

**Annual EEO Public File Report for KAKM(TV) and KSKA(FM), Anchorage, AK, Alaska Public Telecommunications, Inc.,
For the period October 1, 2019 to September 30, 2020 .**

	A	B	C	D	E	F	G
1					Vacancies		
2							
3	Postion Number	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
4							
5	1	AK Energy Reporter	0/02/2019	12/18/2019	APTI Web Page	3	1
6					Indeed.com	1	
7					journalismjobs.com	2	
8					Glass Door		
9					Total Number of Interviewees	6	1
10							
11	2	Anchorage Reporter	4/20/2020	6/22/2020	APTI Web	3	1
12					Indeed.com	2	
13					journalismjobs.com	1	
14					CPB Jobline	1	
15							
16					Total Number of Interviewees	7	1
17							
18							
19	3	Comprehensive Campaign	4/30/2019	5/24/2019	APTI Web	2	1
20					NETA	0	
21					Foraker	2	
22					Assoc of Fundraising Professionals	1	
23					Total Number of Interviewees	5	1
24							
25							
26	4	Creative Services Associate	2/5/2020	3/20/2020	APTI Web	2	
27					Indeed.com	2	
28					CPB jobline		
29					Employee Referral	1	1
30					Total Number of Interviewees	4	1

**Annual EEO Public File Report for KAKM(TV) and KSKA(FM), Anchorage, AK, Alaska Public Telecommunications, Inc.,
For the period October 1, 2019 to September 30, 2020 .**

	A	B	C	D	E	F	G
31							
32	5	Data Base & Research Associate	9/17/2020	11/7/2019	APTI Website	1	
33					Employee Referral	1	
34					Indeed.com	3	1
35						5	1
36							
37							
38	6	South Central Reporter	8/12/2019	11/18/2019	APTI Web	1	
39					Indeed.com	1	
40					journalismjobs.com	2	
41					APRN Listserv	2	1
42						6	1
43							
44	7	Multimedia Journalist	5/6/2020	8/24/2020	APTI Web	2	
45					Indeed.com	1	
46					CPB jobs on line	1	
47					Employee Referral	1	1
48					journalismjobs.com		
49						5	1
50							
51	8	FM Operations Manager	6/30/2020	8/26/2020	APTI Web	1	1
52					Indeed.com	2	
53					CPB jobline	1	
54						4	1

**Annual EEO Public File Report for KAKM(TV) and KSKA(FM), Anchorage, AK, Alaska Public Telecommunications, Inc.,
For the period October 1, 2019 to September 30, 2020.**

Recruitment Sources

No	Recruitment Source	Contact	Source Entitled to Vacancy Notifications?
1	Alaska Public Media Website	www.alaskapublic.org	Yes
2	CPB Job Hotline	www.cpb.org/jobline	No
3	Alaska Broadcasters Assoc	www.alaskabroadcasters.org Cathy Heibert Akbagold@gci.net	No
4	Foraker Group 161 Kelvin Street Suite 101 Anchorage AK 99501	www.forakergroup.org	No
5	UAA Job Listing University of Alaska - Anchorage 3200 Providence Drive Anchorage AK 99508	www.collegecentral.com/uaa.alaska Margo Campbell mlcampbell@alaska.edu	No
6	National Assoc of Black Journalist	www.nabi.org Keiona Davis keiona.davis@boxwoodtech.com	No
7	Poytner Institue	www.poyntercareercenter.org Kevin Ford 866.964.2768 x2711	No
8	Native American Journalist Assoc	www.naja.com Debra Valentino dvalentino@naja.com	No
9	National Assoc of Hispanic Journalists	http://nahj.ihispano.com	No
10	Public Media Career Center (Current)	www.jobs.current.org kevin@kfdmedia.com	No
11	Employee Referral/Facebook		No
12	Journalism Jobs	www.journalismjobs.com	No
13	Assoc of Fundraising Professionals	www.jobs@afpnet.org Carla Rogers 866.964.2765 x 2759	No
14	Indeed.com	www.indeed.com/employers	No

**Annual EEO Public File Report for KAKM(TV) and KSKA(FM), Anchorage, AK, Alaska Public Telecommunications, Inc.,
For the period October 1, 2019 to September 30, 2020.**

15	American Marketing Assoc/Alaska	http://jobs.amalaska.org Melinda Gant 907.297.4415 mgant@acda.net	No
16	Public Relations Society of America	clientserv@yourmembership.com	No
17	Alaska Executive Search 821 N Street Suite 201 Anchorage, AK 99501	www.akexec.com Cathleen Lewis 907.276.5708	No
18	NETA Consulting	http://www.netaonline.org Skip Hinton	No

Annual EEO Public File Report for KAKM(TV) and KSKA(FM), Anchorage, AK, Alaska Public Telecommunications, Inc.,
For the period October 1, 2019 to September 30, 2020 .

