

# **KTBY-TV**

## **Annual EEO Public File Report**

October 1, 2018

The information contained in the Report covers the time-period beginning October 1, 2017, through September 30, 2018.

This Report contains the following information:

1. A list of full-time vacancies filled by KTBY-TV during the applicable period.
2. For each vacancy the recruitment source utilized to fill the vacancy (including, if applicable, organization, entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO rule), identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hiree for each full-time vacancy during the application period
4. Data reflecting the total number of persons interviewed for full time vacancies during the applicable period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed in the aggregate to provide the required information.

For purposes of this Report, a vacancy is deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person deemed “interviewed” whether he or she was interviewed in person, over the telephone or by email.

### **Notification of Job Vacancies**

Coastal Television Broadcasting Company LLC, licensee of KTBY, is an equal opportunity employer. Coastal Television Broadcasting Company LLC provides notification of full-time job vacancies to organization job seekers. Any organization which would like to receive notification of job openings at our station should contact us and request to be included on our employment opportunity notification list.

Organizations can make such request by mail 2700 E. Tudor Rd. Anchorage, AK 99507, fax 907-561-1377, or email [cfielder@youralaskalink.com](mailto:cfielder@youralaskalink.com). When making such requests, please provide the name of your organization, the address, the phone number, the fax number, and name of the contact representative to whom notifications should be sent.

**Appendix 1**  
EEO Public File Report

Covering the period from October 1, 2017 to September 30, 2018

Station Compromising Station Employment Unit: KTBV-TV

Section 1: Vacancy Information

<b>Full time position filled By Job Title</b>	<b>Date Filled</b>	<b>Recruitment Sources Used</b>	<b>Recruitment Source of Hiree</b>	<b>Number of Persons Interviewed</b>
Digital Media Director	10/02/17	Employee Referral, youralaskalink.com, Alaska Broadcasters Association (ABA) web site	Employee Referral (see note 3, appendix 3)	1
Meteorologist	12/04/17	Employee Referral	Employee Referral	1
Photojournalist	01/02/18	Craigslist, youralaskalink.com, ABA web site	Craigslist	4
Account Executive	01/08/18	Craigslist, youralaskalink.com, ABA web site	Craigslist	4
News Multimedia Journalist	01/15/18	Tvjobs.com, youralaskalink.com, Craigslist, Reel Media Group, ABA Website	Reel Media Group	3
Sales Coordinator	01/16/18	Craigslist, youralaskalink.com,	Craigslist	10
Graphics Video Editor	2/12/18	Craigslist, youralaskalink.com, ABA Website	Craigslist	2
News Multimedia Journalist	02/19/18	Tvjobs.com, youralaskalink.com, craigslist, Reel Media Group, ABA Website	Reel Media Group	3
News Multimedia Journalist	02/26/18	Tvjobs.com, youralaskalink.com, craigslist, Reel Media Group, ABA Website	Reel Media Group	3
Account Executive	8/20/18	Employee Referral, youralaskalink.com	Employee Referral	1

## Appendix 2

### EEO Public File Report Form

Covering the period from October 1, 2017 to September 30, 2018

Station Compromising Station Employment Unit: KTBV-TV

#### Section 2: Recruitment Source Information

<b>Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Phone Number</b>	<b>Total # of interviewees this source has provided during this period</b>
Craigslist		Craigslist.com		21
Youralaskalink.com	2700 E Tudor Rd Anchorage, AK 99507	Scott Centers	907-561-1313	0
Employee Referral	2700 E Tudor Rd Anchorage, AK 99507	Scott Centers	907-561-1313	3
Reel Media Group	320 East 23 <sup>rd</sup> Street Unit 14L New York, NY 10010	Stephanie Siegel	610-659-8583	3
Alaska Broadcasters Association	700 West 41 <sup>st</sup> Avenue Suite 102 Anchorage AK 99503	Cathy Heibert	907-258-2424	0
Tvjobs.com		Tvjobs.com	800-347-0119	4
Anchorage Daily News Job Fair	Alaska Airlines Center	Melodie Blankenship	907-561-1313	0
Alaska Dispatch Job Fair	Alaska Airlines Center	Melodie Blankenship	907-561-1313	0

Note: No sources entitled to notification of open positions

## **Appendix 3**

### **EEO Public File Report Form KTBY-TV**

This Appendix contains a narrative description of the station's supplemental outreach efforts covering the period from October 1, 2017 to September 30, 2018.

1. On March 7, 2018 – Participated in a job fair held by the Alaska Dispatch News at the Alaska Airlines Center. This was open to the public. This job fair addressed several disciplines in our business including sales, administration, operations and news.
2. On September 26, 2018 – Participated in a job fair held by the Anchorage Daily News (Formally known as the Alaska Dispatch News) at the Alaska Airlines Center. This was open to the public. This job fair addressed several disciplines in our business including sales, administration, operations and news.
3. In October 2017, we hired a Digital Media Director from out of state. We were recruiting through youralaskalink.com and the Alaska Broadcasters Association for Account Executives (sales). The candidate was applying for the sales position and ultimately, upon review of his qualifications and due to his unique skills and experience, we hired the candidate, a Hispanic male, for this newly-created digital media director position.
4. In January and February 2018, we hired three new multimedia journalists for our news department. This included one male Hispanic and two women. We have cross-trained these new employees in the following areas: video editing, journalism, news reporting and on-site reporting. It has been our goal to train them in all work areas in the news department that will pave the way to success for this group of multimedia journalists in their future endeavors. The station's multimedia journalist recruiting efforts includes a broadened effort to include "lower 48" in order to attract the most diverse talent pool possible.