

2026 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, 2025 – September 20, 2026
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.*

Portland State University Winter All Majors & Business Fair 2026

Date: 02-09-2026

Location: Portland, OR

Participants: Director of Operations and Intern

University of Portland Spring 2026 Internship & Job Fair

Date: 02-20-2026

Location: Portland, OR

Participant: Director of Operations

Urban League Career Connect Job Fair

Date: 04-14-2026

Location: Portland, OR

Participant: Director of Operations

Mt. Hood Community College Spring Career Fair

Date: 05-06-2026

Location: Gresham, OR

Participants: Director of Operations

*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 four student internships during fall 2025 and spring 2026. 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 9 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 2025 through September 2026, one youth reporter assisted with interviews, researched and created new stories, wrote scripts, 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/icanradio/>

Distributed bi-weekly newsletters to thousands of subscribers for All Classical Radio which are free and available to the general public.

Starting in mid-July 2026, also distributed a free, weekly electronic newsletter to subscribers in partnership with The Classical Life.

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

CEO, VP of Development and Community Relations, and Director of Operations attended: Current's The Future of Public Media Webinar

Date: 01-15-2026

Location: Online

Led by Public Media Innovators and Current this second annual conversation covers what the year ahead holds for public media. How can public media position itself for a successful 2026 amid ongoing uncertainty and change? This session will feature a panel of leaders from across public media sharing their perspectives on where the industry finds itself today and what may be coming next. This conversation is about the future of public media strategy, audience, and sustainability and looking for candid perspectives on the year ahead.

VP of Development and Community Relations attended Harvard Data Science Initiative AI Governance Intensive

Date: 06-09-2026 through 06-25-2026

Location: Online

This certification course, designed for senior management, Board leaders, and consultants, addresses complex AI practices, systems, and decisions by providing literacy to organizational heads, empowering them to lead responsibly. Governance is not about governing the AI. It is about governing the human practices, decisions, and organizational arrangements through which AI is adopted and made consequential.

*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, National Urban League, Urban League of Portland, Women of Color in Fundraising & Philanthropy, and/or Partners in Diversity.

*Participated in **other** activities designed by the station employment unit reasonably calculated to further*

VP of Development and Community Engagement, Development and Grants Manager, and Intern attended: Portland

the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

Metro Chamber's Emerging Professionals of Portland (EPOP) event

Date: 11-18-2025

Location: Portland, OR

EPOP offers (young) professionals a place to develop their careers, build a peer network, and gain exposure to business leaders. All are welcome... "young" is a state of mind! Programming is focused on educational and professional development, as well as civic engagement and networking. This event series brings together hundreds of Portland area professionals for networking, mentorship, and community-building. All Classical Radio presented to attendees about our mission, activities, careers, and ways to get involved with the station.

Director of Corporate Support, On Air Host, and Intern attended: Portland Metro Chamber's Emerging Professionals of Portland (EPOP) end of year event

Date: 06-30-2026

Location: Portland, OR

An end-of-fiscal-year event for Portland Metro Chamber's EPOP series in which All Classical Radio staff were able to distribute information about underwriting, event, volunteer, internship, and professional opportunities available at the station.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
01-02-2026	President & CEO	URL Media
05-04-2026	Development & Volunteer Coordinator	Mac's List
07-27-2026	Events & Venue Manager	PDX Pipeline

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 26

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Handshake Job Board	1
Internal Referral	4
Mac's List	4
Nonprofit Association of Oregon	1
Online Job Board	3
PDX Pipeline	2
Professional Referral	1
Racc.org	3
URL Media	7

RECRUITING SOURCES USED

Job Title of Position: President & CEO Date of Hire: 01-02-2026

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Allclassical.org	N	Website	Kristina Becker kristina@allclassical.org	www.allclassical.org/about/employment/
Broadcast Career Link (National Association of Broadcasters)	N	Website		https://www.broadcastcareerlink.com/
Greater Public	N	Website		https://greaterpublic.org/jobs/
LinkedIn	N	Website		https://www.linkedin.com/company/all-classical-radio/home/

Mac's List	N	Website		https://www.macslis.org/
National Urban League	N	Website		https://nul.org/jobs
Oregon Association of Broadcasters	N	Website		https://theoab.org/careers/job-industry/radio/
Public Media Jobs (Current)	N	Website		https://jobs.current.org/
Racc.org	N	Website		https://racc.org/resources/listings/opportunity/community-listings/
URL Media	N	Website		https://url-media.com/current-opportunities/

* 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: Development & Volunteer Coordinator Date of Hire: 05-04-2026

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Allclassical.org	N	Website	Kristina Becker kristina@allclassical.org	www.allclassical.org/about/employment/
Greater Public	N	Website		https://greaterpublic.org/jobs/
Handshake Job Board	N	Website		www.joinhandshake.com/
Mac's List	N	Website		https://www.macslis.org/
Nonprofit Association of Oregon	N	Website		https://nonprofitoregon.org/job-board/
Oregon Association of Broadcasters	N	Website		https://theoab.org/careers/job-industry/radio/
Racc.org	N	Website		https://racc.org/resources/listings/opportunity/community-listings/

Urban League of Portland	N	Website		https://jobs.ulpdx.org/jobs/search
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* 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: Events & Venue Manager Date of Hire: 07-27-2026

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Allclassical.org	N	Website	Kristina Becker kristina@allclassical.org	www.allclassical.org/about/employment/
Greater Public	N	Website		https://greaterpublic.org/jobs/
Mac's List	N	Website		https://www.macslist.org/
Nonprofit Association of Oregon	N	Website		https://nonprofitoregon.org/job-board/
PDX Pipeline	N	Website		https://www.pdxpipeline.com/jobs/
Racc.org	N	Website		https://racc.org/resources/listings/opportunity/community-listings/
Urban League of Portland	N	Website		https://jobs.ulpdx.org/jobs/search

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