

**2016 Annual EEO Public File Report**  
**All Classical Public Media, Inc.**  
**Stations: KQAC (FM), KQHR (FM), KQOC (FM), KQMI (FM)**

**LOCAL PUBLIC INSPECTION  
COPY**

**2016**

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.

## 2016 ANNUAL EEO PUBLIC FILE REPORT

All Classical Public Media, Inc.

Station(s): KQAC(FM), KQHR(FM), KQOC(FM),  
KQMI (FM)

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

Reporting Period: September 21, 2015 – September 20, 2016

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

Small Market Exemption: No

During the Reporting Period, a total of   2   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/AllClassicalPortland>  
and also on our Twitter page at:  
<http://twitter.com/AllClassicalFM>

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

Three on-air hosts participated in hour-long pre-concert talks with the Oregon Symphony. These conversations are also made available on-demand at [www.allclassical.org](http://www.allclassical.org).

Sponsored and participated in the 2016 Portland Rose Festival Grand Floral Parade, garnering 435,000 impressions in advance promotion, along the Parade Route and to the TV audience.

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

**Between September 2015 – August 2016 all station staff trained a college senior & a college graduate 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 donor contributions in Fundraising Dept.
- Assistance with ratings tracking
- Program production
- Sound editing
- General assistance during pledge drives
- Event assistance
- Event tabling at arts partner concerts

*Interns averaged 20 hrs. per week.*

*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 three **tours for youth and school groups** at the Station. Station staff spoke to a combined attendance of over 75 youth from Boys & Girls Aid, Portland Waldorf School and the Village Free School. Station staff spoke about their broadcasting careers and their employment backgrounds & generally how they came to work at the Station.

*Participated in at least 4 **events** sponsored by **organizations** representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.*

**First Avenue Career Expo**

Location: University of Portland, Chiles Event Center

Portland, OR

Date: April 1, 2016

Participants: COO

**Willamette University Opportunities Fair**

Location: Willamette University, University Center Building

Salem, OR

Date: April 13, 2016

Participants: COO

**LIST OF POSITIONS FILLED**

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
8-15-16	Volunteer Coordinator	Internal advancement from Volunteer program
9-12-16	On-Air Host (Part Time 30 hrs)	Referred by station staff

**INTERVIEWEE REFERRAL SOURCE SUMMARY**

Total Number of Persons Interviewed in Preceding Year: 7

Recruitment Sources Used in <b>Preceding Year</b>	Number of Persons Interviewed that the Source Referred
All Classical Public Media, Inc. website- allclassical.org	5
Regional Arts & Culture Council- racc.org	1
CPB Jobline- cpb.org/jobline	1

## RECRUITING SOURCES USED

**Job Title of Position:** Volunteer Coordinator

**Date of Hire:** 8-15-16

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. & E-MAIL ADDRESS/ WEBSITE OF SOURCE
All Classical Public Media, Inc Website	N	n/a	Andrea Rennie rennie@allclassical.org	www.allclassical.org
Black United Fund of Oregon	N	n/a		http://bufor.org/index.php/site/job-index
National Hispanic Media Coalition	N	n/a		www.nhmc.org
CNRG	N	n/a		http://www.cnrg-portland.org/#!/post/c1c8a
RACC- Regional Arts & Culture Council	N	n/a	Mary Bauer mbauer@racc.org	https://www.racc.org/resources/listings/volunteer-coordinator-sought-by-all-classical-radio/

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

## RECRUITING SOURCES USED

**Job Title of Position:** On-Air Host

**Date of Hire:** 9-12-16

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. & E-MAIL ADDRESS/ WEBSITE OF SOURCE
All Classical Public Media, Inc Website	N	n/a	Andrea Rennie rennie@allclassical.org	<a href="http://www.allclassical.org/about/employment/executive-assistant/">http://www.allclassical.org/about/employment/executive-assistant/</a>
Black United Fund of Oregon	N	n/a		<a href="http://bufor.org/index.php/site/job-index">http://bufor.org/index.php/site/job-index</a>
CPB Jobline	N	n/a	Mah, Carole cmah@cpb.org	<a href="http://www.cpb.org/jobline/submit.php">http://www.cpb.org/jobline/submit.php</a>
MHCC	N	n/a	Bhaktirose Dawdy bhaktirose.dawdy@mhcc.edu	<a href="http://www.mhcc.edu/StudentServices.aspx?id=313">http://www.mhcc.edu/StudentServices.aspx?id=313</a>
PCC	N	n/a	Becky Washing rwashing@pcc.edu	<a href="http://www.pcc.edu/resources/careers/employer-services/">http://www.pcc.edu/resources/careers/employer-services/</a>
Society of Broadcast Engineers	N	n/a	kjones@sbe.org	<a href="http://www.sbe.org/sections/jl_submit.php">http://www.sbe.org/sections/jl_submit.php</a>
National Hispanic Media Coalition	N	n/a		<a href="http://www.nhmc.org">www.nhmc.org</a>
Oregon Association of Broadcasters	N	n/a	Shannon Johnson shannon@theoab.org	<a href="http://www.theoab.org/Home/CareersinBroadcasting.aspx">http://www.theoab.org/Home/CareersinBroadcasting.aspx</a>

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