

**KASH-FM, KBFX(FM), KGOT(FM), KYMG(FM), KENI(AM), KTZN(AM)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2008–September 30, 2009<sup>1</sup>**

**I. VACANCY LIST**

SEE SECTION II, THE “MASTER RECRUITMENT SOURCE LIST” (“MRSL”) FOR RECRUITMENT SOURCE DATA

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	2-3, 6, 9, 13, 23, 29-30	30
On-Air Morning Show Host	5, 11, 13, 18, 27	5
Account Executive	5, 9, 11, 13, 16, 29, 31	31

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<sup>1</sup> This Report provides recruitment data collected from September 21, 2008 through September 30, 2009.

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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	<b>Adams and Associates</b> 3201 C Street, Suite 402 Anchorage, AK 99503	N	0
2	<b>Alaska Broadcasters Association</b> 700 W 41 <sup>st</sup> Avenue, Anchorage, AK 99503 akba@gci.net www.akbroadcasters.org	N	0
3	<b>Alaska Job Center Network/ State of Alaska</b> 3301 Eagle Street, Suite 101, PO Box 107024, Anchorage, AK 99510 www.alaskajobs.com	N	0
4	<b>Alaska Women’s Resource Center</b> 610 C Street, Suite 2A, Anchorage, AK 99501	N	0
5	<b>AllAccess.com</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	N	3
6	<b>Anchorage Chamber of Commerce</b> ( <i>job postings available online and through inquiry at Chamber of Commerce office</i> ) 1016 W Sixth Avenue, Suite 303, Anchorage, AK 99501 www.anchoragechamber.com	N	0
7	<b>Anchorage Daily News</b> ( <i>posted in print edition and also on careerbuilder.com</i> ) 1001 Northway Drive, Anchorage, AK 99508 www.adn.com	N	0
8	<b>Alaska’s People (Cook Inlet Tribal Council)</b> 3600 San Jeronimo Ct Anchorage, AK 99508	N	0
9	<b>AnchorageHelpWanted.com</b> www.anchoragehelpwanted.com	N	0
10	<b>Chugach Alaska Corporation</b> 560 East 34 <sup>th</sup> Avenue Anchorage, AK 99503	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	<b>Clear Channel Clear Careers Website</b> www.clearcareers.com Clear Channel Radio 200 East Basse Road San Antonio, TX 78209 Phone 1-210-822-2828	N	2
12	<b>On-air Announcements (all SEU stations)</b> Clear Channel Radio 800 E Dimond Blvd, Suite 3-370, Anchorage, AK 99515	N	0
13	<b>Station Websites (all SEU stations)</b> Clear Channel Radio 800 E Dimond Blvd, Suite 3-370, Anchorage, AK www.kashcountry1075.com www.1005thefox.com www.kgot.com www.magic989fm.com www.650keni.com www.550thezone.com	N	2
14	<b>Open House/Job Fairs (See Section III)</b>	N	0
15	<b>Collegiate Broadcasters, Inc</b> cbjob@mailman.rice.edu	N	0
16	<b>Craigslist</b> www.craigslist.org	N	0
17	<b>Dimond Center (job posting in shopping mall office)</b> 800 E Dimond Blvd, Suite 3-500, Anchorage, AK 99515	N	0
18	<b>Goods Entertainment</b> Adam Goodman adam@GoodsEntertainment.com www.goodsentertainment.com	Y <i>(entitled to programming vacancies only)</i>	0
19	<b>Job Ready Inc. (Ready Care)</b> 600 Barrow Street, Suite 404 Anchorage, AK 99501	N	0
20	<b>King Career Center (Anchorage School District)</b> 2650 E Northern Lights Blvd Anchorage, AK 99508	N	0
21	<b>NAACP</b> 325 E 3 <sup>rd</sup> , 4 <sup>th</sup> Floor Anchorage, AK 99501	N	0
22	<b>National Association of Hispanic Journalists (NAHJ) Job Bank</b> 1000 National Press Building Washington DC 20045	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	<b>NANA Regional Corporation</b> 1001 E Benson Blvd, Anchorage, AK 99508 careercenter@nana.com	N	0
24	<b>Ohio and Illinois Centers for Broadcasting</b> www.funjobsonair.com	N	0
25	<b>Peninsula Clarion</b> PO Box 3009, Kenai, AK 99611	N	0
26	<b>Personnel Plus</b> 3335 Arctic Blvd # 200 Anchorage, AK 99503	N	0
27	<b>Radio 1 Broadcast School</b> 700 3 <sup>rd</sup> Street, Suite LL7, La Crosse, WA 54601 radio1school@charterinternet.net	N	0
28	<b>Rural Alaska Community Action Program</b> 731 East 8 <sup>th</sup> Avenue Anchorage, AK 99501	N	0
29	<b>University of Alaska Anchorage (UAA)</b> <i>(job postings available at UAA Career Resource Library and online)</i> 3211 Providence Drive, Anchorage, AK 99508 aycareer@uaa.alaska.edu www.uaacareerservices.com	N	0
30	<b>Employee Referral</b>	N	3
31	<b>Walk-in/Self-Referral</b>	N	2
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			12

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative</b>	<b>Brief Description Of Activity</b>
1	Participate in Scholarship Program	In April 2009, our SEU participated in the selection process for the Alaska Broadcasters Association Scholarship Program. Station participants included our Market Manager who reviewed scholarship applications submitted by students desiring to pursue a career in broadcasting.
2	Management-level training regarding discrimination and preventing discrimination	On May 7, 2009 our SEU attended a follow-up workshop hosted by Alaska Native Heritage Center, and Healing Racism in Alaska. During this 2-hour session, which was a refresher course to the previous year's workshop, management and station employees reflected on improvements and changes since last year's session. In particular, we discussed improvements in programming and recruiting, cultural responsiveness in interviewing, and utilizing native organizations in recruitment. Station participants included our Market Manager, General Sales Manager, Market Controller/HR Director, Director of Operations, Chief Engineer, Program Directors, and on-air talent.
3	Equal Employment Opportunity Management-level training regarding discrimination and preventing discrimination	On November 13, 2008 our SEU participated in a round-table session entitled "The Five Worst EOE Cases" presented by Judith Cummings of The Growth Company at the 2008 Alaska broadcasters Association Convention. Station participants included our Market Manager who moderated the discussion and attended the session.