

KTVF/KXDF-CD/KFXF-LD
EEO PUBLIC FILE REPORT
October 1, 2022 – September 30, 2023

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
Multi-Media Journalist	2, 6, 8, 9, 10, 14, 17	2
News Producer	6, 9, 10, 13, 14, 17	13
Multi-Media Journalist	6, 8, 9, 10, 11, 13, 14, 18, 20	13
Broadcast Operator	6, 8, 9, 10, 13, 14, 18, 19, 20	14
Broadcast Operator	3, 6, 8, 9, 10, 13, 14, 18, 19, 20	3
Broadcast Operator	6, 8, 9, 10, 13, 14, 17, 19, 20	17
Sports Reporter/Anchor	6, 8, 9, 10, 11, 13, 14, 18, 19, 20	19
Office Manager	6, 8, 9, 10, 11, 13, 14, 19, 20	13
News Production Assistant	8, 9, 10, 13, 14, 17, 19	13
Marketing Specialist	3, 9, 10, 11, 13, 14, 17, 19, 21	3
Multi-Media Journalist	6, 8, 9, 10, 11, 13, 14, 18, 19, 20	14
Marketing Specialist	6, 8, 9, 10, 11, 13, 14, 17, 18, 19, 20, 21	13
News Producer (morning)	4, 6, 9, 10, 11, 13, 14, 17, 18, 19, 21	4
News Producer (evening)	6, 9, 10, 11, 13, 14, 17, 19, 21	14
Broadcast Operator	3, 6, 8, 9, 10, 12 13, 14, 17, 18, 19, 20, 21	3

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS#	RS Information <i>(Copy relevant information from Section II of the Public File Report)</i>	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS
1	Walk-In/Self-Referral	No	
2	Internal Hire/Promotion	No	1
3	Employee Referral	No	2
4	Non-Employee Referral	No	1
5	KTVF Website Webcenterfairbanks.com Contact: Digital Marketing Manager (Marlene Phillips)	No	
6	Alaska State Employment Services/Alaska Jobs 675 7 th Avenue Fairbanks, AK 99701 (907) 451-2961	No	
8	University of Alaska Fairbanks School of Journalism (Handshake) PO Box 756120 Fairbanks, AK 99775	No	1
9	Alaska Broadcasters Association 700 W. 41 st Avenue Anchorage, AK 99503 (907) 258-2424	No	
10	CareerPage.org National Alliance of State Broadcasters Association	No	1
11	Facebook-KTVF page Contact: Digital Marketing Manager (Marlene Phillips)	No	
12	KTVF/KXDF Television Commercial	No	
13	Indeed.com <i>Posted automatically from Gray.tv/careers</i>	No	8
14	Gray TV/Careers Contact: Gray Corporate	No	4
15	Station Job Fair	No	
16	National Association of Black Journalists	No	
17	Career Builder	No	1
18	NAACP of Fairbanks -Contact: fairbanksnaacp.com	No	
19	Linkedin	No	3
20	VA – Contact: bradford.bunnell@va.gov	No	
21	Fairbanks Chamber of Commerce www.fairbankschamber.org	No	
TOTAL INTERVIEWEES			22

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Events sponsored by Educational Institutions	March 3, 2023 3:00-4:30 PM. KTVF's News Director and Assignment manager spent the afternoon with Hutchison High School's audio/video program. KTVF shared experiences and answered questions to a group of students planning to further their education to obtain a career in broadcasting.
2	EEO Management Training	April 21, 2023. Office Manager participated the training webinar "The FCC's Equal Employment Opportunity Rules: A Webinar for Gray Television Licensee, LLC" presented by Joan Stewart of Wiley Rein, LLP.
3	Participate in Events sponsored by Educational Institutions	May 10 th 2023: 12-2pm. Morning Producer participated in an event hosted by Hutchison High School's audio/video program. He assisted with student projects and submitting feedback to the students in the program.
4	Participate in Events Sponsored by Community Groups	April 17, 2023 - KTVF's General Sales Manager/Station Manager, reviewed applications and participated in the selection of the 2022 Alaska Broadcasters Association Intern Grant recipients.
5	Participate in Events Sponsored by Community Groups	May 17, 2023 11:00 AM-1:00 PM. KTVF's General Manager, News Director and entire news staff provided hot dogs and drinks at a booth at the Fairbanks Community Food Bank Clubhouse. During this lunchtime public event, the station invited guests to meet our team, inquire about open positions and submit

		applications and resumes. The team served roughly 100 hot dogs to the general public and was able to inform community members about careers in broadcasting on opportunities with our stations.
6	Community Events	August 2, 2023. General Manager met with the State of Alaska's Department of Vocational Rehabilitation in order to create awareness to open positions which may be a good fit for some of their clients, especially those in need of physical accommodations.
7	Community Events	September 6, 2023. KTVF General Manager and Office Manager provided a station tour for The Public Information Officer for The University of Alaska Fairbanks College of Liberal Arts. The 1 hour tour focused on departmental opportunities for students within the broadcast station. UAF and KTVF have solidified a path for student employment, especially those in need of part time work in conjunction with their studies.