3. Long-Term Recruitment Initiatives

No	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	October 2019 - Present	In depth managerial training for Station Leadership Team	Half day long training sessions have been held for the leadership team lead by Patty Beach under the "360" Review model. The team holds sessions quarterly.	Leadership Team	Patty Beach
2	October 2019 - Present	Leadership Training	Two quarters of Leadership Training with Patty Beach was held in late 2019 and attended by the Leadership Team of Linda Wei, Bob Wyatt, Lori Townsend, Linda Isaac, Valerie Kern and Ed Ulman but was suspended in the 1st qtr of 2020 due to COVID-19.	CEO/General Manager	Patty Beach
3	April, 2020	Annual Journalism Week - training for station reporters and news department personnel	Unfortunately this was suspended for 2020 because of COVID-19. Hoping to reinstate next year possibly virtual.	News Staff	NPR/News Staff
4	April, 2020 - May 2020	PBS TechCon/PBS Digital Innovator All Star Event	Cancelled due to COVID-19	TV Staff	PBS
5	February 2020 - March 2020	Program specific and managerial training.		Various	Mayowa Aina

Annual EEO Public File Report for KAKM(TV) and KSKA(FM), Anchorage, AK, Alaska Public Telecommunications, Inc.,
For the period October 1, 2019 to September 30, 2020 .

8	On-going	Training for staff from all departments, with focused training on areas unfamiliar with new staff.	<p>Mayowa Aina attended webinars around COVID-19 and the News such as "Gaps in Home Internet Access for Local Communites (a very real problem with remote Alaska communities where many times there is only one computer for the whole village including school children); Investigative angles on education stories in the COVID-19 era webinar; Covering COVID-19 and Race; Election in the Age of COVID-19 webinar.</p>	Development & Marketing Team; FM Operations team, Production Dept.	Various
9	Ongoing	Participate in internship programs for students desiring to pursue a career in broadcasting and/or journalism.	<p>The Invisible Thumbprint: How Unconscious Bias and White Culture Affect Public Media was attended by Nancy Perry, Christina Young, Cheryl Austin, Peter Host, Susan Metcalf and Linda Isaac. This staff, along with Laura Olson, also attended the Revenue Opportunity Action Plan review with Contributor Development Partnership for increased learning. Kristin Hall held a session on Data Analysis with Melissa Walker, Peter Host and Susan Metcalf in attendance. ENCO training on new software configuration for the FM staff was attended by Linda Wei, Connie Huff, Ammon Swenson and William Franklin. The virtual PRPD Annual Conference was attended by Linda Wei, Eric Bork, Ammon Swenson and William Franklin.</p>	APTI actively promotes on our website and through the University of Alaska Anchorage Department of Journalism and Public Communications and the University of California - Berkley Department of Journalism, King Career Center	Ed Ulman /Lori Townsend

Annual EEO Public File Report for KAKM(TV) and KSKA(FM), Anchorage, AK, Alaska Public Telecommunications, Inc.,
For the period October 1, 2019 to September 30, 2020 .

10	Ongoing Upper Level positions	Our ninth year of partnerships with University of Alaska Anchorage Department of Journalism and Public Communications and the University of California - Berkeley Department of Journalism, was interrupted by COVID-19. Although we were able to have our Fall Intern session, our Spring Internship was postponed and the program has been suspended until further notice. We are looking forward to the time when we will be able to again offering the Internships and working with UAA Anchorage hopefully in the near future.	Corporation of Public Broadcasting and Current a broadcasting media publication that includes substantial participation of women and minorities. NAB, NABJ, NAHA, Society of Broadcast Engineers and the Association of Fundraising Professionals, Foraker Group and NETA are a few of the job banks utilized for recruiting upper level positions.	Patsy Parker, Director Human Resource Management
11	Ongoing Student Outreach/Participation	All upper level positions, such as Chief Technical Officer, are listed in of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.	Our expanding the Ready to Learn curriculum to in person camps and training in the Bethel area has created great partnerships and the parents of both Mountain View and Bethel have embraced the programs whole hardily. The Bethel parents were especially exited about working with our Coordinatarot for input on the new Molly of Denali boardgame and were excited to receive the first games	Ed Ulman and Stephanie McFadden

Annual EEO Public File Report for KAKM(TV) and KSKA(FM), Anchorage, AK, Alaska Public Telecommunications, Inc.,
For the period October 1, 2019 to September 30, 2020 .

We began a very strong educational and outreach program focusing on the underserved area of Mountain View in Anchorage, one of the most diverse communities in the nation, along with the Community of Bethel in Western Alaska using the Ready To Learn platform and the Molly of Denali new children's program. We held camps and after school sessions along with training parents and education students in working with the students in these diverse communities. Since COVID-19 has suspended these programs due to travel bans and stay-at-home orders, we AKPM had an opportunity to work with the Anchorage School District and the Bethel School District in developing a curriculum of virtual studies using our PBS programming. This is still in effect with the beginning of the 2020-2021 school year as the schools are still using only virtual learning. Even though the Anchorage School District is planning on-site students and learning, they and AKPM must be fluid as the virtual school could be re-implemented at a moment's notice.