



**Salary Report for  
Public Radio Stations  
2004**

June 2004  
Corporation for Public Broadcasting

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## INTRODUCTION

This report presents average annual salaries for full-time employees at CSG-qualified public radio stations in the United States for 2004.<sup>1</sup> The report provides salary information to help station management make decisions on salary scales for their stations.

The average and median annual salaries are presented for each of the job codes listed in the salary questionnaire of the 2004 Station Activities Survey. A total of 35 job codes are identified in this report.

This report consists of two sections: the first presents average and median salaries of all station employees by each of the **three licensee types**<sup>2</sup>; and the second provides the salary patterns by each of **seven operating budget sizes**.

To preserve the confidentiality of individual salary information, the average and median salary of a position that is represented by three or fewer persons is not shown in this report. Likewise, the high and low salary range of each position is presented, but the range is not shown when it represents fewer than four employees.<sup>3</sup>

The data used in this report were collected through the CPB Annual Station Activities Survey conducted each January. In this survey, stations provided detailed information on the average salary for each job code (position).

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<sup>1</sup> A "CSG-qualified public radio station" refers to a noncommercial educational radio station that meets criteria established by CPB to qualify that station for Community Service Grant support.

<sup>2</sup> The licensees are categorized by the following four types: (1) Community - independently created, nonprofit corporations and foundations; (2) University - colleges and universities; (3) Local Authority - municipal authorities and local administrative units including school boards; and (4) State - state boards of education or state authorities and commissions set up to operate public broadcasting stations.

<sup>3</sup> The high and low salary range for each position is calculated by averaging the three highest and lowest salaries for the position to preserve the privacy of a specific individual's salary.

## **AVERAGE SALARY BY LICENSEE TYPE: 2004**

The average salary for all station employees at community licensees (\$44,068.44) was the highest among all licensee types. The average salary for employees at institutional licensees (\$42,416.77) was the lowest (see Table 1).

The average salaries by detailed position and by licensee type are presented in Appendix Table B.

**Table 1**  
**Average Salaries of Full-Time Employees by Licensee Type**  
**CSG-Qualified Public Radio Stations: 2004**

<b>Type of licensee</b>	<b>Number of employees</b>	<b>Average salary</b>
Community	1598	\$44,068.44
Institutional	1934	\$42,416.77
State and Local Government	210	\$44,066.11
<b>All licensees</b>	<b>2911</b>	<b>\$38,885.18</b>

## AVERAGE SALARY BY OPERATING BUDGET SIZE: 2004

Overall, operating budget size of a station affected stations' average salary levels fairly consistently in 2004, ranging from \$25,594.20 for the smallest budget size (less than \$450,000) to \$66,823.94 for the largest (\$5,000,000 and over) (see Table 2).

The average salaries by detailed position and by operating budget size are presented in Appendix Table C.

**Table 2**  
**Average Salaries of Full-Time Employees by Operating Budget Size**  
**CSG-Qualified Public Radio Stations: 2004**

<b>Operating Budget Size</b>	<b>Number of employees</b>	<b>Average salary</b>
Less than \$450,000	315	\$25,594.20
\$450,000 - \$699,999	311	\$34,729.27
\$700,000 - \$949,999	338	\$36,003.84
\$950,000 - \$1,199,999	250	\$37,774.86
\$1,200,000 - \$1,999,999	583	\$40,080.58
\$2,000,000 - \$4,999,999	1176	\$46,937.75
\$5,000,000 and over	769	\$66,823.94
<b>All sizes</b>	<b>3742</b>	<b>\$43,145.81</b>

**APPENDIX TABLE A**  
**2004 Salary Report for All Public Radio Community Service Grant Recipients**  
**Located in the United States, Aggregate**

	Head Count	Mean Tenure	Mean Salary	Median Salary	Average Salary Range	
					Low	High
Chief Executive Officer	329	10	\$ 65,710.09	\$ 58,000.00	\$ 17,606.33	\$ 296,932.00
Chief Operations Officer	66	9	\$ 55,425.68	\$ 46,781.50	\$ 21,080.00	\$ 147,980.33
Chief Financial Officer	89	8	\$ 56,037.27	\$ 49,000.00	\$ 22,175.67	\$ 160,087.67
Publicity, Program Promotion, Chief	53	6	\$ 40,796.72	\$ 37,500.00	\$ 16,834.33	\$ 92,855.33
Communication/Public Relations, Chief	16	4	\$ 50,339.67	\$ 41,500.00	\$ 28,192.00	\$ 82,332.00
Programming Director	266	9	\$ 45,348.28	\$ 43,489.50	\$ 12,160.00	\$ 107,772.67
Production, Chief	64	8	\$ 36,441.10	\$ 32,955.00	\$ 17,560.00	\$ 70,064.00
Executive Producer	80	8	\$ 51,570.43	\$ 50,000.00	\$ 22,691.33	\$ 93,231.33
Producer	323	8	\$ 35,004.59	\$ 33,813.00	\$ 14,818.67	\$ 68,518.33
Development, Chief	165	6	\$ 48,558.88	\$ 42,948.00	\$ 19,506.67	\$ 172,240.00
Member Services, Chief	93	5	\$ 34,327.62	\$ 32,110.00	\$ 16,417.00	\$ 79,645.67
Membership Fundraising, Chief	78	4	\$ 40,876.48	\$ 38,000.00	\$ 17,350.67	\$ 83,614.33
On-Air Fundraising, Chief	18	4	\$ 40,720.00	\$ 39,316.00	\$ 29,614.33	\$ 54,564.67
Underwriting, Chief	85	5	\$ 47,979.53	\$ 37,300.00	\$ 16,826.67	\$ 146,573.00
Corporate Underwriting, Chief	72	4	\$ 48,197.00	\$ 42,500.00	\$ 20,312.00	\$ 102,077.33
Foundation Underwriting, Chief	10	3	\$ 53,308.50	\$ 49,513.50	\$ 41,983.33	\$ 67,942.67
Operations and Engineering, Chief	95	11	\$ 52,136.96	\$ 49,977.50	\$ 18,866.67	\$ 91,706.00
Engineering, Chief	94	11	\$ 50,360.98	\$ 46,992.00	\$ 24,333.33	\$ 92,505.67
Broadcast Engineer 1	94	7	\$ 40,229.72	\$ 39,296.50	\$ 21,811.67	\$ 66,564.67
Production Engineer	127	8	\$ 34,747.39	\$ 33,456.50	\$ 20,038.33	\$ 64,920.67
Facilities, Satellite, and Tower Maintenance, Chief	27	10	\$ 46,287.40	\$ 42,236.00	\$ 31,842.67	\$ 71,545.33
Technical Operations, Chief	31	10	\$ 42,834.86	\$ 38,949.00	\$ 24,498.00	\$ 70,622.67
Education, Chief	9	3	\$ 41,325.33	\$ 39,334.50	\$ 30,484.00	\$ 52,166.67
Information Technology, Director	23	5	\$ 53,874.57	\$ 50,000.00	\$ 27,364.00	\$ 93,310.00
Webmaster	59	3	\$ 40,995.91	\$ 36,649.00	\$ 13,967.00	\$ 80,713.33
Volunteer Coordinator	32	4	\$ 28,354.97	\$ 28,956.50	\$ 16,593.33	\$ 36,260.00
News/Current Affairs Director	206	8	\$ 42,709.33	\$ 39,833.00	\$ 17,473.33	\$ 190,666.00
Music Director	126	9	\$ 37,484.28	\$ 35,864.50	\$ 14,000.00	\$ 77,511.67
Music Librarian/Programmer	23	13	\$ 34,507.24	\$ 33,048.00	\$ 19,895.00	\$ 46,288.67
Announcer/On-Air Talent	472	8	\$ 35,337.96	\$ 32,111.00	\$ 12,297.67	\$ 94,431.67
Reporter	347	6	\$ 37,670.84	\$ 33,766.00	\$ 21,000.00	\$ 174,444.00
Public Information Assistant	14	5	\$ 31,395.69	\$ 30,000.00	\$ 21,003.33	\$ 44,200.00
Broadcast Supervisor	21	8	\$ 39,142.85	\$ 33,786.00	\$ 26,626.33	\$ 61,215.00
Director of Continuity/Traffic	117	8	\$ 31,852.03	\$ 31,287.50	\$ 17,555.67	\$ 53,638.33
Events Coordinator	18	7	\$ 38,213.11	\$ 35,000.00	\$ 18,960.00	\$ 65,789.00
<b>TOTAL</b>	<b>3742</b>	<b>7</b>	<b>\$ 43,145.81</b>	<b>\$ 38,949.00</b>		

Mean and Median Salary Data - To maintain the confidentiality of individual salary data, an average salary is not shown when there are three or fewer employees in the category under consideration. However, even though detail lines may not show average salaries, these salaries are included in the summary lines

Average salary range - To maintain the confidentiality of individual salary data, adjusted salary ranges are presented. Adjusted ranges are based on an average of the three high and three low average salaries. If three or fewer persons are employed in a job category, the adjusted range does not appear.

**APPENDIX TABLE B**  
**2004 Salary Report for All Public Radio Community Service Grant Recipients**  
**Located in the United States, By Licensee Type**

Community Licensees	Head Count	Mean Tenure	Mean Salary	Median Salary	Average Salary Range	
					Low	High
Chief Executive Officer	134	9	\$ 65,918.88	\$ 53,402.50	\$ 17,606.33	\$ 296,932.00
Chief Operations Officer	29	9	\$ 61,910.96	\$ 48,963.50	\$ 23,313.33	\$ 144,647.00
Chief Financial Officer	40	7	\$ 58,270.78	\$ 49,057.00	\$ 22,348.67	\$ 160,087.67
Publicity, Program Promotion, Chief	15	4	\$ 45,077.20	\$ 36,000.00	\$ 17,845.00	\$ 92,376.67
Communication/Public Relations, Chief	9	4	\$ 49,011.67	\$ 41,600.00	\$ 29,833.00	\$ 70,666.67
Programming Director	111	9	\$ 44,049.56	\$ 40,121.50	\$ 12,160.00	\$ 107,772.67
Production, Chief	26	7	\$ 36,505.17	\$ 34,000.00	\$ 19,393.33	\$ 66,897.00
Executive Producer	51	6	\$ 51,047.92	\$ 41,260.50	\$ 24,391.33	\$ 92,543.00
Producer	171	7	\$ 36,624.62	\$ 34,608.00	\$ 17,685.33	\$ 61,465.67
Development, Chief	54	6	\$ 53,318.23	\$ 45,000.00	\$ 20,506.67	\$ 168,240.00
Member Services, Chief	36	4	\$ 33,616.67	\$ 30,000.00	\$ 17,150.33	\$ 68,512.33
Membership Fundraising, Chief	30	4	\$ 40,567.77	\$ 38,950.00	\$ 18,144.00	\$ 74,947.67
On-Air Fundraising, Chief	10	3	\$ 40,807.86	\$ 39,316.00	\$ 29,614.33	\$ 52,498.67
Underwriting, Chief	33	5	\$ 52,553.61	\$ 35,832.00	\$ 16,826.67	\$ 140,573.00
Corporate Underwriting, Chief	40	4	\$ 47,660.56	\$ 45,388.00	\$ 20,312.00	\$ 81,606.67
Foundation Underwriting, Chief	5	3	\$ 59,241.00	\$ 62,000.00	\$ 51,459.00	\$ 67,942.67
Operations and Engineering, Chief	30	6	\$ 48,632.07	\$ 44,000.00	\$ 18,866.67	\$ 90,913.00
Engineering, Chief	29	8	\$ 52,283.93	\$ 48,914.50	\$ 25,471.00	\$ 90,912.00
Broadcast Engineer 1	49	7	\$ 43,626.78	\$ 44,000.00	\$ 24,397.00	\$ 66,564.67
Production Engineer	67	8	\$ 36,233.00	\$ 35,000.00	\$ 20,038.33	\$ 64,920.67
Facilities, Satellite, and Tower Maintenance, Chief	10	7	\$ 47,159.71	\$ 41,200.00	\$ 33,676.00	\$ 62,630.00
Technical Operations, Chief	12	8	\$ 42,659.44	\$ 36,180.00	\$ 24,498.00	\$ 65,382.67
Education, Chief	8	3	\$ 39,790.40	\$ 36,169.00	\$ 30,484.00	\$ 47,889.67
Information Technology, Director	8	5	\$ 64,891.50	\$ 59,285.00	\$ 46,924.00	\$ 86,596.67
Webmaster	31	3	\$ 46,429.37	\$ 48,698.00	\$ 16,167.00	\$ 80,713.33
Volunteer Coordinator	13	3	\$ 25,965.08	\$ 27,300.00	\$ 16,593.33	\$ 32,575.33
News/Current Affairs Director	77	6	\$ 40,593.36	\$ 35,550.00	\$ 18,906.67	\$ 89,743.00
Music Director	40	8	\$ 36,367.26	\$ 35,010.00	\$ 15,573.33	\$ 67,530.67
Music Librarian/Programmer	11	12	\$ 33,318.30	\$ 32,303.00	\$ 24,821.33	\$ 42,474.33
Announcer/On-Air Talent	206	8	\$ 34,801.45	\$ 31,600.00	\$ 13,949.33	\$ 83,961.00
Reporter	152	5	\$ 36,548.80	\$ 35,633.00	\$ 22,356.33	\$ 59,524.33
Public Information Assistant	6	5	\$ 28,566.80	\$ 28,574.00	\$ 27,114.33	\$ 30,021.67
Broadcast Supervisor	8	3	\$ 37,364.86	\$ 35,910.00	\$ 29,842.33	\$ 45,372.33
Director of Continuity/Traffic	36	8	\$ 32,372.15	\$ 33,384.00	\$ 20,100.00	\$ 46,380.00
Events Coordinator	11	9	\$ 38,608.55	\$ 35,000.00	\$ 21,160.00	\$ 62,797.00
<b>TOTAL</b>	<b>1598</b>	<b>6</b>	<b>\$ 44,068.44</b>	<b>\$ 36,180.00</b>		

Mean and Median Salary Data - To maintain the confidentiality of individual salary data, an average salary is not shown when there are three or fewer employees in the category under consideration. However, even though detail lines may not show average salaries, these salaries are included in the summary lines

Average salary range - To maintain the confidentiality of individual salary data, adjusted salary ranges are presented. Adjusted ranges are based on an average of the three high and three low average salaries. If three or fewer persons are employed in a job category, the adjusted range does not appear.

