KTVA-TV

ANNUAL EEO PUBLIC FILE REPORT

Placed on September 21, 2012

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, 2011 to and including September 20, 2012.

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, 2011 to and including September 20, 2012

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:	Morning Meteorologist	Date Filled:	10/3/2011
2. Job Title:	Reporter	Date Filled:	11/4/2011
3. Job Title:	Photojournalist	Date Filled:	10/31, 10/31, & 11/21/2012
4. Job Title:	Web & Social Media Editor	Date Filled:	11/21/11
5. Job Title:	Assistant Web Editor	Date Filled:	1/19/2012
6. Job Title:	Creative Services Producer	Date Filled:	5/9/2012
7. Job Title:	Master Control Operator	Date Filled:	8/30/2012
8. Job Title:	Accounting Assistant	Date Filled:	8/1/2012
9. Job Title:	Traffic Sales Coordinator	Date Filled:	8/1/2012

Total Number of Persons Interviewed During Applicable Period: 48

EEO JOB VACANCY SUMMARY FORM

1	Job Title: Morning Meteorologist	Date Filled:	10/3/11

B.	Recruitment/Referral Sources		
	Source	Referred Person Hired?	Referred Persons Interviewed #
	Alaska Broadcasters Association		
	Anchorage Daily News		
	Anchorage Job Center		
	Calista Corp Job Placement		
	CareerPage		
	Craigslist.com		
	Elmendorf Career Assistance		
	Harpoon Construction Group Inc. HR Dept		
	King Career Center		
	KTVA Bulletin Board		
	KTVA.com		
	Medialine		
	MediaNews Group		
	NAACP		
	Nine Star Employment Services		
	Opti Staffing		
	Personnel Plus		
	State of Alaska Div of Voc Rehab		
	State of Alaska Dept of Labor		
	The Vocation Connection		
	TV Jobs.com		3
	UAA Career Services		
	UAA Journalism Department		
	Washington Vocational Services		
	Other – Word of mouth	1	1

2	Job Title: Reporter	Date Filled:	11/04/11
B.	Recruitment/Referral Sources		
	Source	Referred Person Hired?	Referred Persons Interviewed #
	Alaska Broadcasters Association		1
	Anchorage Daily News		
	Anchorage Job Center		
	Calista Corp Job Placement		
	Career Page		
	Charter college		
	Craigslist.com		
	Elmendorf Career Assistance		
	Harpoon Construction Group Inc, HR		
	King Career Center		
	KTVA Bulletin Board		
	KTVA.com		1
	Medialine		
	MediaNews Group		
	NAACP		
	Nine Star Employment Services		
	Opti Staffing		
	Personnel Plus		
	State of Alaska Div of Voc Rehab		
	State of Alaska Dept of Labor		
	The Vocation Connection		
	TVJobs.com	1	2
	University of Alaska Career Services		
	University of Alaska Journalism Department		
	Washington Vocational Services		
	Other - unknown		1

3	Job Title: Photojournalist	Date Filled:	10/31, 10/31, 11/21/12
B.	**Recruitment/Referral Sources**		
	Source	**Referred Person Hired?**	**Referred Persons Interviewed #**
	Alaska Broadcasters Association		
	Anchorage Daily News		1
	Anchorage Job Center		
	Calista Corp Job Placement		
	Career Page		
	Charter College		
	Craigslist.com		1
	Elmendorf Career Assistance		
	Harpoon Construction Group Inc, HR		
	King Career Center		
	KTVA Bulletin Board		
	KTVA.com	1	4
	Medialine		
	NAACP		
	Nine Star Employment Services		
	Opti Staffing		
	Personnel Plus		
	State of Alaska Div of Voc Rehab		
	State of Alaska Dept of Labor		
	The Vocation Connection		
	TVJobs.com		2
	University of Alaska Career Services		
	University of Alaska Journalism Department		
	Washington Vocational Services		
	Other – Walk-in		1
	Other - Friend		2
	Other - Unknown	2	9

4	Job Title: Web & Social Media Editor	Date Filled:	11/21/11
B.	Recruitment/Referral Sources		
	Source	Referred Person Hired?	Referred Persons Interviewed #
	Alaska Broadcasters Association		
	Anchorage Daily News		
	Anchorage Job Center		
	Calista Corp Job Placement		
	Career Page		
	Charter College		
	Craigslist.com		2
	Elmendorf Career Assistance		
	Harpoon Construction Group Inc, HR		
	King Career Center		
	KTVA Bulletin Board		
	KTVA.com	1	1
	Medialine		
	NAACP		
	Nine Star Employment Services		
	Opti Staffing		
	Personnel Plus		
	State of Alaska Div of Voc Rehab		
	State of Alaska Dept of Labor		
	The Vocation Connection		
	TVJobs.com		
	University of Alaska Career Services		
	University of Alaska Journalism Department		
	Washington Vocational Services		
	Other – word of mouth		1

