

**KAYO(FM), KBRJ(FM), KEAG(FM), KFQD(AM), KHAR(AM),
 KMXS(FM), KWHL(FM)
 EEO PUBLIC FILE REPORT
 October 1, 2018-September 30, 2019**

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, 18-30, 32-35	32
On Air Personality	1-2, 8-16, 18-31, 33-34	31
Account Executive	1-2, 8-16, 18-30, 33-34	23
On Air Personality	1-2, 8-16, 18-30, 33-34	34
Account Executive	1-2, 8-16, 18-30, 32-34	32
Account Executive	1-2, 8-16, 18-30, 32-35	32
On Air Talent	1-2, 8-16, 18-31, 33-34	31
On Air Personality	1-2, 8-16, 18-35	35

**KAYO(FM), KBRJ(FM), KEAG(FM), KFQD(AM), KHAR(AM),
 KMXS(FM), KWHL(FM)
 EEO PUBLIC FILE REPORT
 October 1, 2018-September 30, 2019**

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 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	Dept. 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.craigslislist.org/	No	0
7	Personnel Plus Linda McCubben 907-563-7587 3335 Arctic Blvd #200 Anchorage, AK 99518	No	0

**KAYO(FM), KBRJ(FM), KEAG(FM), KFQD(AM), KHAR(AM),
 KMXS(FM), KWHL(FM)
 EEO PUBLIC FILE REPORT
 October 1, 2018-September 30, 2019**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
8	Peninsula Clarion Terry Ward tward@soundpublishing.com 907-283-7551 PO Box 3009 Kenai, AK 99611	No	0
9	Juneau Empire Terry Ward – Publisher Brian Naplachowski - GM tward@soundpublishing.com bnaplachowski@peninsulaclarion.com 907-523-2253 3100 Channel Drive Juneau, AK 99801	No	0
10	Alaska Journal/Chugiak Eagle River Star Andrew Jensen – Managing Editor andrew.jensen@alaskajournal.com 907-257-4271 300 W. 31 st Avenue Anchorage, AK 99503	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

**KAYO(FM), KBRJ(FM), KEAG(FM), KFQD(AM), KHAR(AM),
 KMXS(FM), KWHL(FM)
 EEO PUBLIC FILE REPORT
 October 1, 2018-September 30, 2019**

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 Blvd Anchorage, AK 99508 907-265-4100 info@nana.com	No	0
16	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
17	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
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

**KAYO(FM), KBRJ(FM), KEAG(FM), KFQD(AM), KHAR(AM),
 KMXS(FM), KWHL(FM)
 EEO PUBLIC FILE REPORT
 October 1, 2018-September 30, 2019**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
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 (<i>automated posting from Alpha Media careers website</i>) www.indeed.com 6433 Champion Grandview Way Bldg. 1 Austin, TX 78750 800-462-5842	No	12
24	Mat-Su Job Center Matsu.employers@alaska.gov 877 W Commercial Dr. 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

**KAYO(FM), KBRJ(FM), KEAG(FM), KFQD(AM), KHAR(AM),
 KMXS(FM), KWHL(FM)
 EEO PUBLIC FILE REPORT
 October 1, 2018-September 30, 2019**

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	2
32	Walk-In/Self-Referral	No	6
33	Internal Posting	No	6
34	Alpha Media Career Website www.alphamediausa.com/careers	No	8
35	On-Air Announcements (<i>one or more SEU stations</i>)	No	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			36

**KAYO(FM), KBRJ(FM), KEAG(FM), KFQD(AM), KHAR(AM),
KMXS(FM), KWHL(FM)
EEO PUBLIC FILE REPORT
October 1, 2018-September 30, 2019**

III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Other activities designed to help disseminate information about broadcast employment opportunities (2)	<p>Throughout the reporting period, all stations in the SEU ran Alaska Broadcaster’s Association’s “Careers in Broadcasting” PSAs at least 2-3 times per week. These spots focused on both TV and radio careers.</p> <p>From March 7, 2019 through May 12, 2019, our stations broadcast an on-air campaign to advertise the availability of station tours to schools and other organizations that participate in the care of school-age children. Station tours provide a behind-the-scenes look at broadcast operations as well as insight on the skills and knowledge needed for a career in broadcasting.</p>
2	Internship Program	During Summer 2019, our SEU hosted a student from a local high school for a six-week internship. This intern was supervised by the Operations Director and Business Manager. The intern’s time was spent in the Programming department learning the basics of producing, commercial production, and news gathering.
3	Provide training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination (3)	<p>Participation in the following ThinkHR courses provided by Alpha Media:</p> <p>“A Manager’s Guide to Diversity, Inclusion, and Accommodation”</p> <ul style="list-style-type: none"> • February 19, 2019, Business Manager • March 12, 2019, Market Manager <p>“Importance of Diversity and the Changing Workplace”</p> <ul style="list-style-type: none"> • July 23, 2019, Operation Manager <p>“EEO and Lawful Hiring”</p> <ul style="list-style-type: none"> • July 23, 2019, Operation Manager • March 8, 2019, Market Manager
4	Host an event or program sponsored by or on behalf of a community organization relating to careers in broadcasting.	On April 9, 2019, our SEU hosted a cooperative of home-school students and parents for a tour of station facilities. Station participants included our Promotions and Operations Managers, who guided the group through station facilities and provided insight on the skills and knowledge needed for a broadcasting career.