**APPENDIX TABLE B**  
**2004 Salary Report for All Public Radio Community Service Grant Recipients**  
**Located in the United States, By Licensee Type**

Institutional Licensees	Head Count	Mean Tenure	Mean Salary	Median Salary	Average Salary Range	
					Low	High
Chief Executive Officer	172	11	\$ 66,118.04	\$ 60,250.00	\$ 31,300.00	\$ 152,474.67
Chief Operations Officer	26	10	\$ 47,636.46	\$ 43,000.00	\$ 23,433.33	\$ 84,102.00
Chief Financial Officer	46	9	\$ 52,102.70	\$ 48,669.00	\$ 26,152.33	\$ 115,056.00
Publicity, Program Promotion, Chief	35	6	\$ 38,528.66	\$ 37,500.00	\$ 19,685.00	\$ 63,445.33
Communication/Public Relations, Chief	7	5	\$ 52,331.67	\$ 40,997.00	\$ 38,498.00	\$ 66,165.33
Programming Director	132	9	\$ 46,594.17	\$ 44,675.00	\$ 23,723.33	\$ 91,000.00
Production, Chief	35	9	\$ 35,090.59	\$ 32,653.00	\$ 20,377.67	\$ 52,962.33
Executive Producer	24	8	\$ 53,831.67	\$ 54,039.00	\$ 38,671.33	\$ 70,226.67
Producer	129	8	\$ 34,621.09	\$ 33,813.00	\$ 17,046.67	\$ 59,490.00
Development, Chief	105	7	\$ 46,906.07	\$ 43,744.00	\$ 22,088.33	\$ 105,511.00
Member Services, Chief	53	5	\$ 34,852.70	\$ 33,384.00	\$ 18,107.33	\$ 72,032.00
Membership Fundraising, Chief	46	5	\$ 40,806.13	\$ 38,000.00	\$ 25,094.33	\$ 70,760.00
On-Air Fundraising, Chief	8	4	\$ 40,643.13	\$ 39,344.50	\$ 35,088.00	\$ 47,064.00
Underwriting, Chief	49	4	\$ 45,192.53	\$ 38,820.00	\$ 23,827.67	\$ 118,366.67
Corporate Underwriting, Chief	31	5	\$ 48,868.96	\$ 42,292.00	\$ 28,309.33	\$ 99,410.67
Foundation Underwriting, Chief	5	3	\$ 47,376.00	\$ 44,280.00	\$ 42,293.33	\$ 51,426.67
Operations and Engineering, Chief	61	13	\$ 54,315.80	\$ 54,000.00	\$ 30,805.67	\$ 89,156.00
Engineering, Chief	61	12	\$ 49,154.52	\$ 46,000.00	\$ 28,516.00	\$ 80,260.33
Broadcast Engineer 1	41	8	\$ 38,272.21	\$ 39,000.00	\$ 23,825.00	\$ 50,451.67
Production Engineer	54	8	\$ 34,365.14	\$ 32,962.00	\$ 22,837.00	\$ 51,410.67
Facilities, Satellite, and Tower Maintenance, Chief	17	11	\$ 45,817.69	\$ 42,477.00	\$ 36,766.00	\$ 61,484.00
Technical Operations, Chief	17	12	\$ 41,282.76	\$ 39,264.00	\$ 30,120.33	\$ 51,740.00
Education, Chief	0					
Information Technology, Director	15	5	\$ 47,998.87	\$ 47,076.00	\$ 27,364.00	\$ 74,933.67
Webmaster	27	3	\$ 37,930.32	\$ 36,000.00	\$ 24,307.67	\$ 59,830.67
Volunteer Coordinator	18	4	\$ 29,740.00	\$ 29,286.50	\$ 23,530.67	\$ 35,542.67
News/Current Affairs Director	119	9	\$ 44,677.53	\$ 41,301.00	\$ 21,807.33	\$ 179,033.33
Music Director	79	10	\$ 38,617.19	\$ 36,623.00	\$ 16,933.33	\$ 73,445.00
Music Librarian/Programmer	9	13	\$ 34,921.44	\$ 33,048.00	\$ 23,664.33	\$ 45,518.33
Announcer/On-Air Talent	232	9	\$ 35,473.94	\$ 32,498.50	\$ 15,381.00	\$ 85,138.33
Reporter	183	6	\$ 33,844.67	\$ 31,408.50	\$ 23,000.00	\$ 51,515.33
Public Information Assistant	6	3	\$ 34,601.67	\$ 34,850.00	\$ 27,503.33	\$ 41,700.00
Broadcast Supervisor	12	11	\$ 40,968.92	\$ 33,786.00	\$ 28,010.00	\$ 61,011.00
Director of Continuity/Traffic	73	8	\$ 31,095.37	\$ 29,899.00	\$ 17,555.67	\$ 48,505.33
Events Coordinator	7	5	\$ 37,591.71	\$ 35,918.00	\$ 26,381.33	\$ 49,360.00
<b>TOTAL</b>	<b>1934</b>	<b>8</b>	<b>\$ 42,416.77</b>	<b>\$ 38,910.00</b>		

Mean and Median Salary Data - To maintain the confidentiality of individual salary data, an average salary is not shown when there are three or fewer employees in the category under consideration. However, even though detail lines may not show average salaries, these salaries are included in the summary lines

Average salary range - To maintain the confidentiality of individual salary data, adjusted salary ranges are presented. Adjusted ranges are based on an average of the three high and three low average salaries. If three or fewer persons are employed in a job category, the adjusted range does not appear.

**APPENDIX TABLE B**  
**2004 Salary Report for All Public Radio Community Service Grant Recipients**  
**Located in the United States, By Licensee Type**

State/Local Licensees	Head Count	Mean Tenure	Mean Salary	Median Salary	Average Salary Range	
					Low	High
Chief Executive Officer	23	11	\$ 61,550.96	\$ 55,500.00	\$ 37,154.67	\$ 101,752.00
Chief Operations Officer	11	9	\$ 60,113.00	\$ 50,625.00	\$ 40,148.67	\$ 92,144.67
Chief Financial Officer	3	7				
Publicity, Program Promotion, Chief	3	11	\$ 45,855.00	\$ 42,661.00	\$ 45,855.00	\$ 45,855.00
Communication/Public Relations, Chief	0					
Programming Director	23	12	\$ 43,998.00	\$ 42,904.50	\$ 24,078.67	\$ 72,305.67
Production, Chief	3	12				
Executive Producer	5	12	\$ 45,938.00	\$ 46,240.00	\$ 33,080.00	\$ 58,896.67
Producer	23	9	\$ 29,564.43	\$ 26,055.00	\$ 22,555.00	\$ 37,743.67
Development, Chief	6	4	\$ 35,442.17	\$ 34,504.50	\$ 30,153.33	\$ 40,731.00
Member Services, Chief	4	4	\$ 33,235.75	\$ 28,110.00	\$ 24,914.33	\$ 38,140.00
Membership Fundraising, Chief	2	2				
On-Air Fundraising, Chief	0					
Underwriting, Chief	3	6				
Corporate Underwriting, Chief	1	11				
Foundation Underwriting, Chief	0					
Operations and Engineering, Chief	4	20	\$ 44,320.00	\$ 37,500.00	\$ 34,333.33	\$ 49,760.00
Engineering, Chief	4	7	\$ 55,298.75	\$ 57,354.00	\$ 50,218.67	\$ 61,749.00
Broadcast Engineer 1	4	5	\$ 36,846.00	\$ 36,202.50	\$ 34,518.33	\$ 38,744.67
Production Engineer	6	5	\$ 30,419.33	\$ 32,218.50	\$ 26,597.67	\$ 34,241.00
Facilities, Satellite, and Tower Maintenance, Chief	0					
Technical Operations, Chief	2	3				
Education, Chief	1	2				
Information Technology, Director	0					
Webmaster	1	2				
Volunteer Coordinator	1	15				
News/Current Affairs Director	10	8	\$ 33,449.90	\$ 34,667.50	\$ 20,566.67	\$ 45,103.33
Music Director	7	7	\$ 31,083.86	\$ 30,000.00	\$ 26,329.67	\$ 36,199.33
Music Librarian/Programmer	3	17				
Announcer/On-Air Talent	34	7	\$ 36,917.53	\$ 34,996.00	\$ 21,135.00	\$ 53,776.00
Reporter	12	8	\$ 88,480.14	\$ 35,910.00	\$ 33,699.67	\$ 160,784.00
Public Information Assistant	2	11				
Broadcast Supervisor	1	5				
Director of Continuity/Traffic	8	11	\$ 36,611.00	\$ 32,004.00	\$ 26,844.33	\$ 49,449.00
Events Coordinator	0					
<b>TOTAL</b>	<b>210</b>	<b>8</b>	<b>\$ 44,066.11</b>	<b>\$ 35,910.00</b>		

Mean and Median Salary Data - To maintain the confidentiality of individual salary data, an average salary is not shown when there are three or fewer employees in the category under consideration. However, even though detail lines may not show average salaries, these salaries are included in the summary lines

Average salary range - To maintain the confidentiality of individual salary data, adjusted salary ranges are presented. Adjusted ranges are based on an average of the three high and three low average salaries. If three or fewer persons are employed in a job category, the adjusted range does not appear.

**APPENDIX TABLE C**  
**2004 Salary Report for All Public Radio Community Service Grant Recipients**  
**Located in the United States, By Budget Size**

Less than \$450,000	Head Count	Mean Tenure	Mean Salary	Median Salary	Average Salary Range	
					Low	High
Chief Executive Officer	78	7	\$ 40,306.82	\$ 39,392.50	\$ 17,606.33	\$ 72,540.00
Chief Operations Officer	12	7	\$ 33,920.25	\$ 32,250.00	\$ 21,646.67	\$ 47,839.33
Chief Financial Officer	7	6	\$ 26,771.00	\$ 28,076.00	\$ 22,348.67	\$ 30,758.33
Publicity, Program Promotion, Chief	5	3	\$ 22,432.60	\$ 24,000.00	\$ 19,287.67	\$ 26,100.00
Communication/Public Relations, Chief	2	3				
Programming Director	42	7	\$ 27,094.29	\$ 26,500.00	\$ 12,160.00	\$ 43,500.67
Production, Chief	10	6	\$ 26,568.22	\$ 25,540.00	\$ 19,393.33	\$ 35,513.00
Executive Producer	2	3				
Producer	5	6	\$ 17,284.33	\$ 16,896.00	\$ 17,284.33	\$ 17,284.33
Development, Chief	27	4	\$ 29,004.85	\$ 28,726.50	\$ 20,506.67	\$ 39,126.67
Member Services, Chief	6	2	\$ 20,730.00	\$ 20,824.50	\$ 17,373.33	\$ 24,086.67
Membership Fundraising, Chief	4	3	\$ 20,513.00	\$ 20,500.00	\$ 18,017.33	\$ 23,000.00
On-Air Fundraising, Chief	0					
Underwriting, Chief	10	3	\$ 24,749.50	\$ 21,883.00	\$ 16,826.67	\$ 36,138.67
Corporate Underwriting, Chief	1	1				
Foundation Underwriting, Chief	0					
Operations and Engineering, Chief	10	6	\$ 26,124.00	\$ 27,100.00	\$ 18,866.67	\$ 32,080.00
Engineering, Chief	6	10	\$ 27,335.50	\$ 27,774.00	\$ 24,333.33	\$ 30,337.67
Broadcast Engineer 1	2	5				
Production Engineer	5	5	\$ 26,255.20	\$ 23,400.00	\$ 21,388.33	\$ 30,170.33
Facilities, Satellite, and Tower Maintenance, Chief	0					
Technical Operations, Chief	3	2				
Education, Chief	2	2				
Information Technology, Director	0					
Webmaster	2	2				
Volunteer Coordinator	2	3				
News/Current Affairs Director	23	4	\$ 27,556.52	\$ 25,997.00	\$ 17,473.33	\$ 41,115.33
Music Director	11	6	\$ 20,355.91	\$ 20,000.00	\$ 14,000.00	\$ 27,198.33
Music Librarian/Programmer	0					
Announcer/On-Air Talent	24	6	\$ 20,193.36	\$ 17,302.50	\$ 13,549.33	\$ 31,864.67
Reporter	5	1	\$ 24,700.00	\$ 25,000.00	\$ 23,166.67	\$ 26,333.33
Public Information Assistant	1	1				
Broadcast Supervisor	0					
Director of Continuity/Traffic	6	6	\$ 24,394.50	\$ 25,128.00	\$ 19,500.00	\$ 29,289.00
Events Coordinator	2	5				
<b>TOTAL</b>	<b>315</b>	<b>4</b>	<b>\$ 25,594.20</b>	<b>\$ 25,128.00</b>		

Mean and Median Salary Data - To maintain the confidentiality of individual salary data, an average salary is not shown when there are three or fewer employees in the category under consideration. However, even though detail lines may not show average salaries, these salaries are included in the summary lines

Average salary range - To maintain the confidentiality of individual salary data, adjusted salary ranges are presented. Adjusted ranges are based on an average of the three high and three low average salaries. If three or fewer persons are employed in a job category, the adjusted range does not appear.

