

I. VACANCY LIST

[illegible]

KTUU/KAUU/KUBD
EEO PUBLIC FILE REPORT
October 1, 2020 – September 30, 2021

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 99508 – 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	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	1
14	Craigslist – www.craigslist.com	No	
15	Facebook/Social Media	No	2
16	Station Website/Gray Career Page	No	33
17	On-Air Station Advertisements	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Word-of-Mouth/Walk-in/Employee Referral	No	10
19	Internal Promotion	No	1
20	Indeed	No	3
21	National Association of Black Journalist (NABJ)		1
22	National Association of Hispanic Journalist (NAHJ)		
TOTAL INTERVIEWEES OVER REPORTING PERIOD			51

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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.	8/04/2021 – Attended Anchorage Economic Development Corporation luncheon which takes a look at the current economic and looks to the future forecast for the upcoming year. Attended by account executives, General Sales Manager, National Sales Manager, General Manager, News Director and News Anchor. 2/11/21 – Digital Sales Manager did a presentation to the Alaska Marketing Association on OTT.
2	Participate in events with Education Institutions related to careers in broadcasting	5/13/2021 – Presentation at the virtual career week at College Gate Elementary School by the Chief Meteorologist 5/14/2021 – Presentation at the virtual career week at College Gate Elementary School by the Director of Marketing & Creative Services January – April 2021 – our Chief Meteorologist did weekly virtual presentations with various schools across the state of Alaska. Each session was designed to learn about weather and was broadcast during our Wednesday 4pm and 6pm newscasts. A total of 13 were presented.
3	Internship Program	No internships were done this year due to COVID-19 and the restrictions in place and many people in a work from home scenario.
4	Training Program for Station Employees that teaches skills needed for promotion to a higher level position.	9/14/21 – Auto team presentation by Gray and Carrie Gunter presented to our 7 person sales team

	<p>8/30/21 – Waymark training for 7 person sales team – video production service to help with building commercials for clients.</p> <p>8/24/21 – ENPS Database (NewsShare) & FCC Reports Training – presented by Gray TV attended by 14 newsroom employees and Director of Rev Operations/HR/Programming</p> <p>8/19/21 – Storytelling Webinar provided by Gray – attended by News Director, Assistant News Director and 2 News Anchors</p> <p>5/21/21 – Fact-Checking 101 – presented by Digital News Manager – attended by News Anchor/Manager and Executive Producer</p> <p>5/5/21 – Conversationally Confident: Live Presentations without a Script – attended by 18 newsroom employees</p> <p>May – September 2021 – Drone training for Creative Services employee.</p> <p>4/26/21 – Connecting with Students and Families on the Education Beat – presented by Alaska Press Club – attended by Digital News Producer</p> <p>4/26/21 – How to Win the First 5 Minutes – presented by Jerry Gumbert, AR&D – attended by 16 newsroom employees</p> <p>4/23/2021 – Director of Engineering obtained Level 4 Security Awareness certification</p> <p>4/13/21 – Spicy Writing Webinar: Produce news Viewers Can’t Ignore – presented by SmithGeiger Consulting – attended by 26 newsroom employees</p> <p>4/9/21 – Tips for developing story ideas and a writing system presented by Alaska Press Club attended by Assistant News Director and News Anchor/MMJ.</p> <p>4/7/21 – Navigating Legislative Archives – presented by Alaska Press Club attended by News Director</p> <p>4/5/21 – Covering Tribal Health presented by Alaska Press Club attended by News Director, Digital News Producer and Executive Producer</p>
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5	EEO Management Training	<p>11/19/20 – FCC Equal Employment Opportunity Rules Webinar for Gray Television Stations – attended by Director of Revenue Operations/HR/Programming.</p> <p>11/13/20 – Online Public Files Refresher & EEO – presented by ABA at the annual conference. Attend by General Manager, News Director, Director of Revenue Operations/HR/Programming.</p> <p>11/10/20 – What Stations and NPR are doing to Address Diversity, Equality and Inclusion – presentation by the ABA (Alaska Broadcasters Association) attended by News Director, Assistant News Director and Digital News Manager.</p> <p>May/June 2021 - Diversity, Equality and Inclusivity Training – (DEI) presented by ADAWAY group was attended by Director of Marketing and Creative Services and Operations Manager.</p>