

## EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period May 23, 2015 to May 22, 2016.

### **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. On-Air Talent

Employee Promotion

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

5) Job Title: On-Air Talent Referral Source of Hiree: Employee Promotion

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 Employee Promotion	Troy Little, General Manager	PO Box 2569 Window Rock, AZ 86515	(928)871-3553	1	N

\* Note: Due to exigent circumstances, full recruitment was not conducted for this vacancy.

**6) Total # of Interviewees Referred:** For the period from **May 23, 2015 to May 22, 2016**, this Employment Unit Interviewed **01** 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 2015. 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: Co-sponsor Arizona Broadcasters' Annual Job Fair.**

Both stations KTNN and KWRK promoted the job fair, scheduled on Thursday, May 12, 2016 at the East Valley Institute of Technology, Mesa, Arizona from 10AM to 2PM. Promotional announcements were aired two weeks prior to the event.

**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. Country Music Consumption: 2015 Nielsen Mid-Year Review. Aug. 13, 2016, presenter Dave Bakula, SVP Analytics, Nielsen Entertainment
3. RF Safety Webinar: FCC and OSHA Requirements, Aug. 18, 2015
4. AP Definitive Source Webcast - Covering the Campaigns and the Vote. Sept. 15, 2015
5. P1 Plus: Entry Level Training Program. Seven Weeks training Course Aug. 2015-Sept 2015 with Katey McGuckin-Woolam Instructor
6. Navigating the FCC's Equal Employment Opportunity Rules and Public File Requirements. Oct. 14, 2015. Presented by David Oxenford, Wilkinson Barker Knauer, LLP
7. NMBA & RAB Bigger Sales Promotions. Oct. 15, 2015
8. 2015 Political Broadcasting Webcast. Dec. 17, 2015 Presented by Bobby Baker, Federal Communications Commission and David Oxenford, Wilkinson Barker Knauer, LLP
9. Voluntary Alternative FCC Self Inspection with Kenneth J. Benner of K.J. Benner & Associates. Feb. 23, 2016.
10. Country Radio Seminar, Nashville, TN, February 2016
11. 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. John F. Kennedy Middle School, May 29, 2015.
- b. Crownpoint Middle School, March 29, 2016
- c. Tuba City Unified School District - Culture Class, April 11, 2016
- d. Nazlini Headstart, April 13, 2016
- e. Wide Ruins Community School, April 18, 2016
- f. Many Farms Community School - Resource Students, May 12, 2016
- g. John F. Kennedy Middle School, May 12, 2016

2. Awarded 23 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 09, 2016 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.