

**KAYO (FM), KBRJ(FM), KEAG(FM), KFQD(AM), KHAR(AM),  
KMXS(FM), KWHL(FM)  
EEO PUBLIC FILE REPORT  
October 1, 2019-September 30, 2020**

**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>
Receptionist	1-2, 8-16, 18-30, 33-34	23
On Air Personality	1-2, 8-16, 18-30, 32-34	32
Account Executive	1-2, 8-16, 18-30, 33-34	23
Chief Engineer	1-2, 8-16, 18-30, 33-34	34

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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	1
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>AnchorageHelpWanted.com</b> Regional Help Wanted.com, Inc. One Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601 <a href="http://www.anchoragehelpwanted.com">www.anchoragehelpwanted.com</a>	No	0
5	<b>Dept. of Labor – Alexis System</b> <a href="http://www.jobs.state.ak.us/employer">www.jobs.state.ak.us/employer</a> Nancy Heckmann 907-269-4777 AK Job Center/Anchorage Midtown 3301 Eagle Street, Ste 101 Anchorage, AK 99510 907-269-4800	No	0
6	<b>Craig’s List</b> 1-800-664-0633 ext. 2 <a href="http://anchorage.craigslislist.org/">http://anchorage.craigslislist.org/</a>	No	0
7	<b>Personnel Plus</b> Linda McCubben 907-563-7587 3335 Arctic Blvd #200 Anchorage, AK 99518	No	0

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8	<b>Peninsula Clarion</b> Terry Ward <a href="mailto:tward@soundpublishing.com">tward@soundpublishing.com</a> 907-283-7551 PO Box 3009 Kenai, AK 99611	No	0
9	<b>Juneau Empire</b> Terry Ward – Publisher Brian Naplachowski - GM <a href="mailto:tward@soundpublishing.com">tward@soundpublishing.com</a> <a href="mailto:bnaplachowski@peninsulaclarion.com">bnaplachowski@peninsulaclarion.com</a> 907-523-2253 3100 Channel Drive Juneau, AK 99801	No	0
10	<b>Alaska Journal/Chugiak Eagle River Star</b> Andrew Jensen – Managing Editor <a href="mailto:andrew.jensen@alaskajournal.com">andrew.jensen@alaskajournal.com</a> 907-257-4271 300 W. 31 <sup>st</sup> Avenue Anchorage, AK 99503	No	0
11	<b>NAACP Anchorage</b> 325 E 3 <sup>rd</sup> Avenue 4 <sup>th</sup> Floor Anchorage, AK 99501 907-272-8717 <a href="mailto:naacpanchorage@gmail.com">naacpanchorage@gmail.com</a>	No	0
12	<b>Cook Inlet Tribal Services</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
13	<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

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14	<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
15	<b>Nana Regional Corporation</b> 1001 East Benson Blvd Anchorage, AK 99508 907-265-4100 <a href="mailto:info@nana.com">info@nana.com</a>	No	0
16	<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	0
17	<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
18	<b>First Alaska'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
19	<b>Hope Community Services</b> 540 W. International Airport Road Anchorage, AK 99518 Contact: Todd Whited Phone: 907-433-4872 Fax: 907-564-7429 <a href="mailto:wwhited@hopealaska.org">wwhited@hopealaska.org</a>	No	0

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20	<b>Alaska State Chamber of Commerce</b> 471 W. 36 <sup>th</sup> Avenue Ste 201 Anchorage, AK 99503 907-278-2722 <a href="mailto:Info@alaskachamber.com">Info@alaskachamber.com</a>	No	0
21	<b>Palmer Chamber of Commerce</b> PO Box 45 Palmer, AK 99645 907-745-2880 <a href="mailto:director@palmerchamber.org">director@palmerchamber.org</a> (Ralph Renzi)	No	0
22	<b>Wasilla Chamber of Commerce</b> 415 E. Railroad Avenue Wasilla, AK 99654 907-376-1299 <a href="mailto:contact@wasillachamber.org">contact@wasillachamber.org</a>	No	0
23	<b>Indeed</b> <a href="http://www.indeed.com">www.indeed.com</a> 6433 Champion Grandview Way Bldg. 1 Austin, TX 78750 800-462-5842	No	12
24	<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
25	<b>Adult Learning Center (ALC)</b> 2518 E. Tudor Road Ste 109 Anchorage, AK 99507 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

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26	<b>Covenant House Alaska</b> Carlette Mack, COO 755 A Street Anchorage, AK 99501 907-272-1255 <a href="mailto:Cmack@covenanthouseak.org">Cmack@covenanthouseak.org</a>	No	0
27	<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
28	<b>Adult Rehabilitation Center</b> 660 E. 48 <sup>th</sup> Avenue Anchorage, AK 99501 907-562-5408 Major Paul Chouinard <a href="mailto:Paul.chouinard@usw.salvationarmy.org">Paul.chouinard@usw.salvationarmy.org</a>	No	0
29	<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
30	<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
31	<b>Internal Transfer/Promotion</b>	No	0
32	<b>Walk-In/Self-Referral</b>	No	1
33	<b>Internal Posting</b>	No	3
34	<b>Alpha Media Career Website</b> <a href="http://www.alphamediausa.com/careers">www.alphamediausa.com/careers</a>	No	6
35	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>23</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 equal employment opportunity and preventing discrimination	On October 9, 2019, our SEU’s General Manager and Business Manager took part in a training webinar entitled, “The FCC’s Equal Employment Opportunity Rules: The Nuts and Bolts for Alpha Media,” presented by Alpha Media’s counsel, Wiley Rein LLP.
<b>2</b>	Host event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting	On October 11, 2019, our SEU hosted two groups of 15 students each from the Athia Home School Group for a tour of station facilities. Station participants included our Operations Manager, who guided the groups through station facilities and provided insight on the skills and knowledge needed for a broadcasting career.
<b>3</b>	Host event/program sponsored by or on behalf of a community organization regarding careers in broadcasting	On December 27, 2019, our SEU hosted a group of six girls from the Alaska Behavioral Health Child Trauma Center for a tour of station facilities. Station participants included our Operations Manager, who guided the group through station facilities and provided insight on the skills and knowledge needed for a broadcasting career.
<b>4</b>	Other activity designed to help disseminate information about broadcast employment opportunities	Throughout October-December 2019 and September 2020, 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.
<b>5</b>	Management-level training addressing equal employment opportunity and preventing discrimination (3)	On various dates in September 2020, our SEU’s Business Manager participated in the following ThinkHR training programs provided by Alpha Media: 1) “Unconscious Bias”, 2) “Your Role is Workplace Diversity”, and 3) “Diversity on the Job: The Importance of Diversity and the Changing Workplace”.