

KTUU/KAUU
EEO PUBLIC FILE REPORT
October 1, 2021 – September 30, 2022

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Digital Producer/Reporter	1-20	16
Meteorologist/MMJ	1-20, 22	22
Morning News Anchor/MMJ	1-20 23,24,25	17
Investigate Reporter	1-20	19
AM Technical Media Producer	1-20	16
Evening Technical Producer	1-20	16
Digital Content Manager	1-20	18
Multimedia Journalist	1-20 23,24,25	16
Reporter/Anchor (Fill-in)	1-20	16
Sales Assistant/Coordinator	1-20	18
News Producer (Morning)	1-20	14
Multimedia Journalist	1-20	16
Digital News Producer/Reporter	1-20	14
Investigative Executive Producer	1-20	19
Account Executive	1-20	18
News Producer (Morning)	1-20	4
Asst. Chief Photographer	1-20	14
News Anchor/MMJ (W/End)	1-20	22
Director of Photography/Chief MMJ	1-20	16
Multimedia Journalist	1-20 23,24,25	14

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alaska Job Center Network – 3301 Eagle St., Anchorage, 99504 – 907-269-4777 email is anchorage.employers@alaska.gov	No	
2	Alaska Broadcasters Association – P.O. Box 102424 Anchorage, AK 99508 – 907-258-2424- Cathie Hiebert	No	
3	UAA Career Services Center – 3211 Providence Dr. Anchorage, AK 99508 – 907-786-4351	No	
4	UAA Journalism & Public Communications Dept. 3211 Providence Dr. Anchorage, AK 99508 – 907-786-4182	No	
5	Charter College Career Services – 2221 E. Northern Lights Blvd, Anchorage, AK 99508 – 907-777-1344 Charlie Soule – Charlie.soule@chartercollege.edu	No	
6	Alaska Pacific University – 4101 University Dr. Anchorage, AK 99508 – 907-564-8265 – R. Brooks – email rbrooks@alaskapacific.edu	No	
7	State of Alaska Div. of Vocational Rehab – 3600 Bragaw St. Anchorage, AK 907-269-2071 –	No	
8	Elmendorf Career Assistance – Elmendorf AFB AK – 99506 907-552-4943 – jobselmendorf@gci.net	No	
9	Nine Star Enterprises – 117 W 4 th , Anchorage AK 99501 – 907-433-8500 – email – sharonpi@ninestar.org	No	
10	Medialine (newsroom jobs only) P.O. Box 51909 – pacific Grove CA 93950 – 800-237-8073 – email rich@medialine.com	No	
11	TV Jobs.com – www.tvjobs.com	No	
12	Craigslist – www.craigslist.com	No	
13	Facebook/Social Media	No	
14	Station Website/Gray Career Page	No	14
15	On-Air Station Advertisements	No	0
16	Word-of-Mouth/Walk-in/Employee Referral	No	9
17	Internal Promotion	No	1
18	Indeed	No	3
19	Gray Recruitment Team	No	2
20	Career Builder	No	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Handshake		0
22	Other		14
23	Native American Journalists Association – website posting http://www.naja.com/resources/job-listings	No	
24	Alaska Native Hire – website alaskanativehire.com	No	
25	National Association of Black Journalist (NABJ)	No	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			44

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Training Program for Station Employees that Teaches Skills Needed for Promotion to a Higher Level	Gray TV partnered with SmithGeiger to provide a training on best practices on recruiting and retention, including new ideas and fresh perspectives on this incredibly difficult part of a news manager's job. Attended by the News Director and Assistant News Director on 10/14/2021
2	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	Our Assistant News Director currently teaches at the University of Alaska Anchorage Journalism Department. The goal is to develop a student who is a well-rounded journalist that can shoot, edit and write stories. Also covered is the changing industry, the future of video and how it plays on digital, television and OTT. 2021 Fall Semester, 2022 Spring Semester and 2022 Fall Semester.
4	Management Training	On 2/17/2022, our Station HR person attended a webinar on the FCC's EEO Rules and Regulations provided by Joan Stewart of Wiley Rein.
5	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	On 4/29-30, 2022, an account executive participated in the Anchorage Chamber Young Professionals conference.
6	Management Training	The Alaska Press Club presented a seminar about the Great Resignation. The pandemic has made many people re-evaluate their working lives and how they can pursue a career, but maintain balance with home. APM Studios' Joanne Griffith joins the Alaska Press Club to talk about how you can be proactive in attracting and retain diverse talent. Attended by the News Director. 4/6/2022

7	Management Training	Alaska Press Club and Scripps School of Journalist presented a discussion about the concept of “work design” and how it can help alleviate stress particularly among media managers who are leaving their journalism jobs in record numbers. Attended by the News Director and Assignment Editor 4/8/2022
8	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	Our engineering staff provided a teaching mentorship program on AV production twice during this reporting year (12/15/2021 and 2/10/2022) for youth and staff at a local church.
9	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On 4/16/2022, a tour was given to 10 broadcast students from the Bering Straits School District. They spent about 2 hours at the station talking with our Meteorologist and Direct of Creative Services.
10	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On, 6/14/2022, 15 students from a local high school did a tour of the facility including newsroom, production control room and met with the Managing Editor and Chief Meteorologist
11	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On 9/16/2022, 8 students from a local charter school did a tour of the newsroom, production control room and met with an assistant engineer, two news anchors, a meteorologist and the general manager.
12	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On 9/16/2022, our Director of Creative Services did an individual tour with a student from the University of Alaska Anchorage who may be interested in our internship program.
13	Internship Program	Our SEU offers an internship program for students to learn about jobs in broadcasting. During this reporting year, we had one intern (July – October, 2022).
14	Mentoring Program	One of our producers has been selected to participate in the Gray Marketing Leadership Program, he has done training on 8/25 and

		9/08/2022
19	Mentoring/Training Program	Our account executives and sales managers were part of the Gray Regional training for account executives June 6-8, 2022