

KTUU-TV

Translators: K10NC-D, Channel 10, Kenai-Soldotna, Alaska, - K04Ds-D, Channel 4, Cooper Landing, Alaska - K12MM-D, Channel 12, Girdwood, Alaska - K44LE-D, Channel 44, Kasilof, Alaska - K27A1-D, Channel 27, Ninilchik, Alaska - K08PN-D, Channel 8, Homer-Seldovia, Alaska

Annual EEO Public File Report

October 1, 2014 – September 30, 2015

The purpose of this Annual EEO Public File Report for Broadcast Stations (this "Report") is to comply with section 73.2080(c) (6) of the Commission's EEO Rules.

This report has been prepared on behalf of the station employment unit which is comprised of the following broadcast stations: KTUU-TV in Anchorage, AK. This report is intended to be placed in the public inspection files and on the website of any of the reporting stations by the applicable commission deadline.

The information in this report covers the time period October 1, 2014 through September 30, 2015 ("reporting period").

The commission's EEO rules require that this report contain the following additional information:

1. A list of all full-time (permanent employee whose regular work schedule is 30 hours or more) vacancies filled by the reporting stations during the reporting period.
Note: Section 73.2080(c) (1) "a job filled by an internal promotion is not considered a vacancy for which recruitment is necessary"
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the commission's EEO rules, which should be separately identified), identified by name, address, contact person and telephone number.
3. The recruitment source that referred the candidate for each full-time vacancy during the reporting period.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the review period and data reflecting the total number of persons interviewed for full-time vacancies during the reporting period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c) (2) of the commission's EEO rules during the reporting period.

Since some of the information required for this report is duplicative, the station employment unit has developed the attached spreadsheets which, in aggregate, contain all of the information believed to be required under the commission's EEO rules.

For the purpose of this report, a vacancy was deemed "filled" not simply when the offer was extended, but when the candidate started. A person was deemed "interviewed" whether he or she was interviewed in person or over the telephone.

Career Fairs

Attendance is designed to inform the public of employment and internship opportunities.

November 2014: Alaska Veterans Job Fair, Rhonda O'Hara and Csilla Polgardi-Thomas

December 2014: Hiring Our Heroes: Veterans & Military Spouses Job Fair – Rhonda O'Hara, Csilla Polgardi-Thomas and Jennifer Donatt

June 2015 – Media Sales Institute Recruitment at Howard University, Washington, D.C. – Ashley Saville

August 18, 2015 – Better Business Bureau open house at KTUU

Station Tours/Station Visits

As a service to our community, KTUU offers free station tours to schools and organizations in our viewing area. These tours and visits are designed to allow classes, families and individuals the opportunity to observe the internal workings of a television station and how the news is delivered on air while allowing them to watch a live newscast and have questions answered. We gave 14 during this reporting period.

October 30, 2014 – Personal Tour from Open House event

November 20, 2014 – Tiger Cub Scouts, Dens 5 & 6 of Pack 11, S Anchorage

December 2, 2014 – Tiger Cub Scouts, Pack 126 of Sand Lake Baptist Church

December 9, 2014 – Covenant House Job Group

February 4, 2015 – Tiger Cub Scouts, Pack 110/JBER

February 7, 2015 – Future Leaders Summit, Afognak Native Corporation-Kodiak

February 10, 2015 - Sparks

February 12, 2015 – Tiger Cub Scouts, Pack 101/ChangePoint, Alaska

February 12, 2015 – Tiger Cub Scouts, Pack 170/Alaska Shriners

February 24, 2015 – Tiger Cub Scouts, Pack 227/Rogers Park

March 12, 2015 – Tiger Cub Scouts, Pack 360/Finger Lake Elementary

March 18, 2015 – ConocoPhillips Alaska Photography Group

March 19, 2015 – Joy Mayape's UAA Journalism Class

March 26, 2015 – High School Journalism Class/ Mat-Su-Central School, Wasilla

April 8, 2015 – Tiger Cub Scouts, Pack 123/St John United Methodist Church

April 22, 2015 – Journalism Class / Hope School, Kenai Peninsula Borough School District

April 29, 2015 – Bear and Wolf Cub Scout/ BSA Pack 187/Church of Jesus Christ of Latter Day Saints

July 16, 2015 – 4th Grade Class – Faith Daycare and Learning Center

July 20, 2015 – Georgian Russian television correspondents

July 20, 2015 – Anchorage Women's Club

September 17, 2015 – "The Adventure Gals", Anchorage School District teachers

Classroom and Community Organization Visits

KTUU staff visited classrooms from High School to University level and local chapters of community organizations to discuss public relations and how it networks with KTUU through presentations, speeches and question and answer sessions.

