

KTUU-TV, KYES-TV
EEO PUBLIC FILE REPORT
October 1, 2016 – September 30, 2017

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
Morning News Producer	1-24	24
Office Manager/Admin Asst / PT	1-24	18
Digital News & Social Media Producer	1-24	18
Photojournalist Editor – Juneau	1-24	21
Morning News and Digital Producer	1-24	22
News Producer	1-24	21
Assistant News Director/Fill-in Anchor	1-24	21
Weekend Anchor Producer/Executive Producer/MMJ	1-24	21
Operations Manager	22-24	22
Photojournalist/Live Van Operator	1-24	19
TMP Producer	1-24	22

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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	No	0
2	Alaska Broadcasters Association – P.O. Box 102424, Anchorage 99510 – 907-258-2424	No	0
3	UAA Career Services Center – 3211 Providence Dr, Anchorage 99508 – 907-786-4351	No	0
4	UAA Journalism & Public Communications Dept – 3211 Providence Dr, Anchorage 99508 – 907-786-4182	No	0
5	Charter College Career Services – 2221 E Northern Lights Blvd, Anchorage 99508 – 907-777-1344	No	0
6	Alaska Pacific University – 4101 University Dr, Anchorage 99508 – 907-564-8265	No	0
7	State of AK, Div. Of Vocational Rehab – 3600 Bragaw St, Anchorage 99508 – 907-269-2071	No	0
8	NAACP – 325 E 3 rd Ave, Anchorage 99501 – 907-272-8717	No	0
9	Ft. Richardson Employment Readiness – Bldg 337, Fort Richardson, AK 99506 – 907-384-6716	No	0
10	Elmendorf Career Assistance – Elmendorf AFB AK 99506 – 907-552-4943	No	0
11	Employer Support of the Guard & Reserve (ESGR) – Fort Richardson AK 99506 – 907-428-6829	No	0
12	Nine Star Enterprises – 117W 4 th , Anchorage 99501 – 907-433-8500	No	0
13	King Career Center – 2650 E Northern Lights, Anchorage 99508 – 907-240-1684	No	0
14	Adult Learning Center – 3101 Penland Pkwy, Anchorage 99508 – 907-375-6000	No	0
15	Medialine (newsroom jobs only) – P.O. Box 51909, Pacific Grove CA 93950 – 800-237-8073	No	0
16	TV Jobs.com – www.tvjobs.com	No	2
17	Craigslist – www.craigslist.com	No	2
18	Facebook	No	3
19	Station Websites – ktuu.com – 907-762-9202	No	4
20	On-Air Station Advertisements	No	0
21	Word-of-Mouth/Walk-in	No	1
22	Internal Promotion	No	2
23	Indeed.com	No	0
24	Gray Television Stations / People Matter	No	13
TOTAL INTERVIEWES			27

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	<p>On 11/18/2016 attended the Military Job Fair at the University Center in Anchorage. Attendees were Morning Anchors and Senior Anchor/Executive Producer.</p> <p>On 12/6/2016 Senior Anchor/Executive Producer did a career talk at Whaley HS conference.</p> <p>On 2/15/2017 Weekend Meteorologist participated with the William Tyson Elementary School Science and Math night.</p> <p>On 3/17/2017 Senior Anchor participated in the UAA Atwood Journalism Chair Selection.</p> <p>On 4/13/2017 Sports Director was the keynote speaker for the National Junior Honor Society.</p> <p>On 4/25/2017 Chief Meteorologist participated in the Valdez – Career Fair Day</p> <p>On 5/30/2017 Morning Meteorologist was the speaker for Trailside Discovery Camp.</p> <p>During this reporting year, the following school groups visited the station to learn about jobs in broadcasting:</p> <p>On 2/17/2017 – Morning Meteorologist did a Skype weather presentation to 3rd graders at his elementary school in Alvarado, Texas</p> <p>On 2/21/2017 Morning Meteorologist did a weather presentation and station tour for 6 teachers from Prince of Wales Island</p> <p>On 3/21 and 3/22 each day 11 students from Barrow High School students did a facility walk thru with presentation by Sports Director and brunch with General Manager and News Director</p> <p>On 3/23/2017 Chief Meteorologist gave a tour</p>

		<p>of the weather center and wall.</p> <p>On 3/23/2017 General Manager, News Director and Director of Operations/HR participated in a webinar on the FCC's EEO Rules and Regulations provided by our FCC counsel from Wiley Rein.</p> <p>On 4/4/2017 Morning Meteorologist did a station tour with 10 UAA Journalism students.</p> <p>On 4/13/2017 Morning Meteorologist did a studio tour for the Central Middle School Science group.</p> <p>On 4/13/2017 Sports Director did a studio tour for King Career Center Arts and Advertising students.</p> <p>On 4/23/2017 Engineer did a facility tour and SAT truck presentation for 20 Alaska Career and Technical Students</p> <p>On 5/10/2017 Engineer did a facility tour and SAT truck presentation for 14 Begich Middle School students. Also presentation by two Senior Anchors and the Chief Meteorologist.</p> <p>On 6/13/2017 Morning Meteorologist, provided a facility walk-thru and meeting for 12 students from Trailside Discovery Camp and on 7/5/2017 15 students from the same camp.</p> <p>On 9/22/2017 10 students from East High School were provided a facility walk-thru and SAT truck presentation and meetings with Director of Engineering and General Manager.</p>
2	Internship Program	<p>Our stations offer an internship program to college students. This program is designed to allow students to apply their formal course work in a day-to-day setting and to provide an opportunity to acquire the skills necessary for broadcast employment. Our internship opportunities are available in the following departments: Operations and News. We have hosted two interns during this reporting period one in the sports department and one in news.</p>

	<p>Training Program for Station Employees that Teaches Skills Needed for Promotion to a Higher Level Position</p>	<p>Our stations have several training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p> <p>MMJ/Reporter – Association of Health Care Journalist (Rural Health Fellowship)</p> <p>Assignment Manager and Executive Producer attended– AK Young Professionals Summit – organized by the Anchorage Chamber of Commerce.</p> <p>Operations Manager attended National Seminars Training – How to Successfully Make the Transition to Supervisor.</p> <p>Digital Training on 7/6/2017 for 13 news staff.</p> <p>The Changing Metrics of News – 7/24/2017 37 attendees from news and 2 from promotions</p> <p>Drone Pilot training/ground school for three Syntax production producers.</p> <p>Director of Marketing attended Promax conference in June.</p> <p>An Account Executive attended NAB Small Market in Denver in September.</p> <p>Management strategic planning in September discuss the future of industry and business.</p> <p>Current training programs include: Sienna Archive to Grass Valley training, Live Van Mast Safety training, Fire training was done on 3/29/2017. During this reporting year, five employees were promoted to higher-level positions.</p>
4	Participate in Scholarship	<p>Under the guidelines of #7 for EEO compliance, the General Manager with KTUU-TV reviewed applications and participated in the selection of the 2017 ABA scholarship recipient.</p>