

KTVA-TV

ANNUAL EEO PUBLIC FILE REPORT

Placed on October 1, 2004

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 October 1, 2003 to and including September 30, 2004.

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 stations should contact us and request to be included on our employment opportunity notification list. Organizations can make such requests by mail 440 E. Benson Blvd., Anchorage, AK 99503, fax 907-264-5190, or e-mail Rebecca@gocomak.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 representative to whom notifications should be sent.

Appendix 1

EEO Public File Report Form

Covering the Period from October 1, 2003 to September 30, 2004

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

Section 1: Vacancy Information

Full-time Positions Filled By Job Title	Date Filled	Recruitment Source Of Hiree	Total # of Interviewees From All Sources
Account Manager	5/31/04	Company Bulletin Board	1
Admin Asst #1	2/24/04	Opti Staffing	17
Admin Asst #2	4/16/04	Anchorage Daily News	10
Admin Asst #3	8/23/04	Opti Staffing	5
Chief Photographer	4/30/04	TV Jobs.com	3
Engineer	12/1/03	Employee Referral	1
Marketing Director	3/1/04	Employee Referral	4
Meteorologist	5/17/04	Employee Referral	5
News Director	8/16/04	TV Jobs.com	18
News Photographer	3/15/04	TV Jobs.com	5
Production Editor/Photographer	5/10/04	Employee Referral	3
Promo/Producer	8/11/04	Anchorage Daily News	5
Sales Assistant #1	8/26/04	Opti Staffing	2
Sales Assistant #2	4/12/04	Company Bulletin Board	3
TV News Reporter	10/31/03	TV Jobs.com	3
TV Reporter	6/28/04	TV Jobs.com	8

Total Number of Persons Interviewed During Applicable Period: 93

A. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy
(Organizations entitled to notification identified by *.)

1. Job Title: Account Manager

Date Filled: 5/31/04

Source	Referred Person Hired?
AK Job Source	No
Anchorage Daily News	No
Co Bulletin Board	No
Employee Referral	Yes
TV Jobs .com	No

Total number of interviewees from all sources for this position: 1

2. Job Title: Admin Asst #1

Date Filled: 2/24/04

Source	Referred Person Hired?
Anchorage Daily News	No
Opti Staffing	No
Co Bulletin Board	No
Walk in	No
AK Job Center	No
Adams & Associates	Yes

Total number of interviewees from all sources for this position: 17

3. Job Title: Admin Asst #2

Date Filled: 4/16/04

Source	Referred Person Hired?
AK Job Center	No
Anchorage Daily News	Yes
Opti Staffing	No
Walk in	No
Adams & Associates	No
Co Bulletin Board	No

Total number of interviewees from all sources for this position: 10

4. Job Title: Admin Asst #3

Date Filled: 8/23/04

Source	Referred Person Hired?
AK Job Center	No
Anchorage Daily News	No
Co Bulletin Board	No
Opti Staffing	Yes
Walk in	No

Total number of interviewees from all sources for this position: 5

5. Job Title: Chief Photographer

Date Filled: 4/30/04

Source	Referred Person Hired?
AK Job Center	No
Anchorage Daily News	No
Co Bulletin Board	No
Walk in	No
TV Jobs.com	Yes
Medialine.com	No

Total number of interviewees from all sources for this position: 3

6. Job Title: Engineer

Date Filled: 12/1/03

Source	Referred Person Hired?
Anchorage Daily News	No
Co Bulletin Board	No
Employee Referral	Yes

Total number of interviewees from all sources for this position: 1

7. Job Title: Marketing Director

Date Filled: 3/1/04

Source	Referred Person Hired?
Employee Referral	Yes
Anchorage Daily News	No
Co Bulletin Board	No

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Total number of interviewees from all sources for this position: 4

