

KUAC TV/FM
Annual EEO Public File Report
October 1, 2020 – September 30, 2021

Full-Time Vacancies – Position #1

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	Technical & Engineering Manager	7/8/2021	8/11/2021	University of Alaska Career Site www.careers.alaska.edu	2	1
				KUAC Website & Facebook Page www.kuac.org	0	
				LinkedIn linkedin.com	0	
				Indeed indeed.com	0	
				The Society of Broadcast Engineers sbe.org/sections/jobs_online.php	0	
				Alaska Broadcasters Association alaskabroadcasters.org/employment/	0	
				Total Number of Interviewees	2	1

* See Attached List of Recruitment Sources for Contact Information

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Recruitment Sources Contacted for Full-Time Vacancies

No.	Recruitment Source	Contact	Total Interviewed	Source Has Requested Notification
1	University of Alaska Career Site careers.alaska.edu/en-us/listing	UA Human Resources Office 907-450-8200	2	Yes
2	KUAC Website & Facebook Page www.kuac.org	Nancy Tarnai Communications Manager 907-474-1890	0	No
3	LinkedIn linkedin.com	KUAC's Nancy Tarnai 907-474-1890 to LinkedIn Corporation 1000 W. Maude Ave, Sunnyvale, CA 94085	0	No
4	Indeed indeed.com	KUAC's Nancy Tarnai 907-474-1890 to Indeed 6433 Champion Grandview Way, Bldg. 1, Austin, TX 78750	0	No
5	The Society of Broadcast Engineers sbe.org/sections/jobs_online.php	Society of Broadcast Engineers 9102 N Meridian St Indianapolis, IN 46260 317-846-9000	0	No
6	Alaska Broadcasters Association alaskabroadcasters.org/employment/	Alaska Broadcasters Association 700 W 41st Ave, STE 102 Anchorage, AK 99503 907-258-2424	0	No

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Prong 3 Long-Term Recruitment Initiatives

**Because KUAC is located entirely in a small market, it is required to engage two initiative during each two year period.*

No	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing, Fall and Spring Semesters	Training program designed to enable station personnel to acquire skills that could qualify them for higher-level positions.	KUAC, in conjunction with the University of Alaska Fairbanks, provides current employees with training opportunities, free of charge – both internally and at conferences – to gain skills that can make them more qualified for internal promotion and/or management positions either at KUAC or at another station.	All regular employees of the University are entitled to receive a tuition waiver for free classes as a benefit of employment. If those classes are deemed beneficial to their current or future capacity, the employee is permitted to attend during business hours. KUAC has the same comprehensive benefits package as the University of Alaska including insurance, tuition waiver, retirement, paid leave, etc.	Gretchen Gordon, General Manager, Aly Moehle, Business Office Manager
2	Annually, by Sep. 30	Training to all personnel as to the methods of ensuring equal employment opportunity and preventing discrimination.	KUAC management works directly with the University of Alaska Fairbanks' Department of Equity & Compliance in order to maintain the most up-to-date training and policies affecting employment policies and actions and ensuring equal opportunity is met by taking affirmative action.	KUAC management, full-time, part-time, and casual employees are all required to complete annual Title IX training that encompasses the following: What constitutes acceptable and unacceptable workplace behavior; How to recognize harassment and bias when they occur; and how to report and respond to violations.	Gretchen Gordon, General Manger, Margo Griffith, UAF Department of Equity and Compliance, Aly Moehle, Business Office Manager