KNBA 90.3 FM, Anchorage, Alaska  
EEO PUBLIC FILE REPORT  
(October 1, 2011 – September 30, 2012)

RECRUITMENT SOURCES USED FOR FULL-TIME VACANIES  
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]  
None

TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS  
None

NUMBER OF INTERVIEWEE REFERRALS FROM SOURCES USED  
None

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 | 11. | Society of Professional Journalists  
http://spj.org/jobbark.asp |
| 2.  | Alaska Broadcasters Association  
Darlene Simono  
akba@gci.net  
907-258-224 | 12. | KNBA Website  
David House  
http://www.knba.org  
907-793-3500 |
| 3.  | Cook Ilet Tribal Council: Alaska's People  
Denise Ochs  
deniseo@citci.com  
907-793-3600 | 13. | Craig’s List  
www.craigslist.org |
| 4.  | Alaska Native Professional Association  
Angela Gonzalez  
Eric Martin  
eric.martin@unl.edu  
(Newsletter) |
| 5.  | Native American Journalists Association  
Ronda LeValdo  
rhondalevaldo@gmail.com | 15. | CIRI  
http://www.ciri.com  
907-274-8638 |
| 6.  | New Mexico Dept of Workforce Solutions  
Armenella Vinson  
amenella.vinson@state.nm.us | 16. | |
| 7.  | Jobvertise  
| 8.  | Current Newspaper  
Ed Woods  
www.current.org/advertising  
202-466-1050 | 18. | |
| 9.  | Tribal Employment Newsletter  
Scott Gasperin  
http://www.nativejobs.com  
207-415-3031 | 19. | |
| 10. | DEI  
Douglas J. Eichten  
deichten@deiworksite.org  
612-548-337 | 20. | |

**Job Post:**

**Date:**
### 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.

### Menu Category (select # from above list)

<table>
<thead>
<tr>
<th>Brief Description of Activity, Including Date(s) and Station Staff Involved</th>
</tr>
</thead>
<tbody>
<tr>
<td>16</td>
</tr>
<tr>
<td>6</td>
</tr>
<tr>
<td>8</td>
</tr>
</tbody>
</table>
| 4  | 1. Attended Annual CIRI potlatch. Native community gathering showcasing services provided by CIRI non-profits. KNBA hosted a marketing table promoting programs and volunteer broadcaster opportunities. Begich Middle School, Shyanne Beatty, Thea Lawton, Loren Dixon, Carol Schatz.  
2. Alaska Federation of Natives convention Dena'ina Center in Anchorage. Native Non-profits represent services and opportunities to conference attendees. KNBA, NV1 and National Native News information booth staffed by Larry Cleland, Thea Lawton. (October 2011)  
3. South Central Foundation annual Gathering. Native community event where Native community providers showcase services. KNBA hosted a marketing table promoting programs and volunteer broadcaster opportunities. Shyanne Beatty, Loren Dixon, Carol Schatz.  
4. Attended Bartlett High School Career Day. Shyanne Beatty spoke to students about careers in Broadcasting and audio production. |