

**Annual EEO Public File Report for KAKM(TV) and KSKA(FM), Anchorage, AK, Alaska Public Media, Inc.,  
For the period October 1, 2023 to September 30, 2024.**

Position Number	Position Title	Date open	Date Filled	Recruitment Sources	Number Interviewed	Number Hired
1	<b>Anchorage Community Reporter</b>	9/10/2024	3/26/2025	LinkedIn	1	
				Journalismjobs.com		
				Alaska Public Radio Network	1	
				X- formally Twitter	2	
				Google Search		
				Referral	1	
				AKPM Website	3	1
				Current.org		
				Salt Institute		
				KFSK		
				Indeed		
				JJ.com		
				The Early Career Audio		
				Collective List Serve		
				Mandy Hofmockel newsletter		
				Other	1	
					9	1
2	<b>Alaska Desk Reporter (locations listed below)</b>	9/20/2024		AKPM Website	8	3
	<b>ANC Koahnic</b>	9/20/2024	1/6/2025	JournalismJobs.com		
	<b>Haines/Skagway</b>	9/20/2024	12/31/2024	Public Media Jobs	3	1
	<b>Fairbanks</b>	9/20/2024	12/16/2024	Referral	1	
	<b>Unalaska/ Sand Point/ St Paul</b>	9/20/2024	12/30/2024	Current.org		
				NETA		
				Greater Public		
				Alaska Native Hire		

						12	4
3	<b>Director of Video Production</b>	4/8/2025	7/31/2025	LinkedIn			
		4/8/2025		AKPM Website	2	1	
	<b>Changed to Manager of Video Production</b>	4/23/2025		Indeed	2		
		4/9/2025		CPB	3		
	<b>Candidate from this hiring pool was selected for position</b>			Media Bistro			
				Referral			
		4/8/2025		NETA			
		4/9/2025		Greater Public			
		4/9/2025		Foraker			
				Other			
					7	1	
4&5	<b>Chief Development &amp; Marketing Officer</b>	5/5/2025	8/18/2025	AKPM Website			
	<b>Director of Development</b>	8/15/2025	8/18/2025	LinkedIn			
				Indeed			
	<b>Vaccancie created due to internal candidate being promoted to Chief Development &amp; Marketing Officer.</b>			Foraker	1		
	<b>Candidate for this position was selected from Chief Development &amp; Marketing Officer applicants</b>			Internal	1	1	
				Referral	1		
					3	1	

No	Recruitment Source	Contact	Source Entitled to Vacancy Notification?
1	Alaska Public Media Website 3788 University Drive Anchorage, AK 99508	www.alaskapublic.org Tel: 907-50-8415	Yes
2	CPB Job Hotline Corporation for Public Broadcasting 401 9th Street, NW, Washington DC	<a href="http://www.cpb.org/jobline">www.cpb.org/jobline</a> Tel: 202-879-9600	No
3	Alaska Broadcasters Assoc 700 W 41st Ave, Ste 102 Anchorage, AK 99503	ww.alaskabroadcasters.org Cathy Heibert Akbagold@gci.net Tel: 907-258-2424	No
4	Foraker Group 161 Kelvin Street Suite 101 Anchorage, AK 99501	www.forakergroup.org Tel: 907-743-1200	No
5	National Assoc of Black Journalist 1100 Knight Hall, Suite 3101 College Park, Maryland 20742	<a href="https://nabjonline.org">https://nabjonline.org</a> Tel: 301-405-0248	No
6	Native American Journalist Assoc	www.naja.com Justine Medina jmedina@naja.com	No
7	National Assoc of Hispanic Journalists	<a href="http://nahj.ihispano.com">http://nahj.ihispano.com</a>	No
8	Public Media Jobs (Current) 4400 Massachusetts Avenue, NW, Suite LL05	www.jobs.current.org news@current.org	No
9	Asian American Journalists Association	<a href="https://www.aaaja.org">https://www.aaaja.org</a>	No
10	Employee Referral/Facebook/LinkedIn		No
11	Journalism Jobs	www.journalismjobs.com info@journalismjobs.com Tel: 510-508-7386	No
12	Indeed.com	<a href="http://www.indeed.com/employers">www.indeed.com/employers</a>	No
13	NETA Consulting 939 South Stadium Road Columbia, SC 29201	http://www.netaonline.org Tel 803-799-5517	No
14	Anchorage Chamber of Commerce 1016 W 6th Avenue, Suite 303 Anchorage, AK 99501	<a href="https://business.anchoragechamber.org/jobs">https://business.anchoragechamber.org/jobs</a> Tel: 907-272-2401	No