8. Job Title: Meteorologist

Date Filled: 5/17/04

Source	Referred Person Hired?
AK Job Center	No
Anchorage Daily News	No
Co Bulletin Board	No
Walk in	No
Employee Referral	Yes
TV Jobs.com	No
Medialine.com	No
	No

Total number of interviewees from all sources for this position: 5

9. Job Title: News Director

Date Filled: 8/16/04

Source	Referred Person Hired?
AK Job Center	No
Anchorage Daily News	No
Co Bulletin Board	No
KTVA.com	No
NewsBlues.com	No
TV Jobs.com	Yes

Total number of interviewees from all sources for this position: 18

10. Job Title: News Photographer

Date Filled: 3/15/04

Source	Referred Person Hired?
AK Job Center	No
Anchorage Daily News	No
Co Bulletin Board	No
TV Jobs.com	Yes

Total number of interviewees from all sources for this position: 5

11. Job Title: Production Editor/Photographer

Date Filled: 5/10/04

Source	Referred Person Hired?
KTVA Website	No
Anchorage Daily News	No
Co Bulletin Board	No
Employee Referral	Yes

Total number of interviewees from all sources for this position: 3

12. Job Title: Promo/Producer

Date Filled: 8/11/04

Source	Referred Person Hired?
AK Job Center	No
Anchorage Daily News	No
Co Bulletin Board	Yes
Employee Referral	No
Walk in	No
TV Jobs.com	No

Total number of interviewees from all sources for this position: 5

13. Job Title: Sales Asst #1

Date Filled: 8/26/04

Source	Referred Person Hired?
AK Job Center	No
Anchorage Daily News	No
Co Bulletin Board	No
Opti Staffing	Yes
Adams & Associates	No

Total number of interviewees from all sources for this position: 2

14. Job Title: Sales Asst #2

Date Filled: 4/12/04

Source	Referred Person
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	Hired?
AK Job Center	No
Anchorage Daily News	No
Co Bulletin Board	Yes
Opti Staffing	No
Adams & Associates	No

Total number of interviewees from all sources for this position: 3

15. Job Title: TV News Reporter

Date Filled: 10/31/03

Source	Referred Person Hired?
AK Job Center	No
Anchorage Daily News	No
Co. Bulletin Board	No
Walk in	No
Employee Referral	No
TV Jobs.com	Yes
Medialine.com	No

Total number of interviewees from all sources for this position: 3

16. Job Title: TV Reporter

Date Filled: 6/28/04

Source	Referred Person Hired?
KTVA.com	No
Anchorage Daily News	No
Co Bulletin Board	No
Newsblues.com	No
TV Jobs.com	Yes

Total number of interviewees from all sources for this position: 8

Appendix 2

EEO Public File Report Form

Covering the Period from October 1, 2003 to September 30, 2004

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

Section 2: Recruitment Source Information

Recruitment Source	Address	Contact Person	Phone Number	Total # of Interviewees This Source Has Provided During This Period
Adams & Associates	3601 C St., #1258 Anchorage, AK	Kim Moore	561-5161	7
Anchorage Daily News	1001 Northway Dr., Anchorage, AK	Tara Werner	257-4444	25
Company Bulletin Board	440 E. Benson Blvd 1007 W. 32 nd Avenue	KTVA HR	274-0404 273-3192	1
Walk-In	KTVA HR	Rebecca Tovsen	264-2129	2
TVJobs.com	http://www.tvjobs.com	Mark Holloway		29
Opti Staffing	2550 Denali St. Anchorage, AK	Rachel Collins	677-9675	7
Alaska Job Center	3301 Eagle St. Anchorage, AK	Placement	269-4777	8
Medialine.com	http://www.medialine.com	Mark Shilstone	800-237-8073	0
Newsblues	http://www.newsblues.com	editor@newsblues.com	800-237-8073	0
Employee Referral	KTVA HR	Rebecca Tovsen	264-2129	6

