

**KAYO (FM), KBRJ (FM), KEAG (FM), KFQD (AM), KHAR (AM),  
KMXS (FM), KWHL (FM)  
EEO PUBLIC FILE REPORT  
October 1, 2022-September 30, 2023**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-2,6-14,16-28,31-32,34,35	35
Business Office Assistant	1-2,6-14,16-28,31-32	14
Market Manager	1-2,6-14,16-32,34,38	32
Integrated Marketing Consultant	1-2,6-14,16-28,30-32,34	32

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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	<b>Alaska Broadcasters Association</b> <a href="http://www.alaskabroadcasters.org">www.alaskabroadcasters.org</a> <a href="mailto:akba@gci.net">akba@gci.net</a> Cathy Heibert	No	0
2	<b>Career Page</b> <a href="http://careerpage.org">http://careerpage.org</a> <a href="mailto:akba@gci.net">akba@gci.net</a> Cathy Heibert	No	0
3	<b>All Access</b> 1222 16 <sup>th</sup> Avenue S. Ste 25 Nashville, TN 37212 615-252-6400 <a href="http://www.allaccess.com">www.allaccess.com</a>	No	0
4	<b>Dept. of Labor – Alexis System</b> <a href="http://www.jobs.state.ak.us/employer">www.jobs.state.ak.us/employer</a> 907-269-4777 AK Job Center/Anchorage Midtown 3301 Eagle Street, Ste 101 Anchorage, AK 99510 907-269-4800	No	0
5	<b>Craig’s List</b> 1-800-664-0633 ext. 2 <a href="http://anchorage.craigslist.org/">http://anchorage.craigslist.org/</a>	No	0
6	<b>Peninsula Clarion</b> David Rigas, Publisher <a href="mailto:David.rigas@soundpublishing.com">David.rigas@soundpublishing.com</a> 907-283-7551 PO Box 3009 Kenai, AK 99611	No	0
7	<b>Juneau Empire</b> David Rigas, Publisher <a href="mailto:david.rigas@soundpublishing.com">david.rigas@soundpublishing.com</a> 907-586-3740 3100 Channel Drive Juneau, AK 99801	No	0

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8	<b>Alaska Journal of Commerce</b> Elwood Brehmer, Editor <a href="mailto:elwood.brehmer@alaskajournal.com">elwood.brehmer@alaskajournal.com</a> 907-257-4200 300 W. 31 <sup>st</sup> Avenue Anchorage, AK 99503	No	0
9	<b>NAACP Anchorage</b> 4119 Mountain View Drive Anchorage, AK 99508 907-272-8717 <a href="mailto:naacpanchorage2017@gmail.com">naacpanchorage2017@gmail.com</a>	No	0
10	<b>Cook Inlet Tribal Council</b> Employment Supportive Services 3600 San Jeronimo Drive Anchorage, AK 99508 Main 907-793-3300 <a href="mailto:info@citci.com">info@citci.com</a>	No	0
11	<b>University of Alaska, Anchorage</b> 3211 Providence Drive Anchorage, AK 99508 <a href="mailto:Aycareer@uaa.alaska.edu">Aycareer@uaa.alaska.edu</a> UAA Career Services Center 907-786-4513	No	0
12	<b>Anchorage Chamber of Commerce</b> <a href="mailto:info@anchoragechamber.org">info@anchoragechamber.org</a> 1016 W 6 <sup>th</sup> Avenue, Ste 303 Anchorage, AK 99501 907-272-2401 907-272-4117 fax	No	0
13	<b>Nana Regional Corporation</b> 909 W 9 <sup>th</sup> Avenue Anchorage, AK 99501 907-265-4100 <a href="mailto:info@nana.com">info@nana.com</a>	No	0

