

KNBA 90.3 FM, Anchorage, Alaska
EEO PUBLIC FILE REPORT
(October 1, 2017 – Sept 30, 2018)

RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES

Appendix A: includes a list of recruitment sources, indicating name, address, contact person and telephone number of each.

FULL-TIME POSITIONS FILLED: RECRUITMENT SOURCES USED (Hire Source)

1 : 1, 2, 10, 14, 15, 19

TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS

3

NUMBER OF INTERVIEWEE REFERRALS FROM SOURCES USED

2

SUPPLEMENTAL OUTREACH ACTIVITIES

Appendix B contains a brief description of activities from the FCC Menu of outreach initiatives undertaken during the reporting period, including station personnel involved in the activities.

MASTER LIST OF RECRUITMENT SOURCES

No.	Source (name, contact person, address, telephone)	No.	Source (name, contact person, address, telephone)
1.	Corporation for Public Broadcasting http://stations.cpb.org/jobline 800-272-2109	13.	Society of Professional Journalists http://spj.org/jobbank.asp
2.	Alaska Broacasters Association Cathy Hiebert akbagold@gci.net 907-258-224	14.	KNBA Website Loren Dixon http://www.knba.org 907-793-3500
3.	Triple A Radio/(industry trade site) Dave Chaney www.triplearadio.com	15.	Craigs List http://craigslist.org
4.	Alaska Native Professional Association Angela Gonzalez www.anpa.net	16.	American Marketing Assoc/Alaska - Larry to post
5.	Native American Journalists Association NAJA.com	17.	CIRI Alaska Native Hire www.alaskanativehire.com
6.	New Mexico Dept of Workforce Solutions Armenella Vinson armenella.vinson@state.nm.us	18.	UAA - UaaList http://jobs.uaalist.com \$495 for 30 days
7.	Jobvertise http://www.jobvertise.com	19.	APBI Kim Pigg - kim@akpb.org
8.	Current Newspaper www.current.org/advertising	20.	Foraker forakergroup.com
9.	Tribal Employment Newsletter Scott Gasperin http://www.nativejobs.com 207-415-3031	21.	Employee Referral/Facebook www.facebook.com/Employee referrals.com
10.	Indeed.com	22.	Greater Public Job Line greaterpublic.org
11.	Assoc. of Fundraising Professionals - Thea to post	23.	
12.	Linkedin https://linkedin.com	24.	

Supplemental Outreach Initiatives
 (October 1, 2016 -September 30, 2017)

FCC Menu Categories

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organization in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

Category	Brief Description of Activity, Including Date(s) and Staff Involved
5	Continued one radio intern position focus on broadcast production and content creation, KNBA Intern program partnered with TCF to fill position and match dollars in 2017-18. KBC COO and KNBA Director of Programming & Operations. Through September 2018.
16	Held workshop for youth producers to train in interviewing and producing broadcast content. Partnered with Alaska Teen Media Institute. Held at annual AFN Elders & Youth convention (ANC, Oct. 14 – 17). KBC CEO, National News Director, ATMI Director, KNBA Web stream producer/content manager.
6	Participation in the job network links with the following recruitment sources: Corporation for Public Broadcasting Stations Job line, National Public Radio Native American Journalists Association, Alaska Native Professional Association, American Indian Radio on Satellite, National Federation of Community Broadcasters and Alaska Broadcasters Association // Human Resource Liaison. Year round.
14	CPB mandated harassment/discrimination prevention training webinar course provided and required for KNBA and KBC management and all staff. Completed between July 01 - September 30, 2018.