

## EEO PUBLIC FILE REPORT

For the period from: October 1, 2010 to September 30, 2011

Prepared by: Michael J. Wall General Manager-- Kodiak Public Broadcasting Corporation

This report covers the following employment unit:  
**KMXT-FM Kodiak, Alaska** Facility #: **35339**

- A. The following is a list of all vacancies for full-time jobs during the previous 12 months:

Job Title	Date Opened	Date Filled
Vol Coordinator/Office Assistant	October 27, 2010	November 22, 2010
Development Assistant	December 01, 2010	January 17, 2011

- B. During the previous 12 months, the following recruitment sources were contacted as vacancies for full-time jobs opened. Those with an asterisk were organizations that requested to be contacted as job openings occurred.

Source	Name, address, contact person & phone number
Kodiak Daily Mirror	Tracy at <a href="mailto:classifieds@kodiakdailymirror.com">classifieds@kodiakdailymirror.com</a> KDM 1419 Selig Street Kodiak 907- 486-3227
Alaska Job Service	Maureen Butler 309 Center Ave. Kodiak 907-486- 3105 <a href="http://alexsys.labor.state.ak.us">http://alexsys.labor.state.ak.us</a>
Alaska Public Broadcasting	Kim Pigg, APBI, P.O. Box 200009 Anchorage, AK 907-277-6300 <a href="http://030c78c.netsolhost.comAPBI/jobs.html">http://030c78c.netsolhost.comAPBI/jobs.html</a>
Alaska Broadcasters Association	Darlene Simono 700 W. 41 <sup>st</sup> Street, Anchorage, Alaska 99503 907-258-2424 <a href="http://www.alaskabroadcasters.org/jobs/postings.html">http://www.alaskabroadcasters.org/jobs/postings.html</a>
KMXT	Mike Wall 620 Egan Way, Kodiak, Alaska 99615 <a href="http://www.kmxt.org">www.kmxt.org</a>

C. The following is a list of the services for full-time jobs shown in Section A above and the recruitment source that provided the hire for that position:

Job Title	Recruitment Source
Volunteer Coordinator/Office Assistant Jobs Network	State of Alaska online
Development Assistant	Kodiak Daily Mirror

D. During the previous 12 months, there were a total of six people interviewed for the vacancy for the Volunteer Coordinator/Office Assistant position. The following is a list of the total number of interviewees referred by each recruitment source show in Section B above:

<u>Recruitment Source</u>	<u>Total No. of Interviewees</u>
<u>Kodiak Daily Mirror</u>	4
<u>Kodiak Job Service</u>	1
<u>Alaska Public Broadcasting Inc.</u>	1

During the previous 12 months, there were a total of five people interviewed for the vacancy for the Development Assistant position. The following is a list of the total number of interviewees referred by each recruitment source show in Section B above:

<u>Recruitment Source</u>	<u>Total No. of Interviewees</u>
<u>Kodiak Job Service</u>	5

The Volunteer Coordinator/Office Assistant position was a new hybrid position created by a departmental transfer upward of the previous VC. The Development Assistant position was a new full-time position we've never staffed before.

E. During the last 12 months, the station employment unit engaged in the following recruitment initiatives. The number indicates the FCC's Prong Three Menu Option:

4. Being in a very small community, there are limited opportunities for job fairs, but KMXT participates in all that the local schools, local job service and that Kodiak College offer. Management staff also participates in mock interviews with students who are interested in journalism or broadcasting at KHS. We staffed a table at the annual fisheries conference (COMFISH) and distribute information about public radio and job/volunteer opportunities at the station.

5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment:

a. In cooperation with the Kodiak Area Native Association, KMXT offered summer employment to a young Alaskan Native high school student who was trained in digital editing, production and on-air skills. The student, Trinity Benton, produced PSA's, edited programs and hosted shows.

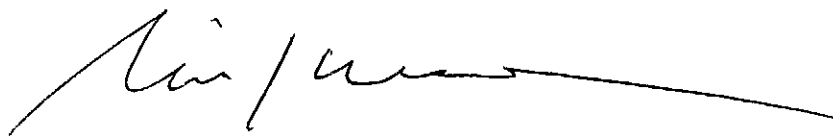
b. KMXT worked with a group of high school students involved with student government who produced a weekly module that was

broadcast locally and used as a podcast on their Facebook page. The students were taught digital editing and on-air skills at KMXT.

c. KMXT's ongoing volunteer training program with a list of volunteers capable of doing a board shift. Training is ongoing for active volunteers with classes for new recruits generally scheduled quarterly. On-air volunteers host shows and some are trained in digital editing, depending on their interests.

8. All KMXT staff members participate in some form of training, depending on their current position. KMXT is a partner organization with the Anchorage based Foraker Group which provides training for Alaskan nonprofit staff and board members. The KMXT board of directors funds continuing training for the GM, staff and themselves for our continued development. During this period, staff attended training and classes in development, technology, leadership, board leadership, fundraising and finances. Our reporter attended a 3 day training session with other reporters from around the state. Our development team attended a three day conference and training with other development staff from around the State in the Spring and got some invaluable training and made some good connections.

Name of respondent:  
Kodiak Public Broadcasting Corporation  
Signed,

A handwritten signature in black ink, appearing to read "Michael J. Wall", with a long horizontal flourish extending to the right.

Michael J. Wall  
General Manager  
907-486-3181