

2023 ANNUAL EEO PUBLIC FILE REPORT

All Classical Public Media, Inc.

Station(s):	KQAC(FM), Portland, OR KQHR(FM), The Dalles, OR KQMI(FM), Manzanita, OR KQOC(FM), Gleneden Beach, OR KSLC(FM), McMinnville, OR
Reporting Period:	September 21, 2022 – September 20, 2023
No. of Full-time Employees:	More than 10
Small Market Exemption:	No

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):

*Participated in at least 4 **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

Public Media Virtual Career Fair

Date: 03-29-2023

Location: Online

Participants: Communications &
Operations Manager and ICAN Program
Director

University of Portland Career and Internship

Date: 03-31-2023

Location: Portland, OR

Participants: Communications &
Operations Manager

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

Between September 2022 – September 2023, station staff trained two interns in a variety of skills, including but not limited to;

- Blogging and other online content creation for allclassical.org and icanradio.org
- General office administration
- Assistance with ratings tracking
- Program production and social media

engagement for the International Children's Arts Network (ICAN)

- Sound editing
 - General assistance during pledge drives and station events
 - Training meetings with development, grant writing, and other station departments
- Interns averaged 12 hrs. per week*

Worked with one student through the Youth Roving Reporter program, a journalism scholarship wherein All Classical and ICAN on-air hosts mentor exceptional high school students. From September 2022 through September 2023, one youth reporter assisted with interviews, researched and created new stories, and learned about broadcast journalism through radio segments produced with an on-air mentor.

*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).*

Engaged the community on our Facebook page at: <https://www.facebook.com/AllClassicalRadio/>, on our Twitter page at: <https://twitter.com/AllClassicalpdx>, and our Instagram page at: <https://www.instagram.com/allclassicalradio/>

Distributed bi-weekly electronic newsletters to thousands of subscribers for All Classical Radio and monthly for the International Children's Arts Network that are free and available to the general public.

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.*

Web Developer attended: An Event Apart Denver Web Design and UX conference

Dates: 10-10-22 through 10-12-22

Location: Denver, CO

This three-day conference has an intense focus on digital design, UX, content, code, and more, giving web developers and other users deep insights.

ICAN Program Director attended: Kidscreen Summit

Date: 01-12-23 through 02-15-23

Location: Miami, FL

Kidscreen Summit is renowned as the kids' entertainment industry's most important annual event and the best opportunity for networking and engaging in critical dialogue on issues that affect the industry.

COO and Communications and Operations Manager attended: The Future of Cities webinar

Date: 03-20-23

Location: Online

A conversation with Richard Florida, a renowned futurist, who shared his insights on what cities need to revitalize central business districts, with significant trend implications for anyone with a vested personal or professional interest in the city where they live and do business.

ICAN Production Assistant attended: Childrens Media Association Podcast Workshop

Date: 05-17-23

Location: Online

This Workshop takes you behind the mic so you can get familiar with the podcasting process from concept to distribution, touching upon tips for all types of creators, with talks from experts and opportunities to build your network.

*Listed each **upper-level** category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.*

Listed open positions on the job boards of Sphinx Organization, Urban League of Portland, National Urban League, and/or Partners in Diversity.

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

All staff members and interns completed online harassment prevention training course provided by CPB, in Summer 2023.

*Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might*

Communications and Operations Manager and Developer and Grants Manager hosted a station tour on October 13, 2022 for group of 7 students from the Washington School for the Blind.

otherwise be unaware of such opportunities.

Communications and Operations Manager and one of the On Air Hosts hosted in-depth station tour on July 17, 2023 for a group of 10 students interested in learning more about broadcasting from Exceed Oregon, a nonprofit serving Oregonians of diverse abilities through exceptional vocational, recreational, and personal development services.

Hosted a public open house event at the Station on August 6, 2023 with guided tours. Station staff spoke to over 300 attendees of all ages and from various backgrounds. Station staff spoke about their broadcasting careers, employment backgrounds, and how they came to work at the station.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
04-17-2023	On Air Host and Producer	Internal referral

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 10

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
On Air Host and Producer	
Allclassical.org	3
Indeed.com	3
Internal referral	3
Professional referral	1

RECRUITING SOURCES USED

Job Title of Position: On Air Host and Producer Date of Hire: 04-17-2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
All Classical Public Media, Inc. website	N	Website	Kristina Becker kristina@allclassical.org	www.allclassical.org/about/employment/
Corporation for Public Broadcasting	N	Website		www.cpb.org/jobline
Regional Arts and Culture Council	N	Website	listings@racc.org	www.racc.org/resources/listings/opportunity/jobs-and-opportunities/
Oregon Association of Broadcasters	N	Website		https://www.theoab.org/
Sphinx Organization	N	Website	Andre@SphinxMusic.org	http://www.sphinxmusic.org/job-postings/
Urban League of Portland	N	Website	uljobs@ulpdx.org	https://ulpdx.org/jobs/
Greater Public	N	Website		https://greaterpublic.org/jobs/
Partners in Diversity	N	Website		http://www.partnersindiversity.org/jobs/job-submitted.html
Current	N	Website		https://jobs.current.org/
National Urban League	N	Website		https://www.nuljobsnetwork.com/employer-offers
Broadcast Career Link (NAB)	N	Website		https://www.broadcastcareerlink.com/

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