October 2014 – KTUU Open House and tour for the public

January 2015 – Fundraiser for Covenant House (homeless youth)

March 2015 – Anchorage Youth Court Gavel Games

April 2015 – Producing Spirit of Youth Special
 April 2015 – Shiloh Young Lions Awards
 April 2015 – Special Olympics 17th Annual Auction
 July 2015 – Anchorage Youth Court student summer retreat
 August 2015 – Summer of Heroes youth scholarship event at the State Fair

Internship Programs

KTUU has an internship program available 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. Available internships are posted on our website. We have hosted approximately three interns during this reporting period.

<u>Intern</u>	<u>Dates of Internship</u>	<u>Department</u>
Tulsi Kafle	6/25/2014 – 11/26/2014	Operations
Danny Kirby	11/24/2014 – 5/11/2015	News
Shiina LoSciuto	6/5/2015 – 8/2015	News
Christina Tipner	6/4/2015 – 9/2015	News
Karly Meyer	9/7/2015 – Present	News
Chelsea Hanson	8/28/2015 – Present	News

Upper Level Job Openings Recruitment Efforts

KTUU lists its upper-level job openings in a job bank or a newsletter of media trade groups whose memberships include a substantial participation of women and minorities.

Internal Training Programs

KTUU has several training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. Current training programs include: Director training, Studio training and Photographer training as well as Master Control training. Additionally, employees are encouraged to cross-train inside and outside their home departments in order to acquire new skills to prepare them for advancement opportunities.

Internal Promotions Resulting from Training Programs:

<u>Requisition#</u>	<u>Employee Name</u>
KTUU2368 - Weekend Anchor/Reporter	N. Carvajal
KTUU2306 – Master Control Supervisor	C. Morlang
KTUU2175 - News Production Manager	S. Smith

November 15, 2014
Poytner Webinar: Scotty Smith
 November, 20, 2014

Audience Extension Refresher: Jeff Warner, Andrew Aquino, Karen Mouton, Yvette Morales, Kayc Carlson, Dan Newman, Terese Blair, Traci Hayden, Meinda Allen, TonyFreije
November 21, 2014

IAB Study session: Dan Newman, Kayc Carlson, Yvette Morales, Jeff Warner, Tony Freije
November 24, 2014

IAB Study session: Dan Newman, Kayc Carlson, Yvette Morales, Jeff Warner, Tony Freije
January 20, 2015

Ad Mall Digital Media Training: Dan Newman, Yvette Morales, Kayc Carlson, Terese Blair, Johnny Campbell, Kelly Leavitt, Jeff Warner, Megan Kelley, Melinda Allen, Tony Freije, Doris Tronstad
January 26-30, 2015

OJT: Jeremy Gaunt
January 28-29, 2015

Joan Barrett's Leading and Managing Training: Andy MacLeod, David Girvan, Tracy Sabo, Rhonda O'Hara, Tom Coomer, Doris Tronstad, Nancy Johnson, Tony Freije, Jeff Dowd, Fred Pasho, Arian Aramburo, Steve MacDonald, Mike Ross, Clinton Bennett, Scotty Smith, Eric Sowl, Amberia Hill, Kyle Hopkins, Elffie LaChance, Jackie Purcell, Kevin Wells
February 16-27, 2015

IAB Exam prep course: Kelly Leavitt, Kayc Carlson, Yvette Morales, Traci Hayden, Terese Coomer
February 24, 2015

Office 365 Training: Csilla Polgardi-Thomas, Andy MacLeod, Gary O'Guinn, Fred Pasho, Chris Barnett, Melinda Allen, Johnny Campbell, Nancy Johnson, Doris Tronstad, Tony Freije, Elffie LaChance, Steve MacDonald, Peggy McCormack, Karen Mouton, Tracy Sabo, Tracy Sinclair, Dan Newman, Kelly Leavitt
February 18-20, 2015

Media Ingest Training: Kortnie Horazdovsky, Barry Sowinski, Kyle Hopkins, Tracy Sabo, Clinton Bennett, Kevin Wells. On-call employees that attended: Cail Hubert, Aaron Weaver
March 11, 2015

Building Automation System: David Girvan, Gary O'Guinn, Fred Pasho, Chris Barnett
March 18, 2015

FMLA Training: David Girvan
March 25, 2015

Boiler System advanced configuration and training: David Girvan
March 27, 2015

Television: Nielsen book training / Digital: Retargeting the next generation: Nancy Johnson, Doris Tronstad, Tony Freije, Melinda Allen, Andrew Aquino, Terese Coomer, Johnny Campbell, Kayc Carlson, Traci Hayden, Kelly Leavitt, Yvette Morales, Karen Mouton, Dan Newman, Jeff Warner
April 14, 2015

