

**KAKQ-FM, KFBX-AM, KIAK-FM, KKED-FM, Shared BU**

**EEO PUBLIC FILE REPORT**

**October 1, 2014 - September 30, 2015**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Morning Show Producer/Board Operator	1-26	17

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### II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Access Alaska 526 Gaffney Road Suite 100 Fairbanks, Alaska 99701 Phone : 907-479-7940 Url : www.accessalaska.org Email : info@accessalaska.org Fax : 1-907-474-4052 N/A N/A	N	0
2	Adult Learning Programs of Alaska 60 Hall Street Fairbanks, Alaska 99701-4828 Phone : 907-452-6434 ext. 25 Url : www.adultlearning.org Email : info@adultlearning.org Fax : 1-907-451-6598 Tina Stevens	N	0
3	Alaska Broadcasters Association 700 West 41st Avenue Suite 102 Anchorage, Alaska 99503 Phone : 907-258-2424 Url : www.alaskabroadcasters.org Email : akbagold@gci.net Fax : 1-907-258-2414 Cathy Hiebert	N	0
4	Fairbanks iHeartMedia Websites 546 9th Avenue Fairbanks, Alaska 99701 Phone : 907-450-1000 Email : TerryHotaling@iheartmedia.com Fax : 1-907-457-2128 Career Services	N	0
5	Fairbanks Job Center 675 7th Ave. Station D Fairbanks, Alaska 99701 Phone : 907-451-5967 Url : www.jobs.alaska.gov Email : teresa.quakenbush@alaska.gov Fax : 1-907-451-2919 Teresa Quakenbush	N	0

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6	Fairbanks Job Center 675 7th Ave. Fairbanks, Alaska 99701 Phone : 907-451-5967 Url : www.jobs.alaska.gov Email : willa.watts@alaska.gov Fax : 1-907-451-2919 Willa Watts	N	0
7	Ft. Wainwright 1-5 Infantry Co. Ft. Wainwright 1-5 Fairbanks, Alaska 99703 Phone : 484-695-6041 Email : alison.reesman@gmail.com Alison Brown	N	0
8	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com OpenHire Source Manual Posting	N	0
9	Greater Fairbanks NAACP 1428 Gillam Way P.O. Box 84437 Fairbanks, Alaska 99708 Phone : 907-456-2227 Email : naacp.alaska@mail.com Alfonso McDade	N	0
10	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
11	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0

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12	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> OpenHire Source Manual Posting	N	1
13	Literacy Council of Alaska 517 Gaffney Road Fairbanks, Alaska 99701 Phone : 907-456-6212 Url : <a href="http://www.literacycouncilofalaska.org">www.literacycouncilofalaska.org</a> Email : <a href="mailto:Ica@literacycouncilofalaska.org">Ica@literacycouncilofalaska.org</a> Fax : 1-907-456-4302 N/A N/A	N	0
14	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : <a href="mailto:registration@myaircheck.com">registration@myaircheck.com</a> Scott Russell  Prong 2 Ended Date: 4/9/2015	N	0
15	NAACP Fairbanks P.O. Box 84437 Fairbanks, Alaska 99701 Phone : 907-456-2227 Alfonso McDade Manual Posting	N	0
16	NANA Development Corp. 1001 East Benson Blvd. Anchorage, Alaska 99508 Phone : 907-265-4100 Email : <a href="mailto:shareholderdevelopment@nana.com">shareholderdevelopment@nana.com</a> n/a n/a	N	0
17	On-Air Announcement (One or More SEU Stations)	N	3

