

**KBRJ(FM), KEAG(FM), KFQD(AM), KHAR(AM), KMXS(FM),
KWHL(FM), KAYO(FM)
EEO PUBLIC FILE REPORT
October 1, 2015-September 30, 2016**

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-2, 5, 8-16, 18, 23, 32-34	32
Account Executive	1-2, 6, 8-16, 18-23, 32-34, 36	36
KMXS Mid-Day On-Air Talent	1-3, 5-6, 8-16, 18-23, 32-34	23

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Alaska Broadcasters Association www.alaskabroadcasters.org akba@gci.net Cathy Heibert	No	0
2	Career Page http://careerpage.org akba@gci.net Cathy Heibert	No	1
3	All Access 1222 16 th Avenue S, Ste. 25 Nashville, TN 37212 615-252-6400 www.allaccess.com	No	0
4	AnchorageHelpWanted.com Regional Help Wanted.com, Inc. One Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601 www.anchoragehelpwanted.com	No	0
5	Department of Labor–Alexis System www.jobs.state.ak.us/employer Nancy Heckmann 907/269-4777 AK Job Center/Anchorage Midtown 3301 Eagle Street, Ste., 101 Anchorage, AK 99510 907-269-4800	No	0
6	Craig’s List 1-800-664-0633, ext. 2 http://anchorage.craigslist.org	No	2
7	Personnel Plus Linda McCubben 907-563-7587 3335 Arctic Boulevard, #200 Anchorage, AK 99518	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
8	Peninsula Clarion Deedie McKenzie – Publisher Deedie.mckenzie@morris.com 907-283-7551 PO Box 3009 Kenai, AK 99611	No	0
9	Juneau Empire Ruston Burton - Publisher Ruston.burton@morris.com 907-586-3740 3100 Channel Drive Juneau, AK 99801	No	0
10	Alaska Journal/Chugiak Eagle River Star Laurie Hume – Controller laurie.hume@morris.com 907-561-5772 301 Arctic Slope Avenue Anchorage, AK 99518	No	0
11	NAACP Anchorage 325 E 3 rd Avenue, 4 th Floor Anchorage, AK 99501 907-272-8717 naacpanchorage@gmail.com	No	0
12	Cook Inlet Tribal Services Employment Supportive Services 3600 San Jeronimo Drive Anchorage, AK 99508 Main 907-793-3300 info@citci.com	No	0
13	University of Alaska, Anchorage 3211 Providence Drive Anchorage, AK 99508 Aycareer@uaa.alaska.edu UAA Career Services Center 907-786-4513	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
14	Anchorage Chamber of Commerce info@anchoragechamber.org 1016 W 6 th Avenue, Ste. 303 Anchorage, AK 99501 907-272-2401 907-272-4117 fax	No	0
15	Nana Regional Corporation 1001 East Benson Boulevard Anchorage, AK 99508 907-265-4100 info@nana.com	No	0
16	King Career Center/High School 2650 East Northern Lights Boulevard Anchorage, AK 99508 Sean Schubert – OJT Coordinator schubert_sean@asdk12.org 907-742-8947	No	0
17	Anchorage Society of Human Resources Management PO Box 240926 Anchorage, AK 99524 907-222-2555 shrmalaska@usa.net	No	0
18	First Alaska's Institute Liz Medicine Crow President/CEO 606 E Street, Ste. 200 Anchorage, AK 99501 907-677-1700 907-677-1780 fax lizcheney@firstalaskans.org	No	0
19	Hope Community Services 540 W. International Airport Road Anchorage, AK 99518 Contact: Todd Whited Phone: 907-433-4872 Fax: 907-564-7429 wwhited@hopealaska.org	No	0

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20	Alaska State Chamber of Commerce 471 W. 36 th Avenue, Ste. 201 Anchorage, AK 99503 907-278-2722 Info@alaskachamber.com	No	0
21	Palmer Chamber of Commerce PO Box 45 Palmer, AK 99645 907-745-2880 director@palmerchamber.org (Ralph Renzi)	No	0
22	Wasilla Chamber of Commerce 415 E. Railroad Avenue Wasilla, AK 99654 907-376-1299 contact@wasillachamber.org	No	0
23	Indeed Website www.indeed.com	No	2
24	Mat-Su Job Center Matsu.employers@alaska.gov 877 W Commercial Drive Wasilla, AK 99654 907-352-2500	No	0
25	Adult Learning Center (ALC) 2518 E. Tudor Road, Ste. 109 Anchorage, AK 99507 907-375-6000 David Asi - Counselor www.akalc.com akadultlearningcenter@gmail.com	No	0
26	Covenant House Alaska Carlette Mack, COO 755 A Street Anchorage, AK 99501 907-272-1255 Cmack@covenanthouseak.org	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
27	Salvation Army–Alaska 143 East 9 th Avenue Anchorage, AK 99501 907-276-2515 Major Pamela Markham, Div. Social Services Pamela.markham@usw.salvationarmy.org	No	0
28	Adult Rehabilitation Center 660 E. 48 th Avenue Anchorage, AK 99501 907-562-5408 Major Paul Chouinard Paul.chouinard@usw.salvationarmy.org	No	0
29	Anchorage Corps Community Center 1701 C. Street Anchorage, AK 99501 907-375-3583 Major Scott Scheider Scott.schneider@usw.salvationarmy.org	No	0
30	Alaska Job Corps Center 800 E. Lynn Martin Drive Palmer, AK 99645 907-861-8800 Ak.admissions@jobcorps.gov	No	0
31	Internal Transfer/Promotion	No	0
32	Walk-In/Self-Referral	No	1
33	Internal Posting	No	0
34	Alpha Media Career Website www.alphamediausa.com/careers	No	3
35	On-Air Announcements (<i>one or more SEU stations</i>)	No	0
36	Word-of-Mouth Referral	No	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			10

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in scholarship program designed to assist students interested in pursuing a career in broadcasting	Our SEU's Business Manager assisted the Alaska Broadcasters Association's scholarship committee with the review of applications received from students seeking its 2015 scholarship as well as the selection of the recipient. Our SEU ran on-air announcements promoting the scholarship program which directed interested individuals to the Alaska Broadcasters Association website to obtain applications.
2	Internship Program	Our SEU hosts an excellent internship program that allows student interns to gain hands-on experience in radio broadcasting. During this reporting period, our SEU hosted two (2) interns from King Career Center Vocational High School. The students were supervised by our Program Director and spent most of their time in the Programming department "shadowing" our Producer. They learned the basics of commercial production, how to produce a talk show and news gathering.
3	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	Our SEU's Business Manager and Program Director conducted a substantive meeting with two On-the-Job-Training Coordinators from King Career Center Vocational ("KCCV") High School during which they described how a cluster of radio stations operates in order to develop a plan to broaden the scope of the SEU's internship program. Both parties are interested in offering KCCV students the opportunity to learn about facets of radio other than programming and production, such as IT, promotion, sales and administration. Following a meaningful exchange of ideas, a plan was formulated and a partnership was solidified. Our SEU, in conjunction with King Career Center Vocational High School, intends to initiate this plan during its next EEO reporting period (2016-17).

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	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Other activity designed to help disseminate information about broadcast employment opportunities	Two to three times a week during this reporting period, all of our SEU stations ran "Careers in Broadcasting" Public Service Announcements for the Alaska Broadcaster's Association. These spots focused on both radio and TV careers.