5	Job Title: Assistant Web Editor	Date Filled:	1/19/12
B.	Recruitment/Referral Sources		
	Source	Referred Person Hired?	Referred Persons Interviewed #
	Alaska Broadcasters Association		
	Anchorage Daily News		
	Anchorage Job Center		
	Calista Corp Job Placement		
	Career Page		
	Charter College		
	Craigslist.com		
	Elmendorf Career Assistance		
	Harpoon Construction Group Inc, HR		
	King Career Center		
	KTVA Bulletin Board		
	KTVA.com	1	2
	Medialine		
	MediaNews Group.com		
	NAACP		
	Nine Star Employment Services		
	Opti Staffing		
	Personnel Plus		
	State of Alaska Div of Voc Rehab		
	State of Alaska Dept of Labor		
	The Vocation Connection		
	TVJobs.com		
	University of Alaska Career Center		
	University of Alaska Journalism Department		
	Washington Vocational Services		

6	Job Title: Creative Services Producer	Date Filled:	5/9/12
B.	Recruitment/Referral Sources		
	Source	Referred Person Hired?	Referred Persons Interviewed #
	Alaska Broadcasters Association		
	Anchorage Daily News		
	Anchorage Job Center		
	Calista Corp Job Placement		
	Career Page		
	Charter College		
	Craigslist.com		
	Elmendorf Career Assistance		
	King Career Center		
	KTVA Bulletin Board		
	KTVA.com		1
	Medialine		
	MediaNews Group.com		
	NAACP		
	Nine Star Employment Services		
	Opti Staffing		
	Personnel Plus		
	State of Alaska Div of Voc Rehab		
	State of Alaska Dept of Labor		
	The Vocation Connection		
	TVJobs.com		1
	University of Alaska Career Services		
	University of Alaska Journalism Department		
	Washington Vocational Services		
	Other – referral from a friend	1	2
	Unknown		1

7	Job Title: Master Control Operator	Date Filled:	8/30/12

B. Recruitment/Referral Sources

Source	Referred Person Hired?	Referred Persons Interviewed #
Alaska Broadcasters Association		
Anchorage Daily News		
Anchorage Job Center		
Calista Corp Job Placement		
Charter College		
Craigslist.com		
Elmendorf Career Assistance		
King Career Center		
KTVA Bulletin Board		
KTVA.com		
Medialine		
NAACP		
Nine Star Employment Services		
Opti Staffing		
Personnel Plus		
State of Alaska Div of Voc Rehab		
State of Alaska Dept of Labor		
The Vocation Connection		
TVJobs.com		
University of Alaska Career Services		
University of Alaska Journalism Department		
Washington Vocational Services		
Other – word of mouth	1	1

8	Job Title: Accounting Assistant	Date Filled:	8/1/12
B.	Recruitment/Referral Sources		
	Source	Referred Person Hired?	Referred Persons Interviewed #
	Alaska Broadcasters Association		
	Anchorage Daily News		
	Anchorage Job Center		
	Calista Corp Job Placement		
	Charter College		
	Craigslist.com		3
	King Career Center		
	KTVA Bulletin Board		
	KTVA.com		
	Medialine		
	NAACP		
	Nine Star Employment Services		
	Opti Staffing		
	Personnel Plus		
	State of Alaska Div of Voc Rehab		
	State of Alaska Dept of Labor		
	The Vocation Connection		
	TVJobs.com		
	University of Alaska College Central Network		
	University of Alaska Journalism Department		
	Washington Vocational Services		
	Other – current temp employee	1	1

9	Job Title: Traffic Sales Coordinator	Date Filled:	8/1/12

B. Recruitment/Referral Sources

Source	Referred Person Hired?	Referred Persons Interviewed #
Alaska Broadcasters Association		
Anchorage Daily News		
Anchorage Job Center		
Calista Corp Job Placement		
Charter College		
Craigslist.com		1
King Career Center		
KTVA Bulletin Board		
KTVA.com		2
Medialine		
NAACP		
Nine Star Employment Services		
Opti Staffing		
Personnel Plus		
State of Alaska Div of Voc Rehab		
State of Alaska Dept of Labor		
The Vocation Connection		
TVJobs.com		
University of Alaska College Central Network		
University of Alaska Journalism Department		
Washington Vocational Services		
Other – current temp employee	1	1

Appendix 2

EEO Public File Report Form

The information contained in this Report covers the time period beginning September 21, 2011 to and including September 20, 2012.

