

KAKQ-FM, KFBX, KIAK-FM, KKED

EEO PUBLIC FILE REPORT

October 1, 2015 - September 30, 2016

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
Broadcast Transmission Engineer	1-18	4

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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	Current Employee	N	1
4	Employee Referral	N	1
5	Fairbanks iHeartMedia Websites 546 9th Avenue Fairbanks, Alaska 99701 Phone : 907-450-1000 Email : TerryHotaling@iheartmedia.com Fax : 1-907-457-2128 Career Services	N	0
6	Fairbanks Job Center 675 7th Ave. Station D Fairbanks, Alaska 99701 Phone : 907-451-5967 Url : www.jobs.alaska.gov Email : nancy.shafer@alaska.gov Fax : 1-907-451-2919 Nancy Shafer	N	0
7	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

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8	Ft. Wainwright 1-5 Infantry Co. Ft. Wainwright 1-5 Fairbanks, Alaska 99703 Phone : 484-695-6041 Email : alison.reesman@gmail.com Alison Brown	N	0
9	Greater Fairbanks NAACP 1428 Gillam Way P.O. Box 84437 Fairbanks, Alaska 99708 Phone : 907-456-2227 Email : naacp.alaska@mail.com Alfonso McDade	N	0
10	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
11	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
12	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
13	NANA Development Corp. 1001 East Benson Blvd. Anchorage, Alaska 99508 Phone : 907-265-4100 n/a n/a Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	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	0
15	Tanana Chiefs Conference 122 First Avenue Fairbanks, Alaska 99701 Phone : 907-452-8251 Url : www.tananachiefs.org Email : brenda.krupa@tanachiefs.org Fax : 1-907-459-3885 Brenda Krupa	N	0
16	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
17	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
18	University of Alaska Fairbanks, Rural Student Services P.O. Box 756320 Fairbanks, Alaska 99775-6320 Phone : 907-474-7871 Url : www.uaf.edu/ruralss Email : fyrss@uaf.edu Fax : 1-907-474-7900 N/A N/A	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			2

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/25/2016	Participation in scholarship programs	Kim Williams, Market President for 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 eleven applications to review between April 1 and April 28, 2016. The main consideration 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 President
2	5/10/2016	Participation in other activities designed by the station employment unit	iHeartMedia 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 tour of our facilities to two groups of young adults, sponsored by the Chena Kiwanis. 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

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3	9/14/2016	Participation in other activities designed by the station employment unit	iHeart Media Fairbanks opened its doors for a job shadow/internship opportunity and Kara Bee took advantage of this look into the world of Broadcasting in Alaska's Interior on 9/14/16. Ashley Holan was shadowed by Kara Bee and spent 4 hours looking into what it would be like to work with iHeartMedia in the Fairbanks Market. Ashley and Kara visited clients throughout the day so Kara could get an idea of what is entailed with negotiating contracts and servicing accounts. Ashley escorted Kara into the 102.5 KIAK-FM studio where the operations manager, Peter Van Nort spent time Kara talking about the production and programming side of radio. He then recorded Kara's voice and taught her an entry level insight to working the board for recording and producing commercials. Kara met with the Market President, Kim Williams, where they engaged in a Q&A discussion of working in radio in Interior Alaska. Ashley showed Kara some of the technical and software programs that are used to organize and maintain account lists, write up contract orders, and schedule production. This was an eventful and busy day for Kara to job shadow, spending 4 hours with Ashley, Kara was able to get a realistic and detailed account of a career with iHeartMedia in Fairbanks.	3	Senior Account Executive Program Director Market President

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4	9/20/2016	Participation in other activities designed by the station employment unit	iHeartMedia in Fairbanks has endeavored to reach out to young adults who show interest in related professional fields and opened its doors for a job shadow/internship opportunity and Tassiana Hamilton took advantage of this look into the world of Broadcasting in Alaska's Interior on 9/20/16. Eric Allen was shadowed by Tassiana Hamilton and spent one and a half hours looking into what it would be like to work with iHeartMedia in the Fairbanks Market. She learned about the kind of audio production and editing, news reports, and format that Eric handles on a daily basis, specifically at News Radio 970, KFBX-AM. She also observed the process and interacted with the audio equipment. Tassiana was able to get a realistic and detailed account of a career with iHeartMedia in Fairbanks.	1	Audio Production, On-Air Announcer