

**EEO ANNUAL PUBLIC FILED REPORT - 2017-2018**  
**Pacific Public Media, Licensee**  
**KNKX, KVIX, KPLI, and KPLK**

Exhibit 1A

KNKX is committed to equal employment opportunity. We will not discriminate against employees or applicants for employment on any legally recognized basis ["protected class"] including, but not limited to: race; color; religion; genetic information; national origin; sex; pregnancy, childbirth, or related medical conditions; age; disability; citizenship status; uniform service member status; or any other protected class under federal, state, or local law.

Part 1: RECRUITMENT  
 PPM SEU Hires This Year

Position	Recruitment Sources Notified	Number of Interviews	Recruitment Source of Interviews	Date of Hire	Recruitment Source of Hire
Listener Services Lead	1 - 7	16	1, 2, 5, 7	1/16/2018	Facebook
Sound Effect Producer	1 - 7, 12, 14, 17-19, 23, 26 - 27	12	7, 16 - 18, 26	1/03/2018	Word of Mouth
ATC Producer	1 - 7, 14, 18, 20, 26	12	1- 2, 7, 14, 17 - 18, 26	4/02/2018	Twitter
Dir. of Administration	1-2, 8, 21, 26, 28	5	2, 8	2/05/2018	LinkedIn
Promotions Asst.	1 - 7, 26	6	1-2, 26	5/14/2018	KNKX Website
Traffic Assistant	1 - 7, 13, 26	4	2, 5, 26	8/06/2018	Indeed
Dir. Major Gifts and Planned Giving	1 - 12, 26	6	1, 10, 12, 26	8/14/2018	Word of Mouth
Dir. of Music Programming	7, 8, 12 - 16, 18, 21 - 25	8	1, 7, 21, 26	8/20/2018	Word of Mouth

Total Interviews: 69  
 Total Employees hired: 8

Recruitment Sources

	Name	Contact Information	Type of Source	# of Interviewees
1	KNKX Website	<a href="http://www.knkx.org">www.knkx.org</a>	Station Website	8
2	Indeed	<a href="http://www.indeed.com">www.indeed.com</a> 9433 Champion Grandview Way, Bldg 1 Austin, TX 98750	Online Job Board	18
3	Simply Hired	<a href="http://www.simplyhired.com">www.simplyhired.com</a> 370 San Aleso Ave Sunnyvale, CA 94085	Online Job Board	
4	Trovit	<a href="http://www.trovit.com">www.trovit.com</a> Diagonal 601 9 <sup>th</sup> Floor Barcelona, 08028 Spain	Online Job Board	
5	GlassDoor	<a href="http://www.glassdoor.com">www.glassdoor.com</a> 100 Shoreline Highway, Bldg A Mill Valley, CA 94941-3645	Online Job Board	2
6	US Military Pipeline	<a href="http://www.usmilitarypipeline.com">www.usmilitarypipeline.com</a>	Online Job Board	
7	Facebook	<a href="http://www.facebook.com">www.facebook.com</a>	Online Job Board	8
8	LinkedIn	<a href="http://www.linkedin.com">www.linkedin.com</a> 955 Benecia Ave Sunnyvale, CA 94085	Online Job Board	1
9	Philanthropy Northwest	<a href="http://www.philanthropynw.org">www.philanthropynw.org</a>	Online Job Board for non-profit opportunities in the Northwest	
10	AFP NW	<a href="http://www.afpadvancementnw.org">www.afpadvancementnw.org</a> 2150 N 107 <sup>th</sup> St Ste 205 Seattle, WA 98133	Professional Association for fundraisers	1
11	Diversity Jobs.com	Diversityjobs.com	Online job board for diverse population	
12	Current	<a href="mailto:publicmediajobs@current.org">publicmediajobs@current.org</a>	Industry Magazine	1
13	Traffic Directors Guild of America	<a href="http://www.tdga.org">www.tdga.org</a>	Industry job board	
14	Corporation for Public Broadcasting	<a href="http://Cpb.org/jobline/">Cpb.org/jobline/</a> 401 9 <sup>th</sup> St NW	Industry job board	2