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18	Personnel Plus 3437 Airport Way Suite 203-B, Temporary Recruiting Dept. Fairbanks, Alaska 99701 Phone : 907-452-7587 Email : aliciaa@perplus.com Fax : 1-907-452-7585 Alicia Arant	N	5
19	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net OpenHire Source Manual Posting	N	0
20	Rural Alaska Community Action Program 731 East 8th Avenue Anchorage, Alaska 99501 Phone : 907-279-2511 Url : www.ruralcap.com Fax : 1-907-278-2309 Roxanne Martin	N	0
21	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com OpenHire Source Manual Posting	N	0
22	Tanana Chiefs Conference 122 First Avenue Fairbanks, Alaska 99701 Phone : 907-452-8251 Url : www.tananachiefs.org Email : brenda.krupa@tananachiefs.org Fax : 1-907-459-3885 Brenda Krupa	N	0

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23	TDL Staffing 1716 University Ave. Fairbanks, Alaska 99709 Phone : 907-455-8300 Url : www.tdlstaffing.com Email : info@tdlstaffing.com Fax : 1-907-455-8311 Terri Froese	N	0
24	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams  Prong 2 Ended Date: 6/24/2015	N	0
25	University of Alaska Fairbanks, Career Services P.O. Box 756380 110 Eielson Bldg. Fairbanks, Alaska 99775-6380 Phone : 907-474-7596 Url : www.uaf.edu/career Email : careerservices@uaf.edu Fax : 1-907-474-7445 Mary Sue Dates	N	0
26	University of Alaska Fairbanks, Rural Student Services P.O. Box 756320 Fairbanks, Alaska 99775-6320 Phone : 907-474-7871 Url : www.uaf.edu/ruralss Email : fyrss@uaf.edu Fax : 1-907-474-7900 N/A N/A	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>9</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	3/24/2015	Participation in Job Fairs	On March 24, 2015, our stations (KAKQ-FM, KFBX-AM, KIAK-FM and KKED-FM) participated in a Career Expo Job Fair for prospective employees interested in radio broadcasting careers. Station participants included our Program Directors, Promotion Directors, Sales, Accounting and Administration staff, who shared information about the radio business and broadcast careers and our stations and application requirements. The station participants also answered questions regarding a career in broadcasting. We promoted the job fair using on-air announcements as well as posting on all four of our radio websites.	9	Market Manager Program Director Traffic Director Program Director
2	3/31/2015	Participation in other activities designed by the station employment unit	iHeartMedia in Fairbanks has endeavored to reach out to young adults who show interest in related professional fields. As a part of this outreach program, Tim Palmer, Production Director for KIAK-FM, KAKQ-FM, KFBX-AM and KKED-FM mentored David Zody, from the last week of March 2015 and all through April, 2015. Tim spent one hour each Tuesday morning at 10 am teaching David how to do radio production and helped him produce sample commercials he can use as a demo tape for prospective employers in the future. With Tim's assistance, David recorded and produced 5 different radio ads.	1	Production Director

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3	4/1/2015	Participation in scholarship programs	<p>Kim Williams, Market Manager for iHeartMedia, selection process for the Linda Simmons Memorial Scholarship Fund. Several applicants sent in narratives, resumes, and reference letters applying for the Linda Simmons Memorial Scholarship. One recipient was selected after all applications were reviewed and analyzed by select board members, including Kim Williams. Each application was judged and ranked and one final recipient and one alternate were sent in by Kim Williams. There were ten applications to review by April 27, 2015. The main consideration was for students seeking a broadcast career, and secondarily marketing, advertising, journalist, and/or public relations. Applicants are judged on academics, community service, work experience (through internships), overall drive and future goals.</p>	1	Market Manager
4	5/4/2015	Participation in other activities designed by the station employment unit	<p>iHeartMedia in Fairbanks has endeavored to reach out to young adults who show interest in related professional fields. As a part of this outreach program, Peter Van Nort, Program Director for KIAK-FM and KKED-FM, plus KAKQ-FM and KFBX-AM, interned a Job Shadow for a total of five hours between May 4, 2015 and May 9, 2015. Brice Weeks, a senior from Eielson High School, visited our radio stations as a part of his high school curriculum requirement. This was not a formal intern deal. Brice watched us perform our regular duties and asked questions about the broadcasting industry. We also provided him with some information regarding study guides for the industry.</p>	1	Program Director