

EEO PUBLIC FILE REPORT

For the period from: October 1, 2011 to September 30, 2012

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/Administrative Assistant	October 09, 2011	November 01, 2011
Assistant Programming Director	July 19, 2012	September 18, 2012

- 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	Dan at classifieds@kodiakdailymirror.com KDM 1419 Selig Street Kodiak 907- 486-3227
Alaska Job Service	Alma Canete 309 Center Ave. Kodiak 907-486- 3105 http://alexsys.labor.state.ak.us
Alaska Public Broadcasting	Kim Pigg, APBI, P.O. Box 200009 Anchorage, AK 907-277-6300 http://030c78c.netsolhost.comAPBI/jobs.html
Alaska Broadcasters Association	Darlene Simono 700 W. 41 st Street, Anchorage, Alaska 99503 907-258-2424 http://www.alaskabroadcasters.org/jobs/postings.html
KMXT	Mike Wall 620 Egan Way, Kodiak, Alaska 99615 www.kmxt.org

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 Source	Recruitment
Volunteer Coordinator/Administrative Assistant	KMXT walk in
Assistant Programming Director Mirror	Kodiak Daily

D. During the previous 12 months, there were a total of nine people interviewed for the vacancy for the Volunteer Coordinator/Administrative 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>	5
<u>Kodiak Job Service</u>	3
<u>KMXT</u>	1

During the previous 12 months, there were a total of four people interviewed for the vacancy for the Assistant Programming 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>	2
<u>Kodiak Daily Mirror</u>	2

The Volunteer Coordinator/Administrative Assistant position was vacated by resignation.

The Assistant Programming Director 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. KMXT participated in a series of mock interviews for middle school students interested in journalism and broadcast careers. Because of our small community, there are limited opportunities to participate in job fairs, but KMXT participates in every opportunity to talk about broadcast careers. We conducted tours of the stations for student groups and worked with middle school students learning digital editing, with the end result being a new series of PSA's about the habits of success. KMXT participated in the local fisheries convention, COMFISH, distributing information about public radio and employment/volunteer opportunities at the station.

5. Establishment of an internship program designed to develop skills needed for broadcast employment.

a. During the reporting period KMXT employed a summer broadcast journalism intern who was given training in digital editing, news reporting and on-air skills. The student assisted the news team and, as the cub reporter, produced several pieces that were used in local news broadcasts. The student also assisted in producing PSAs and music programs.

b. KMXT began working with a rising young local rap artist from KHS and some of his friends to assist him in developing his skills and getting his music out to the internet and to assist him with

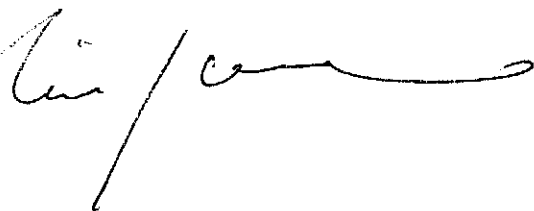
the production of his first CD. We taught him digital editing and helped him promote the CD when he finished it.

c. KMXT continues its long-time tradition of on-air volunteer training program. Local volunteers learn on-air skills and are ultimately capable of doing board shifts. Active volunteers have ongoing training and our Volunteer Coordinator conducts training for new volunteers nearly every quarter. Other volunteers assist in maintaining our record library.

8. The KMXT board funds board and staff training each year. During the reporting period, KMXT staff participated in several training opportunities. The GM attended management training. The GM, development staff and board members attended board training, fund raising training. The board also participated in a strategic planning session. Our reporter attended 3 days of training with other reporters from around the state.

9. Our summer intern reporter was a recent college graduate with a degree in journalism. KMXT's news director has over 20 years of broadcast and print experience. He served as a mentor for the student reporter, sharing his years of experience and teaching her the ins and outs of broadcast journalism.

Name of respondent:
Kodiak Public Broadcasting Corporation
Signed,

A handwritten signature in black ink, appearing to read "Michael J. Wall", written over a horizontal line.

Michael J. Wall
General Manager
907-486-3181