

KTVF/KXDF/KFXF
EEO PUBLIC FILE REPORT
October 1, 2017 – September 30, 2018

I. VACANCY LIST

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

[illegible]

KTVF/KXDF/KFXF
EEO PUBLIC FILE REPORT
October 1, 2017- September 30, 2018

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 | |
| 2 | KTVF in-House | NO | |
| 3 | KTVF Website Webcenter11.com Contact: Chad Franklin | NO | 12 |
| 4 | Alaska State Employment Services 675 7 th Avenue Fairbanks, Alaska 99701 (907) 451-2961 Contact: Director | NO | |
| 5 | Fairbanks Daily News-Miner 200 North Cushman Street Fairbanks, Alaska 99701 (907) 456-6661 Contact: Classifieds | NO | |
| 6 | University of Alaska Fairbanks School of Journalism P.O. Box 756120 Fairbanks, Alaska 99775 (907) 474-7761 | NO | |
| 7 | Alaska Broadcasters Association 700 W. 41 st Avenue Anchorage, Alaska 99503 (907) 258-2424 Contact: Cathy Hiebert | NO | |
| 8 | CareerPage.org National Alliance of State Broadcasters Associations | NO | |
| 9 | Employee Referral | NO | 4 |
| 10 | Non-Employee Referral | NO | 3 |
| 11 | Facebook | NO | |
| 12 | Craigslist | NO | |
| 13 | KTVF Channel 11 Television commercial | NO | |
| 14 | Monsters.com | NO | |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|--|--|---|
| 15 | NAB Careerlink.com | NO | |
| 16 | Indeed.com | NO | 2 |
| 17 | People Matter / SNAG | NO | |
| 18 | www.tvtv.com | NO | |
| 19 | Linkedin | NO | |
| 20 | | | |
| (etc.) | | | |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 21 |

KTVF/KXDF/KFXF
EEO PUBLIC FILE REPORT
October 1, 2017 – September 30, 2018

III. RECRUITMENT INITIATIVES

| | Type Of Recruitment Initiative (Menu Selection) | Brief Description Of Activity |
|----------|---|---|
| 1 | Participate in Event for Community Groups Interested in Broadcast Jobs | Broadcast Academy. On June 11-15, 2018, we held our annual week-long summer camp geared for students ages 12-17. This year's camp offered kids the opportunity to learn about broadcasting in general, and specifically how to create public service announcements and produce news stories. Students learned how to brainstorm ideas, interview businesses, write scripts, shoot footage, and edit. Two PSA's for local non-profit organizations and two news feature stories were produced by the students and aired on the station. The camp is headed by the Creative Services Director and Producer with support from the news department. |
| 2 | Participate in Event with Education Institutions related to careers in broadcasting | On October 5, 2017 KTVF provided a tour of the station facilities to students from Fairbanks Resource Association in an effort to educate them on how a station operates and the various departments and job opportunities available in the broadcast industry. |
| 3 | Participate in Event with Education Institutions related to careers in broadcasting | Throughout the school year, 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. |
| 4 | 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 employees were promoted to higher level positions as a result of being given such opportunities to learn on the job. |

| | | |
|----|---|--|
| 5 | Training Programs for Station Personnel | On November 9-11, 2017, Sales, News, Engineering and Management employees attended the Alaska Broadcasters Association annual convention and attended numerous training sessions offered to improve job skills, including Emergency Communications, Selling Digital alongside Traditional, and A Special News session “Becoming a Multi-Skilled, All-Around Storyteller. |
| 6 | Participate in Event with Education Institutions related to careers in broadcasting | Throughout the school year, 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. |
| 7 | Participate in Event with Education Institutions related to careers in broadcasting | On November 13, 2017 KTVF provided a tour of the station facilities to 8 th grade Video Production students from North Pole Middle School in an effort to educate them on how a station operates and the various departments and job opportunities available in the broadcast industry. |
| 8 | Participate in Event with Education Institutions related to careers in broadcasting | On April 10, 2018 KTVF provided a tour of the station facilities students from Delta Junction to educate them on how a station operates and the various departments and job opportunities available in the broadcast industry. |
| 9 | Participate in Event for Community Groups | On February 19-21, 2018 KTVF news staff participated with other broadcasters in the area as volunteer announcers during the Hutchison High School Invitational JV Basketball tournament |
| 10 | Training Programs for Station Personnel | On June 21, 2018, our office manager participated in ongoing online EEO training provided by corporate HR. She then shared the information with appropriate station personnel. |