



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

EEO ANNUAL PUBLIC FILED REPORT - October 1, 2019- September 30, 2020

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
Member Services Manager	10/1/2019	26/6	1,2,3,4,5,6,7,8,9,10,22, 28	1,2,8,22,28	LinkedIn
Morning Edition Producer	12/6/2019	36/6	1,2,3,4,5,6,7,8,12,16,22	1,7,22	Word of Mouth-Internal
Jazz24 Music Director	3/2/2020	70/10	1,2,3,4,5,6,7,8,12,14,22,24	1,2,12,14,22	Internet/Job Board, CPB
Listener Services Manager	8/20/2020	67/15	1,2,3,4,5,6,7,8,11,22,25,26,27	2,22	Indeed.com

Total Interviews: 37

Total Employees hired: 4

Recruitment Sources

	Name	Contact Information	Type of Source	# of Interviewees
1	KNKX Website	www.knkx.org	Station Website	3
2	Indeed	www.indeed.com 9433 Champion Grandview Way, Bldg 1 Austin, TX 98750	Online Job Board	18
3	Simply Hired	www.simplyhired.com 370 San Aleso Ave Sunnyvale, CA 94085	Online Job Board	
4	Trovit	www.trovit.com Diagonal 601 9 th Floor Barcelona, 08028 Spain	Online Job Board	
5	GlassDoor	www.glassdoor.com 100 Shoreline Highway, Bldg A Mill Valley, CA 94941-3645	Online Job Board	
6	US Military Pipeline	www.usmilitarypipeline.com	Online Job Board	
7	Facebook	www.facebook.com	Online Job Board	1
8	LinkedIn	www.linkedin.com 955 Benecia Ave Sunnyvale, CA 94085	Online Job Board	2
9	Philanthropy Northwest	www.philanthropyNW.org	Online Job Board for non-profit opportunities in the Northwest	
10	AFP NW	www.afpadvancementnw.org 2150 N 107 th St Ste 205 Seattle, WA 98133	Professional Association for fundraisers	
11	Diversity Jobs.com	Diversityjobs.com	Online job board for diverse population	
12	Current	publicmediajobs@current.org	Industry Magazine	1
13	Traffic Directors Guild of America	www.tdga.org	Industry job board	
14	Corporation for Public Broadcasting	Cpb.org/jobline/ 401 9 th St NW Washington, DC 20004	Industry job board	2

15	PMBA	Public Media Business Association 7918 Jones Branch Dr. Suite 300 McLean, VA 22102	Professional Industry Org.	
16	Twitter	www.twitter.com	Online Job Board	1
17	Ihirebroadcasting	Ihireboadcasting.com	Online Job Board	
18	Livingston Associates	3000 Chestnut Ave, Ste 208 Baltimore, MD 21211	Firm working with employees for placement in the industry	
19	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	
20	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	
21	AAJA	Asian American Journalists Association 5 Third Street, Suite 1108 San Francisco, CA 94103	Membership non-profit advancing diversity in newsrooms.	
22	Word of Mouth	Current/Former Employees	Referral from current/former employee	9
23	Native American Journalist Assoc.	Naja.com	Professional industry empowering native American journalists	
24	Public Media Jobs	www.publicmediajobs.org	Online Job Board- Industry	
25	Colors NW/ Colors Careers	http://www.colors-careers.com/	Online job board for diverse population	
26	Pierce College	https://collegestudents4hire.highline.edu/	Community Job Board	
27	WorkSource	https://worksourcewa.com/	Online Job Board	

28	Idealist	https://www.idealist.org/en/	Online Job Board	1
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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. We are enrolled in the UW Premier Internship Program and we advertise through their journalism department for interns as well as draw from the WWU/Journalism internship program for summer interns for the news department.

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 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, Ed Ronco, Kirsten Kendrick, and Erin Hennessey.

Newsroom Internship. KNKX news has an ongoing journalism internship. This is a paid internship with the intern working 20 hours per week producing news stories for the station. We draw from Western Washington universities for this on a quarterly basis. Florangela Davila heads up the newsroom internship program.

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) ... Monthly during the school 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 3,150 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 (see Engagement with the Community below). Brenda Goldstein-Young heads up the School of Jazz program.

Community Engagement – Events:

October 30, 2019

"Little Toasters" - Expanded learning program for young girls

Minter Creek Elementary, Key Peninsula

Program run by Key Peninsula Family Resource Center/Children's Home Society of WA.

Six elementary-aged girls attended this after-school session which offers writing and speaking exercises. KNKX staff member talked about working in public radio and what it means to speak to a large, broadcast audience. (This was conducted on site at the school.)

November 1, 2019

School of the Arts - Tacoma

Sixteen high school students toured KNKX/Tacoma and stayed for a 90-minute session led by a KNKX staffer who talked to them about the art of interviewing and shared online resources.

November 6, 2019

Seabury Middle School - Tacoma

Sixteen middle school students toured KNKX/Tacoma and stayed for a 90-minute session about media literacy. They wanted to know how news reports are produced. A KNKX staffer led this session.

December 3, 2019

Gig Harbor's Peninsula High School broadcast class

Eighteen students toured KNKX/Tacoma and KNKX staffers ran the students through a two-hour presentation with hands-on interviewing.

February 18, 2020:

Annie Wright High School journalism students Eleven students toured KNKX/Tacoma and KNKX staffer did a 90-minute session about narrative non-fiction and newscasts - how to produce these type of stories for broadcast and podcast.

Pandemic hiatus (March - June)

July and August, 2020:

Zoom-based audio production workshops with three high school students who produced stories about living through a pandemic. Weekly sessions were coached by KNKX staffers through storytelling tips and production assistance.

January - Mid-March, 2020: Next Move Internship Program, Tacoma Public Schools

Tacoma Public Schools

KNKX hosted a high school intern every Tues and Thursday overseen by a KNKX staffer to work on production and editorial projects including archiving and research for a podcast.