

KTVA-TV

ANNUAL EEO PUBLIC FILE REPORT

Placed on September 25, 2006

The purpose of this EEO Public File report is to comply with Section 73.2080(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):

KTVA-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, 2005 to and including September 20, 2006.

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

1. A list of all full-time vacancies filled by KTVA-TV Channel 11 during 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 vacancy 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 the contact representatives to whom notifications should be sent.

Appendix 1
EEO Public File Report Form

Covering the Period from September 1, 2005 to September 20, 2006

Station(s) Comprising Station Employment Unit: **KTVA-TV**
Section 1: Vacancy Information

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

A. Full-Time Vacancies Filled During Past Year

1. Job Title:	News Reporter	Date Filled:	9/13/05
2. Job Title:	News Reporter	Date Filled:	9/20/05
3. Job Title:	News Reporter	Date Filled:	9/26/05
4. Job Title:	Web Editor	Date Filled:	9/26/05
5. Job Title:	News Reporter	Date Filled:	10/3/05
6. Job Title:	News Reporter	Date Filled:	10/24/05
7. Job Title:	Assignment Editor	Date Filled:	10/24/05
8. Job Title:	Promotions Producer	Date Filled:	10/25/05
9. Job Title:	Photographer	Date Filled:	11/15/05
10. Job Title:	Account Executive	Date Filled:	1/9/06
11. Job Title:	Chief Photographer	Date Filled:	1/23/06
12. Job Title:	Business Manager	Date Filled:	2/28/06
13. Job Title:	News Reporter	Date Filled:	5/1/06
14. Job Title:	News Reporter	Date Filled:	5/8/06
15. Job Title:	Business Manager	Date Filled:	5/22/06
16. Job Title:	Weekend Producer	Date Filled:	5/26/06
17. Job Title:	Editor	Date Filled:	5/29/06
18. Job Title:	News Reporter	Date Filled:	6/12/06
19. Job Title:	Photographer	Date Filled:	6/19/06
20. Job Title:	Accounting Assistant	Date Filled:	8/31/06

Total Number of Persons Interviewed During Applicable Period: 123

EEO JOB VACANCY SUMMARY FORM

1 Job Title: Reporter Date Filled: 13-Sep-05

B. Recruitment/Referral Sources

Referred Referred Persons

Source	Person Hired?	Interviewed #
Anchorage Daily News		0
KTVA.com		2
TVJobs.com	Yes	8

2 Job Title: Reporter Date Filled: 20-Sep-05

B. Recruitment/Referral Sources

Referred Referred Persons

Source	Person Hired?	Interviewed #
Anchorage Daily News		0
KTVA.com		2
TVJobs.com	Yes	8

3 Job Title: Reporter Date Filled: 26-Sep-05

B. Recruitment/Referral Sources

Referred Referred Persons

Source	Person Hired?	Interviewed #
Anchorage Daily News		0
KTVA.com		2
TVJobs.com	Yes	8

4 Job Title: Web Editor Date Filled: 26-Sep-05

B. Recruitment/Referral Sources

Referred Referred Persons

Source	Person Hired?	Interviewed #
Anchorage Daily News		3
Anchorage Job Center		
Alaska Broadcasters Association		
UAA Communications Dept		
Charter College Placement Office		
Calista Corp. Job Placement		
Chugach Alaska Corp.		
Ft. Richardson Employment Readiness		
Elmendorf Career Assistance		
King Career Center		
Opti Staffing Group		
NewsBlues.com		
KTVA.com	Yes	1

5	Job Title: Reporter	Date Filled:	3-Oct-05
B.	Recruitment/Referral Sources		
		Referred	Referred Persons
	Source	Person Hired?	Interviewed #
	Anchorage Daily News		0
	KTVA.com	Yes	1
	TVJobs.com		3

6	Job Title: Reporter	Date Filled:	24-Oct-05
B.	Recruitment/Referral Sources		
		Referred	Referred Persons
	Source	Person Hired?	Interviewed #
	Anchorage Daily News		0
	KTVA.com		1
	TVJobs.com	Yes	3

