KTVA-TV

ANNUAL EEO PUBLIC FILE REPORT

Placed on September 21, 2009
Updated September 25, 2010

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 21, 2008 to and including September 20, 2009.

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 ssinclair@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 21, 2008 to and including September 20, 2009

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:	Web Editor	Date Filled:	12/8/08
2.	Job Title:	FT Graphics Op	Date Filled:	2/27/09
3.	Job Title:	Reporter	Date Filled:	3/23/09
4.	Job Title:	Photojournalist	Date Filled:	3/9/09
5.	Job Title:	Online Manager	Date Filled:	8/3/09

Total Number of Persons Interviewed During Applicable Period: 14

EEO JOB VACANCY SUMMARY FORM

1 **Job Title: Web Editor** **Date Filled:** **12/8/08**

B. **Recruitment/Referral Sources**

Source	Referred Person Hired?	Referred Persons Interviewed #
Alaska Broadcasters Association		
Anchorage Daily News		
Anchorage Job Center		
Calista Corp Job Placement		
Craigslist.com		2
Elmendorf Career Assistance		
Employee Referral	1	1
King Career Center		
KTVA Bulletin Board		
KTVA.com		
Medialine		
MediaNews Group.com		
NAACP		
Nine Star Employment Services		
Ohio/Illinois Centers for Broadcasting		
Opti Staffing		
Personnel Plus		
State of Alaska Div of Voc Rehab		
TVJobs.com		
Washington Vocational Services		
YWCA		

2 **Job Title: FT Graphics Op** **Date Filled:** **2/27/09**

B. **Recruitment/Referral Sources**

Source	Referred Person Hired?	Referred Persons Interviewed #
Alaska Broadcasters Association		
Anchorage Daily News		
Anchorage Job Center		
Calista Corp Job Placement		
Craigslist.com		
Elmendorf Career Assistance		
Employee Referral	1	1
King Career Center		
KTVA Bulletin Board		
KTVA.com		
Medialine		
MediaNews Group.com		
NAACP		
Nine Star Employment Services		
Ohio/Illinois Centers for Broadcasting		
Opti Staffing		
Personnel Plus		
State of Alaska Div of Voc Rehab		
The Vocation Connection		
TVJobs.com		
University of Alaska		
Washington Vocational Services		
YWCA		

3	Job Title: Reporter	Date Filled:	3/23/09
B.	Recruitment/Referral Sources		
	Source	Referred Person Hired?	Referred Persons Interviewed #
	Alaska Broadcasters Association		
	Anchorage Daily News		
	Anchorage Job Center		
	Calista Corp Job Placement		
	Craigslist.com		
	Elmendorf Career Assistance		
	Employee Referral		
	King Career Center		
	KTVA Bulletin Board		
	KTVA.com	1	1
	Medialine		
	MediaNews Group.com		
	NAACP		
	Nine Star Employment Services		
	Ohio/Illinois Centers for Broadcasting		
	Opti Staffing		
	Personnel Plus		
	State of Alaska Div of Voc Rehab		
	The Vocation Connection		
	TVJobs.com		4
	University of Alaska		
	Washington Vocational Services		
	YWCA		

4	Job Title: Photojournalist	Date Filled:	3/9/09
B.	Recruitment/Referral Sources		
	Source	Referred Person Hired?	Referred Persons Interviewed #
	Alaska Broadcasters Association		
	Anchorage Daily News		
	Anchorage Job Center		
	Calista Corp Job Placement		
	Craigslist.com		
	Elmendorf Career Assistance		
	Employee Referral		
	King Career Center		
	KTVA Bulletin Board		
	KTVA.com	1	1
	Medialine		
	MediaNews Group.com		
	NAACP		
	Nine Star Employment Services		
	Ohio/Illinois Centers for Broadcasting		
	Opti Staffing		
	Personnel Plus		
	State of Alaska Div of Voc Rehab		
	The Vocation Connection		
	TVJobs.com		2
	University of Alaska		
	Washington Vocational Services		
	YWCA		

