

EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period May 23, 2016 to May 22, 2017.

1) Employment Unit: Native Broadcast Enterprise - Window Rock, Arizona

2) Unit Members (Stations and Communities of License):

KTNN-AM 660, Window Rock, AZ - Facility ID 66146

KWRK-FM 96.1, Window Rock, AZ - Facility ID 66147

KTNN-FM 101.5, Tohatchi, NM - Facility ID 191366

3) EEO Contact Information for Unit Member:

Mailing Address: Native Broadcast Enterprise - KTNN / KWRK Radio Post Office Box 2569 Window Rock, Arizona 86515	Telephone Number: (928)871-3553 Contact Person/Title: Troy J. Little, General Manager E-mail Address: troylittle@ktnnonline.com
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4) Full-Time Job Vacancies Filled by Each Station in the Employment Unit (SEU).

Job Title:

Recruitment Source Referring Hiree:

1. NO Positions Filled

Stations KTNN AM 660 & FM 101.5 and KWRK-FM 96.1 are Equal Opportunity Employers.

5) Job Title: NONE Referral Source of Hiree: _____

Name of Organization Notified of Job Vacancy:	Contact Person	Address	Telephone Number	# of Interviewee s Referred	Did Recruitment Source Request Notification: (Yes or No)
KTNN AM 660 On Air Advertisement	Troy Little, General Manager	PO Box 2569 Window Rock, AZ 86515	(928)871-3553		N
KWRK FM 96.1 On Air Advertisement	Troy Little, General Manager	PO Box 2569 Window Rock, AZ 86515	(928)871-3553		N
KTNN AM 660 Website	Troy Little, General Manager	PO Box 2569 Window Rock, AZ 86515	(928)871-3553		N
The Navajo Times	Tom Arviso	PO Box 310 Window Rock, AZ 86515	(928)871-1130		N

6) Total # of Interviewees Referred: For the period from **May 23, 2016 to May 22, 2017**, this Employment Unit Interviewed 00 interviewees for full time vacancies.

7) Supplemental Recruitment Initiatives.

a) Initiative: Participation in Events/Programs Sponsored by Educational Institutions.

In an effort to encourage more Native American students to seek careers in the broadcast industry, Northern Arizona University has collaborated with broadcast industry sponsors to host a Native American High School Broadcast Workshop in June 2016. The workshop is supported by the Arizona Broadcasters Association, KPNX-12 News, NAU Native American Cultural Center, Native Public Media, KTNN Radio, NAU College of Social & Behavioral Sciences, NAU School of Communication, and Republic Media.

b) Initiative: Navajo Nation Wide Job Fair.

Both stations KTNN and KWRK promoted the job fair, scheduled on Wednesday, April 12, 2017 at the Kayenta Township Hall Meeting Room. The Job Fair was hosted by the Navajo Nation Department of Personnel Management and the Navajo Workforce Development Office.

c) Initiative: Mentoring Program for Station Personnel.

NBE maintains a mentoring program through which station employees expressing an interest in a particular area of radio broadcasting may receive career guidance and counseling. These areas include programming, sales, marketing, engineering, and administration. Supervisory personnel providing the mentoring guidance include, the General Manager, Acting Lead Talent, and the Production Coordinator.

d) Initiative: Staff Training

1. Weekly webinars for various computer software programs.
2. P1 Plus: Entry Level Training Program. Seven Weeks training Course Aug. 2016-Sept 2016 with Katey McGuckin-Woolam Instructor
3. Becoming a Retail Marketing Guru w/ Kenneth Williams. October 11, 2016.
4. From Surviving to Thriving. Presenters Jeff Schmidt and Derron Steenbergen November 1, 2016.
5. Creating Customers for Life. September 13, 2016.
6. Chapter 34 State Broadcast Engineer. Wynn Brannin and NMBA Engineer, State EAS Chair Mike Langer. August 31, 2016.
7. Country Radio Seminar, Nashville, TN, February 2017
8. Arizona Broadcasters P1 Learning On-Demand Training and Weekly Courses

e) Initiative: Outreach Program to the Community and Civic Organizations.

1. KTNN AM/FM and KWRK FM personalities, producers, and management host radio station tours for various schools within the Navajo Nation and surrounding border towns. The staff explain the different job positions for each station with an emphasis on on-air personality and producer.

a. Utah Valley University, Friday, July 15, 2016. 20 Student Group -Digital Media Majors - Audio, Video, and Photography.

b. Chichiltah School with Teacher Marcella Billy, Thursday, April 14, 2017.

c. Crownpoint Middle School with Teacher Delores Brown, Monday, April 17, 2017.

d. Flagstaff Unified School - Navajo Language and Culture Class, Thursday, May 4, 2017 with 35 Students in 7th and 8th grade.

e. Tuba City Special Education Class with Teacher Rathenia Ferrel, Thursday, May 11, 2017 with 15 students.

f. Rough Rock Community School with Teacher Ms. Dana Yazzie. Thursday, May 11, 2017 with Ms. Theresa Todecheenie's Class.

2. Awarded 02 scholarships to Native American college students majoring in one of the following fields: Broadcasting, Communications, Journalism, Accounting, Marketing, Management, and Radio Engineering.

f) Initiative: Station Sponsored Event(s).

1. The Annual KTNN/KWRK Golf Tournament is a station sponsored fundraising event for Native American students who are interested in working in the radio industry and are seeking related degrees as a result. This year's event was held on April 7, 2017 at the TPC Scottsdale, Scottsdale, Arizona. The proceeds from this event are used to supplement our existing scholarship program at the station and we hope that over the years, we will increase the amount in scholarships as a result of our annual tournaments. It is our goal to assist Native American College students who seek a degree in Broadcasting, Communications, Journalism, Accounting, Marketing, Management, and Radio Engineering.