

# 2023 ANNUAL EEO PUBLIC FILE REPORT

## Radio Pacific Inc (RPI)

Stations: KONP(AM), Port Angeles, WA  
KSTI(FM), Port Angeles, WA  
KZQM(FM), Sequim, WA

Reporting Period: October 1, 2022-September 30, 2023

No. of Full-time Employees: 8  
Small Market Exemption: Yes

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):

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

Internship opportunities established through long-term relationships with local community college are always available. While there were no applicants in the reporting period for this year, Station Programmer and broadcaster, Todd Ortloff, remained active on the Multimedia program committee to assist in keeping the program updated and active.

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

RPI chose an all new radio traffic software. Ongoing training was provided and required for all employees to learn more about logs, advertising placement and account data. This training was funded for the entire year beginning April 1, 2023, through March 31, 2024. Sales staff, office manager and traffic manager were required to watch all the training videos and meet on a weekly basis to share training insight and lessons learned.

*Recruited 14 Key Club Members at the local Port Angeles High School to volunteer in the production of RPI's annual Home Show, the highest attended public event in Clallam County.*

These students were assigned to sales and broadcast/news staff members to oversee and participate in the set up and tear down as well as participate in promotion and live broadcasts from the show. These students accompanied the sales team in working directly with businesses from around the region.

*RPI participated in the annual Chamber of Commerce Business Showcase.*

This event provided RPI with a marketing opportunity to showcase and talk about who we are, what we do and how we build community through our news broadcasts, local programming, and local public service announcements. In addition, it provides an opportunity to network with other local businesses in an effort to raise awareness of employment opportunities within the radio industry.

*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.*

N/A

**LIST OF POSITIONS FILLED**

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
N/A		

**INTERVIEWEE REFERRAL SOURCE SUMMARY**

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred

**RECRUITING SOURCES USED**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE