

Licensee: Friends of KEXP (Fac ID 68668)

90.3 FM, Seattle, WA

92.7 FM, Alameda/San Francisco, CA

EEO Annual Public File Report: October 1, 2024 – September 30, 2025

This EEO Annual Public File Report is filed in KEXP's public file and posted at www.kexp.org in compliance with Section 73.2080(c)(6) of the FCC's rules.

If your organization would like to receive notice of vacancies, please contact us at 206-520-5800. All openings are posted at www.kexp.org/jobs.

Friends of KEXP employs 87 full time (30+ hours/week) employees and are required to perform at least four outreach initiatives every two years.

Equal Employment Opportunity Policy Statement

KEXP has been, and will continue to be, committed to recruiting, hiring, developing, compensating, and promoting the best-qualified individuals for positions at all levels. In order to provide equal employment and advancement opportunities to all individuals, KEXP's employment practices will not be influenced or affected by an applicant's or employee's race, color, religion, gender, national origin, age, disability, political ideology, veteran status, sexual orientation, gender identity, marital status, genetic characteristics, or any other class protected by law.

This statement reaffirms our dedication to the principles of Equal Employment Opportunity and our expectation that all employees will lend their full support to furthering KEXP's success through implementation of those principles.

Vacancies and Hiring

Job Title	Date of Hire	Recruitment Sources Notified	Number of Interviews	Recruitment Sources of Interviews	Recruitment Source of Hire
Accounting Clerk	10/28/2024	1-6, 9-19, 25	6	2, 9, 25	2
Advancement Communications Specialist	1/8/2025	1-6, 9-19, 23-24	14	1, 2, 7, 8, 10, 11	7
Broadcast Engineer	1/27/2025	1-6, 9-10, 12-19	3	1, 2, 6	6
Programming Administrative Specialist	2/18/2025	1-6, 9-19, 21, 25	15	1, 2, 5, 6, 7, 8, 9, 10	6
Account Executive, Underwriting & Business Support, Bay Area	9/15/2025	1-6, 10, 20, 22, 26-35	4	7, 8, 9, 10	8

Total Interviews Conducted: 42**Total Full-Time Employees Hired: 5**

Please note that recruitment sources 12-19 correspond to Seattle-area community referral organizations, listed on page 6, and recruitment sources 26-35 correspond to Bay Area community referral organizations, listed on page 7.

In addition, some sources listed are used only when appropriate for the specific job opening, not for all positions.

Recruitment Sources

#	Name	Contact Information	Type of Source	# of Interviewees
1.	KEXP Website	www.kexp.org/about/jobs	Station website	5
2.	KEXP on-air spot	Friends of KEXP 472 1 st Ave. N Seattle, WA 98109	Radio broadcast	7
3.	KEXP Facebook	www.facebook.com/kexp.fm	Station social networking page	
4.	KEXP LinkedIn	www.linkedin.com	Business-related social networking website	
5.	KEXP Instagram	www.instagram.com/kexp/	Station social media page	1
6.	Current employees	Friends of KEXP 472 1 st Ave. N Seattle, WA 98109	Current employees notified by internal job announcement email	2
7.	Employee referral	Friends of KEXP 472 1 st Ave. N Seattle, WA 98109	Referral from current employee	6
8.	Community referral		Referral from community member who is not an employee	6
9.	Indeed	www.indeed.com	Online job board	4
10.	LinkedIn Jobs	www.linkedin.com	Business-related social networking website	6
11.	Idealist	www.idealists.org	Online job board for non-profits	4
12.	Asian Counseling & Referral Services	www.acrs.org	Non-profit focused on empowering Asian-Americans and Pacific Islanders	
13.	Catholic Community Services	www.ccsww.org	Religious service organization	
14.	City University	www.cityu.edu	University career services	
15.	Courage 360	www.courage360.org	Non-profit focused on economic self-sufficiency for low-income women and families	
16.	Evergreen State College (KAOS Radio)	www.evergreen.edu	College radio station	

17.	Green River Community College	www.greenriver.edu	Community college career services	
18.	UIATF Native Workforce Services Program	www.unitedindians.org	Non-profit focused on cultural and social services for indigenous people of Puget Sound	
19.	Urban League of Metropolitan Seattle	info@urbanleague.org	Email list of non-profit empowering African Americans in Seattle	
20.	Greater Public	https://greaterpublic.org	Job board for positions in public media	
21.	Seattle Office of Arts & Culture	https://www.seattle.gov/arts	Job board for positions in the arts.	
22.	Public Media Jobs	http://jobs.current.org/	Online job board for public media positions.	
23.	AFP South Sound Chapter	Apfsouthsound@gmail.com	Online job board and newsletter for fundraising positions.	
24.	Philanthropy Northwest	PhilanthropyNW.org -jobs-posts	Online job board for fundraising positions.	
25.	Handshake	https://joinhandshake.com/	Job board for current students and alums for colleges and universities in Washington & California	1
26.	CalJOBS	https://edd.ca.gov/Jobs_and_Training/Caljobs.htm	California State Employment Development Department	
27.	Asian Business League of SF	https://www.ablsf.org/	Nonprofit dedicated to the promotion of Asian Pacific American leadership in business.	
28.	Asian Immigrant Women Advocates	www.aiwa.org	Nonprofit that empowers low-income immigrant women and youth.	
29.	Bay Area Black Journalists Association	babja1982@gmail.com	Nonprofit of African American media professionals and students.	
30.	Chinese for Affirmative Action	https://caasf.org/	Nonprofit to advance multiracial democracy on behalf of the broader Asian American and Pacific Islander community.	