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 (updated – 08/2012) PO Box 102424; 700 West 41st Ave Suite 102 Anchorage, AK 99510	Cathy Hiebert Phone: 258-2424 Fax:258-2414 akbagold@gci.net www.alaskabroadcaster.org	1
Anchorage Daily News 1001 Northway Drive Anchorage, AK 99508	Lindsay Mayes Phone: 257-4284 Fax: 279-8170 lmayes@adn.com	1
Anchorage Job Center (AK DOL) 3301 Eagle St. Anchorage, AK 99504	Anchorage.employers@alaska.gov Phone: 269-4777 Fax: 269-4819 www.jobs.state.ak.us	
Calista Corporation (updated - 08/2012) 301 Calista Ct., Suite A Anchorage, AK 99518-3028 General phone - 277-5516	Leah Campbell Phone: 644-6315 Fax: 272-5060 lcampbell@calistacorp.com www.calistacorp.com	
Career Page www.careerpage.org	Cathy Hiebert Phone: 258-2424 Fax:258-2414 akba@gci.net	
Charter College 2221 East Northern Lights Boulevard Anchorage AK 99508	Samantha Dillon@chartercollege.com Phone: 277-1000	
Craigslist.com website	www.craigslist.com	7

Elmendorf Career Assistance 8535 Wewak Drive Elmendorf AFB, AK 99506	Loretta Morgan Phone: 552-4943 Fax: 552-0499 jobselmendorf@gci.net
Harpoon Construction Group Inc, HR	Molly Hopson Phone: (907) 677-5267 Molly.Hopson@ukpik.com
King Career Center 2650 E. Northern Lights Anchorage, AK 99508	Dean Vogt Phone: 240-1684 vogt_dean@asdk12.org
KTVA employee bulletin board 1007 W 32nd Ave Anchorage AK 99503	Cyd Terhune 273-3121
KTVA website www.KTVA.com	Brendan Kelley 273-3117
Medialine (updated – 08/2012) 514 Granite St Pacific Grove, CA 93950	Mark Shilstone (800) 237-8073 medialine@medialine.com http://www.medialine.com
Media News Group (updated – 08/2012) 101 W Colfax Ave Denver CO 80202-5315	www.medianewsgroup.com Judi Patterson 303-954-2636
NAACP (updated - 08/2012) 325 E. 3rd Ave Anchorage, AK 99501	Wanda Greene Phone: 272-8717 Fax: 222-0907 naacpanchorage@gmail.com
Nine Star Employment Services 125 W 5th Avenue Anchorage, AK 99501	Phone: 269-6550 Phone: 279-7827 Cbetts99503@yahoo.com
Opti Staffing Group (updated – 08/2012) 2550 Denali St Suite 715 Anchorage AK 99503	Alison Boser Phone: 677-9675 aboser@optistaffing.com www.optistaffing.com
Personnel Plus 3335 Arctic Blvd., Suite 200 Anchorage, AK 99503	Patty Miller Phone: 563-7587 staff@alaska.net
State of AK Division of Vocational Rehab 4600 Debarr #300 Anchorage, AK 99508	Gloria Lewellyn (updated – 08/2012) Phone: 269-2071 gloria.lewellyn@alaska.gov

State of Alaska Dept of Labor (updated – 08/2012) Midtown Job Center/Business Connection 3301 Eagle St Suite 103 Anchorage AK 99503 269-4777	Nancy Heckmann 269-4774 anchorage.employers@alaska.gov www.jobs.alaska.gov	
The Vocation Connection	nathan@vocationconnection.com http://vocationconnection.com	
TVjobs.com web site	Mark Holloway www.tvjobs.com	8
UAA Career Services / College Central Network 3211 Providence Dr RH122 Anchorage AK 99508 www.collegecentral.com	Danica Manaois (updated – 08/2012) Ph 786-4513; Fax 786-4351 dcmanaois@uaa.alaska.edu	
UAA Journalism & Public Communications Dept. 3211 Providence Dr. Anchorage, AK 99508-8279	Erin Day Phone: 786-4180 Fax:786-4190 eday@jpc.alaska.edu	
Washington Vocational Services 4050 Lake Otis Pkwy, Suite 103 Anchorage, AK 99508	Lynne Sauve Phone: 562-7017 Lynnes@wvs.org	
Other-referred by employee/friend		3
Unknown Source		11
Other – Word of mouth		3
Other – Walk In		1
Other - Temp		2

Appendix 3

EEO Public File Report Form

The information contained in this Report covers the time period beginning September 21, 2011 to and including September 20, 2012.

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 2012 Linda Simmons Memorial Scholarship.
#8: Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.	As a matter of course, employees in all departments are consistently trained to acquire the skills necessary to qualify them for higher-level positions. This course of training resulted in 4 in-house promotions during this reporting period.
#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 10 tours.
#14: Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	August 2012: Supervisor training conducted by Jerry Bever, General Manager. Training included roundtable discussion of station EEO process, benefits of organization diversity, discussion and Q&A.
#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.

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.