7	Job Title: Assignment Editor	Date Filled:	24-Oct-05
B.	Recruitment/Referral Sources		
		Referred	Referred Persons
	Source	Person Hired?	Interviewed #
	KTVA.com	Yes	2
	TVJobs.com		0

8	Job Title: Promotions Editor	Date Filled:	25-Oct-05
B.	Recruitment/Referral Sources		
		Referred	Referred Persons
	Source	Person Hired?	Interviewed #
	Anchorage Daily News	Yes	3
	Anchorage Job Center		
	Alaska Broadcasters Association		
	UAA Communications Dept		
	Charter College Placement Office		
	Calista Corp. Job Placement		
	Chugach Alaska Corp.		
	Ft. Richardson Employment Readiness		
	Elmendorf Career Assistance		

King Career Center
 Opti Staffing Group
 NewsBlues.com
 TVJobs.com
 Asian American Journalist Assoc.
 Nat'l Assoc. of Hispanic Journalists
 The Producer Page
 Employee Referral

4

9	Job Title: Photographer	Date Filled:	15-Nov-05
B.	Recruitment/Referral Sources		
		Referred	Referred Persons
	Source	Person Hired?	Interviewed #
	KTVA.com	Yes	3

10	Job Title: Account Executive	Date Filled:	9-Jan-06
B.	Recruitment/Referral Sources		
		Referred	Referred Persons
	Source	Person Hired?	Interviewed #
	Anchorage Daily News		4
	Anchorage Job Center		
	Alaska Broadcasters Association		
	UAA Communications Dept		
	Charter College Placement Office		
	Calista Corp. Job Placement		
	Chugach Alaska Corp.		
	NAACP		
	Ft. Richardson Employment Readiness		
	Elmendorf Career Assistance		
	King Career Center		
	Covenant House Job Development		
	Opti Staffing Group		
	NewsBlues.com		
	Asian American Journalist Assoc.		
	Nat'l Assoc. of Hispanic Journalists		
	The Producer Page		
	Employee Referral	Yes	2
	Alaska Executive Search		
	Elite Employment Service		
	Kelly Services		
	Professional Business Services		

11	Job Title: Chief Photographer	Date Filled:	23-Jan-06
B.	Recruitment/Referral Sources		
		Referred	Referred Persons
	Source	Person Hired?	Interviewed #
	Anchorage Daily News		
	Anchorage Job Center		

Alaska Broadcasters Association
 UAA Communications Dept
 Charter College Placement Office
 Calista Corp. Job Placement
 Chugach Alaska Corp.
 NAACP
 Ft. Richardson Employment Readiness
 Elmendorf Career Assistance
 King Career Center
 Covenant House Job Development
 KTVA.com
 Opti Staffing Group
 NewsBlues.com
 Asian American Journalist Assoc.
 Nat'l Assoc. of Hispanic Journalists
 The Producer Page
 Personnel Plus
 Alaska Executive Search
 Elite Employment Service
 Professional Business Services

Yes 2

12	Job Title: Business Manager	Date Filled:	28-Feb-06
B. Recruitment/Referral Sources			
		Referred	Referred Persons
Source		Person Hired?	Interviewed #
Anchorage Daily News		Yes	1
Anchorage Job Center			
Alaska Broadcasters Association			
UAA Communications Dept			
Charter College Placement Office			
Calista Corp. Job Placement			
Chugach Alaska Corp.			
Ft. Richardson Employment Readiness			
Elmendorf Career Assistance			
King Career Center			
Opti Staffing Group			
NewsBlues.com			
KTVA.com			
Asian American Journalist Assoc.			
Nat'l Assoc. of Hispanic Journalists			
The Producer Page			
KTVA Company Bulletin Board			
AnchorageHelpWanted.com			1

13	Job Title: Reporter	Date Filled:	1-May-06
B. Recruitment/Referral Sources			
		Referred	Referred Persons
Source		Person Hired?	Interviewed #
Anchorage Daily News			
Anchorage Job Center			
Alaska Broadcasters Association			
UAA Communications Dept			

