

KNBA 90.3 FM, Anchorage, Alaska
EEO PUBLIC FILE REPORT
(October 1, 2007 – Sept 30, 2008)

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

No Full Time positions filled

TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS

NUMBER OF INTERVIEWEE REFERRALS FROM SOURCES USED

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, 2007 - September 30, 2008)**

(An asterisk (*) after the source denotes organizations that requested notification of full-time job vacancies.)¹

NO.	Source (Name, Contact Person, Address, Telephone)	NO.	Source (Name, Contact Person, Address, Telephone)
1	Corporation for Public Broadcasting http://stations.cpb.org/jobline/ (800) 272-2190	9	Nat'l Federation of Community Broadcasters Evonn Balczianas evonn@nfcfb.org (510) 451-8200
2	Current Newspaper Victoria Maulhardt www.current.org/advertise (202) 463-7055, ext. 36	10	Alaska Broadcasters Association Darlene Simono akba@gci.net (907) 258-2424
3	The Chronicle of Philanthropy http://philanthropy.com/jobs/ (202) 466-1050	11	Native America Calling Tara Gatewood tgatewood@nativeamericacalling.com (505) 277-7999
4	KNBA Website Rachael Tuia http://www.knba.org (907) 793-3531	12	Cook Inlet Tribal Council: Alaska's People Freida McCord freidam@citci.com (907) 793-3600
5	Anchorage Daily News Ashley helpwantedads@adn.com (907) 257-4444	13	CIRI Diana Preble http://www.ciri.com/jobs/jobs.htm (907) 274-8638
6	State of Alaska Job Bank Terry Weight http://www.jobs.state.ak.us/ (907) 269-4800	14	United Way of Anchorage Sue Brogan http://www.uway.ak.org/ (907) 263-3821
7	Native American Journalists Association http://www.naja.com/resources/ (605) 677-5282	15	Koniag Education Foundation Stephanie Unger kef2@alaska.com (888) 562-9093
8	Alaska Native Professional Association Rachael Tuia rtuia@knba.org (907) 793-3531	16	Southcentral Foundation Jeff Jessen jjessen@SouthcentralFoundation.com (907) 729-4955

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

APPENDIX A

17	DACS David Sam dsam@knba.org (907) 793-3524	22	DEI Douglas J. Eichten sjohnson@deiworksite.org (888) 454-2314
18	Native Voice One Burt Poley bpoley@nv1.org (505) 277-5354	23	Public Broadcasting Management Assoc. Maryanne maryanne@netaonline.org (803) 799-5517
19	Major Giving.com Bob Stein mga-bounces@majorgiving.com (888) 625.4483	24	Jobvertise http://www.jobvertise.com/
20	Public Radio Assoc. of Develop. Officers Sarah McDaniel mcdanies@wsu.edu (703) 759-2221	25	The Foundation Center: Philanthropy News Digest Alice Itty jobcorner@foundationcenter.org
21	Native Public Radio Distribution Listserv NATIVERADIO-L@LIST.UNM.EDU	26	National Society of Hispanic Journalists jobbank@nahj.org (202) 662-7145

Supplemental Outreach Initiatives

(October 1, 2007 thru September 30, 2008)

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 organizations 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 to 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
5	Director of Programming and Operations Coordinator supervised individual who was recruited and placed through CITC leadership program. This individual worked in the station operations department. (October 2007 – December 2007)
7	1) Director of Programming and News Director supervised individual, recruited and placed through UAA program, who gained on the job training directly with the News department. (March 2008 – May 2008). 2) Director of Programming supervised Margaret McGuire, recruited and placed through CITCI program, (January 2008 – May 2008)
8	President CEO and News Director supervised trainer/producer Dmae Roberts leading staff production training sessions in coordination with United Artists production grant. (DATES)
9	United Artists project grant provided 1 KNBA staff producer the chance to be Mentored/led by Dmae Roberts through the project. (DATES)
4	1) Alaska Federation of Natives Convention. Information Booth staffed by Membership Director, President CEO, Administrative Asst., Development Staff, Programming Staff. (October 2007) 2) KNBA producers and Director of Programming staffed booth at Anchorage Municipalities Diversity Festival answering question from the community regarding minority broadcasting and broadcasting opportunities. (July 2008) 3)