**APPENDIX TABLE C**  
**2004 Salary Report for All Public Radio Community Service Grant Recipients**  
**Located in the United States, By Budget Size**

<b>\$450,000 - \$699,999</b>	Head Count	Mean Tenure	Mean Salary	Median Salary	Average Salary Range	
					Low	High
Chief Executive Officer	50	9	\$ 53,071.90	\$ 50,644.00	\$ 30,680.00	\$ 96,613.33
Chief Operations Officer	10	8	\$ 42,918.11	\$ 36,720.00	\$ 26,831.00	\$ 65,750.00
Chief Financial Officer	8	6	\$ 53,972.63	\$ 34,804.50	\$ 29,800.00	\$ 90,924.00
Publicity, Program Promotion, Chief	1	1				
Communication/Public Relations, Chief	0					
Programming Director	33	9	\$ 35,688.00	\$ 33,984.00	\$ 24,902.00	\$ 55,630.00
Production, Chief	8	6	\$ 28,625.50	\$ 30,450.00	\$ 23,466.00	\$ 32,568.67
Executive Producer	1	2				
Producer	15	4	\$ 26,185.88	\$ 26,084.00	\$ 19,533.33	\$ 32,906.33
Development, Chief	24	5	\$ 34,787.13	\$ 32,597.00	\$ 22,288.33	\$ 56,960.67
Member Services, Chief	11	4	\$ 27,822.36	\$ 29,000.00	\$ 22,488.33	\$ 31,515.00
Membership Fundraising, Chief	6	7	\$ 30,833.83	\$ 29,170.00	\$ 26,234.33	\$ 35,433.33
On-Air Fundraising, Chief	1	5				
Underwriting, Chief	11	5	\$ 35,557.27	\$ 27,000.00	\$ 24,576.00	\$ 59,716.33
Corporate Underwriting, Chief	6	3	\$ 31,601.67	\$ 29,600.00	\$ 22,733.33	\$ 40,470.00
Foundation Underwriting, Chief	0					
Operations and Engineering, Chief	7	14	\$ 40,497.86	\$ 37,260.00	\$ 32,641.67	\$ 49,433.33
Engineering, Chief	12	9	\$ 46,551.17	\$ 44,963.50	\$ 37,445.67	\$ 55,553.33
Broadcast Engineer 1	4	5	\$ 35,425.50	\$ 35,069.00	\$ 30,379.33	\$ 40,234.00
Production Engineer	6	6	\$ 26,298.60	\$ 24,893.00	\$ 23,497.67	\$ 28,631.00
Facilities, Satellite, and Tower Maintenance, Chief	1	6				
Technical Operations, Chief	2	3				
Education, Chief	0					
Information Technology, Director	1	7				
Webmaster	0					
Volunteer Coordinator	3	2				
News/Current Affairs Director	24	7	\$ 32,071.75	\$ 31,596.00	\$ 22,578.00	\$ 42,466.33
Music Director	9	8	\$ 26,734.00	\$ 28,571.00	\$ 21,933.33	\$ 30,344.33
Music Librarian/Programmer	2	12				
Announcer/On-Air Talent	27	4	\$ 30,125.56	\$ 30,000.00	\$ 18,548.33	\$ 41,110.67
Reporter	10	4	\$ 29,624.00	\$ 31,400.00	\$ 23,000.00	\$ 35,064.00
Public Information Assistant	1	1				
Broadcast Supervisor	0					
Director of Continuity/Traffic	14	7	\$ 26,192.79	\$ 25,711.50	\$ 17,555.67	\$ 36,811.33
Events Coordinator	3	6				
<b>TOTAL</b>	<b>311</b>	<b>6</b>	<b>\$ 34,729.27</b>	<b>\$ 30,925.00</b>		

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**APPENDIX TABLE C**  
**2004 Salary Report for All Public Radio Community Service Grant Recipients**  
**Located in the United States, By Budget Size**

<b>\$700,000 - \$949,999</b>	Head Count	Mean Tenure	Mean Salary	Median Salary	Average Salary Range	
					Low	High
Chief Executive Officer	42	13	\$ 55,356.90	\$ 54,815.50	\$ 38,364.67	\$ 75,829.33
Chief Operations Officer	11	10	\$ 44,374.91	\$ 41,000.00	\$ 38,644.33	\$ 52,292.67
Chief Financial Officer	5	5	\$ 34,883.40	\$ 31,000.00	\$ 28,325.33	\$ 40,147.00
Publicity, Program Promotion, Chief	5	5	\$ 31,943.20	\$ 31,500.00	\$ 26,518.33	\$ 37,220.33
Communication/Public Relations, Chief	0					
Programming Director	38	10	\$ 37,173.92	\$ 35,930.50	\$ 25,278.00	\$ 51,808.67
Production, Chief	9	10	\$ 30,482.78	\$ 29,973.00	\$ 23,540.33	\$ 38,156.33
Executive Producer	1	2				
Producer	22	7	\$ 28,961.31	\$ 27,258.00	\$ 22,409.00	\$ 38,399.33
Development, Chief	20	7	\$ 37,369.40	\$ 34,679.00	\$ 29,933.67	\$ 53,270.33
Member Services, Chief	13	6	\$ 25,343.15	\$ 24,500.00	\$ 18,281.67	\$ 33,268.00
Membership Fundraising, Chief	7	5	\$ 33,991.43	\$ 31,500.00	\$ 28,620.33	\$ 40,193.00
On-Air Fundraising, Chief	1	6				
Underwriting, Chief	12	5	\$ 32,680.75	\$ 29,174.00	\$ 24,333.33	\$ 46,525.67
Corporate Underwriting, Chief	3	4				
Foundation Underwriting, Chief	0					
Operations and Engineering, Chief	11	11	\$ 40,024.91	\$ 42,577.00	\$ 29,833.33	\$ 48,779.67
Engineering, Chief	15	15	\$ 45,827.87	\$ 43,475.00	\$ 39,513.33	\$ 58,356.33
Broadcast Engineer 1	7	6	\$ 39,384.86	\$ 38,147.00	\$ 30,521.33	\$ 48,661.00
Production Engineer	3	10				
Facilities, Satellite, and Tower Maintenance, Chief	0					
Technical Operations, Chief	1	9				
Education, Chief	0					
Information Technology, Director	1	3				
Webmaster	2	5				
Volunteer Coordinator	1	3				
News/Current Affairs Director	24	8	\$ 45,809.74	\$ 30,384.00	\$ 22,741.67	\$ 149,387.00
Music Director	12	7	\$ 31,158.91	\$ 30,000.00	\$ 25,489.00	\$ 37,207.00
Music Librarian/Programmer	1	5				
Announcer/On-Air Talent	45	9	\$ 29,215.25	\$ 28,189.50	\$ 18,488.67	\$ 44,773.33
Reporter	10	4	\$ 31,357.75	\$ 29,125.00	\$ 26,728.00	\$ 37,476.00
Public Information Assistant	1	13				
Broadcast Supervisor	3	8				
Director of Continuity/Traffic	12	10	\$ 28,732.50	\$ 28,862.00	\$ 22,079.33	\$ 36,229.67
Events Coordinator	0					
<b>TOTAL</b>	<b>338</b>	<b>7</b>	<b>\$ 36,003.84</b>	<b>\$ 31,000.00</b>		

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**APPENDIX TABLE C**  
**2004 Salary Report for All Public Radio Community Service Grant Recipients**  
**Located in the United States, By Budget Size**

\$950,000 - \$1,199,999	Head Count	Mean Tenure	Mean Salary	Median Salary	Average Salary Range	
					Low	High
Chief Executive Officer	28	11	\$ 62,109.86	\$ 62,050.00	\$ 45,088.00	\$ 78,839.67
Chief Operations Officer	1	4				
Chief Financial Officer	4	4	\$ 38,745.25	\$ 37,750.00	\$ 33,327.00	\$ 43,500.00
Publicity, Program Promotion, Chief	5	6	\$ 32,300.60	\$ 32,300.00	\$ 30,694.33	\$ 33,906.67
Communication/Public Relations, Chief	1	6				
Programming Director	25	8	\$ 44,128.24	\$ 43,950.00	\$ 32,217.67	\$ 57,123.00
Production, Chief	6	10	\$ 37,040.17	\$ 37,207.50	\$ 31,366.67	\$ 42,713.67
Executive Producer	4	7	\$ 37,836.75	\$ 36,235.50	\$ 31,725.67	\$ 42,880.33
Producer	14	4	\$ 29,096.75	\$ 27,218.00	\$ 23,210.67	\$ 36,235.33
Development, Chief	17	6	\$ 44,281.88	\$ 40,800.00	\$ 31,802.33	\$ 63,633.33
Member Services, Chief	9	4	\$ 31,790.89	\$ 29,800.00	\$ 26,320.67	\$ 38,433.33
Membership Fundraising, Chief	7	4	\$ 33,218.00	\$ 33,500.00	\$ 27,282.00	\$ 39,060.00
On-Air Fundraising, Chief	0					
Underwriting, Chief	11	3	\$ 41,718.91	\$ 45,000.00	\$ 30,048.33	\$ 51,333.33
Corporate Underwriting, Chief	4	9	\$ 36,577.67	\$ 40,000.00	\$ 36,577.67	\$ 36,577.67
Foundation Underwriting, Chief	0					
Operations and Engineering, Chief	5	13	\$ 50,982.40	\$ 51,279.00	\$ 45,564.00	\$ 56,499.67
Engineering, Chief	3	5				
Broadcast Engineer 1	2	20				
Production Engineer	4	6	\$ 30,929.00	\$ 33,683.00	\$ 29,572.00	\$ 34,122.00
Facilities, Satellite, and Tower Maintenance, Chief	0					
Technical Operations, Chief	2	11				
Education, Chief	0					
Information Technology, Director	1	5				
Webmaster	2	2				
Volunteer Coordinator	0					
News/Current Affairs Director	22	10	\$ 39,078.86	\$ 39,344.00	\$ 28,192.00	\$ 50,066.67
Music Director	15	8	\$ 33,676.27	\$ 33,423.00	\$ 25,745.00	\$ 41,091.67
Music Librarian/Programmer	1	8				
Announcer/On-Air Talent	23	7	\$ 30,731.88	\$ 29,753.00	\$ 24,437.00	\$ 39,780.67
Reporter	19	6	\$ 31,301.67	\$ 30,916.50	\$ 26,120.00	\$ 37,834.67
Public Information Assistant	0					
Broadcast Supervisor	3	4				
Director of Continuity/Traffic	10	9	\$ 32,177.30	\$ 31,404.00	\$ 25,033.33	\$ 39,903.33
Events Coordinator	2	9				
<b>TOTAL</b>	<b>250</b>	<b>7</b>	<b>\$ 37,774.86</b>	<b>\$ 36,235.50</b>		

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**APPENDIX TABLE C**  
**2004 Salary Report for All Public Radio Community Service Grant Recipients**  
**Located in the United States, By Budget Size**

<b>\$1,200,000 - \$1,999,999</b>	Head Count	Mean Tenure	Mean Salary	Median Salary	Average Salary Range	
					Low	High
Chief Executive Officer	54	11	\$ 68,142.77	\$ 65,416.00	\$ 47,486.67	\$ 112,833.33
Chief Operations Officer	8	13	\$ 54,258.38	\$ 55,291.50	\$ 31,112.33	\$ 76,715.67
Chief Financial Officer	14	14	\$ 41,472.21	\$ 39,201.50	\$ 31,327.67	\$ 55,389.67
Publicity, Program Promotion, Chief	9	8	\$ 36,365.67	\$ 33,024.00	\$ 29,346.33	\$ 44,944.67
Communication/Public Relations, Chief	1	5				
Programming Director	46	11	\$ 46,430.22	\$ 45,614.00	\$ 31,665.67	\$ 64,938.67
Production, Chief	10	7	\$ 35,799.44	\$ 32,910.00	\$ 27,862.00	\$ 45,542.33
Executive Producer	3	8				
Producer	29	10	\$ 32,423.71	\$ 32,000.00	\$ 23,998.33	\$ 42,066.33
Development, Chief	33	7	\$ 47,777.03	\$ 48,200.00	\$ 33,550.00	\$ 64,653.33
Member Services, Chief	13	6	\$ 30,943.85	\$ 32,289.00	\$ 20,769.33	\$ 42,553.33
Membership Fundraising, Chief	17	4	\$ 37,532.31	\$ 36,600.00	\$ 31,333.33	\$ 48,198.33
On-Air Fundraising, Chief	2	2				
Underwriting, Chief	12	7	\$ 45,372.90	\$ 39,245.50	\$ 33,679.00	\$ 62,400.33
Corporate Underwriting, Chief	15	5	\$ 44,121.42	\$ 39,450.00	\$ 32,355.00	\$ 61,523.00
Foundation Underwriting, Chief	0					
Operations and Engineering, Chief	20	12	\$ 47,588.70	\$ 47,374.00	\$ 32,536.00	\$ 63,521.33
Engineering, Chief	17	11	\$ 46,926.18	\$ 43,212.00	\$ 35,955.67	\$ 66,513.67
Broadcast Engineer 1	10	7	\$ 36,066.00	\$ 36,894.00	\$ 26,380.00	\$ 46,360.67
Production Engineer	12	7	\$ 33,369.27	\$ 32,937.00	\$ 28,770.33	\$ 39,103.00
Facilities, Satellite, and Tower Maintenance, Chief	1	27				
Technical Operations, Chief	4	15	\$ 44,194.25	\$ 43,968.00	\$ 41,450.67	\$ 46,787.00
Education, Chief	0					
Information Technology, Director	1	5				
Webmaster	6	5	\$ 31,797.00	\$ 30,022.50	\$ 24,807.67	\$ 38,786.33
Volunteer Coordinator	6	5	\$ 30,986.67	\$ 30,486.50	\$ 27,362.33	\$ 34,611.00
News/Current Affairs Director	38	9	\$ 41,421.22	\$ 42,200.00	\$ 30,046.00	\$ 54,606.67
Music Director	27	10	\$ 37,619.93	\$ 35,800.00	\$ 27,600.67	\$ 58,622.67
Music Librarian/Programmer	4	15	\$ 36,271.50	\$ 36,524.00	\$ 33,982.33	\$ 38,729.00
Announcer/On-Air Talent	66	8	\$ 32,520.63	\$ 32,070.00	\$ 23,292.00	\$ 46,719.67
Reporter	74	5	\$ 32,099.50	\$ 30,808.50	\$ 24,923.33	\$ 45,851.00
Public Information Assistant	0					
Broadcast Supervisor	1	8				
Director of Continuity/Traffic	29	8	\$ 30,513.79	\$ 29,454.00	\$ 22,448.67	\$ 44,226.33
Events Coordinator	1	13				
<b>TOTAL</b>	<b>583</b>	<b>9</b>	<b>\$ 40,080.58</b>	<b>\$ 36,600.00</b>		

