

***The upload of this report to the FCC website (fcc.gov) was delayed due to the 2025 Federal Government shutdown.***

## **2025 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, 2024 - September 20, 2025
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.*

**Oregon State University Fall Virtual Career & Internship Fair**  
Date: 10-26-2024  
Location: Online  
Participants: Communications & Operations Manager

**University of Portland Career and Intern Fair**  
Date: 02-21-2025  
Location: Portland, OR  
Participants: Communications & Operations Manager

**Current Virtual Career Fair**  
Date: 04-02-2025  
Location: Online  
Participants: Communications & Operations Manager

**Portland State University Career Fair**

Date: 04-23-2025  
Location: Portland, OR  
Participants: Communications & Operations  
Manager and ICAN Production Assistant

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

All Classical Public Media conducted a total of three student internships during fall 2024 and spring 2025. Station staff trained the 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
  - Program production and social media engagement for the International Children's Arts Network (ICAN)
  - Audio and interview 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 opportunity wherein All Classical and ICAN on-air hosts mentor exceptional high school students. From September 2024 through September 2025, one youth reporter assisted with interviews, researched and created new stories, and learned about broadcast journalism through radio segments produced with on-air mentors.

*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:

- Facebook:
  - <https://www.facebook.com/AllClassicalRadio/>
  - <https://www.facebook.com/InternationalChildrensArtsNetwork/>
- X/Twitter:
  - <https://x.com/AllClassicalpdx>
  - <https://x.com/icanradio>
- Instagram:
  - <https://www.instagram.com/allclassicalradio/>
  - <https://www.instagram.com/ican.radio/>
- TikTok:
  - <https://www.tiktok.com/@icanradio>

Distributed bi-weekly electronic newsletters to thousands of subscribers for All Classical Radio which 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.*

**Development & Grants Manager attended: Meeting the Funders: IDEA in Funding Decisions**

Date: 09-24-2024

Location: Portland, OR

This seminar brings together a diverse group of funders to share their insights on how they integrate diversity, equity, and inclusion into their philanthropic practices. Topics include how funders and fundraisers alike can apply an equity lens, what philanthropic equity means to them, and how they evaluate organizations' DEI efforts. It also explores the challenges and growth opportunities for nonprofits, discusses power dynamics in philanthropy, and shares funders' thoughts on trust-based philanthropy.

**Chief Operating Officer attended: Cornell University School of Industrial and Labor Relations course on Labor Relations**

Date: 03-12-2025 through 05-20-2025

Location: Online

This certificate program is designed for management and union representation and focuses on two key aspects of labor relations: negotiating an agreement (collective bargaining) and operating within an agreement (contract administration).

*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.

*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*

**Multiple staff members attended Portland Metro Chamber's "A Place With No Ceiling" event on October 03, 2024.** This annual event is a gathering to recognize outstanding accomplishments by women business leaders, as well as organizations that champion women's success. This event brings together hundreds of Portland area women professionals for networking, mentorship, and

*might otherwise be unaware of such opportunities.*

community-building. The 2024 event named All Classical Radio's President & CEO as recipient of the top award.

**Director of Music & Programming, Director of Development & Marketing, ICAN Program Manager, and ICAN Production Assistant welcomed 10 students** from Oregon State University's student radio program on November 14, 2024. The group conducted a Q&A with staff members, learning more about radio production and music programming.

**Communications & Operations Manager and ICAN Program Manager hosted a station tour** on February 10, 2025, for group of 6 students interested in learning more about broadcasting from Albertina Kerr, an organization that empowers people with intellectual and developmental disabilities and mental health challenges to lead self-determined lives in their communities.

**Communications & Operations Manager, Marketing Manager, and Development & Volunteer Coordinator hosted a station tour** on April 09, 2025, for a group of 50 students from Judson Middle School in Salem, OR. The students had a Q&A session with the President & CEO and Director of Music and Programming, discussing music and audio production.

---

### LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
03-06-2025	Development & Volunteer Coordinator	All Classical Public Media, Inc. website
07-28-2025	Manager of Radio & Digital Operations	Professional referral

---

### INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 14

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Allclassical.org	4
Indeed.com	5
Internal referral	1
Mac's List	1
Postjobfree.com	1
Professional referral	2

---

### RECRUITING SOURCES USED

Job Title of Position: Development & Volunteer Coordinator

Date of Hire: 03-06-2025

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 <a href="mailto:kristina@allclassical.org">kristina@allclassical.org</a>	<a href="http://www.allclassical.org/about/employment/">www.allclassical.org/about/employment/</a>
Corporation for Public Broadcasting	N	Website		<a href="http://www.cpb.org/jobline">www.cpb.org/jobline</a>
Regional Arts and Culture Council	N	Website		<a href="https://racc.org/resources/listings/opportunity/jobs-and-opportunities/">https://racc.org/resources/listings/opportunity/jobs-and-opportunities/</a>

Oregon Association of Broadcasters	N	Website		<a href="http://www.theoab.org/careers/job-industry/radio/">www.theoab.org/careers/job-industry/radio/</a>
Sphinx Organization	N	Website		<a href="http://www.sphinxmusic.org/job-postings">www.sphinxmusic.org/job-postings</a>
Urban League of Portland	N	Website		<a href="http://www.ulpdx.org/jobs/">www.ulpdx.org/jobs/</a>
Greater Public	N	Website		<a href="http://www.greaterpublic.org/jobs/">www.greaterpublic.org/jobs/</a>
Mac's List	N	Website		<a href="http://www.macslist.org/">www.macslist.org/</a>

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

Job Title of Position: Manager of Radio & Digital Operations

Date of Hire: 07-28-2025

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 <a href="mailto:kristina@allclassical.org">kristina@allclassical.org</a>	<a href="http://www.allclassical.org/about/employment/">www.allclassical.org/about/employment/</a>
Corporation for Public Broadcasting	N	Website		<a href="http://www.cpb.org/jobline">www.cpb.org/jobline</a>
Oregon Association of Broadcasters	N	Website		<a href="http://www.theoab.org/careers/job-industry/radio/">www.theoab.org/careers/job-industry/radio/</a>
Sphinx Organization	N	Website		<a href="http://www.sphinxmusic.org/job-postings">www.sphinxmusic.org/job-postings</a>
Society of Broadcast Engineers	N	Website		<a href="https://sbe.org/resources/jobs/">https://sbe.org/resources/jobs/</a>
Current Magazine	N	Website		<a href="https://jobs.current.org/">https://jobs.current.org/</a>

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