KTVA-TV

ANNUAL EEO PUBLIC FILE REPORT

Placed on September 30, 2005

The purpose of the EEO Public File report is to comply with Section73.2080(c)(6) of the FCC's 2002 EEO Rule.

This Report has been prepared on behalf of the station employment unit that is comprised of the following station(s):
KTV-TV, Channel 11, Anchorage, Alaska and is required to be placed in the public inspection file, and on the Web Site.

The information contained in this report covers the time period beginning September 1, 2004 to and including August 31, 2005.

The FCC's 2002 EEO Rule requires that this Report contains the following information:

1. A list of all full-time vacancies filled by KTVA-TV Channel 11during the Applicable Period;
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 new EEO rule, which should be separately identified), identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hiree for each full-time vacancies during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3, which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

Notification of Job Vacancies

Alaska Broadcasting Company, Inc., licensee of KTVA is an equal opportunity employer. Alaska Broadcasting Company, Inc., provides notification of full-time job vacancies to organizations assisting job seekers. Any organization which would like to receive notification of job openings at our station should contact us and request to be included on our employment opportunity notification list. Organizations can make such request by mail to 1007 W 32nd Ave., Anchorage, AK 99503; fax 907-646-2188, or e-mail rebecca@ktva.com. When making such requests please provide us with the name of the organization, the address, the phone number, the fax number, and the name of he contact representatives to whom notifications should be sent.

EEO PUBLIC FILE REPORT

A station may accumulate the relevant information for the past year (using the previous EEO Internal Job Vacancy Summary Form) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.

A. Full-Time Vacancies Filled During Past Year

1. Job Title:	News Photographer	Date Filled:	9/4/04
2. Job Title:	News Producer(2)	Date Filled:	10/11/04
3. Job Title:	Account Manager	Date Filled:	11/1/04
4. Job Title:	Receptionist/Admin Asst	Date Filled:	12/20/04
5. Job Title:	Sales Assistant	Date Filled:	1/24/05
6. Job Title:	Marketing Director	Date Filled:	1/24/05
7. Job Title:	Account Manager	Date Filled:	3/14/05
8. Job Title:	Accounting Assistant	Date Filled:	4/18/05
9. Job Title:	Receptionist	Date Filled:	4/28/05
10. Job Title:	News Photographer(2)	Date Filled:	7/15/05
11. Job Title:	Sales Assistant	Date Filled:	7/25/05

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. Job Title: News Photographer — **Date Filled: 9/4/04**

Source	Contact Person	Address	Tel #	Referred Person Hired?
Employee Referral				
Company Bulletin Boards				
KTVA Website		www.ktva.com		Yes
TVJobs.com		www.tvjobs.com		No

2. Job Title: News Producer(2) — **Date Filled: 10/11/04**

Source	Contact Person	Address	Tel #	Referred Person Hired?
Adams & Associates		3601 C St., #1258, Anchorage, AK	561-5161	
Anchorage Daily News	Tara Warner	1001 Northway Dr., Anchorage, AK	257-4444	Yes
Company Bulletin Boards				
Employee Referral				Yes

3. Job Title: Account Manager — **Date Filled: 11/1/04**

Source	Contact Person	Address	Tel #	Referred Person Hired?
Anchorage Daily News	Tara Warner	1001 Northway Dr., Anchorage, AK	257-4444	No
Employee Referrals				Yes
Company Bulletin Boards				No

4. Job Title: Receptionist/Admin Asst — **Date Filled: 12/20/04**

Source	Contact Person	Address	Tel #	Referred Person Hired?
AK Job Center	Placement	3301 Eagle St., Anchorage, AK	269-4777	No
Anch Daily News	Tara Warner	1001 Northway Dr., Anchorage, AK	257-4444	No
Opti Staffing	Brandy Johnson	2550 Denali St., Anchorage, AK	677-9675	Yes
Co. Bulletin Board				
Employee Referral				
Adams & Assoc		3601 C. St., Anchorage, AK	561-5161	
Personnel Plus	Patty	3335 Arctic Blvd. Suite 200 Anch, AK	563-7587	
Anchorage Help Wanted		www.anchoragehelpwanted.com		

5. Job Title:	Sales Assistant		Date Filled:	1/24/05
Source	Contact Person	Address	Tel #	Referred Person Hired?
AK Job Center	Placement	3301 Eagle St., Anchorage, AK	269-4777	No
Anchorage Daily News	Tara Warner	1001 Northway Dr., Anchorage, AK	257-4444	No
Company Bulletin Boards				
Walk In				
Employee Referral				Yes
Opti Staffing	Brandy Johnson	2550 Denali St., Anchorage, AK	677-9675	Yes

6. Job Title:	Marketing Director		Date Filled:	1/24/05
Source	Contact Person	Address	Tel #	Referred Person Hired?
Anchorage Daily News	Tara Warner	1001 Northway Dr., Anchorage, AK	257-4444	Yes
AK Job Center	Placement	3301 Eagle St., Anchorage, AK	269-4777	
Company Bulletin Boards				
Walk-in				
KTVA Website		www.ktva.com		
Regional Help Wanted	Sybil Miller	www.regionalhelpwanted.com		No
Employee Referral				No
TVSpy	Vault.com	15 W. 22nd st.,5th Fl, NY, NY 10011	212-366-5568	

