

**Annual EEO Public File Report for KAKM(TV) and KSKA(FM), Anchorage, AK, Alaska Public Media, Inc.,
For the period October 1, 2020 to September 30, 2021.**

				Vacancies			
Postion Number	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Applied	Number Interviewed	Number Hired
1	Chief Technology Officer	8/5/2020	12/7/2020				
				AKPM Web Page	5	2	
				PublicmediaJobs	1	1	
				Indeed	1		
				Employee Referral	1	1	1
					8	4	1
2	Program Producer	10/1/2020	1/4/2021				
				AKPM Web Page	14	2	1
				Indeed.com	27	2	
				Employee Referral	1	1	
					42	5	1
3	FM Traffic Associate	3/25/2021	5/1/2021				
				AKPM Web Page	3	3	1
				Indeed.com	16	2	
				Careerpage	1		
				Total Number of Interviewees	20	5	1
4	FM Technical Operator	3/25/2021	5/17/2021				
				AKPM Web Page	3	1	
				Indeed. Com	11	3	
				Employee Referral	2	2	1
				Total Number of Interviewees	16	6	1

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5	Administrative Business Manager	3/17/2021	7/15/2021	Alaska Executive Recruitment Services	20	3	1
					20	3	1
6	Anchorage Reporter I	6/6/2021	9/7/2021	AKPM Web Page	8	2	
				JournalismJobs.com	5	2	
				Indeed.com	16	7	
				Employee Referral	3	1	1
					32	12	1
7	Marketing Associate	6/6/2021	9/10/2021	AKPM Web Page	7	2	
				AKPM Facebook page			
				Indeed.com	25	5	1
				Employee Referral	1		
					33	7	1

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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.nabj.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

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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	
19	Ziprecruiter	https://www.ziprecruiter.com/	No
20	Public Media Jobs	https://jobs.current.org/	No

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3. Long-Term Recruitment Initiatives

No	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	October 2020 - September 2021	Professional development training (training for station personnel to acquire job skills)	7 team members in Development completed 322 professional development training sessions.	Development & Marketing Team	Susan Metcalf, Christina Young, Cheryl Austin, Linda Isaac, Mikel Insalaco, Melissa Walker, Peter Host
2	October, 2020	All staff training (training for station personnel to acquire job skills)	Brown Bag training session called: Racial Trauma and Access to Justice. This session explored the intersection between legal services and racial justice. It began with a discussion of the role of racial justice in legal aid work historically and the evolution of that role, particularly during this recent period of racial reckoning.	Development & Marketing Team; FM Operations team, Production Dept.	All Alaska Public Media staff
3	October 16-30, 2020	PBS Digital Studio Virtual Summit (training for station personnel to acquire job skills)	The PBSDS Producer Summit is a means to get all of our producers, creators, member stations and partners together to: Formally meet everyone in the network Provide a forum where everyone can draw on creativity and group discussion to imagine new content & strategy opportunities Participate in hands-on workshops to learn from thought leaders in the edu space Hear from experts in digital creation as well as from platform partners such as YouTube, Patreon and DFTBA	Production Dept	Video production team
4	November 9-13, 2020	ABA Conference-Annual Conference (training for station personnel to acquire job skills)	Alaska Broadcasters Association 2020 Virtual Convention features motivational speakers and breakout sessions for everyone in our industry - sales, management, news, programming, and engineering.	FM Operations team, Production Dept	Video production team & Linda Wei
5	November 10-17, 2020	Public Media Learns course on CPB Compliance (training for station personnel to acquire job skills)	PML offers a collaborative space for employees of our member stations to experience community, share ideas and expand the skills needed to further the mission of public media, education. Public Media Learns is the home of professional development courses from throughout the system, community spaces for our Peer Learning Communities and the NETA webinar archives.	Programming	Linda Wei
6	Ongoing	Management Training classes via businessstrainingworks.com (Training for Management-Level Personnel)	The Effective Manager's Toolbox is a collection of self-paced training courses for managers. This program covers fundamental topics any manager should understand before he or she is faced with the responsibility of supervising others.	FM Operations team	Eric Bork and Candice Ferguson

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7	On-going	Training for staff from all departments, with focused training on areas unfamiliar with new staff.	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 .	Development & Marketing Team; FM Operations team, Production Dept.	Various
8	Ongoing	Participate in internship programs for students desiring to pursue a career in broadcasting and/or journalism.	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.	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
9	Ongoing	Posting of Upper Level positions in Job Banks	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.	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.	Faina Kronos

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10	Ongoing	Student Outreach/Participation (events with educational institutions relating to career opportunities in broadcasting)	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.	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 heartedly. The Bethel parents were especially excited about working with our Coordinator for input on the new Molly of Denali boardgame and were excited to receive the first games	Ed Ulman and Stephanie McFadden
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