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**APPENDIX TABLE C**  
**2004 Salary Report for All Public Radio Community Service Grant Recipients**  
**Located in the United States, By Budget Size**

<b>\$2,000,000 - \$4,999,999</b>	Head Count	Mean Tenure	Mean Salary	Median Salary	Average Salary Range	
					Low	High
Chief Executive Officer	58	12	\$ 90,105.41	\$ 86,914.50	\$ 52,331.67	\$ 153,076.67
Chief Operations Officer	16	11	\$ 73,490.67	\$ 75,000.00	\$ 45,309.00	\$ 112,055.00
Chief Financial Officer	39	7	\$ 57,179.36	\$ 51,873.00	\$ 31,020.67	\$ 118,003.33
Publicity, Program Promotion, Chief	22	6	\$ 46,684.05	\$ 45,398.00	\$ 26,344.00	\$ 82,522.00
Communication/Public Relations, Chief	8	4	\$ 48,789.00	\$ 41,500.00	\$ 40,139.00	\$ 59,868.67
Programming Director	63	10	\$ 58,547.95	\$ 56,387.00	\$ 33,244.33	\$ 83,272.00
Production, Chief	16	8	\$ 44,675.88	\$ 42,814.00	\$ 32,825.33	\$ 61,868.00
Executive Producer	30	9	\$ 49,797.09	\$ 48,975.00	\$ 34,153.33	\$ 72,237.33
Producer	92	9	\$ 36,611.22	\$ 34,923.50	\$ 27,582.67	\$ 49,947.67
Development, Chief	33	8	\$ 63,386.09	\$ 65,500.00	\$ 43,933.33	\$ 85,311.67
Member Services, Chief	31	4	\$ 37,111.82	\$ 35,208.00	\$ 28,675.00	\$ 51,296.33
Membership Fundraising, Chief	31	5	\$ 44,981.65	\$ 44,000.00	\$ 30,558.33	\$ 61,679.67
On-Air Fundraising, Chief	6	4	\$ 36,903.33	\$ 35,650.00	\$ 32,534.67	\$ 41,272.00
Underwriting, Chief	25	6	\$ 65,530.09	\$ 60,578.00	\$ 31,767.00	\$ 117,666.67
Corporate Underwriting, Chief	24	4	\$ 49,536.61	\$ 47,694.00	\$ 29,647.00	\$ 79,410.67
Foundation Underwriting, Chief	5	2	\$ 52,395.40	\$ 49,027.00	\$ 44,325.67	\$ 59,342.33
Operations and Engineering, Chief	30	10	\$ 62,490.60	\$ 61,500.00	\$ 42,005.33	\$ 88,856.67
Engineering, Chief	27	10	\$ 53,248.19	\$ 56,000.00	\$ 38,640.00	\$ 64,816.67
Broadcast Engineer 1	22	7	\$ 38,693.36	\$ 39,042.00	\$ 27,424.33	\$ 54,020.67
Production Engineer	43	8	\$ 33,494.00	\$ 32,962.00	\$ 24,082.33	\$ 41,431.33
Facilities, Satellite, and Tower Maintenance, Chief	12	9	\$ 40,281.80	\$ 40,382.00	\$ 31,842.67	\$ 48,801.67
Technical Operations, Chief	13	11	\$ 40,633.09	\$ 38,000.00	\$ 30,748.67	\$ 51,265.00
Education, Chief	6	3	\$ 35,117.33	\$ 36,169.00	\$ 35,117.33	\$ 35,117.33
Information Technology, Director	12	5	\$ 46,489.50	\$ 47,913.00	\$ 33,801.00	\$ 58,198.00
Webmaster	23	3	\$ 42,010.55	\$ 38,324.50	\$ 26,833.33	\$ 64,653.33
Volunteer Coordinator	15	5	\$ 27,565.53	\$ 28,538.00	\$ 21,320.00	\$ 32,148.33
News/Current Affairs Director	54	8	\$ 47,550.67	\$ 46,044.50	\$ 32,271.00	\$ 69,902.00
Music Director	44	9	\$ 43,374.40	\$ 40,314.00	\$ 27,253.00	\$ 67,912.67
Music Librarian/Programmer	8	18	\$ 37,955.25	\$ 38,151.50	\$ 30,258.00	\$ 45,521.67
Announcer/On-Air Talent	176	9	\$ 38,329.90	\$ 37,103.00	\$ 24,846.33	\$ 71,973.33
Reporter	135	7	\$ 43,318.49	\$ 35,725.00	\$ 26,793.00	\$ 168,114.67
Public Information Assistant	7	7	\$ 33,541.17	\$ 27,515.50	\$ 26,024.33	\$ 41,058.00
Broadcast Supervisor	11	9	\$ 40,922.10	\$ 41,293.50	\$ 26,679.67	\$ 54,359.33
Director of Continuity/Traffic	34	7	\$ 34,155.06	\$ 35,000.00	\$ 24,560.00	\$ 43,694.67
Events Coordinator	5	8	\$ 47,924.80	\$ 52,104.00	\$ 40,449.33	\$ 56,793.33
<b>TOTAL</b>	<b>1176</b>	<b>8</b>	<b>\$ 46,937.75</b>	<b>\$ 41,500.00</b>		

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**APPENDIX TABLE C**  
**2004 Salary Report for All Public Radio Community Service Grant Recipients**  
**Located in the United States, By Budget Size**

\$5,000,000 and over	Head Count	Mean Tenure	Mean Salary	Median Salary	Average Salary Range	
					Low	High
Chief Executive Officer	19	14	\$ 156,279.65	\$ 139,000.00	\$ 88,245.00	\$ 296,932.00
Chief Operations Officer	8	9	\$ 110,164.25	\$ 93,298.00	\$ 89,238.67	\$ 119,845.67
Chief Financial Officer	12	9	\$ 102,344.58	\$ 90,352.00	\$ 62,933.00	\$ 159,484.33
Publicity, Program Promotion, Chief	6	6	\$ 59,644.00	\$ 54,432.00	\$ 43,786.67	\$ 75,501.33
Communication/Public Relations, Chief	4	5	\$ 72,249.00	\$ 66,000.00	\$ 64,000.00	\$ 76,332.00
Programming Director	19	7	\$ 80,867.88	\$ 81,000.00	\$ 59,225.33	\$ 107,772.67
Production, Chief	5	14	\$ 61,584.33	\$ 59,628.00	\$ 61,584.33	\$ 61,584.33
Executive Producer	39	7	\$ 68,435.54	\$ 70,000.00	\$ 46,605.00	\$ 93,231.33
Producer	146	7	\$ 49,727.88	\$ 46,807.50	\$ 37,868.33	\$ 68,518.33
Development, Chief	11	8	\$ 109,643.27	\$ 98,417.00	\$ 66,203.67	\$ 172,240.00
Member Services, Chief	10	6	\$ 60,208.00	\$ 59,500.00	\$ 40,981.00	\$ 79,645.67
Membership Fundraising, Chief	6	2	\$ 69,170.00	\$ 63,500.00	\$ 54,840.00	\$ 83,500.00
On-Air Fundraising, Chief	8	3	\$ 45,537.60	\$ 43,794.00	\$ 39,664.67	\$ 50,829.33
Underwriting, Chief	4	3	\$ 108,929.75	\$ 92,500.00	\$ 81,333.33	\$ 125,573.00
Corporate Underwriting, Chief	19	4	\$ 77,527.50	\$ 78,410.00	\$ 58,466.67	\$ 96,000.00
Foundation Underwriting, Chief	5	4	\$ 54,221.60	\$ 50,000.00	\$ 45,426.67	\$ 61,609.33
Operations and Engineering, Chief	12	12	\$ 75,861.00	\$ 74,280.00	\$ 60,677.00	\$ 91,212.33
Engineering, Chief	14	11	\$ 71,363.00	\$ 75,166.00	\$ 51,517.00	\$ 91,912.00
Broadcast Engineer 1	47	7	\$ 48,299.23	\$ 46,930.00	\$ 37,400.00	\$ 62,554.67
Production Engineer	54	7	\$ 46,748.07	\$ 43,776.00	\$ 32,660.00	\$ 64,920.67
Facilities, Satellite, and Tower Maintenance, Chief	13	9	\$ 54,807.25	\$ 52,353.00	\$ 39,705.33	\$ 71,545.33
Technical Operations, Chief	6	13	\$ 58,166.20	\$ 59,280.00	\$ 51,321.00	\$ 65,382.67
Education, Chief	1	5				
Information Technology, Director	7	4	\$ 76,527.14	\$ 81,900.00	\$ 57,953.33	\$ 93,310.00
Webmaster	24	2	\$ 54,454.64	\$ 51,182.00	\$ 35,084.67	\$ 79,546.67
Volunteer Coordinator	5	1	\$ 32,728.00	\$ 33,300.00	\$ 30,766.67	\$ 34,880.00
News/Current Affairs Director	21	6	\$ 71,613.43	\$ 68,700.00	\$ 54,280.33	\$ 98,668.67
Music Director	8	14	\$ 56,850.13	\$ 57,720.00	\$ 43,853.67	\$ 69,266.67
Music Librarian/Programmer	7	7	\$ 37,247.80	\$ 37,791.00	\$ 32,351.67	\$ 42,325.00
Announcer/On-Air Talent	111	10	\$ 61,382.29	\$ 59,628.00	\$ 39,746.67	\$ 90,327.33
Reporter	94	5	\$ 48,214.69	\$ 47,314.00	\$ 36,899.00	\$ 59,524.33
Public Information Assistant	4	3	\$ 34,425.00	\$ 34,850.00	\$ 33,233.33	\$ 35,900.00
Broadcast Supervisor	3	6				
Director of Continuity/Traffic	12	10	\$ 43,584.40	\$ 41,850.00	\$ 37,549.33	\$ 52,143.67
Events Coordinator	5	6	\$ 46,382.80	\$ 39,000.00	\$ 34,941.00	\$ 55,363.67
<b>TOTAL</b>	<b>769</b>	<b>7</b>	<b>\$ 66,823.94</b>	<b>\$ 59,500.00</b>		

Mean and Median Salary Data - To maintain the confidentiality of individual salary data, an average salary is not shown when there are three or fewer employees in the category under consideration. However, even though detail lines may not show average salaries, these salaries are included in the summary lines

Average salary range - To maintain the confidentiality of individual salary data, adjusted salary ranges are presented. Adjusted ranges are based on an average of the three high and three low average salaries. If three or fewer persons are employed in a job category, the adjusted range does not appear.

**Appendix Table D**  
**Corporation for Public Broadcasting**  
**Radio Community Service Grant Recipients Included in 2004 Salary Reports**  
**By Licensee Type - Community**

Grantee and Location			Operating Budget Size
KNBA-FM	ANCHORAGE	AK	\$1,200,000-\$1,999,999
KSKA-FM	ANCHORAGE	AK	\$700,000-\$949,999
KBRW-AM	BARROW	AK	\$700,000-\$949,999
KYUK-AM	BETHEL	AK	\$450,000-\$699,999
KZPA-AM	FORT YUKON	AK	Less than \$450,000
KIYU-AM	GALENA	AK	Less than \$450,000
KHNS-FM	HAINES	AK	Less than \$450,000
KBBI-AM	HOMER	AK	\$450,000-\$699,999
KTOO-FM	JUNEAU	AK	\$450,000-\$699,999
KRBD-FM	KETCHIKAN	AK	Less than \$450,000
KMXT-FM	KODIAK	AK	\$450,000-\$699,999
KOTZ-AM	KOTZEBUE	AK	\$450,000-\$699,999
KSKO-AM	MCGRATH	AK	Less than \$450,000
KFSK-FM	PETERSBURG	AK	Less than \$450,000
KSDP-AM	SAND POINT	AK	Less than \$450,000
KCAW-FM	SITKA	AK	\$450,000-\$699,999
KTNA-FM	TALKEETNA	AK	Less than \$450,000
KNSA-AM	UNALAKLEET	AK	Less than \$450,000
KIAL-AM	UNALASKA	AK	Less than \$450,000
KCHU-AM	VALDEZ	AK	Less than \$450,000
KSTK-FM	WRANGELL	AK	Less than \$450,000
KABF-FM	LITTLE ROCK	AR	Less than \$450,000
KUYI-FM	HOTEVILLA	AZ	Less than \$450,000
KXCI-FM	TUCSON	AZ	\$450,000-\$699,999
KNNB-FM	WHITERIVER	AZ	Less than \$450,000
KPFA-FM	BERKELEY	CA	\$2,000,000-\$4,999,999
KVPR-FM	FRESNO	CA	\$950,000-\$1,199,999
KSJV-FM	FRESNO	CA	\$2,000,000-\$4,999,999
KIDE-FM	HOOPA	CA	Less than \$450,000
KPFK-FM	LOS ANGELES	CA	\$2,000,000-\$4,999,999
KVMR-FM	NEVADA CITY	CA	\$450,000-\$699,999
KPCC-FM	PASADENA	CA	\$5,000,000 and over
KZYX-FM	PHILO	CA	Less than \$450,000
KMUD-FM	REDWAY	CA	Less than \$450,000
KRCB-FM	ROHNERT PARK	CA	Less than \$450,000
KQED-FM	SAN FRANCISCO	CA	\$5,000,000 and over
KCBX-FM	SAN LUIS OBISPO	CA	\$950,000-\$1,199,999
KUSP-FM	SANTA CRUZ	CA	\$1,200,000-\$1,999,999
KBBF-FM	SANTA ROSA	CA	\$450,000-\$699,999
KUFW-FM	WOODLAKE	CA	\$2,000,000-\$4,999,999
KRZA-FM	ALAMOSA	CO	Less than \$450,000
KAJX-FM	ASPEN	CO	Less than \$450,000
KGNU-FM	BOULDER	CO	\$700,000-\$949,999
KDNK-FM	CARBONDALE	CO	Less than \$450,000
KBUT-FM	CRESTED BUTTE	CO	Less than \$450,000
KUVO-FM	DENVER	CO	\$950,000-\$1,199,999
KVOD-FM	DENVER	CO	\$5,000,000 and over

