

KUAC TV/FM
Annual EEO Public File Report
October 1, 2021 – September 30, 2022

KUAC had no full-time position openings during this recording period

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
				Total Number of Interviewees		
	* See Attached List of Recruitment Sources for Contact Information					

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The following are typical 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	KUAC Website & Facebook Page www.kuac.org	Nancy Tarnai Communications Manager 907-474-1890		
3	LinkedIn linkedin.com	KUAC's Nancy Tarnai 907-474-1890 to LinkedIn Corporation 1000 W. Maude Ave, Sunnyvale, CA 94085		
4	Indeed indeed.com	KUAC's Nancy Tarnai 907-474-1890 to Indeed 6433 Champion Grandview Way, Bldg. 1, Austin, TX 78750		
5	Industry/Specialty Specific Websites determined by the position	TBD		
6	Presentations to Community, service and advocacy organizations and word of mouth to our KUAC stakeholders	TBD		

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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	Internships leading to Recruitment	KUAC conducts annual internship programs that are designed to assist students and members of the community in obtaining skills needed for broadcast employment.	KUAC works with the University, the military installations, high schools, and other human service organizations to train individuals including students, veterans, and NPO clients in reporting, announcing, hosting and board operations. It is our goal to then recruit interns to serve in permanent roles at KUAC or other broadcast facilities.	Gretchen Gordon, General Manager, Aly Moehle, Business Office Manager, Lori Neufeld, Director of FM Programming & Production, Dan Bross, Lead Reporter
2	Ongoing	Recruitment BIOPC	KUAC participates in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities	KUAC is fortunate to be licensed to a university that attracts many BIOPC students, employees and families and is located near two military installations that have families of color who seek employment during their soldier's deployment/station in Interior Alaska. KUAC on-call position opportunities presented to NAACP monthly meeting (Gretchen Gordon, NAACP member at Fall 2021 meeting), UAF Student Employee Job Fair Fall 2021, Juneteenth Celebration (June 2022), presenting to UAF Journalism classes Fall 2021 and Spring 2022.	Gretchen Gordon, General Manager, Aly Moehle, Business Office Manager, Nancy Tarnai, Marketing and Communications Manager

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3	Ongoing	Recruitment Outreach	<p>KUAC regularly evaluates its applicant pools and adjusts its strategies in order to gain broader diversity. The station's outreach includes advertising in local and regional papers, on various websites, in local community, service, and advocacy organizations, specialty specific websites, LinkedIn, the Corporation for Public Broadcasting and Indeed.</p>	<p>KUAC has taken additional steps in an attempt to recruit applicants by participating in University and high school career days, making presentations to various community, service, and advocacy groups, and informing staff, volunteer leadership groups (council and board) when there are positions to disseminate information and educate members of these groups as to employment opportunities and to assist in broadcasting information throughout the communities KUAC serves.</p> <p>CAC Meetings: Sept 2021, Feb 2022 KFG Meetings: Aug 2021, Dec 2021, Mar 2022, Jun 2022</p>	<p>Gretchen Gordon, General Manager, Aly Moehle, Business Office Manager, KUAC Friends Group (KFG) Board Members, KUAC Community Advisory Council (CAC)</p>
4	Ongoing	Training program designed to enable station personnel to acquire skills that could qualify them for higher-level positions.	<p>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.</p>	<p>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. Additionally, KUAC has been able to take advantage of many virtual conferences this year that would otherwise be too costly to attend in person. KUAC has the same comprehensive benefits package as the University of Alaska including insurance, retirement, paid leave, etc.</p> <p>Conferences included: APT Fall Marketplace, PRPD Conference – Redefining Public Media, Greater Public's PMDMC, PBS Annual Meeting and Conference, NETA Conference, APRE Conference</p>	<p>Gretchen Gordon, General Manager, Aly Moehle, Business Office Manager, Lori Neufeld, Director of FM Programming & Production, Carolyn Hall, Director of TV Traffic & Programming, Wanda Irwin, Corporate Support Manager, Frank Chythlook, Chris Wadeson, Technical & Engineering Manager, Ashley Holloway, Donor Relations Manager, Mak Demmert, TV Producer, Caleb Souder, TV Traffic Operations/Broadcast Engineer</p>

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5	Ongoing	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. All Annual Training is completed by Sept 29.	Gretchen Gordon, General Manger, Margo Griffith, UAF Department of Equity and Compliance, Aly Moehle, Business Office Manager
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