31.	SF Hispanic Chamber of Commerce	https://hccsf.com/	Nonprofit to promote and facilitate business in the Bay Area, and preserve community traditions.	
32.	SF Human Services Agency	https://www.sfhsa.org/	Nonprofit that delivers essential service for people, families, and communities.	
33.	SF State University	https://www.sfsu.edu/	Career Center for current students and alums	
34.	Spanish Speaking Citizens Foundation	https://www.sscf.org/	Nonprofit that service the needs of low-income Latino families and individuals in Oakland.	
35.	The Women's Building	https://www.womensbuilding.org/	Nonprofit that provides resources for women, immigrants, and LGBTQIA+ individuals.	

Northwest Community Referral Organizations

Asian Counseling & Referral Services
3639 Martin Luther King Jr. Way S
Seattle, WA 98144
employmentprogram@acrs.org

Catholic Community Services
100 23rd Avenue S
Seattle, WA 98144
info@ccsww.org

City University
521 Wall Street, Suite 100
Seattle, WA 98121
careers@cityu.edu

Courage 360
3516 S 47th St., #205
Tacoma, WA 98409
wendys@courage360.org

Evergreen State College (KAOS Radio)
2700 Evergreen Parkway NW
Olympia, WA 98505
kaos@evergreen.edu

Green River Community College
12401 SE 320th Street
Auburn, WA 98092-3622
workforce@greenriver.edu

UIATF Native Workforce Services Program
Discovery Park
P.O. Box 99100
Seattle, WA 98139
info@unitedindians.org

Urban League of Metropolitan Seattle
105 14th Avenue, Ste. 200
Seattle, WA 98122
info@urbanleague.org

Bay Area Community Referral Organizations

California State Employment Development
745 Franklin St
San Francisco, CA 98102
https://edd.ca.gov/Jobs_and_Training/Caljobs.htm

Asian Business League of San Francisco
P.O. Box 191345
San Francisco, CA 94119-1345
info@ablsf.org

Asian Immigrant Woman Advocates
310 8th S
Oakland, CA 94607
info@aiwa.org

Bay Area Black Journalists Association
1714 Franklin St, #100-260
Oakland, CA 94612
babja1982@gmail.com

Chinese for Affirmative Action
17 Walter U. Lum Place
San Francisco, CA 94108
ejteam@caasf.org

San Francisco Hispanic Chamber of Commerce
3597 Mission St
San Francisco, CA 94110
info@hccsf.com

San Francisco Human Services Agency
1650 Mission Street
San Francisco, CA 94103
hsa.jobsnow@sfgov.org

San Francisco State University
1600 Holloway Avenue
San Francisco, CA 94132
recruit@sfsu.edu

Spanish Speaking Citizens Foundation
1470 Fruitvale Avenue
Oakland, CA, 94601
acontreras@sscf.org

The Women's Building
3543 18th Street #8
San Francisco, CA 94110
tania@womensbuilding.org

Outreach Initiatives

1. Internship Fairs and Career Days

Staff from KEXP participated in the following career panels and internship fairs by distributing information about our internship and volunteer programs, collecting resumes, gathering email addresses, and answering questions about the station:

Chief Sealth High School, Career Day
10/16/24

Burien Library Internship and Resource Fair
2/1/2025

Neighborhood House – High Point, Career Exploration Night
4/23/25

Participation in these panels is overseen by the Education & Volunteer Engagement Manager.

2. Youth DJ Program

KEXP offers a free education program teaching youth the art of music curation and radio. Working with KEXP DJs, young music-lovers gain knowledge and training in music curation, board operation, physical and digital asset management, mentorship, and basic radio skills. Youth also gain insight into non-commercial public community radio with classes taking place at the KEXP studio.

The program is five weeks long, from September 12, 2024 – October 10, 2024. Students who complete the full training may join a cohort of rotating hosts for KEXP's youth show 90.TEEN. The program is overseen by the Afternoon Show Producer & Programming Education Manager.

3. Education Tours

Education tours are available to public schools as well as non-profits and groups serving youth. They are free of charge and last approximately one hour. Education tours are focused on career-connected learning and include information about the diverse career pathways that exist in the radio and music industry, as well as different job positions and departments at KEXP. In the 2024-2025 license year, we offered 22 tours that reached 356 students. The education tours are managed by the Education & Volunteer Engagement Programs Administrator.

4. Internships

KEXP's internship program seeks to provide interns with hands-on experience in the nonprofit arts sector. Our program is designed to develop and equip emerging leaders interested in furthering their careers in a broad array of fields including music programming and production, audio engineering, education, and events.

Our interns learn skills in business communication, project management, problem-solving, audio technology, database management and more. These skills and experiences offer our interns a unique ground-level glimpse of the day-to-day life of a community-supported radio station and arts organization, while offering relationship building and networking opportunities with individuals throughout the music industry. All internships are paid.

Internships are a seven month commitment from April through November. Our interns come from a variety of Seattle-area colleges and universities, including the University of Washington and Seattle Central.

Our internship program is administrated by the Education & Volunteer Engagement Manager and the Education & Volunteer Engagement Programs Administrator.

Active Intern Positions for 2025:

Design & Marketing Intern
Supervisor: Graphic Design Coordinator

Audio Production Intern
Supervisor: Creative Producer

Library & Archives Intern
Supervisor: Media Asset & Archive Manager

Latin American Content Intern
Supervisor: Latin Partnerships & Editorial Manager