		Washington, DC 20004		
15	PMBA	Public Media Business Association 7918 Jones Branch Dr. Suite 300 McLean, VA 22102	Professional Industry Org.	
16	Radio Online	Jobs.radio-online.com 3500 Tripp Ave Amarillo, TX 79121-1637	Industry job board	3
17	NYC	NYC Radio Listserve/Columbia Univ.	Online Job Board	2
18	Twitter	<a href="http://www.twitter.com">www.twitter.com</a>	Online Job Board	2
19	Air Daily	Airmedia.org	Members only job board	
20	Ihirebroadcasting	Ihireboadcasting.com	Online Job Board	
21	Livingston Associates	3000 Chestnut Ave, Ste 208 Baltimore, MD 21211	Firm working with employees for placement in the industry	3
22	Radio Ink	331 SE Mizner Blvd Boca Raton, FL 33432	Industry professional magazine	
23	NABJ	National Association of Black Journalists 8800 Lakewood Dr. #117 Windsor, CA 95492	Industry organization of journalists, students, and media related professionals that provides and advocates on behalf of black journalists	
24	NAHJ	National Association of Hispanic Journalists 1050 Connecticut Ave NW Washington, District of Columbia	Professional organization dedicated to advancement of Hispanics in the news industry	
25	AAJA	Asian American Journalists Association 5 Third Street, Suite 1108 San Francisco, CA 94103	Membership non-profit advancing diversity in newsrooms.	
26	Word of Mouth	Current/Former Employees	Referral from current/former employee	18
27	Native American Journalist Assoc.	Naja.com	Professional industry empowering native American journalists	

Community Referral Organizations

As a community licensee, we continue to work on developing relationships with referral sources in the community that request that we notify them of job vacancies at Pacific Public Media. In addition, we have had interns from Seattle University and Seattle Pacific University in the past year working in our Community Outreach and Events department. We are enrolled in the UW Premier Internship Program and we advertise through their journalism department for interns as well as draw from the WWU/Journalism internship program for summer interns for the news department.

AFP NW 2150 N 107 <sup>th</sup> St Ste 205 Seattle, WA 98133 <a href="https://www.afpadvancementnw.org/">https://www.afpadvancementnw.org/</a>	Philanthropy Northwest 2101 Fourth Avenue, Suite 650 Seattle, WA 98121 <a href="https://philanthropynw.org/">https://philanthropynw.org/</a>
University of Washington – Journalism Program 102 Communications Box 353740 Seattle, WA 98195 <a href="http://www.com.washington.edu/journalism/">http://www.com.washington.edu/journalism/</a>	Western Washington University Facility 251 Bellingham, WA 98225-9161 <a href="https://chss.wwu.edu/journalism">https://chss.wwu.edu/journalism</a>
Native American Journalist Association OU Gaylord College 395 W. Lindsey St. Norman, OK, 73019-4201 <a href="https://www.naja.com/">https://www.naja.com/</a>	Asian American Journalist Association 5 Third Street, Suite 1108 San Francisco, CA 94103 <a href="https://www.aaja.org/">https://www.aaja.org/</a>
National Association of Black Journalists 1100 Knight Hall #3100 College Park, MD 20742 <a href="https://www.nabj.org/">https://www.nabj.org/</a>	National Association of Hispanic Journalists 1050 Connecticut Ave NW 10 <sup>th</sup> Floor Washington, DC 20036 <a href="http://www.nahj.org/">http://www.nahj.org/</a>

OUTREACH INITIATIVES

**Internship** program to assist members of the community to acquire skills needed for broadcast employment. KNKX has multiple professional internship opportunities throughout the year, continuing an established record from the time of the previous Licensee of station interns proceeding to careers in public broadcasting. In the time period covered by this report, individuals participated in internships in areas covering broadcast support, promotions, fund raising and customer service. The following staff members worked with our interns: Brenda Goldstein-Young, Ed Ronco, and Erin Hennessey.

**School of Jazz**, a unique educational program (Category 16). Since 2005, School of Jazz has demonstrated a commitment to jazz education; in fact, it's one of the cornerstones of KNKX's mission as the station's signature community outreach program. School of Jazz provides mentorship, learning and performance opportunities to Western Washington middle school, high school, and college jazz students, as well as exposure to careers in jazz format radio broadcasting (more broadly, music format).. Monthly during the school year, we invite a student jazz combo and professional mentor to perform live on the air. And every month throughout the year a guest student DJ shares an hour of their favorite jazz on the air with host Abe Beeson. The enthusiasm these students feel for jazz is contagious, as they discuss their favorite songs and why they love this style of music with inspiring, and often wise insights. Since its inception, School of Jazz has directly impacted nearly 3,150 jazz students, band directors, and professional musicians. In the years ahead, KNKX strives to expand School of Jazz to provide one-of-a-kind learning and performance experiences to even more students, both in our studios and live "on location" in the schools and at events (see Engagement with the Community below). Brenda Goldstein-Young heads up the School of Jazz program.

**Studio Sessions:** Last year, we hosted 61 studio sessions, including student groups. These live performances punctuated by engaging conversation with one of our resident music hosts, are a signature part of our service to the jazz and blues community. Members of KNKX are invited to attend the sessions and meet the performers (usually 6 – 10 members due to limited space and size of group playing.)

**Newsroom Internship.** KNKX news has an ongoing journalism internship. This is a paid internship with the intern working 20 hours per week producing news stories for the station. We draw from universities for this on a quarterly basis.