KTVA.com	KTVA HR	Rebecca Tovsen	264-2129	8
Asian American Journalist Association	http://www.aaaja.org	post@aaaja.org	email	0
National Association of Hispanic Journalists	http://www.najh.org	membership @najh.org	email	0
RTNDA	http://www.rtnda.org	membership @rtnda.org	email	0
JournalismJobs.com	http://www.journalismjobs.com	contact@journalismjobs.com	email	0
TVSpy	http://www.tvspy.com	jobs@tvspy.com	email	0
Rick Gevers	http://www.rickgevers.com	rick@rickgevers.com	email	0
The Producer Page	http://www.producerpage.com	editor@producerpage.com	email	0
Talent Dynamics	http://www.talentedynamics.com	jobs@talentedynamics.com	email	0
Newslink	http://www.newslink.org	joblink@newslink.org	email	0

Appendix 3

EEO Public File Report Form

Covering the Period from October 1, 2003 to September 30, 2004

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

Section 3: Supplemental (non-vacancy specific) Recruitment Activities

Undertaken by KTVA-TV:

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 2004 Internship Program.
#10: Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	<p>Conducted in-station tours and staff discussion with various groups of community students.</p> <ol style="list-style-type: none"> 1. 11/2003: Gifted Students School Program. 3 days / 3 tours. 2. 2/2004: Mirror Lake Middle School 3. 5/2004: West High Students 4. 5/2004: Northwood Elementary Students
#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.	June 2004 News Director Vacancy announcement was disseminated to national organizations such as: Hispanic Broadcasters, Asian American Journalist Association, National Association of Hispanic Journalists, RTNDA and JournalismJobs.com. Position was filled as a result of this nation-wide search.
#16: Participation in other activities designed by the station employment unit	<ul style="list-style-type: none"> • All vacant positions are disseminated within the community

<p>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.</p>	<p>using our list of recruitment resources.</p> <ul style="list-style-type: none"> • Mirror Lake Middle School Business Partnership. • EEO / Employment on-air announcement.
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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.

Alaska Broadcasting Company, Inc.
KTVA

Interview Summary Sheet

Job Title: **Marketing Director**
Dated Filled: **3/1/2004**

	Interviewee	Source
1	Ron Blair	Employee Referral
2	Selena Smith	Anchorage Daily News
3	Record Not Located	Record Not Located
4	Record Not Located	Record Not Located
5	Record Not Located	Record Not Located

Alaska Broadcasting Company, Inc.
KTVA

Interview Summary Sheet

Job Title: News Photographer
Dated Filled: 9/4/2004

	Interviewee	Source
1	Brian Hild	KTVA Web Site
2	Record Not Located	TV Jobs.Com

**Alaska Broadcasting Company, Inc.
KTVA**

Interview Summary Sheet

Job Title: News Photographer 1
Dated Filled: 7/15/2005

	Interviewee	Source	
1	Record Not Located	TV Jobs.Com	
2	Record Not Located	TV Jobs.Com	
3	Record Not Located	TV Jobs.Com	
4	Record Not Located	KTVA Web Site	
5	Record Not Located	KTVA Web Site	
6	Kris Riley	KTVA Web Site	
7	Ryan Fisher	Walk-In	Hired

Note: Hired 2 News Photographers from one employment notice.

**Alaska Broadcasting Company, Inc.
KTVA**

Interview Summary Sheet

Job Title: News Photographer 2
Dated Filled: 7/15/2005

	Interviewee	Source	
1	Record Not Located	TV Jobs.Com	
2	Record Not Located	TV Jobs.Com	
3	Record Not Located	TV Jobs.Com	
4	Record Not Located	KTVA Web Site	
5	Record Not Located	KTVA Web Site	
6	Kris Riley	KTVA Web Site	Hired
7	Ryan Fisher	Walk-In	

Note: Hired 2 News Photographers from one employment notice.

