

**KNBA 90.3 FM, Anchorage, Alaska**  
**EEO PUBLIC FILE REPORT**

(October 1, 2022 – Sept 30, 2023)

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

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

**2) FULL-TIME POSITIONS FILLED; RECRUITMENT SOURCES USED (Hiree/Source)**

- 1) **KNBA News Director**
- 2) **KNBA News Reporter**

**3) TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS**

2

**4) NUMBER OF INTERVIEWEE REFERRALS FROM SOURCES USED**

2

**5) 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

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> 800-272-2109	13.	Society of Professional Journalists <a href="http://spj.org/jobbank.asp">http://spj.org/jobbank.asp</a>
2.	Alaska Broadcasters Association Cathy Hiebert akbagold@gci.net 907-258-224	14.	KNBA Website <a href="http://www.knba.org">http://www.knba.org</a> 907-793-3500
3.	Anchorage Daily News online	15.	Craigs List <a href="http://craigslist.org">http://craigslist.org</a>
4.	Alaska Native Professional Association <a href="http://www.anpa.net">www.anpa.net</a>	16.	Indian Country Today <a href="http://Indiancountrytoday.com/classified">Indiancountrytoday.com/classified</a>
5.	Native American Journalists Association NAJA.com	17.	CITC Alaska Native Hire <a href="http://www.alaskanativehire.com">www.alaskanativehire.com</a>
6.	New Mexico Dept of Workforce Solutions Armenella Vinson <a href="mailto:armenella.vinson@state.nm.us">armenella.vinson@state.nm.us</a>	18.	UAA - UaaList <a href="http://jobs.uaalist.com">http://jobs.uaalist.com</a>
7.	Jobvertise <a href="http://www.jobvertise.com">http://www.jobvertise.com</a>	19.	APBI Kim Pigg - <a href="mailto:kim@akpb.org">kim@akpb.org</a>
8.	Current Newspaper <a href="http://www.current.org/advertising">www.current.org/advertising</a>	20.	Foraker <a href="http://forakergroup.com">forakergroup.com</a>
9.	Tribal Employment Newsletter Scott Gasperin <a href="http://www.nativejobs.com">http://www.nativejobs.com</a> 207-415-3031	21.	Employee Referral/Facebook <a href="http://www.facebook.com/Employee referrals.com">www.facebook.com/Employee referrals.com</a>
10.	Indeed.com	22.	Cherokee Phoenix <a href="http://Cherokeephoenix.org">Cherokeephoenix.org</a>
11.	National Federation of Community Broadcasters <a href="http://Nfcb.org/community-radio-jobs">Nfcb.org/community-radio-jobs</a>	23.	Muskogee Phoenix <a href="http://Muskogee phoenix.com">Muskogee phoenix.com</a>
12.	Glassdoor <a href="http://www.glassdoor.com/employers">www.glassdoor.com/employers</a>	24.	Navajo Times <a href="http://Navajotimes.com">Navajotimes.com</a>

## Supplemental Outreach Initiatives

(October 1, 2022 – Sept 30, 2023)

### FCC Menu Categories

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;
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;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
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.

Category	Brief Description of Activity, Including Date(s) and Staff Involved
4, 16	(April) Alaska Press Club sessions; News staff, Jill Fratis, Hannah Bissett, Rhonda McBride (July) PMDMC convention, attended: Director of Programming, Chief Development Officer. (September) Strategic Arc and Research Narrative lead a KBC/KNBA Strategic Planning Workshop, attending: All KNBA staff excluding Morning host. (April) Cook Inlet Housing Authority Pod Cast Launch Party, KNBA booth to showcase radio and production opportunities. Attending: Director of Programming.
12	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.
14	(April-September) CPB mandated harassment/discrimination prevention training webinar course provided and required for all KNBA staff and KBC staff.
5	(Year Round) Participation in The Mel Sather Public Media Internship Program supporting outstanding Alaskans in the pursuit of careers in public radio and television. KBC COO Charles Sather, Hannah Bissett KNBA News Intern, Managing News Editor Antonia Gonzales.
8	(July/August) Established two nationally facilitated work sessions and access to webinars regarding Training for Grove Website content management. Attending: Director of Programming, Administrative Assistant.
12	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.