**Job Shadowing and Studio Tours.** We also welcome community members to shadow us and we offer studio tours throughout the year. In the case of shadowing, it depends on what area the individual is interested in. It could be virtually any staff member. As with studio tours, after each "Studio Sessions," members attending the session are offered a tour of the station. At other times, a donor may request of the Development team to have a tour of the station. In the past year, we have also provided tours for local Cub Scout groups and a third grade class of a local school. These are impressionable young minds who are fascinated that someone is actually talking into the microphone and it is being transmitted over the airwaves – not just magically coming out of a "box."

**Engagement with the Community.** In addition, we also send reporters and hosts out to community events including the following within this past year. KNKX has a table or booth at most events manned by staff and volunteers which provides the public with opportunities to engage staff in a dialogue re public radio and our mission and goals.

**KNKX News Community Outreach:**

- Ashley: Jan 26: Licton Springs (Native-focused K-8 school) studio tour and lunch
- Bellamy: Feb 1: UW enviro journalism panel
- Bellamy: Feb 3: Salish Sea event on Whidbey Island
- Gabriel: Feb 13: Temple talk about journalism
- Gabriel: Feb 24: Hosted Kitsap Regional Library - "One Book, One Community" event
- Ariel: Feb 27: Journalism class at Antioch U (helped story shape/tape listening)
- Ed: March 20: How to interview - West Sea middle school class on oral histories

- Simone: March 29: Media literacy for judges
- Ed and Geoffrey: June 7: "KNKX Connects to Port Angeles"
- Bellamy: June 11: Speaker on media literacy at Women's Legislators' Lobby dinner
- Gabe: July 2: Debrief with New England Public Radio on marijuana legalization
- Ariel: July 9-14: Next Generation training in Seattle - mentor
- Simone: July 12: Moderating B'vue League of Women Voter's panel on 41st leg district
- Ed and Geoffrey: August 30: "KNKX Connects to Centralia and Chehalis"

#### **Community Engagement – Events:**

- Special KNKX studio session live from The Royal Room in Seattle featuring the Wayne Horvitz Ensemble performing an original score to a 1920's silent movie which the public attended.
- KNKX hosted the popular NPR news quiz show, *Wait Wait...Don't Tell Me!* at the Moore Theatre.
- KNKX presented its annual free holiday concert and live broadcast featuring two student groups and a guest vocalist at Edmonds Center for the Arts.
- Special KNKX School of Jazz studio session live from Seattle Pacific University featuring its jazz ensemble which the public attended.
- KNKX partnered with four local non-profits to present a public event in conjunction with the station's popular daily feature, *BirdNote*.
- KNKX had a booth, and programmed and hosted a stage at the 2018 Northwest Folklife festival at Seattle Center.
- KNKX hosted NPR National Political Correspondent Mara Liasson for a public event on the University of Washington campus.
- KNKX presented its Member Appreciation Party at the Museum of Flight.
- KNKX was at the 2018 Victoria (B.C.) JazzFest to host concerts.
- KNKX had a booth at the 2018 Jazz Pt. Townsend festival and recorded a concert with student workshop participants which the public attended.
- For the second year, KNKX hosted over 30 Seattle JazzED student workshop participants and their professional mentors for a live studio session at its Seattle studios.
- KNKX had a booth at the 2018 Brew Five Three festival in Tacoma.
- KNKX presented its first free summer concert at Point Ruston in Tacoma.
- KNKX hosted a student performance at the 2018 Seattle Children's Festival at Seattle Center.

**Mentoring. Next Generation Radio Project, On-going.** The Next Generation Radio Fellowship is a week-long digital journalism training project designed to give competitively-selected participants, who are interested in radio and journalism, the skills and opportunity to report and produce their own multi-media stories. This project for early-career fellows was cooperatively produced by KNKX with KUOW, NPR, PRI, and others. Ariel Van Cleave, of the PPM SEU, mentored these up-and-coming radio producers through this Next Gen Radio Project over the course of a weeklong conference in Seattle. See <http://seattle2017.nextgenerationradio.org>

Exh. 1 B

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**Part 1: RECRUITMENT**  
PPM SEU Hires This Year

Position	Recruitment Sources Notified	Number of Interviews	Recruitment Source of Interviews	Date of Hire	Recruitment Source of Hire
Part-Time, Jazz Host	1,2,3,4,5,6,7,8,12,14,18	6	1	8/26/19	Website
News Director	1,2,3,4,5,6,7,8,12,14,18,21,23,24,25,27	6	1,12,14	8/13/19	Website
Digital Content Manager	1,2,3,4,5,6,7,8,12,14,18,26	10	1,2,3,5,8,26	11/1/18	Current/Former Employees
Major Gifts Officer	1,2,3,4,5,6,7,8,9,10,12,14,18	6	1,2,3,5,7,8	9/16/19	LinkedIn
Major Donor Coordinator	1,2,3,4,5,6,7,8,9,10,12,14,18	5	2,3,8,9	7/2/19	Philanthropy NW
Gift & Data Processing Assistant	1,2,3,4,5,6,7,8,9,10,12,14,18	6	1,2,3,5,8	9/16/19	Indeed