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**Corporation for Public Broadcasting**  
**Radio Community Service Grant Recipients Included in 2004 Salary Reports**  
**By Licensee Type - Community**

<b>Grantee and Location</b>			<b>Operating Budget Size</b>
KUNC-FM	GREELEY	CO	\$2,000,000-\$4,999,999
KVNF-FM	PAONIA	CO	Less than \$450,000
KOTO-FM	TELLURIDE	CO	Less than \$450,000
WPKT-FM	MERIDEN	CT	\$2,000,000-\$4,999,999
WETA-FM	WASHINGTON	DC	\$5,000,000 and over
WPFW-FM	WASHINGTON	DC	\$1,200,000-\$1,999,999
WJCT-FM	JACKSONVILLE	FL	\$950,000-\$1,199,999
WDNA-FM	MIAMI	FL	Less than \$450,000
WMFE-FM	ORLANDO	FL	\$2,000,000-\$4,999,999
WMNF-FM	TAMPA	FL	\$1,200,000-\$1,999,999
WXEL-FM	WEST PALM BEACH	FL	\$1,200,000-\$1,999,999
WRFG-FM	ATLANTA	GA	Less than \$450,000
KPRG-FM	MANGILAO	GU	Less than \$450,000
KKCR-FM	HANALEI	HI	Less than \$450,000
KHPR-FM	HONOLULU	HI	\$2,000,000-\$4,999,999
KBBG-FM	WATERLOO	IA	\$450,000-\$699,999
WEFT-FM	CHAMPAIGN	IL	Less than \$450,000
WRTE-FM	CHICAGO	IL	Less than \$450,000
WBEZ-FM	CHICAGO	IL	\$5,000,000 and over
WNIN-FM	EVANSVILLE	IN	\$450,000-\$699,999
WBNI-FM	FORT WAYNE	IN	\$950,000-\$1,199,999
WFYI-FM	INDIANAPOLIS	IN	\$2,000,000-\$4,999,999
KANZ-FM	GARDEN CITY	KS	\$700,000-\$949,999
WFPK-FM	LOUISVILLE	KY	\$2,000,000-\$4,999,999
WMMT-FM	WHITESBURG	KY	Less than \$450,000
WRKF-FM	BATON ROUGE	LA	\$700,000-\$949,999
WWOZ-FM	NEW ORLEANS	LA	\$1,200,000-\$1,999,999
WGBH-FM	BOSTON	MA	\$5,000,000 and over
WOMR-FM	PROVINCETOWN	MA	Less than \$450,000
WICN-FM	WORCESTER	MA	\$450,000-\$699,999
WYPR-FM	BALTIMORE	MD	\$2,000,000-\$4,999,999
WSCL-FM	SALISBURY	MD	\$700,000-\$949,999
WMEH-FM	BANGOR	ME	\$2,000,000-\$4,999,999
WERU-FM	BLUE HILL FALLS	ME	Less than \$450,000
WMEA-FM	PORTLAND	ME	\$2,000,000-\$4,999,999
KSJR-FM	COLLEGEVILLE	MN	\$1,200,000-\$1,999,999
WSCD-FM	DULUTH	MN	\$1,200,000-\$1,999,999
KAXE-FM	GRAND RAPIDS	MN	\$450,000-\$699,999
KSJN-FM	MINNEAPOLIS	MN	\$5,000,000 and over
KFAI-FM	MINNEAPOLIS	MN	\$450,000-\$699,999
KCCM-FM	MOORHEAD	MN	\$1,200,000-\$1,999,999
KLSE-FM	ROCHESTER	MN	\$2,000,000-\$4,999,999
KBPR-FM	SAINT PETER	MN	\$2,000,000-\$4,999,999
KOPN-FM	COLUMBIA	MO	Less than \$450,000
KKFI-FM	KANSAS CITY	MO	Less than \$450,000
KDHX-FM	ST. LOUIS	MO	\$450,000-\$699,999
KGPR-FM	GREAT FALLS	MT	Less than \$450,000

**Appendix Table D**  
**Corporation for Public Broadcasting**  
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**By Licensee Type - Community**

Grantee and Location			Operating Budget Size
WCQS-FM	ASHEVILLE	NC	\$950,000-\$1,199,999
WFAE-FM	CHARLOTTE	NC	\$2,000,000-\$4,999,999
WZRU-FM	ROANOKE RAPIDS	NC	Less than \$450,000
WHQR-FM	WILMINGTON	NC	\$950,000-\$1,199,999
KEYA-FM	BELCOURT	ND	Less than \$450,000
KCND-FM	BISMARCK	ND	\$950,000-\$1,199,999
KABU-FM	ST MICHAELS	ND	Less than \$450,000
KZUM-FM	LINCOLN	NE	Less than \$450,000
WEVO-FM	CONCORD	NH	\$2,000,000-\$4,999,999
WBGO-FM	NEWARK	NJ	\$2,000,000-\$4,999,999
KGLP-FM	GALLUP	NM	Less than \$450,000
KABR-AM	MAGDALENA	NM	Less than \$450,000
KTDB-FM	PINE HILL	NM	Less than \$450,000
KSHI-FM	ZUNI	NM	Less than \$450,000
KNPR-FM	LAS VEGAS	NV	\$2,000,000-\$4,999,999
KCEP-FM	LAS VEGAS	NV	\$700,000-\$949,999
WAMC-FM	ALBANY	NY	\$2,000,000-\$4,999,999
WSKG-FM	BINGHAMTON	NY	\$700,000-\$949,999
WNED-FM	BUFFALO	NY	\$1,200,000-\$1,999,999
WJFF-FM	JEFFERSONVILLE	NY	Less than \$450,000
WNYC-FM	NEW YORK	NY	\$5,000,000 and over
WBAI-FM	NEW YORK	NY	\$2,000,000-\$4,999,999
WXXI-FM	ROCHESTER	NY	\$1,200,000-\$1,999,999
WMHT-FM	SCHENECTADY	NY	\$950,000-\$1,199,999
WCNY-FM	SYRACUSE	NY	\$450,000-\$699,999
WGUC-FM	CINCINNATI	OH	\$2,000,000-\$4,999,999
WCPN-FM	CLEVELAND	OH	\$2,000,000-\$4,999,999
WDPR-FM	DAYTON	OH	\$700,000-\$949,999
WGTE-FM	TOLEDO	OH	\$1,200,000-\$1,999,999
KMUN-FM	ASTORIA	OR	Less than \$450,000
KOPB-FM	PORTLAND	OR	\$5,000,000 and over
KBOO-FM	PORTLAND	OR	\$700,000-\$949,999
WDIY-FM	BETHLEHEM	PA	\$450,000-\$699,999
WQLN-FM	ERIE	PA	\$450,000-\$699,999
WITF-FM	HARRISBURG	PA	\$2,000,000-\$4,999,999
WLCH-FM	LANCASTER	PA	Less than \$450,000
WHYY-FM	PHILADELPHIA	PA	\$5,000,000 and over
WYEP-FM	PITTSBURGH	PA	\$950,000-\$1,199,999
WQED-FM	PITTSBURGH	PA	\$1,200,000-\$1,999,999
WVIA-FM	SCRANTON	PA	\$700,000-\$949,999
KLND-FM	MCLAUGHLIN	SD	Less than \$450,000
WKNO-FM	MEMPHIS	TN	\$1,200,000-\$1,999,999
WPLN-FM	NASHVILLE	TN	\$2,000,000-\$4,999,999
KEDT-FM	CORPUS CHRISTI	TX	\$450,000-\$699,999
KNON-FM	DALLAS	TX	\$450,000-\$699,999
KERA-FM	DALLAS	TX	\$2,000,000-\$4,999,999
KMBH-FM	HARLINGEN	TX	Less than \$450,000

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**Corporation for Public Broadcasting**  
**Radio Community Service Grant Recipients Included in 2004 Salary Reports**  
**By Licensee Type - Community**

<b>Grantee and Location</b>			<b>Operating Budget Size</b>
KPFT-FM	HOUSTON	TX	\$950,000-\$1,199,999
KPAC-FM	SAN ANTONIO	TX	\$2,000,000-\$4,999,999
KWBU-FM	WACO	TX	\$700,000-\$949,999
KZMU-FM	MOAB	UT	Less than \$450,000
KPCW-FM	PARK CITY	UT	\$1,200,000-\$1,999,999
KRCL-FM	SALT LAKE CITY	UT	\$450,000-\$699,999
WVLS-FM	MONTEREY	VA	Less than \$450,000
WHRV-FM	NORFOLK	VA	\$2,000,000-\$4,999,999
WCVE-FM	RICHMOND	VA	\$2,000,000-\$4,999,999
WVPS-FM	WINDSOR	VT	\$5,000,000 and over
KDNA-FM	GRANGER	WA	Less than \$450,000
KSER-FM	LYNNWOOD	WA	Less than \$450,000
KPBX-FM	SPOKANE	WA	\$1,200,000-\$1,999,999
WOJB-FM	HAYWARD	WI	Less than \$450,000
WORT-FM	MADISON	WI	\$450,000-\$699,999
WXPR-FM	RHINELANDER	WI	Less than \$450,000
WVMR-AM	DUNMORE	WV	Less than \$450,000

**Appendix Table D**  
**Corporation for Public Broadcasting**  
**Radio Community Service Grant Recipients Included in 2004 Salary Reports**  
**By Licensee Type - Institutional**

Grantee and Location			Operating Budget Size
KDLG-AM	DILLINGHAM	AK	\$450,000-\$699,999
KUAC-FM	FAIRBANKS	AK	\$450,000-\$699,999
WBHM-FM	BIRMINGHAM	AL	\$1,200,000-\$1,999,999
WJAB-FM	HUNTSVILLE	AL	\$450,000-\$699,999
WLJS-FM	JACKSONVILLE	AL	Less than \$450,000
WHIL-FM	MOBILE	AL	\$700,000-\$949,999
WVAS-FM	MONTGOMERY	AL	\$700,000-\$949,999
WTSU-FM	TROY	AL	\$700,000-\$949,999
WUAL-FM	UNIVERSITY	AL	\$1,200,000-\$1,999,999
KUAF-FM	FAYETTEVILLE	AR	\$950,000-\$1,199,999
KASU-FM	JONESBORO	AR	\$700,000-\$949,999
KUAR-FM	LITTLE ROCK	AR	\$700,000-\$949,999
KNAU-FM	FLAGSTAFF	AZ	\$1,200,000-\$1,999,999
KBAQ-FM	MESA	AZ	\$1,200,000-\$1,999,999
KJZZ-FM	PHOENIX	AZ	\$2,000,000-\$4,999,999
KUAZ-FM	TUCSON	AZ	\$2,000,000-\$4,999,999
KAWC-AM	YUMA	AZ	\$450,000-\$699,999
KHSU-FM	ARCATA	CA	\$700,000-\$949,999
KCHO-FM	CHICO	CA	\$950,000-\$1,199,999
KKJZ-FM	LONG BEACH	CA	\$2,000,000-\$4,999,999
KUSC-FM	LOS ANGELES	CA	\$2,000,000-\$4,999,999
KCSN-FM	NORTHRIDGE	CA	\$950,000-\$1,199,999
KAZU-FM	PACIFIC GROVE	CA	Less than \$450,000
KXJZ-FM	SACRAMENTO	CA	\$2,000,000-\$4,999,999
KXPR-FM	SACRAMENTO	CA	\$2,000,000-\$4,999,999
KVCR-FM	SAN BERNARDINO	CA	\$450,000-\$699,999
KSDS-FM	SAN DIEGO	CA	\$700,000-\$949,999
KPBS-FM	SAN DIEGO	CA	\$5,000,000 and over
KCSM-FM	SAN MATEO	CA	\$2,000,000-\$4,999,999
KRCC-FM	COLORADO SPRINGS	CO	\$700,000-\$949,999
KSJD-FM	CORTEZ	CO	Less than \$450,000
WSHU-FM	FAIRFIELD	CT	\$2,000,000-\$4,999,999
WHUS-FM	STORRS	CT	Less than \$450,000
WAMU-FM	WASHINGTON	DC	\$5,000,000 and over
WQCS-FM	FORT PIERCE	FL	\$1,200,000-\$1,999,999
WGPU-FM	FT MYERS	FL	\$1,200,000-\$1,999,999
WUFT-FM	GAINESVILLE	FL	\$2,000,000-\$4,999,999
WFIT-FM	MELBOURNE	FL	\$450,000-\$699,999
WUCF-FM	ORLANDO	FL	\$450,000-\$699,999
WKGC-FM	PANAMA CITY	FL	\$700,000-\$949,999
WUWF-FM	PENSACOLA	FL	\$1,200,000-\$1,999,999
WFSU-FM	TALLAHASSEE	FL	\$2,000,000-\$4,999,999
WUSF-FM	TAMPA	FL	\$2,000,000-\$4,999,999
WCLK-FM	ATLANTA	GA	\$2,000,000-\$4,999,999
WOI -FM	AIMES	IA	\$2,000,000-\$4,999,999
KUNI-FM	CEDAR FALLS	IA	\$2,000,000-\$4,999,999
KCCK-FM	CEDAR RAPIDS	IA	\$950,000-\$1,199,999

