

KNBA 90.3 FM, Anchorage, Alaska
EEO PUBLIC FILE REPORT
(October 1, 2015 – Sept 30, 2016)

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 [Hiree Source]

TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS

NUMBER OF INTERVIEWEE REFERRALS FROM SOURECES USED

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
(October 1, 2015 - September 30, 2016)
 (An asterisk (*) after the source denotes organizations
 that requested notification of full-time job vacancies.)¹

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	12.	KNBA Website KNBA Staff www.knba.org
2.	Alaska Broadcasters Association Cathy Hiebert akba@gci.net (907)258-2424	14.	Craigs List www.craigslist.com
3.	Cook Inlet Tribal Council: Alaska's People Denise Ochs deniseo@citci.com (907)793-3600	15.	Native American Public Telecommunications Eric Martin Eric.martin@unl.edu
4.	Alaska Native Professional Association Angela Gonzalez www.anpa.net	16.	CIRI www.ciri.com 907-274-8638
5.	Native Public Radio Distribution NATIVERADIO-L@LIST.UNM.EDU	17.	Triple A Radio www.triplearadio.com Dave Chaney
6.	Native American Journalists Association http://www.naja.com (605)677-5258	18.	NFCB Listserve
7.	New Mexico Dept. of Workforce Solutions Armenella Vinson Armenella.vinson@state.nm.us		
8.	Current Newspaper Ed Woods www.current.org/advertising 202-466-1050		
9.	Tribal Employment Newsletter Scott Gasperin www.nativejobs.com 207-415-3031		
10.	DEI Douglas J. Eichten sjohnson@deiworksite.org 888-454-2314		
11.	Society of Professional Journalists http://www.spj.org/jobpost.asp		

¹ Note – if organization requesting notifications does so during the reporting period, we suggest that you indicate the date the request was made.

Supplemental Outreach Initiatives

(October 1, 2015 -September 30, 2016)

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 got job candidates who might otherwise be unaware of such opportunities.

Category	Brief Description of Activity, Including Date(s) and Staff Involved
16	Held workshop for Field Production Skills - Arctic Youth Ambassadors during international Arctic Science Summit Week. Producer Isaac Kestenbaum, Operations Frank Chythlook. (March 16, 2016)
5	2 intern positions at KNBA to engage college & pre-college persons in production, social media strategies and analysis for radio. KNBA Intern program partnering with The CIRI Foundation and Cook Inlet Tribal Council for intern placement and cost sharing; KBC COO and KNBA Director of Programming.
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.
4	<ol style="list-style-type: none"> 1. AFN convention. KNBA station information table, sharing volunteer and broadcast opportunities at KNBA for Native people. Staffed by KBC director corporate support. (Oct. 15-17, 2015) 2. CIRI Friendship potlatch. Anchorage. Promoting volunteer opportunities in broadcasting. Director of Programming, Senior Resource Development Specialist, (October 16, 2015) 3. SouthCentral Foundation annual Gathering. Attended with marketing booth promoting volunteer opportunities in broadcasting at the radio station. Director of Programming, KBC CEO Jaclyn Sallee, Operations Coordinator Frank Chythlok. (February 7, 2016) 4. CIRI Shareholder Gathering/Meetings. Director of Programming & Operations, Operations Coordinator. (April 16, 2016)