No	Date	Initiative	Description	Department	Personnel Involved
1	Throughout the year	(iv,viii) Professional development and recruitment-training programs for station personnel	PBS Town Hall (virtual)	Content	Content Staff
2	September 2024	(iv,viii) Professional development and recruitment- training programs for station personnel	NPR Network Quarterly Editorial Review (virtual)	Content	Chief Operating Officer & SVP of Content and Director of Radio & Audio Services
3	September 2024	(iv,viii) Professional development and recruitment- training programs for station personnel	NETA Thoughtleader Conference in Pittsburgh, PA	Content	Chief Operating Officer & SVP of Content
4	September 2024	(iv,viii) Professional development and recruitment- training programs for station personnel	Field Reporter Safety Webinar presented by NPR	Content	Director of Radio & Audio Services
5	September 2024	(iv,viii) Professional development and recruitment- training programs for station personnel	Webinar on Election Year Audience Interest (PMCC)	Content	Director of Radio & Audio Services
6	September 2024	(iv,viii) Professional development and recruitment- training programs for station personnel	NETA Conference in Pittsburgh; selected to serve on 2025 NETA Conference Planning Committee	Education & Engagement	Director of Education & Engagement; Education Staff
7	September 2024	(iv,viii) Professional development and recruitment- training programs for station personnel	FLSA threshold training with the leadership team.	Operations	Chief Operating Officer
8	September 2024	(iv,viii) Professional development and recruitment- training programs for station personnel	Leadership Smarts discussion	Operations	Chief Operating Officer
9	September 2024	(iv,viii) Professional development and recruitment- training programs for station personnel	NETA Conference (Sept 15–18), including mentoring workshop	Operations	Chief Operating Officer
10	September 2024	(vii) Training programs	CPB webinar: “CSG Requirements and Resources”	Finance	Director of Finance
11	September 2024	(vii) Training programs	CPB webinar: “CSG Certification of Eligibility”	Finance	Director of Finance
12	September 2024	(vii) Training programs	CPB webinar: “Introduction to Financial Reporting”	Finance	Director of Finance
13	October 2024	(vii) Training programs	User Training Session: Local GUI – General Group (F2 on Edisen)	Content	Broadcast Traffic Manager
14	October 2024	(iv,viii) Professional development and recruitment-training programs for station personnel	Jobs Explained Business Advisory Meeting; analytics, audience, and performance	Content	Content Staff
15	October 2024	(iv,viii) Professional development and recruitment-training programs for station personnel	AKPM booth at ASD Career Academy Fair	Content	Content Staff

16	Throughout the year	(vii) Training programs	Patty Beach leadership training	Content	Chief Operating Officer & SVP of Content and Director of Video Production Director of Finance
17	October 2024	(iv,viii) Professional development and recruitment -training programs	Webinar training: "What is NFFS" on Oct 2.	Finance	
18	November 2024	(vii) Training programs	Reporter training on handling topics on suicide	Content	Content Staff
19	December 2024	(vii) Training programs	Grove Training for staff from NPR for our new website (virtual sessions)	Content	Content Staff
20	Throughout the year	(iv,viii) Professional development and recruitment-training programs for station personnel	PBS Mentor Program	Content	Broadcast Traffic Manager
21	January 2025	(iv,viii) Professional development and recruitment-training programs for station personnel	Anchorage Mayor's Job Fair to spread awareness of Alaska at Work	Content	Content Staff
22	February 2025	(iv,viii) Professional development and recruitment-training programs for station personnel	Mountain View Career Day event for elementary school students with Education and News	Content	Content Staff, Education & Engagement, News
23	February 2025	(vii) Training programs	News's Fisheries 101 training	Content	Content Staff
24	April 2025	(iv,viii) Professional development and recruitment-training programs for station personnel	Alaska Press Club Conference	Content	Director of Radio & Audio Services
25	May 2025	(iv,viii) Professional development and recruitment-training programs for station personnel	Patty Beach Leadership Training Positive Intelligence.	Administration Content Education and Engagement Engineering News	All Personell
26	July 2025	(iv,viii) Professional development and recruitment-training programs for station personnel	PBS Summit: Resilience in Times of Change	Content	Broadcast Traffic Manager
27	July 2025	(iv,viii) Professional development and recruitment-training programs for station personnel	PMDMC Conference	Development	Chief Development & Marketing Officer and Development personnel