Total Interviews: 39  
Total Employees hired: 6

**RECRUITMENT SOURCES**

	Name	Contact Information	Type of Source	# of Applicants
1	KNKX Website	<a href="http://www.knkx.org">www.knkx.org</a>	Station Website	25
2	Indeed	<a href="http://www.indeed.com">www.indeed.com</a> 9433 Champion Grandview Way, Bldg 1 Austin, TX 98750	Online Job Board	103
3	Simply Hired	<a href="http://www.simplyhired.com">www.simplyhired.com</a> 370 San Aleso Ave Sunnyvale, CA 94085	Online Job Board	
4	Trovit	<a href="http://www.trovit.com">www.trovit.com</a> Diagonal 601 9 <sup>th</sup> Floor Barcelona, 08028 Spain	Online Job Board	
5	GlassDoor	<a href="http://www.glassdoor.com">www.glassdoor.com</a> 100 Shoreline Highway, Bldg A Mill Valley, CA 94941-3645	Online Job Board	3
	US Military Pipeline	<a href="http://www.usmilitarypipeline.com">www.usmilitarypipeline.com</a>	Online Job Board	
7	Facebook	<a href="http://www.facebook.com">www.facebook.com</a>	Online Job Board	3
8	LinkedIn	<a href="http://www.linkedin.com">www.linkedin.com</a> 955 Benecia Ave Sunnyvale, CA 94085	Online Job Board	32
9	Philanthropy Northwest	<a href="http://www.philanthropyNW.org">www.philanthropyNW.org</a>	Online Job Board for non-profit opportunities in the Northwest	2
10	AFP NW	<a href="http://www.afpadvancementnw.org">www.afpadvancementnw.org</a> 2150 N 107 <sup>th</sup> St Ste 205 Seattle, WA 98133	Professional Association for fundraisers	1
11	Diversity Jobs.com	Diversityjobs.com	Online job board for diverse population	
12	Current	<a href="mailto:publicmediajobs@current.org">publicmediajobs@current.org</a>	Industry Magazine	3
13	Traffic Directors Guild of America	<a href="http://www.tdga.org">www.tdga.org</a>	Industry job board	
14	Corporation for Public Broadcasting	<a href="http://Cpb.org/jobline/">Cpb.org/jobline/</a> 401 9 <sup>th</sup> St NW Washington, DC 20004	Industry job board	3



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17	NYC	NYC Radio Listserve/Columbia Univ.	Online Job Board	
18	Twitter	<a href="http://www.twitter.com">www.twitter.com</a>	Online Job Board	
19	Air Daily	Airmedia.org	Members only job board	
20	Ihirebroadcasting	Ihireboadcasting.com	Online Job Board	
21	Livingston Associates	3000 Chestnut Ave, Ste 208 Baltimore, MD 21211	Firm working with employees for placement in the industry	2
22	Radio Ink	331 SE Mizner Blvd Boca Raton, FL 33432	Industry professional magazine	
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27	Native American Journalist Assoc.	Naja.com	Professional industry empowering native American journalists	
28	Public Media Jobs	<a href="http://www.publicmediajobs.org">www.publicmediajobs.org</a>	Online Job Board-Industry	3

**COMMUNITY REFERRAL ORGANIZATIONS**

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University of Washington – Journalism Program 102 Communications Box 353740 Seattle, WA 98195 <a href="http://www.com.washington.edu/journalism/">http://www.com.washington.edu/journalism/</a>	Western Washington University Facility 251 Bellingham, WA 98225-9161 <a href="https://chss.wwu.edu/journalism">https://chss.wwu.edu/journalism</a>

**OUTREACH INITIATIVES**

**Internships:** A program to assist members of the community to acquire skills needed for broadcast employment. KNKX has multiple professional internship opportunities throughout the year, continuing an established record from the time of the previous Licensee of station interns proceeding to careers in public broadcasting. In the time period covered by this report, individuals participated in internships in areas covering broadcast support, promotions, fund raising and customer service. We are enrolled in the UW Premier Internship Program and we advertise through their journalism department for interns as well as draw from the WWU/Journalism internship program for summer interns for the news department. The following staff members worked with our interns: Brenda Goldstein-Young, Ed Ronco, Kirsten Kendrick, and Erin Hennessey.

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**Engagement with the Community:** In addition, we also send reporters and hosts out to community events including the following within this past year. KNKX has a table or booth at most events manned by staff and volunteers which provides the public with opportunities to engage staff in a dialogue about public radio, our mission, goals, careers and internships.