Charter College Placement Office
 Calista Corp. Job Placement
 Chugach Alaska Corp.
 NAACP
 Ft. Richardson Employment Readiness
 Elmendorf Career Assistance
 King Career Center
 Covenant House Job Development
 Opti Staffing Group
 MediaLine.com
 NewsBlues.com
 KTVA.com
 TVJobs.com
 Asian American Journalist Assoc.
 Nat'l Assoc. of Hispanic Journalists
 The Producer Page
 Personnel Plus
 Elite Employment Service
 Kelly Services
 Professional Business Services

Yes 2
 Yes 3

1

14	Job Title: Reporter	Date Filled:	8-May-06
B Recruitment/Referral Sources			
		Referred	Referred Persons
Source		Person Hired?	Interviewed #
Anchorage Daily News			
Anchorage Job Center			
Alaska Broadcasters Association			
UAA Communications Dept			
Charter College Placement Office			
Calista Corp. Job Placement			
Chugach Alaska Corp.			
NAACP			
Ft. Richardson Employment Readiness			
Elmendorf Career Assistance			
King Career Center			
Covenant House Job Development			
Opti Staffing Group			
MediaLine.com			
NewsBlues.com			
KTVA.com			1
TVJobs.com		Yes	7
Asian American Journalist Assoc.			
Nat'l Assoc. of Hispanic Journalists			
The Producer Page			
Personnel Plus			
Elite Employment Service			
Kelly Services			
Professional Business Services			

15	Job Title: Business Manager	Date Filled:	22-May-06
B Recruitment/Referral Sources			
		Referred	Referred Persons

Source	Person Hired?	Interviewed #
Anchorage Daily News	Yes	4
Anchorage Job Center		2
Alaska Broadcasters Association		
UAA Communications Dept		
Charter College Placement Office		
Calista Corp. Job Placement		
Chugach Alaska Corp.		
NAACP		
Ft. Richardson Employment Readiness		
Elmendorf Career Assistance		
King Career Center		
Covenant House Job Development		
Opti Staffing Group		
NewsBlues.com		
KTVA.com		
Asian American Journalist Assoc.		
Nat'l Assoc. of Hispanic Journalists		
The Producer Page		
KTVA Company Bulletin Board		
AnchorageHelpWanted.com		3
Personnel Plus		1
Alaska Executive Search		
Elite Employment Service		
Kelly Services		
Professional Business Services		

16 Job Title: Weekend Producer Date Filled: 26-May-06

B Recruitment/Referral Sources

Referred Referred Persons

Source	Person Hired?	Interviewed #
Anchorage Daily News		
Anchorage Job Center		
Alaska Broadcasters Association		
UAA Communications Dept		
Charter College Placement Office		
Calista Corp. Job Placement		
Chugach Alaska Corp.		
NAACP		
Ft. Richardson Employment Readiness		
Elmendorf Career Assistance		
King Career Center		
Covenant House Job Development		
Opti Staffing Group		
NewsBlues.com		
KTVA.com		1
TVJobs.com	Yes	5
Asian American Journalist Assoc.		
Nat'l Assoc. of Hispanic Journalists		
The Producer Page		
KTVA Company Bulletin Board		
Personnel Plus		
Alaska Executive Search		

Elite Employment Service
 Kelly Services
 Professional Business Services

17	Job Title: Editor	Date Filled:	29-May-06
B.	Recruitment/Referral Sources	Referred	Referred Persons
	Source	Person Hired?	Interviewed #
	Anchorage Daily News		1
	Anchorage Job Center		
	Alaska Broadcasters Association		
	UAA Communications Dept		
	Charter College Placement Office		
	Calista Corp. Job Placement		
	Chugach Alaska Corp.		
	NAACP		
	Ft. Richardson Employment Readiness		
	Elmendorf Career Assistance		
	King Career Center		
	Covenant House Job Development		
	Opti Staffing Group		
	NewsBlues.com		
	KTVA.com		
	TVJobs.com		2
	Asian American Journalist Assoc.		
	Nat'l Assoc. of Hispanic Journalists		
	The Producer Page		
	KTVA Company Bulletin Board		
	Employee Referral	Yes	1
	Alaska Executive Search		
	Elite Employment Service		
	Kelly Services		
	Professional Business Services		