7. Job Title:	Account Manager		Date Filled:	3/14/05
Source	Contact Person	Address	Tel #	Referred Person Hired?
Anchorage Daily News	Tara Warner	1001 Northway Dr., Anchorage, AK	257-4444	No
KTVA Website				
Walk In				
Company Bulletin Boards				
Employee Referral				Yes

8. Job Title:	Accounting Assistant		Date Filled:	4/18/05
Source	Contact Person	Address	Tel #	Referred Person Hired?
AK Job Center	Placement	3301 Eagle St., Anchorage, AK	269-4777	No
Anch Daily News	Tara Warner	1001 Northway Dr., Anchorage, AK	257-4444	Yes
Opti Staffing	Brandy Johnson	2550 Denali St., Anchorage, AK	677-9675	No
Co. Bulletin Board				
Employee Referral				No
Adams & Assoc		3601 C. St., Anchorage, AK	561-5161	
Personnel Plus	Patty	3335 Arctic Blvd. Suite 200 Anch, AK	563-7587	No
Anchorage Help Wanted		www.anchoragehelpwanted.com		

9. Job Title:	Receptionist		Date Filled:	4/28/05
Source	Contact Person	Address	Tel #	Referred Person Hired?
AK Job Center	Placement	3301 Eagle St., Anchorage, AK	269-4777	
Anch Daily News	Tara Warner	1001 Northway Dr., Anchorage, AK	257-4444	No
Opti Staffing	Brandy Johnson	2550 Denali St., Anchorage, AK	677-9675	No
Co. Bulletin Board				
Employee Referral				Yes
Adams & Assoc		3601 C. St., Anchorage, AK	561-5161	
Personnel Plus	Patty	3335 Arctic Blvd. Suite 200 Anch, AK	563-7587	No
Anchorage Help Wanted		www.anchoragehelpwanted.com		

10. Job Title:	News Photographer(2)		Date Filled:	7/15/05
Source	Contact Person	Address	Tel #	Referred Person Hired?
TVJobs.com	Mark Holloway	http://www.tvjobs.com/jobform.htm		No
KTVA Website		www.ktva.com		Yes
Walk In				Yes
Company Bulletin Boards				
Employee Referral				

11. Job Title:	Sales Assistant		Date Filled:	7/25/05
Source	Contact Person	Address	Tel #	Referred Person Hired?
AK Job Center	Placement	3301 Eagle St., Anchorage, AK	269-4777	
Anchorage Daily News	Tara Warner	1001 Northway Dr., Anchorage, AK	257-4444	Yes
Walk In				
Company Bulletin Boards				
Employee Referral				
Opti Staffing	Brandy Johnson	2550 Denali St., Anchorage, AK	677-9675	
Anchorage Help Wanted		www.anchoragehelpwanted.com		No

C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During The Past Year (this will be a raw number): 62

D. Total Number of Interviewees For All Full-Time Vacancies Filled During The Past Year Per Recruitment/Referral Sources:

Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred
AK Job Center	Placement	3301 Eagle St., Anchorage, AK	269-4777	4
Anch Daily News	Tara Warner	1001 Northway Dr., Anchorage, AK	257-4444	28
Co. Bulletin Board				
TV Jobs.com	Mark Holloway	www.tvjobs.com		4
KTVA Website		www.ktva.com		4
Walk-in				1
Opti Staffing		2550 Denali St., Anchorage, AK	677-9675	4
Adams & Assoc		3601 C St., Anchorage, AK	561-5161	
Regional Help Wanted	Sybil Miller	www.regionalhelpwanted.com		2
TVSpy	Vault.com	15 W. 22nd st.,5th Fl, NY, NY 10011	212-366-5568	
Personnel Plus	Patty	3335 Arctic Blvd. Suite 200 Anch, AK		3
Anchorage Help Wanted		www.anchoragehelpwanted.com		5
Employee Referral				7

E. Outreach Activities

Attach a list and brief description of all outreach activities performed during the past year. Stations may attach copies of the Outreach Activity Description Forms included in this section for these purposes.

Appendix 3

EEO Public File Report Form

Covering the period from October 1, 2004 to September 30, 2005

Station(s) comprising station employment unit: KTVA

Section 3: Supplemental (non-vacancy specific) recruitment activities

Menu Option	Activities
# 5: Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	Participation in the Alaska Broadcasters Association Summer 2005 Internship Program.
#7: Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	Participation in the selection of 2005, Linda Simmons Memorial Scholarship.
#10: Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Conducted in station tours and staff discussion with various groups of community students. 1. 3/31/2005 7th and 8th graders from Mirror Lake Middle School tour. 2. Anchor Laura Oates visited Mirror Lake Middle School and gave a presentation regarding opportunities, education and starting in the broadcasting industry. 3. Mirror Lake Middle School student came to the station for an in depth look at our News Broadcast and a tour / visit of the station and opportunity to discuss broadcasting with staff members. 4. 1/2005: Two separate tours of the station by Cub Scout groups, including a staff interaction.
#14: Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	April 20, 2005: Management training conducted by Jerry Bever, General Manager, regarding preventing discrimination in the workplace.
#16: Participation in other activities	• All vacant positions are

designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	disseminated within the community using our list of recruitment resources. • Mirror Lake Middle School Business Partnership. • EEO / Employment on-air announcement.

Menu Options

1) Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.
2) Hosting of at least one job fair.
3) Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.
4) Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.
5) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.
6) Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).
7) Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.
8) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.
9) Establishment of a mentoring program for station personnel.
10) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.
11) Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting.
12) Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.
13) Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting.
14) Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

15) Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.

16) Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.