

KTVF/KXDF/KFXF
EEO PUBLIC FILE REPORT
October 1, 2019 – September 30, 2020¹

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
Television Broadcast Operator	2-11, 13, 16-18	10
Television Broadcast Operator	2-11, 13, 16-18	11
General Assignment Reporter	2-4, 6-8, 11, 16-18	17
General Assignment Reporter	2-4, 6-8, 11, 16-18	17
Reporter/Anchor	2-4, 6-8, 11, 16-18	17
Account Executive	2-4, 6-8, 11, 13, 16-18	3
Creative Services – Commercial Producer	2-4, 6-8, 11, 16-18	16
General Assignment Reporter	2-4, 6-8, 11, 16-18	3

¹ This EEO Public File Report was revised in April 2021 to address reporting discrepancies.

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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	Walk-Ins/Self-Referral	NO	0
2	KTVF in-House	NO	0
3	KTVF Website Webcenter11.com Contact: Amanda Becker	NO	4
4	Alaska State Employment Services 675 7th Avenue Fairbanks, Alaska 99701 (907) 451-2961 Contact: Director	NO	0
5	Fairbanks Daily News-Miner 200 North Cushman Street Fairbanks, Alaska 99701 (907) 456-6661 Contact: Classifieds	NO	0
6	University of Alaska Fairbanks School of Journalism P.O. Box 756120 Fairbanks, Alaska 99775 (907) 474-7761	NO	0
7	Alaska Broadcasters Association 700 W. 41st Avenue Anchorage, Alaska 99503 (907) 258-2424 Contact: Cathy Hiebert	NO	1
8	CareerPage.org National Alliance of State Broadcasters Associations	NO	0
9	Employee Referral	NO	1
10	Non-Employee Referral	NO	1
11	Facebook	NO	3
12	Craigslist	NO	0
13	KTVF Channel 11 Television commercial	NO	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Monster Monster.com	NO	0
15	NAB Careerlink.com	NO	0
16	Indeed Indeed.com	NO	3
17	People Matter / SNAG www.peoplematter.com	NO	3
18	www.tvtv.com	NO	0
19	LinkedIn LinkedIn.com	NO	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			17

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Training Programs for Station Personnel	Throughout the year, employees are cross-trained to acquire the skills necessary to qualify them for higher level positions that may become available. This reporting year, newsroom and operations employees were promoted to higher level positions as a result of being given such opportunities to learn on the job.
2	Participate in Event with Education Institutions related to careers in broadcasting	Prior to COVID-19 shutdown in March. A KTVF weatherman visits local elementary schools to help students learn about weather. Over the course of the year, 30 schools are visited and help contribute to the weathercast.
3	Participate in Event with Education Institutions related to careers in broadcasting	On January 31, 2020 The instructor and five kids from Delta High School Media Production class came to Fairbanks to cover the Yukon Quest start stopped by to see how a newsroom operates. The kids saw what it was like prior, during, and after the newscast for production, the reporters, and the news talent. He and the students were here from 4:10pm until 6:35pm.
4	Participate in Event with Education Institutions related to careers in broadcasting	On March 5, 2020 the Sports Reporter traveled to Woodriver Elementary school and spent time announcing at their football games then talking to students discussing his career in broadcasting as well as his college experience which helped him prepare for his career and to educate them on how a station operates and the various departments and job opportunities available in the broadcast industry.

5	Community Outreach-Unity/Recruitment	<p>Due to events leading to civil unrest in other states, we quickly formed a diverse committee built from station staff and leaders in the Fairbanks community. Due to the Covid-19 pandemic, we met virtually. During our brain storming sessions, we story boarded a public service announcement (psa) inviting viewers to unite, respect and stand together. Our station produced the psa and aired heavily on all 3 stations. By bringing the community together, we were able to also able to update our source list for future recruitment and have scheduled visits to various diverse non-profit organizations so we can present career opportunities in local broadcasting.</p>
6	Management training	<p>July 9 - August 4, 2020 – our General Manager and News Director participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively.</p>