

Annual EEO Public File Report for KAKM(TV) and KSKA(FM), Anchorage, AK, Alaska Public Media, Inc.,  
For the period October 1, 2023 to September 30, 2024.

Vacancies

Position Number	Position Title	Date Open	Date Filled	Recruitment Sources	Number Applied	Number Interviewed	Number Hired
1	Social Video Specialist	10/4/2023	12/11/2023	Indeed	8	1	
				AKPM Website	4	1	
				Employee Referral	1	1	1
				LinkedIn	1		
				Instagram	1		
				Facebook	2		
				Twitter	1		
				CPB.org			
				NETA.ORG			
							18
2	Statewide Morning News Host	12/27/2023	2/5/2024	Indeed	19		
				AKPM Website	3	1	1
				Personal reference	2	2	
				LinkedIn			
				Instagram			
				Facebook			
				Twitter			
				CPB.org			
				NETA.ORG			
							24
3	Multimedia Production Associate	1/8/2024	3/20/2024	Indeed	44	3	

				AKPM Website	11		
				Personal reference	1		
				LinkedIn			
				Instagram	1	1	1
				Facebook			
				Twitter			
				CPB.org			
				NETA.ORG			
					57	4	1
4	Administrative Assistant	3/12/2024	4/29/2024	Indeed	31	3	1
				AKPM Website	4		
				LinkedIn			
				Instagram			
				Facebook			
				Twitter			
					35	3	1
5	Marketing Associate	5/15/2024	7/1/2024	Indeed	51	5	1
				AKPM Website	1	1	
				LinkedIn			
				Instagram			
				Facebook			
				Twitter			
				CPB.org			
				NETA.ORG			
				Glass Door	1	1	
					53	7	1
6	Managing Editor	6/27/2024	9/23/2024	Indeed	25		

AKPM Website	5		
Employee referral	4	1	1
LinkedIn			
Instagram	1	1	
Facebook			
Twitter			
CPB.org			
NETA.ORG			
Glass Door	1	1	
National Assoc of Black Journalist			
Native American Journalist Assoc			
National Assoc of Hispanic Journalists			
Public Media Career Center (Current)			
Asian American Journalists Association			
Journalism Jobs			
	<hr/>	<hr/>	<hr/>
	36	3	1
	<hr/>	<hr/>	<hr/>

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Rural Training  
editor on the Alaska  
Desk

6/27/2024

9/23/2024

Indeed	15		
AKPM Website	7	4	1
Employee referral	3	1	
LinkedIn			

Instagram  
 Facebook  
 Twitter  
 CPB.org  
 NETA.ORG  
 Glass Door  
 National Assoc of  
 Black Journalist  
  
 Native American  
 Journalist Assoc  
  
 National Assoc of  
 Hispanic  
 Journalists  
  
  
 Public Media  
 Career Center  
 (Current)  
  
 Asian American  
 Journalists  
 Association  
  
 Journalism Jobs

25	5	1
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Digital Editor

6/27/2024

9/23/2024

Indeed  
 AKPM Website  
 Employee referral  
 LinkedIn  
 Instagram  
 Facebook  
 Twitter  
 CPB.org  
 NETA.ORG

11		
7	4	1
2	1	

Glass Door  
 National Assoc of  
 Black Journalist  
  
 Native American  
 Journalist Assoc  
  
 National Assoc of  
 Hispanic  
 Journalists  
  
 Public Media  
 Career Center  
 (Current)  
  
 Asian American  
 Journalists  
 Association  
  
 Journalism Jobs  
 Public Media Jobs

		1
21	5	1

Recruitment Sources

No	Recruitment Source	Contact	Source Entitled to Vacancy Notifications?
1	Alaska Public Media Website 3788 University Drive Anchorage, AK 99508	<a href="http://www.alaskapublic.org">www.alaskapublic.org</a> Tel: 907-50-8415	Yes

2	CPB Job Hotline Corporation for Public Broadcasting 401 9th Street, NW, Washington DC	<a href="http://www.cpb.org/jobline">www.cpb.org/jobline</a> Tel: 202-879-9600	No
3	Alaska Broadcasters Assoc 700 W 41st Ave, Ste 102 Anchorage, AK 99503	<a href="http://www.alaskabroadcasters.org">ww.alaskabroadcasters.org</a> Cathy Heibert <a href="mailto:Akbagold@gci.net">Akbagold@gci.net</a> Tel: 907-258-2424	No
4	Foraker Group 161 Kelvin Street Suite 101 Anchorage, AK 99501	<a href="http://www.forakergroup.org">www.forakergroup.org</a> <a href="tel:907-743-1200">Tel:907-743-1200</a>	No
5	National Assoc of Black Journalist 1100 Knight Hall, Suite 3101 College Park, Maryland 20742	<a href="https://nabjonline.org/">https://nabjonline.org/</a> Tel: 301-405-0248	No
6	Native American Journalist Assoc	<a href="http://www.naja.com">www.naja.com</a> Justine Medina <a href="mailto:jmedina@naja.com">jmedina@naja.com</a>	No
7	National Assoc of Hispanic Journalists	<a href="http://nahj.ihispano.com">http://nahj.ihispano.com</a>	No
8	Public Media Jobs (Current) 4400 Massachusetts Avenue, NW, Suite LL05 Washington, DC 20016-8122	<a href="http://www.jobs.current.org">www.jobs.current.org</a> <a href="mailto:news@current.org">news@current.org</a>	No