#### **KNKX News Community Outreach:**

2018

- Ed and Geoffrey: June 7 (2018): KNKX Connects to Port Angeles
- Bellamy: June 11 (2018): Speaker on media literacy at Women's Legislators' Lobby dinner
- Ariel: July 9-14: Next Generation training in Seattle - mentor
- Simone: July 12 (2018): Moderating B'vue League of Women Voter's panel on 41st leg district
- Ed and Geoffrey: August 30 (2018): KNKX Connects to Centralia/Chehalis
- Ed and Geoffrey: October 11 (2018): KNKX Connects to Bellingham
- Ed and Geoffrey: November 29 (2018): KNKX Connects to Grays Harbor

2019

- Ed and Geoffrey: Jan 31: KNKX Connects to Skagit Valley
- Bellamy: Feb 7: Environmental communications panel at UW
- Ashley: March 16: Washington Journalism Education Association's State Conference speaker
- Ed and Geoffrey: March 21: KNKX Connects to Oso
- Simone: March 30: Auctioned off to a middle schooler who wants to be a journalist!
- Gabe: April 1: Moderate panel of scientist's/health professionals for a public event for the Institute for Systems Biology
- Bellamy: April 12: Speaker at UW Business & Professional Women's luncheon
- Ashley: April 24: Public Ed in WA - OSPF conference panel
- Simone: April 25: Lakeside history class/guest lecturer

- Simone: Globalist media mentor (March through June)
- Ashley: April 30: Guest on “Crossing Division” podcast about “Who’s Counted” series
- Erin: May 2: Seattle Channel - TV panel on future of journalism
- Paula and Simone: May 6: Smith Tower bootleg book author reading and McNeil Q&A
- Kirsten, Paula and Simone: May 15: U. Prep podcasting presentation and station tour

**Community Engagement – Events:**

2018 (June-December)

- KNKX was at the 2018 Victoria (B.C.) JazzFest to host concerts.
- KNKX hosted NPR National Political Correspondent Mara Liasson for a public event on the University of Washington campus.
- KNKX presented its Member Appreciation Party at Seattle’s Museum of Flight.
- KNKX had a booth at the 2018 Jazz Pt. Townsend festival; and recorded and videotaped evening mainstage concerts and a concert with student workshop participants which the public attended.
- For the second year, KNKX hosted over 30 Seattle JazzED student workshop participants and their professional mentors for a live studio session at its Seattle studios.
- KNKX had a booth at the 2018 Brew Five Three festival in Tacoma.
- KNKX presented its first free summer concert at Point Ruston in Tacoma.
- KNKX hosted a student performance at the 2018 Seattle Children’s Festival at Seattle Center.
- KNKX sponsored the 2018 Earshot Jazz Festival and on-air jazz staff MC’d concerts. KNKX also sponsored the Within/Earshot Jazz Festival on Bainbridge Island and had an on-site presence there.
- KNKX presented its annual free holiday concert and live broadcast featuring a student group from Thurston County and a guest vocalist at the Historic Capitol Theatre in downtown Olympia.

2019 (January-May)

- KNKX presented a public event surrounding its *Forgotten Prison* podcast at the Washington State History Museum in conjunction with its McNeil Island prison exhibit.
- As part of its new expanded presence in downtown Tacoma – and for the first time ever – KNKX had a presence at the Broadway Farmers Market and hosted its First Thursday Music. (Subsequently, KNKX hosted a booth at the Farmers Market every First Thursday through October 2019.)
- For the third year, KNKX had a presence at the Northwest Folklife Festival at Seattle Center, also programming and hosting a music showcase.



**UNITED STATES OF AMERICA  
FEDERAL COMMUNICATIONS COMMISSION  
WASHINGTON, D.C. 20554**

(FOR CHIEF, AUDIO DIVISION, MEDIA BUREAU)

DATE: 08/16/2016

Exh. 2

<input checked="" type="checkbox"/> CONSENT TO ASSIGNMENT: <input type="checkbox"/> CONSENT TO TRANSFER:	FROM: PACIFIC LUTHERAN UNIVERSITY, INC.
	TO: PACIFIC PUBLIC MEDIA
Licensee/Permittee: (for transfer only)	

CLASS	CALL SIGN	FACILITY ID	FILE#	STATION LOCATION	AUXILIARY STATIONS
FM	KNKX	51199	BALED-20160706AAM	TACOMA, WA	ALL CURRENTLY AUTHORIZED AUXILIARY STATIONS
FM	KVIX	91468	BALED-20160706AAN	PORT ANGELES, WA	
FM	KPLI	91212	BALED-20160706AAO	OLYMPIA, WA	
FM	KPLK	173038	BALED-20160706AAP	SEDRO-WOLLEY, WA	
FX	K204BI	51195	BALFT-20160706AAQ	BELLINGHAM, WA	
FX	K211AP	51201	BALFT-20160706AAR	CENTRALIA, WA	
FX	K214FI	51196	BALFT-20160706AAS	RAYMOND, WA	
FX	K221FR	51202	BALFT-20160706AAT	WEST SEATTLE, ETC., WA	
FX	K265DP	51200	BALFT-20160706AAU	ABERDEEN, WA	
FX	K284BM	38908	BALFT-20160706AAV	LONGVIEW, WA	
FX	K288GG	51198	BALFT-20160706AAW	MOUNT VERNON, WA	
FX	K244EV	142359	BAPFT-20160706AAX	WOODLAND, WA	

