

KNBA 90.3 FM, Anchorage, Alaska
EEO PUBLIC FILE REPORT
(October 1, 2005 – Sept 30, 2006)

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. Sources with an asterisk (*) denote organizations that have requested notification of full-time job vacancies.

FULL-TIME POSITIONS FILLED; RECRUITMENT SOURCES USED

No Full time positions needed to be 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, 2005 - September 30, 2006

(An asterik () after the source denotes organizations that request notification of full-time job vacancies.)*

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	12	Alaska Broadcasters Association Darlene Simono akba@gci.net (907) 258-2424
2	Current Newspaper Victoria Maulhardt www.current.org/advertise 202-463-7055, ext. 36	13	Native America Calling Merritt Youngdeer myoungdeer@nativeamericacalling.com 505-277-2510
3	The Chronicle of Philanthropy http://philanthropy.com/jobs/ 202-466-1050	14	Cook Inlet Tribal Council: Alaska's People Freida McCord freidam@citci.com 907-793-3600
4	KNBA Website Rachael Tuia http://www.knba.org 907-793-3531	15	CIRI Diana Preble http://www.ciri.com/jobs/jobs.htm 907-274-8638
5	Anchorage Daily News Ashley helpwantedads@adn.com 907-257-4444	16	United Way of Anchorage Sue Brogan http://www.uway.ak.org/ 907-263-3821
6	State of Alaska Job Bank Terry Weight http://www.jobs.state.ak.us/	17	Adams and Associates 3201 C Street; Anchorage 99503 907-561-5161
7	Anchorage Press http://www.anchoragepress.com 907-561-7737	18	Opti Staffing Group An-Denise Carter 2550 Denali St., Ste. 715; Anchorage 99503 907-677-9675
8	Native American Journalists Association http://www.naja.com/resources/ 605-677-5282	19	Anchorage Help Wanted.com www.anchoragehelpwanted.com 800-365-8630
9	Alaska Native Professional Association Angela Gonzalez agonzalez@knba.org 907-793-3528	20	DACS David Sam dsam@knba.org 907-793-3524
10	Native Voice One Burt Poley http://www.nv1.org 505-724-3577	21	Koniag Education Foundation Stephanie Unger kef2@alaska.com 888-562-9093
11	Nat'l Federation of Community Broadcasters Evonn evonn@nfcba.org 510-451-8200	22	Southcentral Foundation Jeff Jessen jjessen@SouthcentralFoundation.com 907-729-4955

Note: If organization requesting information does so during the reporting period, we suggest that you indicate the date the request was made.

MASTER LIST OF RECRUITMENT SOURCES

October 1, 2005 - September 30, 2006

(An asterik () after the source denotes organizations that request notification of full-time job vacancies.)*

NO.	Source (Name, Contact Person, Address, Telephone)	NO.	Source (Name, Contact Person, Address, Telephone)
23	Public Broadcasting Management Assoc. Maryanne maryanne@netaonline.org 803-799-5517	34	
24	Native Public Radio Distribution NATIVERADIO-L@LIST.UNM.EDU	35	
25	PRADO www.pradoweb.org 703-759-2221	36	
26	DEI http://www.deiworksite.org/ 1-888-454-2314	37	
27	American Marketing Association http://www.marketingpower.com 1-800-AMA-1150	38	
28	The Foundation Center http://foundationcenter.org/pnd/jobs/	39	
29	Monster.com Jennifer Manago http://www.monster.com 1-800-MONSTER, ext. 3716	40	
30		41	
31		42	
32		43	
33		44	

Note: If organization requesting information does so during the reporting period, we suggest that you indicate the date the request was made.

Supplemental Outreach Initiatives
(October 1, 2005-September 30, 2006)

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 for 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
4	<ol style="list-style-type: none"> 1. CIRI Friendship Potlatch - October 15, 2005 – Information table. Angela Gonzalez served on potlatch planning committee. 2. Alaska Federation of Natives 2005 CONVENTION. Information table. Carlson Center, Fairbanks, Alaska October 17-22, 2005 3. Southcentral Foundation Gathering - Feb. 11, 2006, Anchorage, AK – Egan Center. Information table. 4. NFCB Conf - - April 18 (Native) and April (Main) 19-22 - The 31st Annual Community Radio Conference. April 19–22, 2006 Portland, Oregon. Had an Exhibitor table. 5. CIRI Information Meetings. Anchorage, Alaska. Sunday, April 30, 2006. Anchorage Downtown Marriott. Information Table. 6. CIRI Annual Meeting of Shareholders - 6/3/06. Soldotna Sports Center, Soldotna, AK. Information Table. // Membership Director, Human Resource Liaison, Director of Programming & Operations
5	On-going Internship program in partnership with Cook Inlet Tribal Council and the MEDIAC program // Human Resource Liaison, Director of Programming & Operations
6	Participation in the job network links with the following recruitment sources: Corporation for Public Broadcasting Stations Job line, National Public Radio Native American Journalists Association, Alaska Native Professional Association, American Indian Radio on Satellite, National Federation of Community Broadcasters and Alaska Broadcasters Association // Human Resource Liaison
7	Participation in the Cook Inlet Tribal Councils Anchorage Youth Services (scholarship program designed to give underprivileged, minority youth paid experience in workforce.) // Human Resource Liaison, Administrative Assistant II, Membership Director.

APPENDIX B

8	Participation with training facilities/programs that offer training for advancement through The Foraker Group, Public Radio Development and Marketing, MajorGiving.com, The Growth Company and Cook Inlet Tribal Council. // Human Resource Liaison, station staff
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