18	Job Title: Reporter	Date Filled:	12-Jun-06
B.	Recruitment/Referral Sources	Referred	Referred Persons
	Source	Person Hired?	Interviewed #
	Anchorage Daily News		
	Anchorage Job Center		
	Alaska Broadcasters Association		
	UAA Communications Dept		
	Charter College Placement Office		
	Calista Corp. Job Placement		
	Chugach Alaska Corp.		
	NAACP		
	Ft. Richardson Employment Readiness		
	Elmendorf Career Assistance		
	King Career Center		
	Covenant House Job Development		
	Opti Staffing Group		
	MediaLine.com		

NewsBlues.com
 KTVA.com 1
 TVJobs.com Yes 7
 Asian American Journalist Assoc.
 Nat'l Assoc. of Hispanic Journalists
 The Producer Page
 Personnel Plus
 Elite Employment Service
 Kelly Services
 Professional Business Services

19	Job Title: Photographer	Date Filled:	19-Jun-06
B. Recruitment/Referral Sources			
		Referred	Referred Persons
	Source	Person Hired?	Interviewed #
	Anchorage Daily News	Yes	2
	Anchorage Job Center		
	Alaska Broadcasters Association		
	UAA Communications Dept		
	Charter College Placement Office		
	Calista Corp. Job Placement		
	Chugach Alaska Corp.		
	Ft. Richardson Employment Readiness		
	Elmendorf Career Assistance		
	King Career Center		
	Opti Staffing Group		
	NewsBlues.com		
	TVJobs.com		3
	Asian American Journalist Assoc.		
	Nat'l Assoc. of Hispanic Journalists		
	The Producer Page		
	Employee Referral		3
	Unknown		2

20	Job Title: Accounting Assistant	Date Filled:	31-Aug-06
B. Recruitment/Referral Sources			
		Referred	Referred Persons
	Source	Person Hired?	Interviewed #
	Anchorage Daily News		3
	Anchorage Job Center		
	Alaska Broadcasters Association		
	UAA Communications Dept		
	Charter College Placement Office	Yes	1
	Calista Corp. Job Placement		
	Chugach Alaska Corp.		
	NAACP		
	Ft. Richardson Employment Readiness		
	Elmendorf Career Assistance		
	King Career Center		
	Covenant House Job Development		
	Opti Staffing Group		
	NewsBlues.com		

KTVA.com
Asian American Journalist Assoc.
Nat'l Assoc. of Hispanic Journalists
The Producer Page
KTVA Company Bulletin Board
AnchorageHelpWanted.com
Personnel Plus
Alaska Executive Search
Elite Employment Service
Kelly Services
Professional Business Services

Appendix 2

EEO Public File Report Form

Covering the Period from September 1, 2005 to September 20, 2006

Station(s) Comprising Station Employment Unit: **KTVA-TV**

Section 2: Recruitment Source / Contact Information

Recruitment Source Listing Contact Information

Source	Contact	# Interviewees This Period
Anchorage Daily News 1001 Northway Drive Anchorage, AK 99508	Ashley Weingart Phone: 257-4444 Fax: 279-8170 aweingart@and.com	21
Anchorage Job Center 3301 Eagle St. Anchorage, AK 99504	Rocky Grimes Phone: 269-4777 Fax: 269-4819 www.jobs.state.ak.us	2
Alaska Broadcasters Association PO Box 102424 Anchorage, AK 99510	Darlene Simono Phone: 258-2424 Fax: 258-2414 akba@gci.net	0
UAA Journalism & Public Communications Dept. 3211 Providence Dr. Anchorage, AK 99508-8279	Audrey Jo Foster Phone: 786-4180 Fax: 786-4190 anajf@uaa.alaska.edu	0
Charter College Career Placement Office 2221 E. Northern Lights, Suite 120 Anchorage, AK 99508	Wisteria Johnson Phone: 277-1000 Fax: 274-3342 wjohnson@chartercollege.org	1
Calista Corp. Job Placement 301 Calista Ct., Suite A Anchorage, AK 99518-3028	Heather Spear Phone: 644-6311 Fax: 272-5060 hspear@calistacorp.com	0
Chugach Alaska Corp. 560 E. 34 th Ave Anchorage, AK 99503-4196	Darlene Holst Phone: 563-8866 Fax: 261-0456 dholst@chugach-ak.com	0
NAACP 325 E. 3 rd Ave Anchorage, AK 99501	Rev. Dr. William Greene Phone: 272-8717 Fax: 222-0907 naacp@alaska.net	0