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14	<b>King Career Center/High School</b> 2650 East Northern Lights Blvd Anchorage, AK 99508 Sean Schubert – OJT Coordinator <a href="mailto:schubert_sean@asdk12.org">schubert_sean@asdk12.org</a> 907-742-8947	No	1
15	<b>Anchorage Society of Human Resources Management</b> PO Box 240926 Anchorage, AK 99524 907-222-2555 (only HR/Acctg positions accepted) <a href="mailto:shrmalaska@usa.net">shrmalaska@usa.net</a>	No	0
16	<b>First Alaskan's Institute</b> Liz Medicine Crow President/CEO 606 E Street, Ste 200 Anchorage, AK 99501 907-677-1700 907-677-1780 fax <a href="mailto:lizcheney@firstalaskans.org">lizcheney@firstalaskans.org</a>	No	0
17	<b>Hope Community Resources</b> 540 W. International Airport Road Anchorage, AK 99518 Contact: Julie Mettler Phone: 907-561-5335 <a href="mailto:info@hopealaska.org">info@hopealaska.org</a>	No	0
18	<b>Alaska State Chamber of Commerce</b> 2550 Denali St #530 Anchorage, AK 99503 907-278-2722 <a href="mailto:Info@alaskachamber.com">Info@alaskachamber.com</a>	No	0
19	<b>Palmer Chamber of Commerce</b> 550 S Alaska St #101 Palmer, AK 99645 907-745-2880 <a href="mailto:info@palmerchamber.org">info@palmerchamber.org</a>	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
20	<b>Wasilla Chamber of Commerce</b> 1155 E Depot Rd Wasilla, AK 99654 907-376-1299 <a href="mailto:contact@wasillachamber.org">contact@wasillachamber.org</a>	No	0
21	<b>Indeed.com</b> <a href="http://www.indeed.com">www.indeed.com</a> 6433 Champion Grandview Way Bldg. 1 Austin, TX 78750 800-462-5842	No	0
22	<b>Mat-Su Job Center</b> <a href="mailto:Matsu.employers@alaska.gov">Matsu.employers@alaska.gov</a> 877 W Commercial Dr. Wasilla, AK 99654 907-352-2500	No	0
23	<b>Adult Learning Center (ALC)</b> 912 E 15 <sup>th</sup> Avenue, Ste 102 Anchorage, AK 99501 907-375-6000 David Asi - Counselor <a href="http://www.akalc.com">www.akalc.com</a> <a href="mailto:akadultlearningcenter@gmail.com">akadultlearningcenter@gmail.com</a>	No	0
24	<b>Covenant House Alaska</b> 755 A Street Anchorage, AK 99501 907-272-1255 375-3583 <a href="mailto:communications@covenanthouseak.org">communications@covenanthouseak.org</a>	No	0
25	<b>Salvation Army – Alaska</b> 143 East 9 <sup>th</sup> Avenue Anchorage, AK 99501 907-276-2515 Major Pamela Markham, Div. Social Services <a href="mailto:Pamela.markham@usw.salvationarmy.org">Pamela.markham@usw.salvationarmy.org</a>	No	0
26	<b>Adult Rehabilitation Center</b> 660 E. 48 <sup>th</sup> Avenue Anchorage, AK 99501 907-562-5408 Major Raymond Erickson-King <a href="mailto:raymong.erickson-king@usw.salvationarmy.org">raymong.erickson-king@usw.salvationarmy.org</a>	No	0

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27	<b>Anchorage Corps Community Center</b> 1701 C. Street Anchorage, AK 99501 907-375-3583 Major Scott Scheider <a href="mailto:Scott.schneider@usw.salvationarmy.org">Scott.schneider@usw.salvationarmy.org</a>	No	0
28	<b>Alaska Job Corps Center</b> 800 E. Lynn Martin Drive Palmer, AK 99645 907-861-8800 <a href="mailto:Ak.admissions@jobcorps.gov">Ak.admissions@jobcorps.gov</a>	No	0
29	<b>Internal Transfer/Promotion</b>	No	0
30	<b>Walk-In/Self-Referral</b>	No	3
31	<b>Internal Posting</b>	No	0
32	<b>Alpha Media Career Website</b> <a href="http://www.alphamediausa.com/careers">www.alphamediausa.com/careers</a>	No	3
33	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	0
34	<b>Linkedin</b> <a href="https://www.linkedin.com">https://www.linkedin.com</a>	No	0
35	<b>ZipRecruiter</b> <a href="https://www.ziprecruiter.com">https://www.ziprecruiter.com</a>	No	1
38	<b>External Referral</b>	No	3
<b>Total Interviews</b>			<b>11</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Management-level training addressing diversity, equal employment opportunity and preventing discrimination.	On August 22, 2023, our SEU’s Business Manager took part in the training “Sustaining Diversity, Equity, and Inclusion”. On September 6, 2023 our SEU’s Operations Manager took part in the training “Preventing Employment Discrimination (Manager). Both were presented by Mineral.
<b>2</b>	Participate in a least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.	On October 17, 2022, our SEU hosted a field trip for Girl Scout Troop #2003. They toured the facility, recorded an on-air break and asked questions about radio.  On September 9, 2023, our Business Manager and Operations Manager participated in the “Industry Partnership Night” with King Technical High School.
<b>3</b>	Other activity designed to help disseminate information about broadcast employment opportunities.	For the time period of 10/1/2022-1/29/2023, and 4/3/2023-9/30/2023 all Stations in the SEU ran Alaska Broadcast Association for “Careers in Broadcasting” PSA’s at least 2-3 times per week. These spots focused on radio and TV careers.
<b>4</b>	Participate in job banks, Internet Programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).	Posted a website banner on all seven of the SEU’s stations websites to direct interested persons to resources to gather more information on a broadcast career.
<b>5</b>	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On September 15, 2023, our SEU’s Market Manager and Business Manager attended the training for “The FCC’s Equal Employment Opportunity Rules: A Webinar for Alpha Media” Presented by Joan Stewart of Wiley Rein.