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<b>Grantee and Location</b>			<b>Operating Budget Size</b>
KIWR-FM	COUNCIL BLUFFS	IA	\$450,000-\$699,999
KSUI-FM	IOWA CITY	IA	\$2,000,000-\$4,999,999
KWIT-FM	SIOUX CITY	IA	\$700,000-\$949,999
KBSW-FM	BOISE	ID	\$700,000-\$949,999
KBSU-FM	BOISE	ID	\$1,200,000-\$1,999,999
WSIU-FM	CARBONDALE	IL	\$950,000-\$1,199,999
WSIE-FM	EDWARDSVILLE	IL	\$450,000-\$699,999
WDCB-FM	GLEN ELLYN	IL	\$1,200,000-\$1,999,999
WIUM-FM	MACOMB	IL	\$1,200,000-\$1,999,999
WGLT-FM	NORMAL	IL	\$950,000-\$1,199,999
WCBU-FM	PEORIA	IL	\$950,000-\$1,199,999
WQUB-FM	QUINCY	IL	Less than \$450,000
WVIK-FM	ROCK ISLAND	IL	\$950,000-\$1,199,999
WNIJ-FM	ROCKFORD	IL	\$2,000,000-\$4,999,999
WUIS-FM	SPRINGFIELD	IL	\$950,000-\$1,199,999
WILL-FM	URBANA	IL	\$2,000,000-\$4,999,999
WFIU-FM	BLOOMINGTON	IN	\$2,000,000-\$4,999,999
WBST-FM	MUNCIE	IN	\$1,200,000-\$1,999,999
WVUB-FM	VINCENNES	IN	\$450,000-\$699,999
WBAA-FM	WEST LAFAYETTE	IN	\$1,200,000-\$1,999,999
KHCC-FM	HUTCHINSON	KS	\$1,200,000-\$1,999,999
KANU-FM	LAWRENCE	KS	\$2,000,000-\$4,999,999
KRPS-FM	PITTSBURG	KS	\$700,000-\$949,999
KMUW-FM	WICHITA	KS	\$1,200,000-\$1,999,999
WKYU-FM	BOWLING GREEN	KY	\$1,200,000-\$1,999,999
WNKU-FM	HIGHLAND HEIGHTS	KY	\$950,000-\$1,199,999
WUKY-FM	LEXINGTON	KY	\$1,200,000-\$1,999,999
WMKY-FM	MOREHEAD	KY	\$700,000-\$949,999
WKMS-FM	MURRAY	KY	\$700,000-\$949,999
WEKU-FM	RICHMOND	KY	\$950,000-\$1,199,999
KSLU-FM	HAMMOND	LA	\$450,000-\$699,999
KRVS-FM	LAFAYETTE	LA	\$450,000-\$699,999
KEDM-FM	MONROE	LA	\$450,000-\$699,999
WWNO-FM	NEW ORLEANS	LA	\$1,200,000-\$1,999,999
KDAQ-FM	SHREVEPORT	LA	\$700,000-\$949,999
WFCR-FM	AMHERST	MA	\$2,000,000-\$4,999,999
WUMB-FM	BOSTON	MA	\$1,200,000-\$1,999,999
WBUR-FM	BOSTON	MA	\$5,000,000 and over
WEAA-FM	BALTIMORE	MD	\$950,000-\$1,199,999
WBJC-FM	BALTIMORE	MD	\$1,200,000-\$1,999,999
WESM-FM	PRINCESS ANNE	MD	Less than \$450,000
WMPG-FM	PORTLAND	ME	Less than \$450,000
WUOM-FM	ANN ARBOR	MI	\$2,000,000-\$4,999,999
WDET-FM	DETROIT	MI	\$2,000,000-\$4,999,999
WKAR-FM	EAST LANSING	MI	\$2,000,000-\$4,999,999
WGVU-FM	GRAND RAPIDS	MI	\$450,000-\$699,999
WGVU-AM	GRAND RAPIDS	MI	Less than \$450,000

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Grantee and Location			Operating Budget Size
WIAA-FM	INTERLOCHEN	MI	\$1,200,000-\$1,999,999
WMUK-FM	KALAMAZOO	MI	\$1,200,000-\$1,999,999
WNMU-FM	MARQUETTE	MI	\$1,200,000-\$1,999,999
WCMU-FM	MT PLEASANT	MI	\$2,000,000-\$4,999,999
WBLV-FM	TWIN LAKE	MI	\$700,000-\$949,999
WEMU-FM	YPSILANTI	MI	\$1,200,000-\$1,999,999
KUMD-FM	DULUTH	MN	\$700,000-\$949,999
KUOM-AM	MINNEAPOLIS	MN	\$700,000-\$949,999
WCAL-FM	NORTHFIELD	MN	\$2,000,000-\$4,999,999
KRCU-FM	CAPE GIRARDEAU	MO	\$450,000-\$699,999
KBIA-FM	COLUMBIA	MO	\$950,000-\$1,199,999
KJLU-FM	JEFFERSON CITY	MO	\$450,000-\$699,999
KCUR-FM	KANSAS CITY	MO	\$2,000,000-\$4,999,999
KXCV-FM	MARYVILLE	MO	\$700,000-\$949,999
KUMR-FM	ROLLA	MO	\$700,000-\$949,999
KSMU-FM	SPRINGFIELD	MO	\$1,200,000-\$1,999,999
KWMU-FM	ST LOUIS	MO	\$2,000,000-\$4,999,999
KTBG-FM	WARRENSBURG	MO	\$450,000-\$699,999
WUSM-FM	HATTIESBURG	MS	Less than \$450,000
WURC-FM	HOLLY SPRINGS	MS	Less than \$450,000
WJSU-FM	JACKSON	MS	Less than \$450,000
WPRL-FM	LORMAN	MS	\$450,000-\$699,999
KEMC-FM	BILLINGS	MT	\$950,000-\$1,199,999
KGVA-FM	HARLEM	MT	Less than \$450,000
KUFM-FM	MISSOULA	MT	\$1,200,000-\$1,999,999
WUNC-FM	CHAPEL HILL	NC	\$2,000,000-\$4,999,999
WDAV-FM	DAVIDSON	NC	\$2,000,000-\$4,999,999
WNCU-FM	DURHAM	NC	\$450,000-\$699,999
WRVS-FM	ELIZABETH CITY	NC	Less than \$450,000
WFSS-FM	FAYETTEVILLE	NC	\$450,000-\$699,999
WTEB-FM	NEW BERN	NC	\$1,200,000-\$1,999,999
WSHA-FM	RALEIGH	NC	\$450,000-\$699,999
WNCW-FM	SPINDALE	NC	\$1,200,000-\$1,999,999
WFDD-FM	WINSTON SALEM	NC	\$1,200,000-\$1,999,999
KVNO-FM	OMAHA	NE	\$700,000-\$949,999
WBJB-FM	LINCROFT	NJ	\$450,000-\$699,999
WWFM-FM	TRENTON	NJ	\$950,000-\$1,199,999
KUNM-FM	ALBUQUERQUE	NM	\$1,200,000-\$1,999,999
KRWG-FM	LAS CRUCES	NM	\$700,000-\$949,999
KENW-FM	PORTALES	NM	Less than \$450,000
KUNV-FM	LAS VEGAS	NV	Less than \$450,000
KUNR-FM	RENO	NV	\$950,000-\$1,199,999
WBFO-FM	BUFFALO	NY	\$2,000,000-\$4,999,999
WSLU-FM	CANTON	NY	\$1,200,000-\$1,999,999
WEOS-FM	GENEVA	NY	Less than \$450,000
WFUV-FM	NEW YORK	NY	\$2,000,000-\$4,999,999
WRVO-FM	OSWEGO	NY	\$1,200,000-\$1,999,999

**Appendix Table D**  
**Corporation for Public Broadcasting**  
**Radio Community Service Grant Recipients Included in 2004 Salary Reports**  
**By Licensee Type - Institutional**

Grantee and Location			Operating Budget Size
WLIU-FM	SOUTHAMPTON	NY	\$1,200,000-\$1,999,999
WAER-FM	SYRACUSE	NY	\$950,000-\$1,199,999
WOUB-FM	ATHENS	OH	\$1,200,000-\$1,999,999
WVXU-FM	CINCINNATI	OH	\$2,000,000-\$4,999,999
WOSU-FM	COLUMBUS	OH	\$2,000,000-\$4,999,999
WKSU-FM	KENT	OH	\$2,000,000-\$4,999,999
WMUB-FM	OXFORD	OH	\$1,200,000-\$1,999,999
WCSU-FM	WILBERFORCE	OH	\$700,000-\$949,999
WYSO-FM	YELLOW SPRINGS	OH	\$950,000-\$1,199,999
WYSU-FM	YOUNGSTOWN	OH	\$950,000-\$1,199,999
KCSC-FM	EDMOND	OK	\$700,000-\$949,999
KCCU-FM	LAWTON	OK	\$700,000-\$949,999
KGOU-FM	NORMAN	OK	\$700,000-\$949,999
KOSU-FM	STILLWATER	OK	\$700,000-\$949,999
KWGS-FM	TULSA	OK	\$700,000-\$949,999
KSOR-FM	ASHLAND	OR	\$2,000,000-\$4,999,999
KLCC-FM	EUGENE	OR	\$1,200,000-\$1,999,999
KMHD-FM	GRESHAM	OR	\$450,000-\$699,999
WXPN-FM	PHILADELPHIA	PA	\$5,000,000 and over
WRTI-FM	PHILADELPHIA	PA	\$2,000,000-\$4,999,999
WDUQ-FM	PITTSBURGH	PA	\$2,000,000-\$4,999,999
WPSU-FM	UNIVERSITY PARK	PA	\$700,000-\$949,999
WRTU-FM	SAN JUAN	PR	\$1,200,000-\$1,999,999
WSSB-FM	ORANGEBURG	SC	Less than \$450,000
WUTC-FM	CHATTANOOGA	TN	\$700,000-\$949,999
WETS-FM	JOHNSON CITY	TN	\$700,000-\$949,999
WUOT-FM	KNOXVILLE	TN	\$1,200,000-\$1,999,999
WMOT-FM	MURFREESBORO	TN	\$700,000-\$949,999
KACU-FM	ABILENE	TX	Less than \$450,000
KUT -FM	AUSTIN	TX	\$2,000,000-\$4,999,999
KVLU-FM	BEAUMONT	TX	\$450,000-\$699,999
KAMU-FM	COLLEGE STATION	TX	\$450,000-\$699,999
KETR-FM	COMMERCE	TX	\$450,000-\$699,999
KTEP-FM	EL PASO	TX	\$450,000-\$699,999
KUHF-FM	HOUSTON	TX	\$5,000,000 and over
KTSU-FM	HOUSTON	TX	\$700,000-\$949,999
KTPB-FM	KILGORE	TX	Less than \$450,000
KNCT-FM	KILLEEN	TX	\$450,000-\$699,999
KOHM-FM	LUBBOCK	TX	\$450,000-\$699,999
KOCV-FM	ODESSA	TX	Less than \$450,000
KPVU-FM	PRAIRIE VIEW	TX	Less than \$450,000
KTXK-FM	TEXARKANA	TX	Less than \$450,000
KUSU-FM	LOGAN	UT	\$700,000-\$949,999
KBYU-FM	PROVO	UT	\$2,000,000-\$4,999,999
KUER-FM	SALT LAKE CITY	UT	\$1,200,000-\$1,999,999
WTJU-FM	CHARLOTTESVILLE	VA	Less than \$450,000
WMRA-FM	HARRISONBURG	VA	\$1,200,000-\$1,999,999

**Appendix Table D**  
**Corporation for Public Broadcasting**  
**Radio Community Service Grant Recipients Included in 2004 Salary Reports**  
**By Licensee Type - Institutional**

<b>Grantee and Location</b>			<b>Operating Budget Size</b>
WNSB-FM	NORFOLK	VA	Less than \$450,000
WVTF-FM	ROANOKE	VA	\$2,000,000-\$4,999,999
KBCS-FM	BELLEVUE	WA	Less than \$450,000
KAOS-FM	OLYMPIA	WA	Less than \$450,000
KWSU-AM	PULLMAN	WA	\$2,000,000-\$4,999,999
KUOW-FM	SEATTLE	WA	\$5,000,000 and over
KPLU-FM	TACOMA	WA	\$2,000,000-\$4,999,999
WLSU-FM	LA CROSSE	WI	\$450,000-\$699,999
WHA -AM	MADISON	WI	\$5,000,000 and over
WUWM-FM	MILWAUKEE	WI	\$1,200,000-\$1,999,999
KUWR-FM	LARAMIE	WY	\$1,200,000-\$1,999,999

**Appendix Table D**  
**Corporation for Public Broadcasting**  
**Radio Community Service Grant Recipients Included in 2004 Salary Reports**  
**By Licensee Type - State and Local Government**