Digital product training: Kelly Leavitt, Kayc Carlson, Yvette Morales, Dan Newman, Tony Freije, Jeff Warner, Melinda Allen, Traci Hayden, Terese Coomer, Johnny Campbell, Doris Tronstad, Nancy Johnson
April 2015

CompTIA Network+: Chris Barnett
May 26, 2015

Cloud 9 server: David Girvan, Gary O'Guinn, Chris Barnett, Fred Pasho

BofA expense website: Fred Pasho
May 2015

Newshour producer training: Bridget Mullen
May 28-30, 2015

5pm weekend producer training: Patrick Enslow
May 16-31, 2015

10pm weekend producer training: Tulsi Patil

June 9, 2015

Webinar by Betterpresentation.com: Dan Newman, Yvette Morales, Tracy Sabo, Tony Freije, Karen Mouton, Melinda Allen, Megan Kelley, Kayc Carlson, Nancy Johnson, Andy MacLeod, Andrew Aquino, Traci Hayden, Jeff Warner

June 30, 2015

IAB webinar – Ad traffic & quality: Fraud prevention in a premium programmatic marketplace: Traci Hayden, Jeff Warner, Yvette Morales, Dan Newman, Kelly Leavitt

August 7, 2015

Bob Dotson: Elffie LaChance, David George, Steve MacDonald, Kate Winkle, Bridget Mullen, Mallory Walser, Eric Sowl, Samantha Angaiak, Tracy Sabo, Maria Downey, Scotty Smith, Shawn Wilson, Patrick Enslow, Kuba Wuls, Mike Nederbrock, Kortnie Horazdovsky, Dan Carpenter, Piet van Weel, Blake Essig, Peggy McCormick, Clinton Bennett, Tracy Sinclair, Brad Hillwig, Barry Sowinski, Cameron Mackintosh, Ashleigh Ebert, Ashley Snyder, Rick Schleyer, Nikki Carvajal, Albert Lutan, Kenny Knutson, Caslon Hatch, Daniel Kirby, Missy Regier, Mike Ross, Garrett Turner, Austin Baird, Chris Klint, David Brooks

August 19-20, 2015

Cultural competency webinar: Elffie LaChance, Tracy Sabo, Eric Sowl, Tulsi Patil, Albert Lutan, Maria Downey, Ashleigh Ebert, Clinton Bennett, Shawn Wilson, Peggy McCormack

August 25-27, 2015

Talent coaching with Terry Anzur: David G., Ariane A., Kevin W., Jackie P., Caslon H., Maria D., Mike R., Samantha A., Rebecca P., Mallory P., Nikki C., Austin B., Steve M., Blake E., Garrett T., Patrick E., Lacie G., Tracy S., Kari B., Beth O., Dan C.

August 28, 2015

Dejero store and forward function: Eric Sowl, Mike Nederbrock, Dave Brooks, Barry Sowinski, Shawn Wilson

September 9, 2015

EEO training: Andy MacLeod, Margo Russ, Brad Hillwig, Doris Tronstad, Nancy Johnson, David Girvan, Tracy Sabo, Csilla Polgardi-Thomas

September 22-25, 2015

Anti-harassment training: All departments

Outside Training Programs

KTUU holds periodic training sessions designed to develop the management skills of supervisory and management level personnel. All levels of management are required to participate in the Schurz Communications, Inc. "Supervisory and Leadership" training program with corporate quarterly goals. Schurz Communications, Inc. in coordination with Lynda.com makes online training available to all employees enabling them to enhance their skills.

In an effort to help prepare employees for advancement opportunities, KTUU also sends employees to outside training and industry specific conferences and utilizes various online training webinars and internal training sessions to augment their technical skills, managerial skills and industry knowledge.

The following seminars and conferences were attended in this reporting period:

November 12-13, 2014

NYC Television Week Conference: Brad Hillwig

April 3-4, 2015

NAB: Tracy Sabo, Adam Strand, Scotty Smith, Andy MacLeod, David Girvan

April 16-17, 2015

Poynter Training / Webinar: Rebecca Palsha

April 30, 2015

How to deal with difficult people: Rhonda O'Hara, Csilla Polgardi-Thomas

May 6, 2015

Payroll law: Csilla Polgardi-Thomas

May 7, 2015

Project Management: Csilla Polgardi-Thomas, Chris Barnett

May 8, 2015

OSHA: Csilla Polgardi-Thomas, Gary O'Guinn, Fred Pasho

May 14, 2015

FMLA – Eliminate the confusion about FMLA: Csilla Polgardi-Thomas

May 30, 2015

Fire red card recertification: Blake Essig, Albert Lutan

June 14-17, 2015

WideOrbit training: Doris Tronstad

Appendix A

Recruitment Sources used for all KTUU posted positions for reporting period October 1, 2014 – September 30, 2015

Appendix B

EEO recruitment tracking report for KTUU