

**2011 Annual EEO Public File Report**

**All Classical Public Media, Inc.**

**Stations: KQAC (FM), KQHR (FM), KQAS (FM), KQOC (FM), NEW**

**LOCAL PUBLIC INSPECTION  
COPY**

**2011**

Section 73.3526 of the FCC rules and Regulations requires that this material be kept on file for public inspection during regular business hours.

Do not remove from or add to the attached materials.

# 2011 ANNUAL EEO PUBLIC FILE REPORT

## All Classical Public Media, Inc.

Station(s): KQAC(FM), KQHR(FM), KQAS(FM), KQOC(FM), NEW

Community(ies) of License: Portland, OR  
The Dalles, OR  
Gleneden Beach, OR  
Warrenton, OR  
Manzanita, OR

Reporting Period: September 21, 2010 – September 20, 2011

No. of Full-time Employees: 5 – 10 \_\_\_\_\_ / More than 10 **X** \_\_\_\_\_  
Small Market Exemption: No

During the Reporting Period, a total of 1 full time positions were filled. 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 **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 worldwide community on our Facebook page at:  
<http://www.facebook.com/AllClassicalFM>  
and also on our Twitter page at:  
<http://twitter.com/AllClassicalFM>

CEO participated as an author for <http://www.insidethearts.com/scanningthedia/>, as part of a cultural blogging exchange group that disseminates behind-the-scenes information from professionals working in the performing arts.

Distributed weekly electronic newsletter that is free and available to the general public.

Three on-air hosts participated in hour long pre-concert talks with the Oregon Symphony.

CEO and on-air host gave a presentation on May 12, 2011 at Terwilliger Plaza, with the subject of “Magic of Radio.”

CEO and on-air hosts participated in a panel discussion at the University Club of Portland on May 24, 2011.

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

**1. State of Oregon Notary Public Training**

Location: Portland, OR

Date: January 18, 2011

Topic: Notary Public Training

Participants: HR & Office Coordinator

**2. Portland Human Resource Management Association Mentorship**

Location: Portland, OR

Dates: March – August

Topic: HR Mentorship

Participants: HR & Office Coordinator

**3. University of Oregon: Internships 101- 201**

Location: Portland, OR

Date: March 30, 2011

Topic: From developing an effective internship position to developing a pipeline of talent

Participants: Executive Assistant

HR & Office Coordinator

**4. Public Radio Engineering Conference**

Location: Las Vegas, NV

Dates: April 7-8

Topic: Issues facing public radio engineers

Participant: VP of Engineering

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

**For the winter quarter of Jan. – May 2011, all station staff trained a senior college student from University of Portland in a variety of skills, including but not limited to;**

- CD cataloguing with Music Director
- Responding to listener questions
- Program distribution with Operations Administrator
- Blogging
- General office administration including processing bulk mail in Membership Dept.
- Promotional copy writing
- Program production
- Sound editing
- General assistance during pledge drives
- Event assistance at fundraising concert

*Intern averaged 12-15 hrs. per week and received college credit for the internship.*

*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 otherwise be unaware of such opportunities.*

Hosted two **open house events** at the Station with self guided tours. Station staff spoke to approx. 350 attendees of all ages and from a wide variety of backgrounds. Station staff spoke about their broadcasting careers and their employment backgrounds & generally how they came to work at the Station.

*Station personnel who have substantial responsibility in making hiring decisions participated in a **job fair**.*

**PSU Non-Profit Career Fair**

Location: Portland State University  
Portland, OR

Date: November 3, 2010

Participants: HR & Office Coordinator  
Executive Assistant

**LIST OF POSITIONS FILLED**

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
9-1-2011	Web Developer, FT	All Classical Public Media, Inc. website at allclassical.org

## INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: 4

Recruitment Sources Used in <b>Preceding Year</b>	Number of Persons Interviewed that the Source Referred
Craigslist- <a href="http://www.craigslist.org">www.craigslist.org</a>	2
All Classical Public Media, Inc. website- <a href="http://allclassical.org">allclassical.org</a>	1
Twitter- <a href="http://twitter.com/AllClassicalFM">http://twitter.com/AllClassicalFM</a>	1

## RECRUITING SOURCES USED

**Job Title of Position:** Web Developer (changed to Director of New Media in hiring process)

**Date of Hire:** 9/1/2011

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. & E-MAIL ADDRESS/ WEBSITE OF SOURCE
Craigslist	N			<a href="http://www.craigslist.org">www.craigslist.org</a>
Current Newspaper	N	6930 Carroll Ave., Suite 350 Takoma Park, MD 20912	Sherron Phillips	301.270.7240 <a href="mailto:sherron@current.org">sherron@current.org</a>
DEI	N			<a href="http://www.deiworksite.org/job-line">www.deiworksite.org/job-line</a>
CPB	N			<a href="http://cpb.org/jobline">cpb.org/jobline</a>
All Classical Public Media, Inc Website	N			<a href="http://www.allclassical.org">www.allclassical.org</a>
OAB- Oregon Association of Broadcasters	N			<a href="http://www.theoab.org">www.theoab.org</a>
RACC- Regional Arts & Culture Council	N			<a href="http://www.racc.org">www.racc.org</a>
Worksource Oregon	N			<a href="http://empportal.emp.state.or.us/imp_imsod_dad/!pkg_startup.proc_new_home">empportal.emp.state.or.us/ imp_imsod_dad/!pkg_startup.proc _new_home</a>
CNRG- Community Non-profit Resource	N			<a href="http://www.cnrg-portland.org/opportunity_dir">www.cnrg-portland.org/opportunity_dir</a>

Group				
Black United Fund of Oregon	N			<a href="http://bufor.org">bufor.org</a>
Alliance for Women in Media	N			<a href="http://www.allwomeninmedia.org/job-listings/">www.allwomeninmedia.org/job-listings/</a>
Portland Creative List	N			<a href="http://www.portlandcreativelist.com/jobs/">www.portlandcreativelist.com/jobs/</a>
Career Center Jobs	N			<a href="http://www.careercenterjobs.org/">www.careercenterjobs.org/</a>
Society of Broadcast Engineers	N			<a href="http://www.sbe.org/sections/jl_listings.php">www.sbe.org/sections/jl_listings.php</a>
National Hispanic Media Coalition	N			<a href="http://www.nhmc.org/joblistings">www.nhmc.org/joblistings</a>

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