The construction permit for K244EV, Fac ID No. 142359 expires on December 6, 2016. Commission rules which became effective on February 16, 1999, have a bearing on this construction permit. See Streamlining of Mass Media Applications, Report and Order, MM Docket No. 98-43, 13 FCC Rcd 23056 (1999). Pursuant to these rules, consummation of the assignment consented to herein will not extend the expiration date of the permit. The construction permit will be subject to automatic forfeiture unless construction is complete and an application for license to cover is filed prior to expiration.

The FM Translator Licensee must notify the Federal Communications Commission, Office of the Secretary, 445 12th Street, SW, Washington, D.C. 20554 of any change in the station that will be rebroadcast. The parties should also notify Robert Gates via email at Robert.Gates@fcc.gov. See 47 C.F.R. §74.1284.

The request for waiver of the main studio rule, 47 C.F.R. Section 73.1125, IS GRANTED based upon the specific representations contained therein. This grant is effective upon consummation of the proposed transaction.

In order to facilitate this grant, the parties should also notify Penelope Dade, Room 2A-363 (202) 418-2700 of consummation.

Under authority of the Communications Act of 1934, as amended, the consent of the Federal Communications Commission is hereby granted to the transaction indicated above.

The Commission's consent to the above is based on the representations made by the applicants that the statements contained in, or made in connection with, the application are true and that the undertakings of the parties upon which this transaction is authorized will be carried out in good faith.

The actual consummation of voluntary transactions shall be completed within 90 days from the date hereof, and notice in letter form thereof shall promptly be furnished to the Commission by the seller or buyer showing the date the acts necessary to effect the transaction were completed. Upon furnishing the Commission with such written notice, this transaction will be considered completed for all purposes related to the above described station(s).

FCC Form 323, Ownership Report, must be filed within 30 days after consummation, by the licensee/permittee or assignee.

ADDITIONAL REQUIREMENTS FOR ASSIGNMENTS ONLY:

Upon consummation the assignor must deliver the permit/license, including any modifications thereof to the assignee.

It is hereby directed that, upon consummation, a copy of this consent be posted with the station authorization(s) as required by the Commission's Rules and Regulations.

The assignee is not authorized to construct nor operate said station(s) unless and until notification of consummation in letter form has been forwarded to the Commission.

Exh. 3 A

Share

Email Opening

**TITLE Listener Services Lead****ABOUT THE ORGANIZATION**

KNKX is a Puget Sound area public media outlet, dedicated to bringing jazz, blues, regional news, and NPR programs to the Northwest and beyond. As a newly independent station, KNKX employees are energized in their mission to provide the very best service to over 400,000 listeners on-air and online, to engage closely with community members and the public media industry to constantly improve and innovate, and to present music and stories that educate, inspire, and expand horizons. Employees at KNKX are empowered to be creative and think critically about current processes, creating an office culture that welcomes experimentation, teamwork, and open dialogue.

**EOE STATEMENT**

KNKX is an equal employment opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, national origin, disability status, protected veteran status or any other characteristic protected by law.

**DESCRIPTION****GENERAL DESCRIPTION:**

Nonprofit KNKX/Pacific Public Media is looking to hire a part-time Listener Services Lead at 20 hours per week. Our office operates from 8AM - 5PM, Monday - Friday, with occasional special events occurring on weekends and evenings.

Dependability, professionalism, proficient communication and problem-solving skills are key requirements of this customer service-oriented job.

KNKX offers an excellent benefits package for employees to include medical, dental, retirement, paid vacation and major holidays off.

Salary: \$14/Hour

Position open: 8/25/2017

Closes: When a sufficient number of qualified candidates have been identified.

**POSITION REQUIREMENTS****ESSENTIAL FUNCTIONS AND RESPONSIBILITIES:**

- Answers emails and primary phone lines.
- Provides reception assistance for guests, employees and vendors.
- Assists with office tasks and ongoing projects, including but not limited to: mail services (sorting, prepping, labeling, picking up/ dropping off mail), filing, membership data-entry, printing, folding, transposing,

**WE ALSO RECOMMEND****OTHER JOBS WITHIN SAME CATEGORY**

-- None found -  
-

**OTHER JOBS WITHIN 60 MILES**

-- None found -  
-

updating online events calendar, and other projects as needed.

