

KTUU-TV, KYES-TV
EEO PUBLIC FILE REPORT
October 1, 2019 – September 30, 2020

I. VACANCY LIST

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

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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	Elemendorf 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	Native American Journalists Association – website posting http://www.naja.com/resources/job-listings	No	
12	Alaska Native Hire – website alaskanativehire.com	No	
13	TV Jobs.com – www.tvjobs.com	No	
14	Craigslist – www.craigslist.com	No	
15	Facebook	No	
16	Station Website – ktuu.com 907-762-9202	No	
17	On-Air Station Advertisements	No	
18	Word-of-Mouth/Walk-in/Employee Referral	No	10

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Internal Promotion	No	2
20	CareerBuilder.com	No	
21	Indeed.com	No	4
22	Gray Television Stations/People Matter	No	10
23	Recruiter	No	
24	Linkedin	No	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			26

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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	10/03/19 – Media Collaboration Meeting attended by Senior Anchor 2/15/20 – Chief Meteorologist did an Air Quality Index presentation to Girl Scouts of America 3/12/20 – Civic Engagement Tour for students set up Q&A for students. No other events occurred due to COVID-19 restrictions.
2	Participate in events with Education Institutions related to careers in broadcasting	2/4/20 – Chief Meteorologist attended Spelling at middle school 3/3/20 – Assistant News Director participated as a Science Fair judge at Government Hill school. No other events occurred due to COVID-19 restrictions.
3	Internship Program	Internships were not allowed this year due to COVID-19. However one of our hires in 19-20 did come out of the 2018-19 Internship program.
4	Training Program for Station Employees that teaches skills needed for promotion to a higher level position.	Our station had several training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. We had two internal promotions one in sales and one in news.

	<p>10/09/19 – Storytelling in Local News: What Today’s Audience Needs – 18 employees attended. Helping newscast producers and managers craft storytelling in the daily newscasts to make sure the story connects with the audience.</p> <p>10/23/19 – What it’s like to work in Network News: Former employee provided a workshop on what it is like to work at the network level. To cover breaking news for CNN, including White House coverage and political campaign travel. 24 employees attended workshop.</p> <p>October 2019 – On-air Coaching Sessions provided for 5 reporter/anchor employees</p> <p>November 2019 – Internal Training occurred on ENPS. A basic one-on-one group training offered on ENPS including how to write basic stories in the rundown, how to add an item to the ENPS planner, how to add font times and a transcript for a NAT PKG directly into the newscast rundown.</p> <p>11/13/19 – Ethical/Inclusive Journalism & Rebuilding Trust in the Age of Divisive Politics – 24 employees attended.</p> <p>3/5/20 – OTT Premion training provided for sales</p> <p>3/26/20 – Maintaining Customer Relationships provided for 9 sales staff.</p> <p>4/22/20 – Selling Now training with TVB provided for 9 people on the sales staff</p> <p>May 2020 – 6 Account Executives achieved ComScore Cadet status.</p>
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		<p>May 2020 – News Director attended the Virtual news Directors Summit. – Diary of an Effective MMJ, Diary of an Effective Recruiter and Diary of an Effective Legal Strategy were seminars watched.</p> <p>6/24/20 – Producing News in a Frenzied News Cycle: The Dos and Don'ts. Newsrooms have had to navigate two of the biggest stories of our lifetimes over the last few months. Research is telling us what content & delivery is resonating best with viewers. 6 attendees – producers and news management</p> <p>6/11/20 – Navigating Newsroom Reentry – Zoom webinar focuses on reentry into our newsrooms, keeping people safe; managing folks who may not want to return to the building, capturing the best of what we've tried during the pandemic in our newscasts and with our teams. – attendee – News Director</p> <p>6/25/20 – The sales department participated in the Town Talk with the Gray Training team.</p> <p>July 2020 – General Manager participated in Foundations in Diversity training. Attending five 1.5 hour sessions during July/Aug</p>
5	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 2020 ABA scholarship recipient.</p>