

EEO PUBLIC FILE REPORT

KMXT-FM and KODK-FM, Kodiak, Alaska

October 1, 2019 to September 30, 2020

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

Job Title	Date Filled
Development Assistant	February 18, 2020

Job Title	Date Filled
Prgm Asst	April 3, 2020

Job Title	Date Filled
News Reporter/Producer	Aug18, 2020

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 classifieds@kodiakdailymirror.com KDM 1419 Selig Street Kodiak 907- 486-3227
Alaska Job Service	Rachel Putnam 309 Center Ave. Kodiak 907-486- 3105 http://alexsys.labor.state.ak.us
Alaska Broadcasters Association	Cathy Hiebert 700 W. 41 st Street, Anchorage, Alaska 99503 907-258-2424 http://www.alaskabroadcasters.org/jobs/postings.html

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:

Job Title	Recruitment Source
News Reporter/Producer	Alaska Broadcasters Assn.

Job Title	Recruitment Source
Development Asst	Walk In

<u>Job Title</u>	<u>Recruitment Source</u>
Programming Asst	Walk In

D. During the previous 12 months, there were a total of five 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>	Total No. of Interviewees
Alaska Broadcasters Assn.	5

. During the previous 12 months, there were a total of one person interviewed for the vacancy for the Programming Asst. The following is a list of the total number of interviewees referred by each recruitment source show in Section B above:

Walk In	1
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. During the previous 12 months, there were a total of one person interviewed for the vacancy for the Development Asst. The following is a list of the total number of interviewees referred by each recruitment source show in Section B above:

Walk In	1
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E. During the reporting period, the employment unit engaged in the following recruitment initiatives, but these efforts were hampered by pandemic onset in February 2020. The number indicates the FCC's Outreach Prongs:

Prong 1: Recruitment. Our normal recruitment activities were canceled or modified to an extent that prohibited recruitment activities, such as Kodiak Arts Council's summer radio program and COMfish.

1.b. We achieved broad outreach with advertising positions on Alaska Broadcaster Association job website and statewide Job Services.

1.d. We avoided internet-only recruitment by advertising in the Kodiak Daily mirror newspaper, and pre-covid we continually trained volunteers on location recruiting via on-air PSAs.

Prong 2: N/A

Prong 3:

vii. During the reporting period KMXT continued mentoring young producers who came to us for assistance working in conjunction with other nonprofits to produce audio content. Worked with Spirit of Youth Alaska to train student podcast producers for positive social messaging during the pandemic.

vii. 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. We were able to maintain this outreach up until Covid lockdowns.

xii. The News Reporter/Producer position filled 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.