

**KNBA 90.3 FM, Anchorage, Alaska**  
**EEO PUBLIC FILE REPORT**  
(October 1, 2009 – Sept 30, 2010)

**RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES**

*Appendix A:* includes a list of recruitment sources, indicating name, address, contact person and telephone number of each.

**FULL-TIME POSITIONS FILLED; RECRUITMENT SOURCES USED [Hiree Source]**

News & Public Affairs Producer [#2]  
Sources used: 2, 3, 4, 7, 8, 10

**TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS**

News & Public Affairs Producer [3]

**NUMBER OF INTERVIEWEE REFERRALS FROM SOURCES USED**

News & Public Affairs Producer

2	1
3	0
4	0
7	0
8	0
10	3

**SUPPLEMENTAL OUTREACH ACTIVITIES**

*Appendix B* contains a brief description of activities from the FCC Menu of outreach initiatives undertaken during the reporting period, including station personnel involved in the activities.

**MASTER LIST OF RECRUITMENT SOURCES**  
**(October 1, 2009 - September 30, 2010)**  
 (An asterisk (\*) after the source denotes organizations  
 that requested notification of full-time job vacancies.)<sup>1</sup>

No.	Source (name, contact person, address, telephone)	No.	Source (name, contact person, address, telephone)
1.	Corporation for Public Broadcasting <a href="http://stations.cpb.org/jobline">http://stations.cpb.org/jobline</a> 800272-2109	13.	Tribal Employment Newsletter <a href="http://www.nativejobs.com">http://www.nativejobs.com</a>
2.	Alaska Broadcasters Association Darlene Simono <a href="mailto:akba@gci.net">akba@gci.net</a> (907)258-2424	14.	Current newspaper Ed Woods <a href="http://www.current.org/advertise">www.current.org/advertise</a> (202)466-1050
3.	Cook Inlet Tribal Council: Alaska's People Feida McCord <a href="mailto:freidam@citci.com">freidam@citci.com</a> (907)793-3600	15.	DEI Douglas J. Eichten <a href="mailto:sjohnson@deiworksites.org">sjohnson@deiworksites.org</a> 888-454-2314
4.	Alaska Native Professional Association Angela Gonzalez <a href="http://www.anpa.net">www.anpa.net</a>	16.	Jobvertise <a href="http://www.jobvertise.com">http://www.jobvertise.com</a>
5.	Native Public Radio Distribution <a href="mailto:NATIVERADIO-L@LIST.UNM.EDU">NATIVERADIO-L@LIST.UNM.EDU</a>	17.	Triple A Radio / (industry trade site) <a href="http://www.triplearadio.com">www.triplearadio.com</a> Dave Chaney
6.	Native American Journalists Association <a href="http://www.naja.com">http://www.naja.com</a> (605)677-5258	18.	Society of Professional Journalists <a href="http://www.spj.org/jobpost.asp">http://www.spj.org/jobpost.asp</a>
7.	State of Alaska Job Bank Terry Weight <a href="http://www.jobs.state.ak.us/">http://www.jobs.state.ak.us/</a> (907)269-4800	19.	Native America Calling Tara Gatewood <a href="mailto:tgatewood@nativeamericacalling.com">tgatewood@nativeamericacalling.com</a> (505)277-7999
8.	Anchorage Daily News Ashley <a href="mailto:helpwantedads@adn.com">helpwantedads@adn.com</a> (907)257-4444		
9.	NFCB Evonn Balczunas <a href="mailto:evonn@nfc.org">evonn@nfc.org</a> (510)451-8200		
10.	KNBA Website Alexis Sallee <a href="http://www.knba.org">http://www.knba.org</a> (907)793-3500		
11.	CIRI Diana Preble <a href="http://www.ciri.com">http://www.ciri.com</a> (907)274-8638		
12.	Native Voice One Burt Poley <a href="mailto:Bpoley@nvl.org">Bpoley@nvl.org</a> (505)277-5354		

<sup>1</sup> Note – if organization requesting notifications does so during the reporting period, we suggest that you indicate the date the request was made.

**Supplemental Outreach Initiatives**  
(October 1, 2009-September 30, 2010)

**FCC Menu Categories**

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organization in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting got job candidates who might otherwise be unaware of such opportunities.

Menu Category (select # from above list)	Brief Description of Activity, Including Date(s) and Station Staff Involved
16	Participated in another organization's activity to promote their cause and thereby affording KNBA their opportunities in the broadcast area to the attendees.
12	Job opening in News Department, advertising with Anchorage Daily News, Alaska Native Professional Association, CIRI, Cook Inlet Tribal Council: Alaska's People.
14	1. Office Manager attended two (2) full day human resources training workshops promoting equal opportunity practices within the broadcast community.
4	<ol style="list-style-type: none"> <li>1. CIRI Friendship potlatch and hosted a KBC marketing table. Begich Middle School, Jaclyn Sallee, Thea Lawton, Loren Dixon.</li> <li>2. Alaska Federation of Natives convention. Corporation marketing and information booth staffed by Membership Director, President CEO, Admin. Assistant, Development staff and Program Staff. (October 2009)</li> <li>3. Alaska Native Professionals Association elders/youth services business expo, October 20-21, 2008. Membership Director and Admin Assistant attended and gave speech about opportunities in broadcasting.</li> </ol>