

**Annual EEO Public File Report for KAKM(TV) and KSKA(FM), Anchorage, AK, Alaska Public Telecommunications, Inc.,
For the period October 1, 2015 to September 30, 2016.**

4	Chief Development & Marketing Officer	7/15/2016	9/13/2016	APTI Web Career Builders Foraker Group CPB Job Line Indeed.com Association of Fundraising Professionals Current.org Employee Referral	3 1 2 3 6 2 3 1	3 1 	1
				Total Number of Interviewees	21	4	1

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Recruitment Sources

No	Recruitment Source	Contact	Source Entitled to Vacancy Notifications?
2	KAKM/KSKA Website	www.alaskapublic.org Pat Yack pyack@alaskapublic.org	Yes
3	CPB Job Hotline	www.cpb.org/jobline	No
4	APRN Listserv	aprnnews-l@lists.uaf.edu	No
5	Alaska Broadcasters Assoc	www.alaskabroadcasters.org Cathy Heibert Akbagold@gci.net	No
6	Foraker Group 161 Kelvin Street Suite 101 Anchorage AK 99501	www.forakergroup.org	No
7	Career Builders	www.careerbuilders.com Sarah Christensen sarah.christensen@careerbuilders.com	No
8	UAA Job Listing University of Alaska - Anchorage 3200 Providence Drive Anchorage AK 99508	www.collegecentral.com/uaa.alaska Margo Campbell mlcampbell@alaska.edu	No
9	National Assoc of Black Journalist	www.nabj.org Keiona Davis keiona.davis@boxwoodtech.com	No
10	Poytner Institue	www.poyntercareercenter.org Kevin Ford 866.964.2768 x2711	No
11	Native American Journalist Assoc	www.naja.com Debra Valentino dvalentino@naja.com	No
12	National Assoc of Hispanic Journalists	http://nahj.ihispano.com	No
13	Public Media Career Center (Current)	www.jobs.current.org kevin@kfdmedia.com	No
14	Employee Referral/Facebook		No
15	Anchorage Help Wanted	www.AnchorageHelpWanted.com	No

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Eileen Salma 800.365.8630 ext 5870

16	Journalism Jobs	www.journalismjobs.com	No
17	Assoc of Fundraising Professionals	www.jobs@afpnet.org Carla Rogers 866.964.2765 x 2759	No
18	Indeed.com	www.poyntercareercenter.org Kevin Ford 866.964.2768 x2711	
19	m/Oppenheim Associates 425 Market Street, Suite 1020 SanFrancisco, CA 94105	www.mOppenheim.com Mark Oppenheim 415.762.2640 marko@mOppenheim.com	No
20	Society Professional Journalists	www.spj.org/jobs	No

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3. Long-Term Recruitment Initiatives