- Updates Listener Services Associates schedule to ensure staff coverage.
- Schedules and provides new hire orientation and training for Listeners Services Associate position. Communicates with Marketing Manager of necessary updates to related training and orientation materials.
- Works closely with the constituent/donor database; maintains records by updating account information.
- Learns about KNKX and Jazz24 programming schedules, organizational structure and membership services and benefits offered to help resolve constituent and donor inquiries.
- Resolves donor account or service inquiries/problems by clarifying the constituent's issue; determines the cause of the problem; selects and explains the best solution to solve the problem or directs to appropriate staff who can assist; follows up to ensure that issues are resolved both promptly and thoroughly.
- Thoroughly and efficiently gathers constituent/donor information, educates the constituent where applicable to prevent the need for future contacts and documents interactions through contact-tracking.
- Provides accurate and comprehensive information by using KNKX-approved methods/tools such as the constituent database, online playlists, jazz logs.
- Follows external and internal communication procedures, guidelines and policies.
- Builds sustainable relationships of trust through open and interactive communication.
- Takes the extra mile to engage visitors, listeners and donors.
- Has a pleasant, patient and friendly attitude.
- Other duties as assigned.

#### **KNOWLEDGE, SKILLS AND ABILITIES:**

Customer Service, Product Knowledge, Quality Focus, Problem Solving, Organization, Listening, Phone and Email Proficiency, Resolving Conflict, Analyzing Information , Multi-tasking, Professionalism, Punctuality, Self-Motivation and the Ability to Work Independently

#### **REQUIRED QUALIFICATIONS:**

- Proven customer service experience
- Ability to communicate clearly and professionally, both verbally and in writing
- Strong phone and email contact handling skills
- Familiarity with database systems and practices
- Customer orientation and ability to adapt/respond to different types of characters
- Ability to multi-task, prioritize and manage time effectively
- Ability to remain professional and courteous with the public at all times
- Must be available to work occasional nights and weekends
- Must be 18 years of age or older



Exh. 3 B

## Sourcing - Summary of Specific Source

Limit by: Positions Selected: Listener Services Lead,Listener Services Lead,Listener Services Lead,Listener Services Lead,Listener Services Lead

Specific Source	Number of Applications	Percentage of Total
indeed	31	57.4%
Indeed.com - AdCode: Indeed6487	12	22.2%
Company Website, knkx.org	4	7.4%
Facebook - AdCode: facebook	2	3.7%
GlassDoor.com - AdCode: GlassDoor6487	1	1.9%
Company Website, KNKX	1	1.9%
Internet/Job Board, indeed	1	1.9%
Other, Facebook friend was hired	1	1.9%
Other, test	1	1.9%
<b>Total</b>	<b>54</b>	<b>100%</b>

Exh. 4A

Share

Email Opening

# TITLE Sound Effect Producer

## ABOUT THE ORGANIZATION

KNKX is a Puget Sound area public media outlet, dedicated to bringing jazz, blues, regional news, and NPR programs to the Northwest and beyond. As a newly independent station, KNKX employees are energized in their mission to provide the very best service to over 400,000 listeners on-air and online, to engage closely with community members and the public media industry to constantly improve and innovate, and to present music and stories that educate, inspire, and expand horizons. Employees at KNKX are empowered to be creative and think critically about current processes, creating an office culture that welcomes experimentation, teamwork, and open dialogue.

## EOE STATEMENT

KNKX is an equal employment opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, national origin, disability status, protected veteran status or any other characteristic protected by law.

## DESCRIPTION

Come help make a radio show that can hang with the best national programs, but that also reflects the flavor, the weirdness, the soul of a specific place: the Pacific Northwest. Sound Effect, the national-award-winning, weekly storytelling show and podcast created by 88.5 KNKX in Seattle, seeks an experienced, driven, relentlessly curious Producer.

As a member of our team, you will find and make great stories. The Producer helps to generate ideas for themes and segments, conduct pre-interviews and prep the host, schedule and conduct tapings, edit interviews, help us grow on social media and engage better with audiences, write deft web copy and various other stuff. You'll have the opportunity to write and produce your own feature stories in addition to producing for the host. You'll do booking, but this job is no mere booker. You'll also be a storyteller and a collaborator.

The ideal candidate will have experience producing for a show or podcast, a solid foundation of journalistic skills, excellent writing, the mind of a storyteller, and a desire to make creative audio. We offer a competitive salary and excellent benefits, an inclusive, gung-ho team, an extraordinary setting in a top public radio market (Seattle/Tacoma), and the opportunity to do the most satisfying work of your career.

If this sounds like you, please get in touch! Send your **resume, work samples and a one-page letter** that tells us a story about who you are and why you'd be a good fit on our team.

The Producer for KNKX's *Sound Effect* show works directly with the Host and Senior Producer to research potential show themes, stories and people to interview, book and edit interviews and produce features and show elements. The

## WE ALSO RECOMMEND

### OTHER JOBS WITHIN SAME CATEGORY

-- None found -

### OTHER JOBS WITHIN 60 MILES

-- None found -

Producer may also fill in for the Senior Producer and the show host, in addition to contributing stories.

