
13	Current	publicmediajobs@current.org	Industry Magazine	
14	Traffic Directors Guild of America	www.tdga.org	Industry job board	

15	Corporation for Public Broadcasting	Cpb.org/jobline/ 401 9 th St NW Washington, DC 20004	Industry job board	1
16	PMBA	Public Media Business Association 7918 Jones Branch Dr. Suite 300 McLean, VA 22102	Professional Industry Org.	
17	Twitter	www.twitter.com	Online Job Board	
18	Ihirebroadcasting	Ihireboadcasting.com	Online Job Board	
19	Livingston Associates	3000 Chestnut Ave, Ste 208 Baltimore, MD 21211	Firm working with employees for placement in the industry	
20	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	
21	NAHJ	National Association of Hispanic Journalists 1050 Connecticut Ave NW Washington, District of Columbia	Professional organization dedicated to advancement of Hispanics in the news industry	
22	AAJA	Asian American Journalists Association 5 Third Street, Suite 1108 San Francisco, CA 94103	Membership non-profit advancing diversity in newsrooms.	
23	Word of Mouth	Internal-Current/Former Employees or External- Friend or Family Member	Referral	
24	Native American Journalist Assoc.	Naja.com	Professional industry empowering native American journalists	
25	Public Media Jobs	www.publicmediajobs.org	Online Job Board- Industry	
26	Colors NW/ Colors Careers	http://www.colors-careers.com/	Online job board for diverse population	

27	Pierce College	https://collegestudents4hire.highline.edu/	Community Job Board	
28	WorkSource	https://worksourcewa.com/	Online Job Board	
29	Idealist	https://www.idealists.org/en/	Online Job Board	
30	AIR	https://airmedia.org/	Online Job Board	
31	Zip Recruiter	https://ziprecruiter.com	Online Job Board	

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 Box 353740 Seattle, WA 98195 http://www.com.washington.edu/journalism/	Western Washington University Facility 251 Bellingham, WA 98225-9161 https://chss.wvu.edu/journalism
WorkSource WA https://worksourcewa.com/	Pierce College 9401 Farwest Drive SW Lakewood, Washington 98498 https://collegestudents4hire.highline.edu/

Outreach Initiatives

Internship.

A program to assist members of the community to acquire skills needed for broadcast employment. KNKX has multiple professional internship opportunities throughout the year, continuing an established record from the time of the previous Licensee of station interns proceeding to careers in public broadcasting. In the time period covered by this report, individuals participated in internships in areas covering broadcast support, promotions, fund raising, and customer service. The following staff members worked with our interns: Brenda Goldstein-Young and Carol Handley.

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). Several times a year, 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 4,000 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, both in our studios and live "on location" in the schools and at events. In 2022, KNKX recorded studio sessions with four student groups, two of which took place at a jazz venue in North Bend (east of Seattle). So far in 2023, KNKX has recorded three student groups. KNKX hired a student group to perform at KNKX's biggest event of the year in August 2023: the open house at the station's brand-new downtown Seattle studios, as well as employing student "buskers" from Seattle JazzED to perform outside our studios in front of a jazz mural. As of this writing (early September 2023) we are formulating a plan to record two of Seattle's top student programs (Roosevelt and Garfield high schools) and showcase them in KNKX's Public Radio Music Day (noncom MUSIC Alliance) program which will be shared with public stations nationwide and globally via social media. Brenda Goldstein-Young heads up the School of Jazz.

Community Engagement – Events:

KNKX strives to partner on events and initiatives with musicians, artists, groups, and organizations that champion diversity and also empower young people, in order to help tell their story, make a greater impact in the community, and provide visibility for the station. These include the Northwest African American Museum, Langston Performing Arts Institute, Dimitriou's Jazz Alley, Tacoma Urban League, Hilltop Artists, and Seattle JazzED.