**Alaska Broadcasting Company, Inc.
KTVA**

Interview Summary Sheet

Job Title: News Director
Dated Filled: 8/16/2004

	Interviewee	Source
1	Alex Benes	TV Jobs.com
2	Les Waldron	TV Jobs.com
3	Mitch Trembly	Alaska Job Center
4	Gary Scurka	TV Jobs.com
5	Rick Larson	TV Jobs.com
6	Brandon Shearer	TV Jobs.com
7	Peter Murphy	TV Jobs.com
8	Dan Ehrlich	KTVA Web Site
9	Jack Pagano	KTVA Web Site
10	Andrew Asher	KTVA Web Site
11	Dave Garrison	Anchorage Daily News
12	Philip Cross	TV Jobs.com
13	Robert Thomas	TV Jobs.com
14	Joe Spadea	TV Jobs.com
15	Mark Petrovich	TV Jobs.com
16	Michael Walker	TV Jobs.com
17	Staci Feger	TV Jobs.com
18	Michael Berger	Anchorage Daily News

Ad # 186242

Date 06/04/2004

Time 1:08 PM

NEWS DIRECTOR

KTVA. Qualified individual to lead, develop our news efforts. Requires extraordinary people, communication and organizational skills. Capable of leading and motivating staff to achieve objectives.

Duties include managing budgets, planning and coordinating schedules, and supervising and mentoring staff.

Send all correspondence/resumes/tapes to ATTN: Jerry Bever/ General Manager, KTVA-TV, 440 E. Benson, Anchorage, AK 99503, or emailed to HR@KTVA.com. EOE.

June 2004

News Director Position Posting

Website	Status
<u>RTNDA Job Bulletin</u>	Done
<u>TVSpy.com</u>	Done
<u>The Producer Page @scrippsjschool.org</u>	Done
<u>JournalismJobs.com - The Job Board for Media Professionals</u>	Done
<u>The National Association of Broadcasters Home Page</u>	Done
<u>Society of Professional Journalists - Careers</u>	Done
<u>TVRundown</u>	Done
<u>News Blues for TV News Insiders</u>	Done
<u>Producer Solution</u>	Done
<u>MEDIALINE</u>	Done
<u>Talent Dynamics -- Job Listings</u>	Done
<u>Rick Gevers</u>	Done
<u>TVJobs.com</u>	Done
<u>Ludkey, Wayne [wludkey@ap.org]</u>	Done
<u>Kevin Nunn</u>	Done
<u>mailto:laklein@cbs.com</u>	Done
<u>mailto:dnickerson@cbs.com</u>	Done
<u>NewsLink</u>	Done
<u>AAJA Programs: Job Resources</u>	Done
<u>Hispanic Broadcasters</u>	Done

Bever, Jerry

From: admin@tvjobs.com
Sent: Wednesday, June 30, 2004 12:40 AM
To: jbever@ktva.com
Subject: TVJobs.com - Notification of Job Expiration

NOTIFICATION OF JOB EXPIRATION

Station : KTVA
Position: News Director
Category: News - News Directors
Database: Television
Job ID : TVJ#34041944
Expires : 6/30/2004

Jerry Bever,

Your "News Director" position listed in the TVJobs.com database has expired.

Thank you very much for listing your available positions at TVJobs.com. If we can be of any further assistance, do not hesitate to ask.

Best Regards

Mark C. Holloway
Broadcast Employment Services
TVJobs.com
admin@tvjobs.com

>>This message has been automatically generated to help you manage your online jobs.<<

Bever, Jerry

From: contact@journalismjobs.com
Sent: Friday, June 04, 2004 7:13 AM
To: jbever@ktva.com
Cc: contact@journalismjobs.com
Subject: JournalismJobs.com Job Ad Posting

Thank you for posting your job on JournalismJobs.com. Below is important information about your ad and application procedure. We will mail a bill for \$50 to:

Jerry Bever KTVA 440 E. Benson Anchorage, AK 99503

ADMINISTRATION:

To edit this listing, click on the link for the "Employer Folder" on our home page and log in with your e-mail address: jbever@ktva.com and password: bonus. The link to search the general resume database is also stored in your Employer Folder. Click on the link that says "Search Resume Database." When you need to post, delete or renew an ad, log into your Employer Folder. If you need assistance, call 510-524-2007, or send an e-mail to contact@journalismjobs.com.