5	Job Title: Online Manager	Date Filled:	8/3/09
B.	Recruitment/Referral Sources		
	Source	Referred Person Hired?	Referred Persons Interviewed #
	Alaska Broadcasters Association		
	Anchorage Daily News		
	AnchorageHelpWanted.com	1	2
	Anchorage Job Center		
	Calista Corp Job Placement		
	Craigslist.com		
	Elmendorf Career Assistance		
	Employee Referral		
	King Career Center		
	KTVA Bulletin Board		
	KTVA.com		
	Medialine		
	MediaNews Group.com		
	NAACP		
	Nine Star Employment Services		
	Ohio/Illinois Centers for Broadcasting		
	Opti Staffing		
	Personnel Plus		
	State of Alaska Div of Voc Rehab		
	The Vocation Connection		
	TVJobs.com		
	University of Alaska		
	Washington Vocational Services		
	YWCA		

Appendix 2

EEO Public File Report Form

The information contained in this Report covers the time period beginning September 21, 2008 to and including September 20, 2009.

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

Section 2: Recruitment Source / Contact Information

Recruitment Source Listing Contact Information

Source	Contact	# Interviewees This Period
Alaska Broadcasters Association PO Box 102424 Anchorage, AK 99510	Darlene Simono Phone: 258-2424 Fax:258-2414 akba@gci.net	
Anchorage Daily News 1001 Northway Drive Anchorage, AK 99508	Staci Patrick Phone: 257-4510 Fax: 279-8170 spatrick@adn.com	
Anchorage Help Wanted . Com	www.anchoragehelpwanted.com	2
Anchorage Job Center 3301 Eagle St. Anchorage, AK 99504	Phone: 269-4777 Fax: 269-4819 www.jobs.state.ak.us	
Calista Corp. Job Placement 301 Calista Ct., Suite A Anchorage, AK 99518-3028	Heather Spear Phone: 644-6311 Fax: 272-5060 hspear@calistacorp.com	
Craigslist.com website	www.craigslist.com	2
Elmendorf Career Assistance Elmendorf AFB Elmendorf, AK	Mike Lernaitre Phone: 552-3872 Fax: 552-2677 michael.lemaitre@elmendorf.af.mil	
Employee Referral		2
King Career Center 2650 E. Northern Lights Anchorage, AK 99508	Dean Vogt Phone: 240-1684 vogt_dean@asdk12.org	
KTVA bulletin board	Cyd Terhune, Program Manager	
KTVA.com	John Berglin, MIS Manager	2

Medialine PO Box 51909 Pacific Grove, CA 93950	Mark Shilstone (800) 237-8073 mark@medialine.com http://www.medialine.com
Media News Group	www.medianewsgroup.com
NAACP 325 E. 3rd Ave Anchorage, AK 99501	Rev. Dr. William Greene Phone: 272-8717 Fax: 222-0907 naacp@alaska.net
Nine Star Employment Services 125 W 5th Avenue Anchorage, AK 99501	Phone: 269-6550 Phone: 279-7827
Ohio/Illinois Centers for Broadcasting 9000 Sweet Valley Dr Valley View OH 44125	Gary James, National Director of Placement gary@beonair.com
Opti Staffing Group 2550 Denali St Suite 715 Anchorage AK 99503	Phone: 677-9675
Personnel Plus 3335 Arctic Blvd., Suite 200 Anchorage, AK 99503	Patty Miller Phone: 563-7587 perplus@alaska.net
State of AK Division of Vocational Rehab 3600 Bragaw Anchorage, AK 99508	Gloria Lewellyn Phone: 269-2071 gloria_lewellyn@labor.state.ak.us
The Vocation Connection	nathan@vocationconnection.com
TVjobs.com web site	Mark Holloway www.tvjobs.com
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
Washington Vocational Services 4050 Lake Otis Pkwy, Suite 103 Anchorage, AK 99508	Lynne Sauve Phone: 562-7017 Lynnes@wvs.org
YWCA 324 E 5th Anchorage, AK 99501	Gloria Bennett Phone: 644-9600 gbennett@ywcaak.org

Other

Unknown Source

Appendix 3

EEO Public File Report Form

The information contained in this Report covers the time period beginning September 21, 2008 to and including September 20, 2009.

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 2007 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 3 tours.
#14: Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	August 21, 2007: 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.	• 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. • "Careers in Broadcasting" brochure produced by the Alaska Broadcasters Association on display for pick up in common station areas. • Donated to the Augie Hiebert Scholarship at the University of Alaska Fairbanks.

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.