9	Asian American Journalists Association	<a href="https://www.aaja.org/">https://www.aaja.org/</a>	No
10	Employee Referral/Facebook/LinkedIn		No
11	Journalism Jobs	<a href="http://www.journalismjobs.com">www.journalismjobs.com</a> <a href="mailto:info@journalismjobs.com">info@journalismjobs.com</a> Tel: 510-508-7386	
12	<a href="http://indeed.com">Indeed.com</a>	<a href="http://www.indeed.com/employers">www.indeed.com/employers</a>	Yes
13	NETA Consulting 939 South Stadium Road Columbia, SC 29201	<a href="http://www.netaonline.org">http://www.netaonline.org</a> Tel: 803-799-5517	No
14	Anchorage Chamber of Commerce 1016 W 6th Avenue, Suite 303 Anchorage, AK 99501	<a href="https://business.anchoragechamber.org/jobs">https://business.anchoragechamber.org/jobs</a> Tel: 907-272-2401	No
15	Glass Door  50 Beale Street, San Francisco, California, U.S	<a href="http://Glassdoor.com">Glassdoor.com</a>	No

### 3. Long Term Recruitment Initiatives

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No	Date	Initiative	Description	Department	Personnel Involved
1	2023-2024	(iv,viii) Professional development and recruitment	Two full-time members of Association of Fundraising Professionals chapter (AFP) attended all year 2023-4 meetings and trainings for professional development and networking with professionals for outreach for any appropriate openings at Alaska Public Media.	Development and Marketing staff	Two members of Development staff
2	September 2024	(iv,viii) Professional development and recruitment	NETA 2024 conference for professional development and networking of professionals for recruitment of possible openings at Alaska Public Media	Development and Marketing, Operations, Content, Engineering Education and Engagement	Chief Operating Officer Chief Content Officer Director of Development Director of Education and Engagement Education Volunteer



3	May 2024	(iv,viii) Professional development and recruitment	Annual PBS 2024 meeting for professional development and networking of professionals for recruitment of possible openings at Alaska Public Media	Development and Marketing, Operations, Content, Education and Engagement	Chief Operating Officer Chief Content Officer Chief Engineer Director of Sponsorship Director of Education and Engagement The broadcast traffic manager
4	April 2024	(iv,viii) Professional development and recruitment	PREC (Public Radio Engineering Conference) for professional development and networking of professionals for recruitment of possible openings at Alaska Public Media.	Content	The FM operations manager
5	March 2024	(iv,viii) Professional development	Attended INPUT 2024 for professional development and to network with public media colleagues around the world	Content	The director of production and chief content officer
6	April 2024	(iv,viii) Professional development and recruitment	National Association of Broadcasters Convention 2024 - Professional development, networking with peers and vendors, technology awareness, Nextgen TV, Emergency Alerting research	Engineering	Chief engineer and staff
7	April 2024	(iv,viii) Professional development and recruitment	Public Media Venture Group Tech Connect 2024 - Professional development, networking with	Engineering	Chief engineer and staff

			peers and vendors, technology awareness, Nextgen TV, Emergency Alerting research		
8	September 2024	(iv,viii) Professional development and recruitment	Anchorage City Attended Poynter's Leadership Academy for Diversity in Media in Florida, a weeklong academy (with a competitive application process) that trains BIPOC journalists to thrive professionally and personally and provided many networking opportunities.	News	Reporter
9	September 2024	(iv,viii) Professional development and recruitment	Attended the Online News Association conference in Atlanta along with more than 1,000 other digital journalists across mediums. The conference covered numerous important topics from audience engagement to newsletter best practices and more and included many opportunities to recruit for current reporting openings at Alaska Public Media.	News	Digital Managing Editor
10	August 2024	(iv,viii) Professional development and recruitment	All Alaska Public Media news staff attended the annual Alaska Press Club conference at AKPM	News	

			and UAA in Anchorage for professional development and to deepen our understanding of our multimedia journalism positions.		
11	Throughout the year	(v) Establishment of internships	Alaska Public Media has created internship programs in three key areas.  <ol style="list-style-type: none"> <li>1. Content</li> <li>2. Education and Engagement</li> <li>3. News</li> </ol>	Content Education and Engagement News	Chief Content Officer  Director of Education and Engagement  Chief Editor & Senior Vice President of Journalism
12	Quarterly Meeting	(vii) training programs	Leadership Smarts  Had next level leadership meet with senior leadership and a consultant to develop leadership skills to learn the art of alignment	Administration Content Education and Engagement Engineering News	Next level of leadership and above.
13	Throughout the year	(xiv) diversity training	CPB Bias and Harassment training	Administration Content Education and Engagement	All personnel

				Engineering News	
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