

KTUU-TV, KYES-TV
EEO PUBLIC FILE REPORT
October 1, 2016 – September 30, 2017¹

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
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

¹ This report was revised in September 2018 to correct certain reported information.

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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	3
20	On-Air Station Advertisements	No	0
21	Word-of-Mouth/Walk-in	No	4
22	Internal Promotion	No	3
23	Indeed.com	No	0
24	Gray Television Stations / People Matter	No	10
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 our Morning Anchors and Senior Anchor/Executive Producer attended the Military Job Fair at the University Center in Anchorage.</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>
2	Participate in Event with Education Institutions related to careers in broadcasting	<p>During this reporting year, our staff visited the following schools:</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 of the weather center and wall.</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>
3	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>
4	Management Training	<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>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>