

## EEO PUBLIC FILE REPORT

**KMXT-FM and KODK-FM, Kodiak, Alaska**

October 1, 2012 to September 21, 2013

- A. The following is a list of all vacancies for full-time jobs filled during this reporting period:

Job Title	Date Filled
News Reporter/Producer	September 02, 2013

- 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	Nicole at <a href="mailto:classifieds@kodiakdailymirror.com">classifieds@kodiakdailymirror.com</a> KDM 1419 Selig Street Kodiak 907- 486-3227
Alaska Job Service	Rachel Putnam 309 Center Ave. Kodiak 907-486- 3105 <a href="http://alexsys.labor.state.ak.us">http://alexsys.labor.state.ak.us</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>

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

<u>Job Title</u>	<u>Recruitment Source</u>
News Reporter/Producer	KMXT walk in

D. During the previous 12 months, there were a total of two people interviewed for the vacancy for the News Reporter/Producer. 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>	1
<u>Walk-in</u>	1

E. During the last 12 months, the 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 and helped them produce marketing pieces for another local nonprofit, the Baranov Museum. Staff also participated in a job fair held this year at the local high school and gave a presentation on career opportunities in broadcast journalism. Staff also, in conjunction with the Kodiak Arts Council, taught a summer class in Radio Theater for 5 middle schoolers who then produced their own plays which were aired on the station. KMXT participated in the local fisheries convention, COMFISH, distributing information about public radio and employment/volunteer opportunities at the station.

5 and 9. Establishment of an internship/mentoring program designed to develop skills needed for broadcast employment.

a. During the reporting period KMXT continued mentoring young producers who came to us for assistance working in

conjunction with another project for the Baranov Museum in learning digital editing. We then entered one of the students in our internship program where she is being given continuing training in editing, news reporting and developing on-air skills. The student assisted the news team and, as the cub reporter, produced several pieces that were used in local news broadcasts, hosted her own half-hour talk show, produced a radio play and hosted several music programs.

b. 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.

7. The Board of Kodiak Public Broadcasting established a scholarship fund which will be first made available to students graduating from the Kodiak High School and ongoing college students in 2014 who are interested in pursuing a career in a field related to broadcasting. The Board spent part of this year setting up the parameters of the scholarships and dedicated a portion of this year's budget to funding the program.

12. The position filled is in an upper-level category and was listed in the job bank of the Alaska Broadcasters Association, a media trade group whose membership includes substantial participation of women and minorities