No	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	Training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions either with AK Public Media or other organizations.	AK Public Media provides employees with opportunities to attend relevant training. KSKA personnel Barbara Trantina and Constance Huff received training on a new traffic program for KSKA. Kristen Doogan, TV Programming & On-Air Promotions Director has attended training for the VR Interconnection Project; PBS Kids Marketing; TAC/EAC V6 Interconnection; PBS Kids 24/7; Best Practices for working with ROVI; TV Listings Manager Prep; and Nielsen Local Audience Insights Webinar. Kristen Doogan also attended TechCon 2016. The Sponsorship staff Cheryl Austin, Christina Young and Deborah Rinckey attended several training webinars offered by Greater Public through Digital Leap Frog. They also attended advance sales training presented by the Alaska Broadcasters Assoc. The Human Resources Director Patsy Parker has attended training every month through PMBA and SHRM to stay abreast of changes in the Human Resource rules and regulations covering ADA, ACA, overtime and health care rules and I9 updates. She also partook of training in the HR Management/Web time sheet modules through Abila for the new payroll and human resource system. Membership staff Kris Rognes, Krisin Hall, Torrie Allen and Melissa Novinska-Walker continued training on the new PBS MVOD that was released spring of 2016 . Our News Dept attended training at several venues; the Alaska Press Club Development Training event in April held Anchorage was attended by Zach Hughes, Anne Hillman, Annie Feidt, Josh Edge, Lori Townsend, Ellen Lockyer and Liz Ruskin. Alaska Press Club Data Journalism training was attended by Zach Hughes and Anne Hillman ; Anne Hillman attended training on the Complexities of Mental Health and a two-day workshop on Knowing Who You Are focusing on health racial and ethnic identities. Zach Hughes along with two others from other public radio stations here in Alaska attended a workshop at NPR's headquarters in Washington DC regarding getting new projects off the ground. Anne Hillman and Zach Hughes also attended a quorum sponsored by the First Alaska Institute regarding racial equity regarding racial justice and on-going policy efforts in Alaska.	Available to all full time and part time employees regardless of management status	All department managers and Patsy Parker, Director Human Resources and Administration
2	Ongoing	Participate in scholarship programs directed at students desiring to pursue a career in broadcasting	In our seventh year of partnerships with University of Alaska Anchorage Department of Journalism and Public Communications and the University of California - Berkely Department of Journalism, we have seen increased interest and applications for these programs. We continue to receive applications from students outside of these schools. Each intern is placed in the area of their interest either news or video production. We have been pleased with the caliber of talent that these programs have brought to us. One of our interns from the University of Alaska Anchorage became a successful candidate for our opening for Web Editor/Producer and started full time employment with us after graduation.	APTI actively promotes the scholarship on our website and through the University of Alaska Anchorage Department of Journalism and Public Communications and the University of California - Berkely Department of Journalism	Patrick Yack, Chief Content Officer, and

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3	Ongoing	Internships	Alaska Public Media is in its sixth year of a highly regarded very popular internship program. There are both Spring and Fall internships available for at least 4 interns each session. Applications for this program have increased this past year as word of our internships are spread.	Alaska Public Media is in partnership with the University of Alaska Anchorage and new this year, the King Career Center for high school students.	Pat Yack, Chief Content Officer and Patsy Parker, Director Human Resource Management and Administration.
4	Ongoing	Upper Level positions	All upper level positions, such as Chief Development & Marketing Officer, are posted to media trade groups, as well as private search firms and social media sites.	Corporation of Public Broadcasting and Current a broadcasting media publication that includes substantial participation of women and minorities. NAB, NABJ, NAHA and the Association of Fundraising Professionals are a few of the job banks utilized for recruiting upper level positions.	Patsy Parker, Director Human Resource Management and Administration
5	Ongoing	Independent Producers	We continue to air films from independent producers on KAKM and KSKA. One popular program is " Arctic Entries " which is a community affairs program produced for radio, recorded and aired on KAKM and will air on Sunday nights. Liz O'Connell and Frontier Scientists are producing a series about work and research being conducted in Alaska. This series airs Wednesday evenings after NOVA until Oct 2016 then will move to Sunday afternoon.	Alaska has an abundance of young film makers and Alaska Public Media feels we are a great resource for giving their works exposure to the greater community. This also provides KAKM and KSKA with fresh, local programs that strengthen both community involvement and support.	Pat Yack, Chief Content Officer

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6	Ongoing	Student Outreach	Studio facility tours for both KSKA and KAKM are conducted through the year for Scout troops, elementary school secondary students, King Career Center, and University of Alaska Anchorage Department of Journalism and Public Communications. They are exposed to the workings of a production studio both radio and TV along with watching themselves on camera in front of our weather set. These are arranged by troop leaders and school personnel with station personnel.	Because of Sesame Street, we are well known by the children in our community and visiting the studio where Big Bird originates is a great experience. The older students enjoy seeing the production equipment and cameras in action.	Pat Yack, Chief Content Officer
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