

# Public File

# EEO Report

1/1/13 to 9/30/13



This report covers Aim Licensed stations KMVN, KOAN, KZND for the above period and includes the sales and traffic positions for KLEF Licensed to Chinook Concert Broadcasters and operated by AIM via a Joint Sales Agreement. This report also covers stations KUDO licensed to Falcon Broadcasting LLC operated by AIM via a Local Marketing Agreement.

#### Section One:

Worksheets for all full-time vacancies filled by the employment unit since January 1<sup>st</sup>, 2013 identified by job title;

Worksheets properly note for each such vacancy, the recruitment source(s) utilized to fill the vacancy, identified by name, address, contact person and telephone number; the recruitment source that referred the hiree for each full-time vacancy during the period;

#### Section Two

Summary of the total number of persons interviewed for full-time vacancies for the period January 1<sup>st</sup>, 2013 to September 30, 2013 and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.

#### Section Three:

Brief description of outreach activities that AIM has undertaken for the period January 1<sup>st</sup>, 2013 to September 30, 2013.

# Section One

## Section Two

During the reporting period there were a total of 5 full time vacancies filled.

There were a total of 29 interviews conducted.

Interview's by source:

Anchorage Help Wanted dot com	5	# of Hires Referred by Source: 0
On Air KNIK KNLT KZND KUDO KOAN	0	# of Hires Referred by Source: 0
Career Builders.com	3	# of Hires Referred by Source: 1
Employee referral	4	# of Hires Referred by Source: 1
Recruited	2	# of Hires Referred by Source: 1
Cook Inlet Tribal Council Work Ready Program	2	# of Hires Referred by Source: 0
Job Fair's	8	# of Hires Referred by Source: 1
Station websites	0	# of Hires Referred by Source: 0
All Access newsletter	5	# of Hires Referred by Source: 1

# Section Three

We believe that during the period covered here that AIM met the requirements of the EEO policy as established by the commission. We have an aggressive outreach program and work diligently to bring new people into the broadcast business including women and minorities

During the period covered by this report AIM was active in reaching out to the community and letting them know about careers available at our company. The company co-sponsored along with the Anchorage Daily News two city wide job fairs March and September. These all day job fares saw over 1200 people visit the fair. They were held for the third year at our downtown convention center. The Job fairs were organized by our promotions director and the promotions director from the newspaper. We had a booth that was manned by all of our department managers giving us a chance to recruit and promote the industry from the sales, technical and on air standpoint. Our program managers, sales manager, DJ's and sales people attended.

During the report period we were a part of 2 job fairs and this year we recruited very aggressively for interns who wanted to learn the business. We have designed and implemented a program where we provide 25 hours of free training to individuals interested in learning the broadcast business. The program gives individuals who do not have any specialized education or experience a chance to come in and get their feet wet and see if they like the broadcasting business.

Year round we make available via [www.alaskaim.com](http://www.alaskaim.com) the ability to submit applications for employment.

We also posted our job openings on all of our station websites.

The company maintained its working alliance with the Cook Inlet Tribal Council and their Career Ready program. This program works to find careers for Alaska Natives who are trying to get back into the work force.