Salary Range \$52K - \$57K

Position Closes August 25, 2017

**POSITION  
REQUIREMENTS**

**KNOWLEDGE, SKILLS AND ABILITIES:**

- Knowledge of journalistic ethics and standards – specifically the standards of NPR News.
- Ability to work closely in a creative team to help plan and produce a weekly news magazine.
- Ability to report, produce and edit stories for broadcast and online.
- Strong, clear broadcast writing
- Ability to edit and mix multi-track digital audio using Adobe Audition.
- Ability to work under deadline pressure, make the best of limited resources, attend remote events, and respond effectively to diverse and changing circumstances.
- Skills and abilities to use (and adapt to new) computers, phones, radio consoles, recorders, and other basic news technology.
- Understands and supports the KNKX Mission Statement and the KNKX Principles and Values Statement

**QUALIFICATIONS:**

- Experience reporting and producing for broadcast and online.
- Bachelor's degree in broadcast, journalism or related field. Or one year of experience may be substituted for each year of education.
- A minimum of one year's experience as a producer of an audio program or podcast.
- This position requires SAG AFTRA membership.

**OPEN DATE** 8/10/2017

**CLOSE DATE** 8/26/2017

**LOCATION** Seattle Office

**FULL-  
TIME/PART-TIME** Full-Time

**EXEMPT/NON-** Non-Exempt

Exh. 4B

Sourcing - Summary of Specific Source

Limit by: Positions Selected: Sound Effect Producer, Sound Effect Producer

Specific Source	Number of Applications	Percentage of Total
Indeed.com - AdCode: Indeed6487	32	25.2%
Facebook - AdCode: facebook	11	8.7%
indeed	11	8.7%
Internet/Job Board, cpb.org	6	4.7%
Internet/Job Board, Current	4	3.1%
Internet/Job Board, NYC Radio Listserv	3	2.4%
GlassDoor.com - AdCode: GlassDoor6487	3	2.4%
Employee Referral, Allie Ferguson	3	2.4%
Word of Mouth, Allie Ferguson	3	2.4%
Company Website, knkx.org	2	1.6%
Internet/Job Board, Corporation for Public Broadcasting	2	1.6%
Internet/Job Board, AIR	2	1.6%
Internet/Job Board, AIR Daily	1	0.8%
Internet/Job Board, airmedia.org	1	0.8%
Internet/Job Board, Corporation for Public Broadcasting Jobs	1	0.8%
Internet/Job Board, CPB Jobline	1	0.8%
Company Website, www.knkx.org	1	0.8%
Employee Referral, Kevin Kniestedt	1	0.8%
	1	0.8%
College/University, Columbia University	1	0.8%
Company Website, CPB	1	0.8%
Company Website, current.org	1	0.8%
Company Website, http://www.cpb.org/	1	0.8%
Company Website, KNKX	1	0.8%
Company Website, KNKX Career Page	1	0.8%
Internet/Job Board, NYC Radio listserve	1	0.8%
Internet/Job Board, public media jobs	1	0.8%
Internet/Job Board, Public Radio NYC Listserv	1	0.8%
Internet/Job Board, Think Public Media	1	0.8%
Internet/Job Board, Twitter	1	0.8%
Internet/Job Board, www.cpb.org	1	0.8%
Other, AIR Newsletter	1	0.8%
Other, Allie Ferguson (Seattle Radio Group)	1	0.8%
Other, College professor connected with host	1	0.8%
Other, cpb.org	1	0.8%
Other, Martians	1	0.8%
Other, Public Radio Email Listserve	1	0.8%
Word of Mouth, a current colleague, Christina Shockley	1	0.8%
Internet/Job Board, Current Magazine	1	0.8%
Internet/Job Board, Current.org	1	0.8%
Internet/Job Board, Facebook group for public radio	1	0.8%

Internet/Job Board, Facebook group for radio producers	1	0.8%
Internet/Job Board, Facebook posting/message from colleague	1	0.8%
Internet/Job Board, Facebook public media page	1	0.8%
Internet/Job Board, Facebook, Radio Women Rule the World	1	0.8%
Internet/Job Board, Glass Door	1	0.8%
Internet/Job Board, Indeed	1	0.8%
Internet/Job Board, Ladio Listserv	1	0.8%
Internet/Job Board, Ladio NYC	1	0.8%
Internet/Job Board, NYC Radio	1	0.8%
Word of Mouth, Allie Ferguson - Seattle Radio Club	1	0.8%
Word of Mouth, Gabriel Spitzer	1	0.8%
Word of Mouth, Lisa Worf	1	0.8%
Word of Mouth, New York Ladio Listserv	1	0.8%
Word of Mouth, Public Media Facebook Groups	1	0.8%
Word of Mouth, Radio listserve - Allie Ferguson	1	0.8%
Word of Mouth, Rashah McChesney	1	0.8%
<b>Total</b>	<b>127</b>	<b>100%</b>