

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

EEO PUBLIC FILE REPORT

October 1, 2013 - September 30, 2014

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 Radio Announcer/Board Operator	1-4, 6-7, 11-13, 17-21	13
Account Executive - Radio	1-11, 13-18, 20-21	13

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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	1
4	ClearCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.clearcareers.com Clear Channel Corporate Manual Posting	N	0
5	ClearChannel.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.clearchannel.jobs Clear Channel Corporate Manual Posting	N	0

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6	Fairbanks Clear Channel Radio Websites 546 9th Avenue Fairbanks, Alaska 99701 Phone : 907-450-1000 Email : TerryHotaling@clearchannel.com Fax : 1-907-457-2128 Career Services	N	0
7	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
8	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
9	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com OpenHire Source Manual Posting	N	0
10	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com OpenHire Source Manual Posting	N	1

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11	Literacy Council of Alaska 517 Gaffney Road Fairbanks, Alaska 99701 Phone : 907-456-6212 Url : www.literacycouncilofalaska.org Email : Ica@literacycouncilofalaska.org Fax : 1-907-456-4302 N/A N/A	N	0
12	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
13	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	4
14	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
15	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
16	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com OpenHire Source Manual Posting	N	0

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17	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
18	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
19	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams	N	0
20	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
21	University of Alaska Fairbanks, Rural Student Services P.O. Box 756320 Fairbanks, Alaska 99775-6320 Phone : 907-474-7871 Url : www.uaf.edu/rurals Email : fyrss@uaf.edu Fax : 1-907-474-7900 N/A N/A	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	10/30/2013	Participation in other activities designed by the station employment unit	CCM+E in Fairbanks has endeavored to reach out to young adults who show interest in related professional fields. As a part of this outreach program, Eric Allen, Audio Production/On-Air Announcer for KIAK-FM, KAKQ-FM, KFBX-AM and KKED-FM, offered a tour of our facilities to a group of 15 youths (under the direction of Blair Hanson with Family Centered Services) on October 30, 2013. They learned about the day-to-day operations of the stations, witnessed on-air production work, and learned what is involved in a career in broadcasting.	1	Audio Production/On-Air Announcer	1.00
2	1/9/2014	Participation in other activities designed by the station employment unit	CCM+E in Fairbanks has endeavored to reach out to young adults who show interest in related professional fields. As part of this outreach program, Eric Allen, Audio Production/On-Air Announcer for KIAK-FM, KAKQ-FM, KFBX-AM and KKED-FM, offered a personal tour of two groups of young adults, approximately 25 adults, from the Fairbanks North Star Borough District's Bridge Program, which was a part of their course. He showed them the day-to-day operations of all of the radio stations.	1	Audio Production, On-Air Announcer	1.00

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3	2/17/2014	Establishment of an intern program designed to assist members of the community	Clear Channel Media + Entertainment, in conjunction with the University of Alaska Fairbanks, sponsored a student intern for school credits. His internship ran from February 17, 2014 through May 6, 2014. Peter Van Nort mentored the intern who learned how to assist talent and staff with production of on-air programming, tasks included, but not limited to, recording talent programming for future use, set up of studio for on-air broadcasts and recording and ensuring advertisements are ready for broadcast. He assisted digital managers with the internet based aspects of our business including but not limited to writing short promotional pieces for our social network marketing, loading podcasts and photographs and other duties as assigned. The intern also assisted with general office operations including filing and accurately entered data into our computer software.	1	Program Director	1.00
4	4/1/2014	Participation in scholarship programs	Kim Williams, Market Manager for Clear Channel Media + Entertainment (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 seven applications to review between April 1, 2014 and April 28, 2014. The main consideration was for students seeking a broadcast career, and secondarily marketing, advertising, journalism, and/or public relations. Applicants are judged on academics, community service, work experience (through internships), overall drive and future goals.	1	Market Manager	1.00

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TOTAL POINTS OVER REPORTING PERIOD:						4.00