APPLICATION PROCEDURE:

Candidates will apply for your job using the contact information you provided in the ad.

YOUR AD CRITERIA:

Company: KTVA
Industry: TV
Position: News Director
Location: Alaska
Job Status: Full-time
Your ad will remain in our database until: July 09, 2004
Your job ad ID # is: 408224

YOUR JOB AD:

NEWS DIRECTOR - KTVA - CH. 11, Anchorage, Alaska's CBS affiliate has a great opportunity for a qualified individual to lead and develop our news efforts while living in one of the most beautiful areas of the country. Don't believe the myths, check for info at <http://www.ktva.com/info>.

This position requires extraordinary people, communication and organizational skills. Must be capable of leading and motivating staff to achieve objectives. Duties will include managing budgets, planning and coordinating schedules, and supervising and mentoring staff.

Send all correspondence / resumes / tapes to ATTN: Jerry Bever / General Manager, KTVA-TV, 440 E. Benson, Anchorage, AK 99503. Documents may be faxed to 907-264-5190, or emailed to HR@KTVA.com. Phone calls are welcome 907-264-5128. EOE.

Bever, Jerry

From: joblink@newslink.org
Sent: Friday, June 04, 2004 11:36 AM
To: jbever@ktva.com
Subject: Re: JobLink ad #E72DjOS

In addition to posting your JobLink advertisement at <http://newslink.org/joblink/adE72DjOS.html>, our system just completed e-mailing copies of it to 24 readers who previously registered to receive copies of all new ads in the combination of categories that your ad uses.

Bever, Jerry

From: RTNDA Job Bulletin [membership@rtnda.org]
Sent: Friday, June 04, 2004 9:51 AM
To: Jerry Bever
Subject: Job Posting #862 Invoice

Your payment for Job Posting #862 has been approved. Once staff approves the listing, it will go live on the Job Bulletin for a period of 30 days. Should you need to change or modify your listing, you can securely do so via this URL: <http://rtnda.org/jobs/edit.asp?J=862&H=1FAtTN1b> at any time.

Bever, Jerry

From: Bever, Jerry
Sent: Friday, June 04, 2004 11:07 AM
To: 'tv@tvrundown.com'
Subject: Anchorage News Director Opening

We have an opening for a News Director and any distribution help would be appreciated. Thanks in advance and please feel free to call with any questions.

Jerry Bever
Vice President / General Manager
Alaska Broadcasting Company, Inc.
KTVA - TV / KTBV - TV
Phone: 907-273-3192

NEWS DIRECTOR - KTVA - CH. 11, Anchorage, Alaska's CBS affiliate has a great opportunity for a qualified individual to lead and develop our news efforts while living in one of the most beautiful areas of the country. Don't believe the myths, check for info at <http://www.ktva.com/info>.

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Send all correspondence / resumes / tapes to ATTN: Jerry Bever / General Manager, KTVA-TV, 440 E. Benson, Anchorage, AK 99503. Documents may be faxed to 907-264-5190, or emailed to HR@KTVA.com. Phone calls are welcome 907-264-5128. EOE.

Bever, Jerry

From: Bever, Jerry
Sent: Friday, June 04, 2004 10:48 AM
To: 'membership@nahj.org'
Subject: Anchorage News Director Opening

Please accept our opening to be listed with your organization. Thanks in advance for any assistance and please feel free to contact me with any questions.