Grantee and Location			Operating Budget Size
KCUK-FM	CHEVAK	AK	Less than \$450,000
KUHB-FM	ST. PAUL ISLAND	AK	Less than \$450,000
WLRH-FM	HUNTSVILLE	AL	\$700,000-\$949,999
KGHR-FM	TUBA CITY	AZ	Less than \$450,000
KALW-FM	SAN FRANCISCO	CA	\$1,200,000-\$1,999,999
KCRW-FM	SANTA MONICA	CA	\$5,000,000 and over
KSUT-FM	IGNACIO	CO	\$700,000-\$949,999
WMNR-FM	MONROE	CT	\$450,000-\$699,999
WLRN-FM	MIAMI	FL	\$2,000,000-\$4,999,999
WUGA-FM	ATHENS	GA	\$950,000-\$1,199,999
WABE-FM	ATLANTA	GA	\$5,000,000 and over
WJSP-FM	COLUMBUS	GA	\$2,000,000-\$4,999,999
WSVH-FM	SAVANNAH	GA	\$950,000-\$1,199,999
WVPE-FM	ELKHART	IN	\$950,000-\$1,199,999
WBRH-FM	BATON ROUGE	LA	Less than \$450,000
KBEM-FM	MINNEAPOLIS	MN	\$700,000-\$949,999
WMPN-FM	JACKSON	MS	\$1,200,000-\$1,999,999
KUCV-FM	LINCOLN	NE	\$1,200,000-\$1,999,999
KIOS-FM	OMAHA	NE	\$450,000-\$699,999
WNJT-FM	TRENTON	NJ	\$450,000-\$699,999
KANW-FM	ALBUQUERQUE	NM	Less than \$450,000
KCIE-FM	DULCE	NM	Less than \$450,000
WNYE-FM	BROOKLYN	NY	\$1,200,000-\$1,999,999
WAPS-FM	AKRON	OH	\$450,000-\$699,999
WCBE-FM	COLUMBUS	OH	\$1,200,000-\$1,999,999
KRVM-FM	EUGENE	OR	Less than \$450,000
KBPS-FM	PORTLAND	OR	\$450,000-\$699,999
WIPR-FM	HATO REY	PR	\$2,000,000-\$4,999,999
WLTR-FM	COLUMBIA	SC	\$950,000-\$1,199,999
KUSD-FM	VERMILLION	SD	\$700,000-\$949,999
WERN-FM	MADISON	WI	\$2,000,000-\$4,999,999
WYMS-FM	MILWAUKEE	WI	\$450,000-\$699,999
WHAD-FM	MILWAUKEE	WI	\$2,000,000-\$4,999,999
WVPN-FM	CHARLESTON	WV	\$2,000,000-\$4,999,999

Totals for each Licensee Category:

Community	158
Institutional	199
State and local government	34

**Appendix Table E**  
**Corporation for Public Broadcasting**  
**Radio Community Service Grant Recipients Included in 2004 Salary Reports**  
**By Operating Budget Size - Less than \$450,000**

Grantee and Location			Licensee Type
KCUK-FM	CHEVAK	AK	State/Local
KZPA-AM	FORT YUKON	AK	Community
KIYU-AM	GALENA	AK	Community
KHNS-FM	HAINES	AK	Community
KRBD-FM	KETCHIKAN	AK	Community
KSKO-AM	MCGRATH	AK	Community
KFSK-FM	PETERSBURG	AK	Community
KSDP-AM	SAND POINT	AK	Community
KUHB-FM	ST. PAUL ISLAND	AK	State/Local
KTNA-FM	TALKEETNA	AK	Community
KNSA-AM	UNALAKLEET	AK	Community
KIAL-AM	UNALASKA	AK	Community
KCHU-AM	VALDEZ	AK	Community
KSTK-FM	WRANGELL	AK	Community
WLJS-FM	JACKSONVILLE	AL	Institutional
KABF-FM	LITTLE ROCK	AR	Community
KUYI-FM	HOTEVILLA	AZ	Community
KGHR-FM	TUBA CITY	AZ	State/Local
KNNB-FM	WHITERIVER	AZ	Community
KIDE-FM	HOOPA	CA	Community
KAZU-FM	PACIFIC GROVE	CA	Institutional
KZYZ-FM	PHILO	CA	Community
KMUD-FM	REDWAY	CA	Community
KRCB-FM	ROHNERT PARK	CA	Community
KRZA-FM	ALAMOSA	CO	Community
KAJX-FM	ASPEN	CO	Community
KDNK-FM	CARBONDALE	CO	Community
KSJD-FM	CORTEZ	CO	Institutional
KBUT-FM	CRESTED BUTTE	CO	Community
KVNF-FM	PAONIA	CO	Community
KOTO-FM	TELLURIDE	CO	Community
WHUS-FM	STORRS	CT	Institutional
WDNA-FM	MIAMI	FL	Community
WRFG-FM	ATLANTA	GA	Community
KPRG-FM	MANGILAO	GU	Community
KKCR-FM	HANAIEI	HI	Community
WEFT-FM	CHAMPAIGN	IL	Community
WRTE-FM	CHICAGO	IL	Community
WQUB-FM	QUINCY	IL	Institutional
WMMT-FM	WHITESBURG	KY	Community
WBRH-FM	BATON ROUGE	LA	State/Local
WOMR-FM	PROVINCETOWN	MA	Community
WESM-FM	PRINCESS ANNE	MD	Institutional
WERU-FM	BLUE HILL FALLS	ME	Community
WMPG-FM	PORTLAND	ME	Institutional
WGVU-AM	GRAND RAPIDS	MI	Institutional
KOPN-FM	COLUMBIA	MO	Community

**Appendix Table E**  
**Corporation for Public Broadcasting**  
**Radio Community Service Grant Recipients Included in 2004 Salary Reports**  
**By Operating Budget Size - Less than \$450,000**

Grantee and Location			Licensee Type
KKFI-FM	KANSAS CITY	MO	Community
WUSM-FM	HATTIESBURG	MS	Institutional
WURC-FM	HOLLY SPRINGS	MS	Institutional
WJSU-FM	JACKSON	MS	Institutional
KGPR-FM	GREAT FALLS	MT	Community
KGVA-FM	HARLEM	MT	Institutional
WRVS-FM	ELIZABETH CITY	NC	Institutional
WZRU-FM	ROANOKE RAPIDS	NC	Community
KEYA-FM	BELCOURT	ND	Community
KABU-FM	ST MICHAELS	ND	Community
KZUM-FM	LINCOLN	NE	Community
KANW-FM	ALBUQUERQUE	NM	State/Local
KCIE-FM	DULCE	NM	State/Local
KGLP-FM	GALLUP	NM	Community
KABR-AM	MAGDALENA	NM	Community
KTDB-FM	PINE HILL	NM	Community
KENW-FM	PORTALES	NM	Institutional
KSHI-FM	ZUNI	NM	Community
KUNV-FM	LAS VEGAS	NV	Institutional
WEOS-FM	GENEVA	NY	Institutional
WJFF-FM	JEFFERSONVILLE	NY	Community
KMUN-FM	ASTORIA	OR	Community
KRVM-FM	EUGENE	OR	State/Local
WLCH-FM	LANCASTER	PA	Community
WSSB-FM	ORANGEBURG	SC	Institutional
KLND-FM	MCLAUGHLIN	SD	Community
KACU-FM	ABILENE	TX	Institutional
KMBH-FM	HARLINGEN	TX	Community
KTPB-FM	KILGORE	TX	Institutional
KOCV-FM	ODESSA	TX	Institutional
KPVU-FM	PRAIRIE VIEW	TX	Institutional
KTXK-FM	TEXARKANA	TX	Institutional
KZMU-FM	MOAB	UT	Community
WTJU-FM	CHARLOTTESVILLE	VA	Institutional
WVLS-FM	MONTEREY	VA	Community
WNSB-FM	NORFOLK	VA	Institutional
KBCS-FM	BELLEVUE	WA	Institutional
KDNA-FM	GRANGER	WA	Community
KSER-FM	LYNNWOOD	WA	Community
KAOS-FM	OLYMPIA	WA	Institutional
WOJB-FM	HAYWARD	WI	Community
WXPR-FM	RHINELANDER	WI	Community
WVMR-AM	DUNMORE	WV	Community

**Appendix Table E**  
**Corporation for Public Broadcasting**  
**Radio Community Service Grant Recipients Included in 2004 Salary Reports**  
**By Operating Budget Size - \$450,000-\$699,999**

Grantee and Location			Licensee Type
KYUK-AM	BETHEL	AK	Community
KDLG-AM	DILLINGHAM	AK	Institutional
KUAC-FM	FAIRBANKS	AK	Institutional
KBBI-AM	HOMER	AK	Community
KTOO-FM	JUNEAU	AK	Community
KMXT-FM	KODIAK	AK	Community
KOTZ-AM	KOTZEBUE	AK	Community
KCAW-FM	SITKA	AK	Community
WJAB-FM	HUNTSVILLE	AL	Institutional
KXCI-FM	TUCSON	AZ	Community
KAWC-AM	YUMA	AZ	Institutional
KVMR-FM	NEVADA CITY	CA	Community
KVCR-FM	SAN BERNARDINO	CA	Institutional
KBBF-FM	SANTA ROSA	CA	Community
WMNR-FM	MONROE	CT	State/Local
WFIT-FM	MELBOURNE	FL	Institutional
WUCF-FM	ORLANDO	FL	Institutional
KIWR-FM	COUNCIL BLUFFS	IA	Institutional
KBBG-FM	WATERLOO	IA	Community
WSIE-FM	EDWARDSVILLE	IL	Institutional
WNIN-FM	EVANSVILLE	IN	Community
WVUB-FM	VINCENNES	IN	Institutional
KSLU-FM	HAMMOND	LA	Institutional
KRVS-FM	LAFAYETTE	LA	Institutional
KEDM-FM	MONROE	LA	Institutional
WICN-FM	WORCESTER	MA	Community
WGVU-FM	GRAND RAPIDS	MI	Institutional
KAXE-FM	GRAND RAPIDS	MN	Community
KFAI-FM	MINNEAPOLIS	MN	Community
KRCU-FM	CAPE GIRARDEAU	MO	Institutional
KJLU-FM	JEFFERSON CITY	MO	Institutional
KDHX-FM	ST. LOUIS	MO	Community
KTBG-FM	WARRENSBURG	MO	Institutional
WPRL-FM	LORMAN	MS	Institutional
WNCU-FM	DURHAM	NC	Institutional
WFSS-FM	FAYETTEVILLE	NC	Institutional
WSHA-FM	RALEIGH	NC	Institutional
KIOS-FM	OMAHA	NE	State/Local
WBJB-FM	LINCROFT	NJ	Institutional
WNJT-FM	TRENTON	NJ	State/Local
WCNY-FM	SYRACUSE	NY	Community
WAPS-FM	AKRON	OH	State/Local
KMHD-FM	GRESHAM	OR	Institutional
KBPS-FM	PORTLAND	OR	State/Local
WDIY-FM	BETHLEHEM	PA	Community
WQLN-FM	ERIE	PA	Community
KVLU-FM	BEAUMONT	TX	Institutional

**Appendix Table E**  
**Corporation for Public Broadcasting**  
**Radio Community Service Grant Recipients Included in 2004 Salary Reports**  
**By Operating Budget Size - \$450,000-\$699,999**

<b>Grantee and Location</b>			<b>Licensee Type</b>
KAMU-FM	COLLEGE STATION	TX	Institutional
KETR-FM	COMMERCE	TX	Institutional
KEDT-FM	CORPUS CHRISTI	TX	Community
KNON-FM	DALLAS	TX	Community
KTEP-FM	EL PASO	TX	Institutional
KNCT-FM	KILLEEN	TX	Institutional
KOHM-FM	LUBBOCK	TX	Institutional
KRCL-FM	SALT LAKE CITY	UT	Community
WLSU-FM	LA CROSSE	WI	Institutional
WORT-FM	MADISON	WI	Community
WYMS-FM	MILWAUKEE	WI	State/Local

**Appendix Table E**  
**Corporation for Public Broadcasting**  
**Radio Community Service Grant Recipients Included in 2004 Salary Reports**  
**By Operating Budget Size - \$700,000-\$949,999**

Grantee and Location			Licensee Type
KSKA-FM	ANCHORAGE	AK	Community
KBRW-AM	BARROW	AK	Community
WLRH-FM	HUNTSVILLE	AL	State/Local
WHIL-FM	MOBILE	AL	Institutional
WVAS-FM	MONTGOMERY	AL	Institutional
WTSU-FM	TROY	AL	Institutional
KASU-FM	JONESBORO	AR	Institutional
KUAR-FM	LITTLE ROCK	AR	Institutional
KHSU-FM	ARCATA	CA	Institutional
KSDS-FM	SAN DIEGO	CA	Institutional
KGNU-FM	BOULDER	CO	Community
KRCC-FM	COLORADO SPRINGS	CO	Institutional
KSUT-FM	IGNACIO	CO	State/Local
WKGC-FM	PANAMA CITY	FL	Institutional
KWIT-FM	SIOUX CITY	IA	Institutional
KBSW-FM	BOISE	ID	Institutional
KANZ-FM	GARDEN CITY	KS	Community
KRPS-FM	PITTSBURG	KS	Institutional
WMKY-FM	MOREHEAD	KY	Institutional
WKMS-FM	MURRAY	KY	Institutional
WRKF-FM	BATON ROUGE	LA	Community
KDAQ-FM	SHREVEPORT	LA	Institutional
WSCL-FM	SALISBURY	MD	Community
WBLV-FM	TWIN LAKE	MI	Institutional
KUMD-FM	DULUTH	MN	Institutional
KUOM-AM	MINNEAPOLIS	MN	Institutional
KBEM-FM	MINNEAPOLIS	MN	State/Local
KXCV-FM	MARYVILLE	MO	Institutional
KUMR-FM	ROLLA	MO	Institutional
KVNO-FM	OMAHA	NE	Institutional
KRWG-FM	LAS CRUCES	NM	Institutional
KCEP-FM	LAS VEGAS	NV	Community
WSKG-FM	BINGHAMTON	NY	Community
WDPR-FM	DAYTON	OH	Community
WCSU-FM	WILBERFORCE	OH	Institutional
KCSC-FM	EDMOND	OK	Institutional
KCCU-FM	LAWTON	OK	Institutional
KGOU-FM	NORMAN	OK	Institutional
KOSU-FM	STILLWATER	OK	Institutional
KWGS-FM	TULSA	OK	Institutional
KBOO-FM	PORTLAND	OR	Community
WVIA-FM	SCRANTON	PA	Community
WPSU-FM	UNIVERSITY PARK	PA	Institutional
KUSD-FM	VERMILLION	SD	State/Local
WUTC-FM	CHATTANOOGA	TN	Institutional
WETS-FM	JOHNSON CITY	TN	Institutional
WMOT-FM	MURFREESBORO	TN	Institutional