Ft. Richardson Employment Readiness Bldg. 337, Room 3, 5 th & Hoonah Fort Richardson, AK	John Doak Phone: 384-6716 Fax: 384-0110 john.doak@richardson.army.mil	0
Elmendorf Career Assistance Elmendorf AFB Elmendorf, AK	Mike Lernaitre Phone: 552-3872 Fax: 552-2677 michael.lemaitre@elmendorf.af.mil	0
King Career Center 2650 E. Northern Lights Anchorage, AK 99508	Dean Vogt Phone: 240-1684 vogt_dean@asdk12.org	0
Covenant House Job Development 750 W. 5 th Anchorage, AK 99501	Roger Hamacher Phone: 339-4431 Fax: 339-4476 rhemacher@covhouse.alaska.com	0
Opti Staffing Group 2550 Denali Street, Suite 715 Anchorage, AK 99503	Brandy Johnson Phone: 677-9675 Fax: 222-2656 louimet@optistaffing.com	0
Medialine.com	Mark Shilstone Phone: 800-237-8073 www.medialine.com	0
Newsblues	Phone: 800-237-8073 editor@newsblues.com	0
KTVA.com	John Berglin, MIS Manager	21
Employee Referral	Department Head	6
Anchorage Help Wanted . Com	www.anchoragehelpwanted.com	6
TVjobs.com web site	Mark Holloway www.tvjobs.com	62
Asian American Journalist Association	post@aaaja.org www.aaaja.org	0
National Association of Hispanic Journalists	membership@najh.org www.najh.org	0
The Producer Page	editor@proudcerpage.com	0

www.producerpage.com

Alaska Executive Search 821 N Street, Suite 201 Anchorage, AK 99501	Karen Washington Phone: 276-5707 karen_w@akexec.com	0
Professional Business Services 807 G Street, Suite 200 Anchorage, AK 99501	Tamara Lau Phone: 279-7679 pbsjobs@alaska.net	0
Personnel Plus 3335 Arctic Blvd., Suite 200 Anchorage, AK 99503	Patty Miller Phone: 563-7587 perplus@alaska.net	2
Elite Employment Service 1113 W. Fireweed Lane, Suite 200 Anchorage, AK 99503	Gloria Kron Phone: 276-8367 kron_elite@compuserve.com	0
Kelly Services 405 W. 36th Ave., Suite 102 Anchorage, AK 99503	Tracy Hazen Phone: 561-5070 hazenta@kellyservices.com	0
Unknown Source		2

Appendix 3

EEO Public File Report Form

Covering the period from September 1, 2005 to September 20, 2006

Station(s) comprising station employment unit: KTVA

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

Menu Option	Activities
#7: Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	Participation in the 2006 Linda Simmons Memorial Scholarship.
#10: Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	KTVA-TV has standing offers to all area schools, elementary, high school, career center, university and community organizations to tour our station and to watch the behind the scenes operations, including staff question and answer sessions, and observing a newscast in the studio. During this reporting period KTVA conducted 4 tours.
#14: Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	July 17, 2006: Management training conducted by Jerry Bever, General Manager, regarding promoting diversity in the workplace. Training included a training video, participant handbook and discussion.
#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.	<ul style="list-style-type: none">• All vacant positions are disseminated within the community using our list of recruitment resources.• Mirror Lake Middle School Business Partnership.• EEO / Employment on-air and on-line 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.