Jerry Bever
Vice President / General Manager
Alaska Broadcasting Company, Inc.
KTVA - TV / KTBY - TV
Phone: 907-273-3192

NEWS DIRECTOR - KTVA - CH. 11, Anchorage, Alaska's CBS affiliate has a great opportunity for a qualified individual to lead and develop our news efforts while living in one of the most beautiful areas of the country. Don't believe the myths, check for info at <http://www.ktva.com/info>.

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Bever, Jerry

From: Bever, Jerry
Sent: Friday, June 04, 2004 10:45 AM
To: 'post@aaaja.org'
Subject: Anchorage News Director Opening

Please consider our opening for listing with your organization. Thank you in advance for your assistance and please call with any questions.

Jerry Bever
Vice President / General Manager
Alaska Broadcasting Company, Inc.
KTVA - TV / KTBV - TV
Phone: 907-273-3192

NEWS DIRECTOR - KTVA - CH. 11, Anchorage, Alaska's CBS affiliate has a great opportunity for a qualified individual to lead and develop our news efforts while living in one of the most beautiful areas of the country. Don't believe the myths, check for info at <http://www.ktva.com/info>.

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Bever, Jerry

From: Bever, Jerry
Sent: Friday, June 04, 2004 10:37 AM
To: 'jobs@talentdynamics.com'
Subject: Anchorage News Director Opening

Please post the following ad for a 4 week period. Thank you for your help and please call with any questions.

Jerry Bever
Vice President / General Manager
Alaska Broadcasting Company, Inc.
440 E. Benson
Anchorage, AK 99503
KTVA - TV / KTBY - TV
Phone: 907-273-3192

NEWS DIRECTOR - KTVA - CH. 11, Anchorage, Alaska's CBS affiliate has a great opportunity for a qualified individual to lead and develop our news efforts while living in one of the most beautiful areas of the country. Don't believe the myths, check for info at <http://www.ktva.com/info>.

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Bever, Jerry

From: Bever, Jerry
Sent: Friday, June 04, 2004 10:24 AM
To: 'jobs@producersolution.com'
Subject: Anchorage News Director Opening

NEWS DIRECTOR - KTVA - CH. 11, Anchorage, Alaska's CBS affiliate has a great opportunity for a qualified individual to lead and develop our news efforts while living in one of the most beautiful areas of the country. Don't believe the myths, check for info at <http://www.ktva.com/info>.

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Bever, Jerry

From: Bever, Jerry
Sent: Friday, June 04, 2004 10:22 AM
To: 'editor@newsblues.com'
Subject: Anchorage News Director Opening

We have a great opportunity for an individual that believes that success comes through developing their people. Any assistance you may be in helping me find my staff a great motivator and mentor would be surely appreciated. Thanks in advance and please feel free to call with any questions.

Jerry Bever
Vice President / General Manager
Alaska Broadcasting Company, Inc.
KTVA - TV / KTBY - TV
Phone: 907-273-3192

NEWS DIRECTOR - KTVA - CH. 11, Anchorage, Alaska's CBS affiliate has a great opportunity for a qualified individual to lead and develop our news efforts while living in one of the most beautiful areas of the country. Don't believe the myths, check for info at <http://www.ktva.com/info>.

This position requires extraordinary people, communication and organizational skills. Must be capable of leading and motivating staff to achieve objectives. Duties will include managing budgets, planning and coordinating schedules, and supervising and mentoring staff.

Send all correspondence / resumes / tapes to ATTN: Jerry Bever / General Manager, KTVA-TV, 440 E. Benson, Anchorage, AK 99503. Documents may be faxed to 907-264-5190, or emailed to HR@KTVA.com. Phone calls are welcome 907-264-5128. EOE.

Bever, Jerry

From: Bever, Jerry
Sent: Friday, June 04, 2004 10:03 AM
To: 'editor@producerpage.com'
Subject: Anchorage News Director Opening

Dear Editor,

I would appreciate the posting of our News Director position listed below. Thanks in advance for your help.

