

**Juneau Alaska Communications, LLC (“JAC”)
KSUP-FM / KINY(AM) / KXXJ(AM)
Juneau, Alaska
NARRATIVE
EEO Recruitment Efforts**

JAC’s recruitment efforts are designed to reach all interested applicants, regardless of race, sex or religion. We believe we achieve broad outreach by advertising and recruiting in both traditional and non-traditional venues.

We distribute the stations’ full-time job vacancy information to local, regional, and national trade associations and media, including the Alaska Broadcasters Association, the Washington State Association of Broadcasters, Radio Ink Magazine, AllAccess.com, Radioonline.com. We also distribute the station’s full-time job vacancy information to the Alaska Department of Labor and Workforce Development, which runs Alaska’s Job Center Network (“JCN”). The JCN broadly circulates job opportunities to residents of Alaska through a network of physical job centers, where residents may obtain vacancy information and job counseling, and online via ALEXsys, the state’s online Job Bank. The stations’ job vacancy is also available via our own website, www.kinyradio.com.

Internal mentoring and development programs have also been successful in providing existing employees with new skills to enable them to qualify for higher level positions.

All JAC Sales associates are required to attend the "Paul Weyland" company training seminars and JAC Air Talent associates have access to "Mike Carruthers" from "Strand Media" and his series called "Think Like a Listener," which is a workplace training program for on-air talent. JAC also has a series of videos made by its IT Department instructing employees on various software and hardware. All training materials are available to all employees on the company’s corporate website.

Additionally, each year, the Juneau Radio Center CEO presents as a guest lecturer for the University of Alaska Southeast media department. This serves to highlight the role of media in the community – specifically broadcasting – and also provides soon-to-be-graduating students the opportunity to learn more about open positions within the company.

Accordingly, we [typically] utilize at least two of the Commission’s specified outreach activities: An internship program with REACH; and training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

In addition, the stations’ anti-discrimination policies are reviewed with all employees with regard to the stations’ recruitment, hiring, and employment practices. The stations’ policies are also stated in our employee handbook. Managers with hiring and

promotion authority, and with supervisory duties, are apprised of their EEO obligations, the implementation of which is evaluated during periodic performance reviews.