RECRUITMENT SOURCS 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]
1 : 1, 2, 10, 14, 15, 19

TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS
3

NUMBER OF INTERVIEWEE REFERRALS FROM SOURCES USED
2

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

<table>
<thead>
<tr>
<th>No.</th>
<th>Source (name, contact person, address, telephone)</th>
<th>No.</th>
<th>Source (name, contact person, address, telephone)</th>
</tr>
</thead>
</table>
| 1.  | Corporation for Public Broadcasting  
http://stations.cpb.org/jobline  
800-272-2109 | 13. | Society of Professional Journalists  
http://spj.org/jobbank.asp |
| 2.  | Alaska Broadcasters Association  
Cathy Hiebert  
akbagold@gci.net  
907-258-224 | 14. | KNBA Website  
Loren Dixon  
http://www.knba.org  
907-793-3500 |
| 3.  | Triple A Radio/(industry trade site)  
Dave Chaney  
www.triplearadio.com | 15. | Craigs List  
http://craigslist.org |
| 4.  | Alaska Native Professional Association  
Angela Gonzalez  
www.anpa.net | 16. | American Marketing Assoc/Alaska -  
Larry to post |
| 5.  | Native American Journalists Association  
NAJA.com | 17. | CIRI  
Alaska Native Hire  
www.alaskanativehire.com |
| 6.  | New Mexico Dept of Workforce Solutions  
Armenella Vinson  
armenella.vinson@state.nm.us | 18. | UAA - Uaalist  
http://jobs.uaalist.com  
$495 for 30 days |
| 7.  | Jobvertise  
http://www.jobvertise.com | 19. | APBI  
Kim Pigg - kim@akpb.org |
| 8.  | Current Newspaper  
www.current.org/advertising | 20. | Foraker  
forakergroup.com |
| 9.  | Tribal Employment Newsletter  
Scott Gasperin  
http://www.nativejobs.com  
207-415-3031 | 21. | Employee Referral/Facebook  
www.facebook.com/Employeereferrals.com |
| 10. | Indeed.com | 22. | Greater Public Job Line  
greaterpublic.org |
| 11. | Assoc. of Fundraising Professionals -  
Thea to post | 23. |  |
| 12. | Linkedin  
Supplemental Outreach Initiatives
(October 1, 2018 -September 30, 2019)

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.

<table>
<thead>
<tr>
<th>Category</th>
<th>Brief Description of Activity, Including Date(s) and Staff Involved</th>
</tr>
</thead>
<tbody>
<tr>
<td>14</td>
<td>CPB mandated harassment/discrimination prevention training webinar course provided and required for KNBA and KBC management and all staff. Completed between July 01 - September 30, 2019.</td>
</tr>
<tr>
<td>16</td>
<td>Facilitated annual workshop for youth producers to train in interviewing and producing while showcasing opportunities in Broadcasting. Partnered with Alaska Teen Media Institute. Held at AFN Elders &amp; Youth convention (ANC, Oct. 18 – 20) /// KBC CEO, KBC National News Director, NV1 Network Manager, KBC</td>
</tr>
<tr>
<td>12</td>
<td>Participation in the job network links with the following recruitment sources: Native American Journalists Association, National Public Radio, Alaska Native Professional Association, National Federation of Community Broadcasters and Alaska Broadcasters Association /// Human Resource Liaison. Year round.</td>
</tr>
<tr>
<td>4</td>
<td>1) Participated in Native Public Media summit (May 22-24) News Director; 2) Participated in Alaska Broadcasters Association convention and workshops (Nov. 8-9) Director of Programming, News Director, President CEO, KBC COO; 3) Alaska Native Media Group panel discussion ‘Building Better Relationships with the Media’ (May 2019) News Director (chair), Resource Development Specialist; 4) Native American Journalists Association convention (September) News Director;</td>
</tr>
</tbody>
</table>