

EEO PUBLIC FILE REPORT - For the 12-month Period Ending: 9/30/2016

Prepared by: KBBI (Kachemak Bay Broadcasting, Inc.)

This report covers the following employment unit:

Call Sign: KBBI

Facility ID Number: 33256

Location: Homer, AK

Type of Station: AM Non-commercial/educational

A. The following is a list of all vacancies for full-time jobs during the previous 12 months:

<u>Job Title</u>	<u>Date of Opening</u>	<u>Date Filled</u>
1. General Manager	01/04/2016	03/17/16
2. Program Director	04/08/2016	remains unfilled
3. ME Host/News Reporter	05/10/2016	06/03/2016
4. Development Director	06/06/2016	07/01/2016

Type of Station: AM Non-commercial/educational

B. During the previous 12 months, the following recruitment sources were contacted as vacancies for full-time jobs opened. Those with an asterisk (*) were organizations that requested to be contacted as job openings occurred:

<u>Recruitment Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Phone Number</u>
Alaska Public Broadcasting, Inc.	www.alaska.net/~arcs/jobs.html	Kim Pigg	907-277-6300
Alaska Broadcasters Association	700 W 41st St Anchorage, AK 99503	Cathy Heibert	907-258-2424
Alaska Public Radio Network Listserve	aprnnews-l-bounces@lists.uaf.edu		
Alaska Department of Labor	http://alexsys.labor.state.ak.us		1-877-724-ALEX (2539)
CPB Jobline	401 Ninth St. Washington, DC 20004-2129	www.cpb.org/jobline/	
Homer News	3482 Landings St. Homer, AK 99603	Lori Evans	907-235-7767
KBBI Jobline	3913 Kachemak Way, Homer AK 99603	Terry Rensel	907-235-7721
PRADO Website	pradoweb.org/10420	Aretenal Lane Great Falls, VA 22066	703-759-2221

C. The following is a list of full-time jobs shown in Section A above and the recruitment source that provided the hire for that position:

<u>Job Title</u>	<u>Recruitment Source</u>
General Manager	Internal posting
ME Host/News Reporter	CPB Jobline
Development Director	Homer News

D. During the previous 12 months, there were a total of fourteen people interviewed for a vacancy for four full-time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:

<u>Recruitment Source</u>	<u>Total # of Interviewees</u>
Alaska Public Broadcasting, Inc.	0
Alaska Public Radio Network Listserve	2
Alaska Broadcasters Association	0
Alaska Department of Labor (Alexsys)	0
KBBI	3
Homer News	1
CPB	8
Public Radio Association of Development Officers	0
DEI Jobline Service	0

E. During the last 12 months, the station employment unit engaged in the following initiatives (provide full details, including an explanation if no instructions were conducted during the period involved):

1. KBBI staff conducted individual and group training classes for on-air volunteers. Three trainees went on to host regular, live, on-air radio programs. They were trained in on-air technique, FCC rules, station policy and EAS procedure. Training required self-motivated practice, an accepted demo following station format, observing two live music programs, and two afternoon programs with staff available.

2. News Director Daysha Eaton, and Reporter Quinton Chandler, attended the Alaska Press Club conference in Anchorage April. Development Director Rose Grech attended several Foraker Group, and other, online seminars throughout the year, as well as an American Fundraising Professionals – Alaska Chapter training in May 2016. Then Program Director Terry Rensel attended several online seminars throughout the year, and continued to do so upon becoming General Manager in April. These included ones offered by Alaska Broadcasters Association, the Corporation for Public Broadcasting, the Federal Communications Commission, and other entities. Then General Manager David Anderson attended the Alaska Public Broadcasting Inc./Alaska Broadcasters Association conference in Anchorage in November 2015.

3. KBBI held coffee meet and greets in October 2015 and July 2016 for the community to meet new staff. Each event was attended by a couple of dozen people.

4. Through March 2016 General Manager David Anderson attended monthly local non-profit managers meetings to discuss shared issues and network on the management level..

5. We listed each upper-level category opening in the job bank of the Alaska Broadcasters Association, a media trade groups whose membership includes substantial involvement by women and minorities.

6. Program Director Terry Rensel attended NOAA training on Coastal Community Resiliency in October 2015 and served on the City of Homer’s Emergency Preparedness Plan update committee from October 2015 through its completion in March 2016.

Name of Respondent: Terry S. Rensel

Signed: _____

Typed Name: Terry S. Rensel

Title: General Manager

Date: 9/30/2016

Telephone: 907-235-7721 x222