KAYO (FM), KBRJ (FM), KEAG (FM), KFQD (AM), KHAR (AM), KMXS (FM), KWHL (FM)
EEO PUBLIC FILE REPORT
October 1, 2025-September 30, 2026

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
Market Manager	1-2,31-34,34	34
On Air Personality	1-2,6-28,31-35	34

KAYO (FM), KBRJ (FM), KEAG (FM), KFQD (AM), KHAR (AM), KMXS (FM), KWHL (FM)
EEO PUBLIC FILE REPORT
October 1, 2025-September 30, 2026

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	0
3	**All Access** 1222 16th Avenue S. Ste 25 Nashville, TN 37212 615-252-6400 www.allaccess.com	No	0
4	**Dept. of Labor – Alexis System** www.jobs.state.ak.us/employer 907-269-4777 AK Job Center/Anchorage Midtown 3301 Eagle Street, Ste 101 Anchorage, AK 99510 907-269-4800	No	0
5	**Craig's List** 1-800-664-0633 ext. 2 http://anchorage.craigslist.org/	No	0
6	**Peninsula Clarion** David Rigas, Publisher David.rigas@soundpublishing.com 907-283-7551 PO Box 3009 Kenai, AK 99611	No	0
7	**Juneau Empire** David Rigas, Publisher david.rigas@soundpublishing.com 907-586-3740 3100 Channel Drive Juneau, AK 99801	No	0

KAYO (FM), KBRJ (FM), KEAG (FM), KFQD (AM), KHAR (AM), KMXS (FM), KWHL (FM)
EEO PUBLIC FILE REPORT
October 1, 2025-September 30, 2026

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
8	**Alaska Journal of Commerce** Elwood Brehmer, Editor elwood.brehmer@alaskajournal.com 907-257-4200 300 W. 31st Avenue Anchorage, AK 99503	No	0
9	**NAACP Anchorage** 4119 Mountain View Drive Anchorage, AK 99508 907-272-8717 naacpanchorage2017@gmail.com	No	0
10	**Cook Inlet Tribal Council** Employment Supportive Services 3600 San Jeronimo Drive Anchorage, AK 99508 Main 907-793-3300 info@citci.com	No	0
11	**University of Alaska, Anchorage** 3211 Providence Drive Anchorage, AK 99508 Aycareer@uaa.alaska.edu UAA Career Services Center 907-786-4513	No	0
12	**Anchorage Chamber of Commerce** info@anchoragechamber.org 1016 W 6th Avenue, Ste 303 Anchorage, AK 99501 907-272-2401 907-272-4117 fax	No	0
13	**Nana Regional Corporation** 909 W 9th Avenue Anchorage, AK 99501 907-265-4100 info@nana.com	No	0

KAYO (FM), KBRJ (FM), KEAG (FM), KFQD (AM), KHAR (AM), KMXS (FM), KWHL (FM)
EEO PUBLIC FILE REPORT
October 1, 2025-September 30, 2026

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
14	**King Career Center/High School** 2650 East Northern Lights Blvd Anchorage, AK 99508 Sean Schubert – OJT Coordinator schubert_sean@asdk12.org 907-742-8947	No	0
15	**Anchorage Society of Human Resources Management** PO Box 240926 Anchorage, AK 99524 907-222-2555 (only HR/Acctg positions accepted) shrmalaska@usa.net	No	0
16	**First Alaskan'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
17	**Hope Community Resources** 540 W. International Airport Road Anchorage, AK 99518 Contact: Julie Mettler Phone: 907-561-5335 info@hopealaska.org	No	0
18	**Alaska State Chamber of Commerce** 2550 Denali St #530 Anchorage, AK 99503 907-278-2722 Info@alaskachamber.com	No	0
19	**Palmer Chamber of Commerce** 550 S Alaska St #101 Palmer, AK 99645 907-745-2880 info@palmerchamber.org	No	0

KAYO (FM), KBRJ (FM), KEAG (FM), KFQD (AM), KHAR (AM), KMXS (FM), KWHL (FM)
EEO PUBLIC FILE REPORT
October 1, 2025-September 30, 2026

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
20	**Wasilla Chamber of Commerce** 1155 E Depot Rd Wasilla, AK 99654 907-376-1299 contact@wasillachamber.org	No	0
21	**Indeed.com** www.indeed.com 6433 Champion Grandview Way Bldg. 1 Austin, TX 78750 800-462-5842	No	0
22	**Mat-Su Job Center** Matsu.employers@alaska.gov 877 W Commercial Dr. Wasilla, AK 99654 907-352-2500	No	0
23	**Adult Learning Center (ALC)** 912 E 15th Avenue, Ste 102 Anchorage, AK 99501 907-375-6000 David Asi - Counselor www.akalc.com akadultlearningcenter@gmail.com	No	0
24	**Covenant House Alaska** 755 A Street Anchorage, AK 99501 907-272-1255 375-3583communications@covenanthouseak.org	No	0
25	**Salvation Army – Alaska** 143 East 9th Avenue Anchorage, AK 99501 907-276-2515 Major Pamela Markham, Div. Social Services Pamela.markham@usw.salvationarmy.org	No	0
26	**Adult Rehabilitation Center** 660 E. 48th Avenue Anchorage, AK 99501 907-562-5408 Major Raymond Erickson-King raymong.erickson-king@usw.salvationarmy.org	No	0

KAYO (FM), KBRJ (FM), KEAG (FM), KFQD (AM), KHAR (AM), KMXS (FM), KWHL (FM)
EEO PUBLIC FILE REPORT
October 1, 2025-September 30, 2026

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
27	**Anchorage Corps Community Center** 1701 C. Street Anchorage, AK 99501 907-375-3583 Major Scott Scheider Scott.schneider@usw.salvationarmy.org	No	0
28	**Alaska Job Corps Center** 800 E. Lynn Martin Drive Palmer, AK 99645 907-861-8800 Ak.admissions@jobcorps.gov	No	0
29	**Internal Transfer/Promotion**	No	0
30	**Walk-In/Self-Referral**	No	0
31	**Internal Posting**	No	0
32	**Alpha Media Career Website** www.alphamediausa.com/careers	No	2
33	**On-Air Announcements** *(one or more SEU stations)*	No	0
34	**Linkedin** https://www.linkedin.com	No	2
35	**ZipRecruiter** https://www.ziprecruiter.com	No	0
38	**External Referral**	No	0
Total Interviews			**4**

KAYO (FM), KBRJ (FM), KEAG (FM), KFQD (AM), KHAR (AM), KMXS (FM), KWHL (FM)
EEO PUBLIC FILE REPORT
October 1, 2025-September 30, 2026

III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Management-level training addressing diversity, equal employment opportunity and preventing discrimination.	September 2026, our SEU's Business Manager took part in the training "Generational Diversity and Inclusion in the Workplace", and "Equal Employment Opportunity Commission 2.0 and 3.0", and "Neurodiversity – Neurodiverse Hiring" All were presented by Perform.
2	Internship Program	During this reporting period our SEU hosted an intern from King Career High School. They were supervised by the Operations Director and the Business Manager. They spent their time in the Programming and Administrative department learning basic skills. This was an eight week internship.
3	Other activity designed to help disseminate information about broadcast employment opportunities.	For the period of 10/1/2025-9/30/26, 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. For the period of 10/1/25-9/30/26, all Stations in the SEU ran an EEO Declaration, providing information on outreach and how to obtain job vacancy referrals to interested organizations.
4	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.