**Appendix Table E**  
**Corporation for Public Broadcasting**  
**Radio Community Service Grant Recipients Included in 2004 Salary Reports**  
**By Operating Budget Size - \$700,000-\$949,999**

<b>Grantee and Location</b>			<b>Licensee Type</b>
KTSU-FM	HOUSTON	TX	Institutional
KWBU-FM	WACO	TX	Community
KUSU-FM	LOGAN	UT	Institutional

**Appendix Table E**  
**Corporation for Public Broadcasting**  
**Radio Community Service Grant Recipients Included in 2004 Salary Reports**  
**By Operating Budget Size - \$950,000-\$1,199,999**

<b>Grantee and Location</b>			<b>Licensee Type</b>
KUAF-FM	FAYETTEVILLE	AR	Institutional
KCHO-FM	CHICO	CA	Institutional
KVPR-FM	FRESNO	CA	Community
KCSN-FM	NORTHRIDGE	CA	Institutional
KCBX-FM	SAN LUIS OBISPO	CA	Community
KUVO-FM	DENVER	CO	Community
WJCT-FM	JACKSONVILLE	FL	Community
WUGA-FM	ATHENS	GA	State/Local
WSVH-FM	SAVANNAH	GA	State/Local
KCCK-FM	CEDAR RAPIDS	IA	Institutional
WSIU-FM	CARBONDALE	IL	Institutional
WGLT-FM	NORMAL	IL	Institutional
WCBU-FM	PEORIA	IL	Institutional
WVIK-FM	ROCK ISLAND	IL	Institutional
WUIS-FM	SPRINGFIELD	IL	Institutional
WVPE-FM	ELKHART	IN	State/Local
WBNI-FM	FORT WAYNE	IN	Community
WNKU-FM	HIGHLAND HEIGHTS	KY	Institutional
WEKU-FM	RICHMOND	KY	Institutional
WEAA-FM	BALTIMORE	MD	Institutional
KBIA-FM	COLUMBIA	MO	Institutional
KEMC-FM	BILLINGS	MT	Institutional
WCQS-FM	ASHEVILLE	NC	Community
WHQR-FM	WILMINGTON	NC	Community
KCND-FM	BISMARCK	ND	Community
WWFM-FM	TRENTON	NJ	Institutional
KUNR-FM	RENO	NV	Institutional
WMHT-FM	SCHENECTADY	NY	Community
WAER-FM	SYRACUSE	NY	Institutional
WYSO-FM	YELLOW SPRINGS	OH	Institutional
WYSU-FM	YOUNGSTOWN	OH	Institutional
WYEP-FM	PITTSBURGH	PA	Community
WLTR-FM	COLUMBIA	SC	State/Local
KPFT-FM	HOUSTON	TX	Community

**Appendix Table E**  
**Corporation for Public Broadcasting**  
**Radio Community Service Grant Recipients Included in 2004 Salary Reports**  
**By Operating Budget Size - \$1,200,000-\$1,999,999**

Grantee and Location			Licensee Type
KNBA-FM	ANCHORAGE	AK	Community
WBHM-FM	BIRMINGHAM	AL	Institutional
WUAL-FM	UNIVERSITY	AL	Institutional
KNAU-FM	FLAGSTAFF	AZ	Institutional
KBAQ-FM	MESA	AZ	Institutional
KALW-FM	SAN FRANCISCO	CA	State/Local
KUSP-FM	SANTA CRUZ	CA	Community
WPFW-FM	WASHINGTON	DC	Community
WQCS-FM	FORT PIERCE	FL	Institutional
WGPU-FM	FT MYERS	FL	Institutional
WUWF-FM	PENSACOLA	FL	Institutional
WMNF-FM	TAMPA	FL	Community
WXEL-FM	WEST PALM BEACH	FL	Community
KBSU-FM	BOISE	ID	Institutional
WDCB-FM	GLEN ELLYN	IL	Institutional
WIUM-FM	MACOMB	IL	Institutional
WBST-FM	MUNCIE	IN	Institutional
WBAA-FM	WEST LAFAYETTE	IN	Institutional
KHCC-FM	HUTCHINSON	KS	Institutional
KMUW-FM	WICHITA	KS	Institutional
WKYU-FM	BOWLING GREEN	KY	Institutional
WUKY-FM	LEXINGTON	KY	Institutional
WWOZ-FM	NEW ORLEANS	LA	Community
WWNO-FM	NEW ORLEANS	LA	Institutional
WUMB-FM	BOSTON	MA	Institutional
WBJC-FM	BALTIMORE	MD	Institutional
WIAA-FM	INTERLOCHEN	MI	Institutional
WMUK-FM	KALAMAZOO	MI	Institutional
WNMU-FM	MARQUETTE	MI	Institutional
WEMU-FM	YPSILANTI	MI	Institutional
KSJR-FM	COLLEGEVILLE	MN	Community
WSCD-FM	DULUTH	MN	Community
KCCM-FM	MOORHEAD	MN	Community
KSMU-FM	SPRINGFIELD	MO	Institutional
WMPN-FM	JACKSON	MS	State/Local
KUFM-FM	MISSOULA	MT	Institutional
WTEB-FM	NEW BERN	NC	Institutional
WNCW-FM	SPINDALE	NC	Institutional
WFDD-FM	WINSTON SALEM	NC	Institutional
KUCV-FM	LINCOLN	NE	State/Local
KUNM-FM	ALBUQUERQUE	NM	Institutional
WNYE-FM	BROOKLYN	NY	State/Local
WNED-FM	BUFFALO	NY	Community
WSLU-FM	CANTON	NY	Institutional
WRVO-FM	OSWEGO	NY	Institutional
WXXI-FM	ROCHESTER	NY	Community
WLIU-FM	SOUTHAMPTON	NY	Institutional

**Appendix Table E**  
**Corporation for Public Broadcasting**  
**Radio Community Service Grant Recipients Included in 2004 Salary Reports**  
**By Operating Budget Size - \$1,200,000-\$1,999,999**

<b>Grantee and Location</b>			<b>Licensee Type</b>
WOUB-FM	ATHENS	OH	Institutional
WCBE-FM	COLUMBUS	OH	State/Local
WMUB-FM	OXFORD	OH	Institutional
WGTE-FM	TOLEDO	OH	Community
KLCC-FM	EUGENE	OR	Institutional
WQED-FM	PITTSBURGH	PA	Community
WRTU-FM	SAN JUAN	PR	Institutional
WUOT-FM	KNOXVILLE	TN	Institutional
WKNO-FM	MEMPHIS	TN	Community
KPCW-FM	PARK CITY	UT	Community
KUER-FM	SALT LAKE CITY	UT	Institutional
WMRA-FM	HARRISONBURG	VA	Institutional
KPBX-FM	SPOKANE	WA	Community
WUWM-FM	MILWAUKEE	WI	Institutional
KUWR-FM	LARAMIE	WY	Institutional

**Appendix Table E**  
**Corporation for Public Broadcasting**  
**Radio Community Service Grant Recipients Included in 2004 Salary Reports**  
**By Operating Budget Size - \$2,000,000-\$4,999,999**

<b>Grantee and Location</b>			<b>Licensee Type</b>
KJZZ-FM	PHOENIX	AZ	Institutional
KUAZ-FM	TUCSON	AZ	Institutional
KPFA-FM	BERKELEY	CA	Community
KSJV-FM	FRESNO	CA	Community
KKJZ-FM	LONG BEACH	CA	Institutional
KPFK-FM	LOS ANGELES	CA	Community
KUSC-FM	LOS ANGELES	CA	Institutional
KXJZ-FM	SACRAMENTO	CA	Institutional
KXPR-FM	SACRAMENTO	CA	Institutional
KCSM-FM	SAN MATEO	CA	Institutional
KUFW-FM	WOODLAKE	CA	Community
KUNC-FM	GREELEY	CO	Community
WSHU-FM	FAIRFIELD	CT	Institutional
WPKT-FM	MERIDEN	CT	Community
WUFT-FM	GAINESVILLE	FL	Institutional
WLRN-FM	MIAMI	FL	State/Local
WMFE-FM	ORLANDO	FL	Community
WFSU-FM	TALLAHASSEE	FL	Institutional
WUSF-FM	TAMPA	FL	Institutional
WCLK-FM	ATLANTA	GA	Institutional
WJSP-FM	COLUMBUS	GA	State/Local
KHPR-FM	HONOLULU	HI	Community
WOI -FM	AIMES	IA	Institutional
KUNI-FM	CEDAR FALLS	IA	Institutional
KSUI-FM	IOWA CITY	IA	Institutional
WNIJ-FM	ROCKFORD	IL	Institutional
WILL-FM	URBANA	IL	Institutional
WFIU-FM	BLOOMINGTON	IN	Institutional
WFYI-FM	INDIANAPOLIS	IN	Community
KANU-FM	LAWRENCE	KS	Institutional
WFPK-FM	LOUISVILLE	KY	Community
WFCR-FM	AMHERST	MA	Institutional
WYPR-FM	BALTIMORE	MD	Community
WMEH-FM	BANGOR	ME	Community
WMEA-FM	PORTLAND	ME	Community
WUOM-FM	ANN ARBOR	MI	Institutional
WDET-FM	DETROIT	MI	Institutional
WKAR-FM	EAST LANSING	MI	Institutional
WCMU-FM	MT PLEASANT	MI	Institutional
WCAL-FM	NORTHFIELD	MN	Institutional
KLSE-FM	ROCHESTER	MN	Community
KBPR-FM	SAINT PETER	MN	Community
KCUR-FM	KANSAS CITY	MO	Institutional
KWMU-FM	ST LOUIS	MO	Institutional
WUNC-FM	CHAPEL HILL	NC	Institutional
WFAE-FM	CHARLOTTE	NC	Community
WDAV-FM	DAVIDSON	NC	Institutional

**Appendix Table E**  
**Corporation for Public Broadcasting**  
**Radio Community Service Grant Recipients Included in 2004 Salary Reports**  
**By Operating Budget Size - \$2,000,000-\$4,999,999**

<b>Grantee and Location</b>			<b>Licensee Type</b>
WEVO-FM	CONCORD	NH	Community
WBGO-FM	NEWARK	NJ	Community
KNPR-FM	LAS VEGAS	NV	Community
WAMC-FM	ALBANY	NY	Community
WBFO-FM	BUFFALO	NY	Institutional
WBAI-FM	NEW YORK	NY	Community
WFUV-FM	NEW YORK	NY	Institutional
WGUC-FM	CINCINNATI	OH	Community
WVXU-FM	CINCINNATI	OH	Institutional
WCPN-FM	CLEVELAND	OH	Community
WOSU-FM	COLUMBUS	OH	Institutional
WKSU-FM	KENT	OH	Institutional
KSOR-FM	ASHLAND	OR	Institutional
WITF-FM	HARRISBURG	PA	Community
WRTI-FM	PHILADELPHIA	PA	Institutional
WDUQ-FM	PITTSBURGH	PA	Institutional
WIPR-FM	HATO REY	PR	State/Local
WPLN-FM	NASHVILLE	TN	Community
KUT -FM	AUSTIN	TX	Institutional
KERA-FM	DALLAS	TX	Community
KPAC-FM	SAN ANTONIO	TX	Community
KBYU-FM	PROVO	UT	Institutional
WHRV-FM	NORFOLK	VA	Community
WCVE-FM	RICHMOND	VA	Community
WVTF-FM	ROANOKE	VA	Institutional
KWSU-AM	PULLMAN	WA	Institutional
KPLU-FM	TACOMA	WA	Institutional
WERN-FM	MADISON	WI	State/Local
WHAD-FM	MILWAUKEE	WI	State/Local
WVPN-FM	CHARLESTON	WV	State/Local

**Appendix Table E**  
**Corporation for Public Broadcasting**  
**Radio Community Service Grant Recipients Included in 2004 Salary Reports**  
**By Operating Budget Size - \$5,000,000 and over**

<b>Grantee and Location</b>			<b>Licensee Type</b>
KPCC-FM	PASADENA	CA	Community
KPBS-FM	SAN DIEGO	CA	Institutional
KQED-FM	SAN FRANCISCO	CA	Community
KCRW-FM	SANTA MONICA	CA	State/Local
KVOD-FM	DENVER	CO	Community
WETA-FM	WASHINGTON	DC	Community
WAMU-FM	WASHINGTON	DC	Institutional
WABE-FM	ATLANTA	GA	State/Local
WBEZ-FM	CHICAGO	IL	Community
WGBH-FM	BOSTON	MA	Community
WBUR-FM	BOSTON	MA	Institutional
KSJN-FM	MINNEAPOLIS	MN	Community
WNYC-FM	NEW YORK	NY	Community
KOPB-FM	PORTLAND	OR	Community
WHYY-FM	PHILADELPHIA	PA	Community
WXPB-FM	PHILADELPHIA	PA	Institutional
KUHF-FM	HOUSTON	TX	Institutional
WVPS-FM	WINDSOR	VT	Community
KUOW-FM	SEATTLE	WA	Institutional
WHA -AM	MADISON	WI	Institutional

Totals for each budget category:

Less than \$450,000	90
\$450,000-\$699,999	58
\$700,000-\$949,999	50
\$950,000-\$1,199,999	34
\$1,200,000-\$1,999,999	62
\$2,000,000-\$4,999,999	77
\$5,000,000 and over	20