Jerry Bever
Vice President / General Manager
Alaska Broadcasting Company, Inc.
KTVA - TV / KTBV - TV
Phone: 907-273-3192

NEWS DIRECTOR - KTVA - CH. 11, Anchorage, Alaska's CBS affiliate has a great opportunity for a qualified individual to lead and develop our news efforts while living in one of the most beautiful areas of the country. Don't believe the myths, check for info at <http://www.ktva.com/info>.

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Bever, Jerry

From: Bever, Jerry
Sent: Friday, June 04, 2004 9:47 AM
To: 'rick@rickgevers.com'
Subject: Anchorage News Director Opening

Dear Mr. Gevers,

We currently have an opening for a News Director and would like to ask to be included in your employment memo. I appreciate any assistance you may be in our search for this very important position. Thanks in advance for your help and please feel free to call with any questions.

Jerry Bever
Vice President / General Manager
Alaska Broadcasting Company, Inc.
KTVA - TV / KTBY - TV
Phone: 907-273-3192

NEWS DIRECTOR - KTVA - CH. 11, Anchorage, Alaska's CBS affiliate has a great opportunity for a qualified individual to lead and develop our news efforts while living in one of the most beautiful areas of the country. Don't believe the myths, check for info at <http://www.ktva.com/info>.

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Send all correspondence / resumes / tapes to ATTN: Jerry Bever / General Manager, KTVA-TV, 440 E. Benson, Anchorage, AK 99503. Documents may be faxed to 907-264-5190, or emailed to HR@KTVA.com. Phone calls are welcome 907-264-5128. EOE.

Bever, Jerry

From: KTVA Spam Forwarding Service [service@ktva.com]
Sent: Monday, June 21, 2004 9:55 AM
To: jbever@ktva.com
Subject: Fw: Job Posted

----- Original Message -----

From: Daniela Montalvo
To: jbever@KTVA.com
Sent: Monday, June 21, 2004 8:43 AM
Subject: Job Posted

Hello. This email is to notify you that your job ad has been posted on the NAHJ website.

Thank you.

Daniela Montalvo
National Association of Hispanic Journalists
1000 National Press Building
529 14th Street NW
Washington DC, 20045
(202) 662-7152
www.nahj.org

Attend UNITY 2004 - the LARGEST journalism convention in the world!!!
August 4-8, 2004 - Washington, DC
www.unityjournalists.org

Bever, Jerry

From: Mark Shilstone [mark@medialine.com]
Sent: Friday, June 04, 2004 10:47 AM
To: jbever@ktva.com
Subject: Fw: EEO Confirmation

Please allow this to serve as confirmation of receipt of the following job listing(s) from : KTVA on 06/04/04

NEWS DIRECTOR

The listing(s) will run for a 30 day period on our national television job listing service (unless you indicated otherwise) and then automatically remove themselves from the system.

If you need further documentation for your EEO files, please feel free to contact us at:

Phone:800-237-8073

Email:medialine@medialine.com

Fax:831-6485204

Mailing address:Box 51909, Pacific Grove, CA 93950

Contact:Mark Shilstone, Manager

Thank you for using MediaLine,
Mark Shilstone
Manager
MediaLine

06/04/2004

1:04 PM

Ad Verification Only

Anchorage Daily News

Acct NORT0540
 Name ALASKA BROADCASTING CO. Type
 Phone 9075623456 Num
 Address 1007 WEST 32ND AVENUE Auth
 Expir
 City ANCHORAGE
 State/Zip AK 99503 Country Code

Credit Card:

Start: 06/05/2004	Paytype: BL	Issues: 7
Stop: 06/11/2004	Rate Code: HD	Class: 435
Copy: NEWS DIRECTOR KTVA.		

NEWS DIRECTOR
 KTVA. Qualified individual to lead, develop our news efforts. Requires extraordinary people, communication and organizational skills. Capable of leading and motivating staff to achieve objectives. Duties include managing budgets, planning and coordinating schedules, and supervising and mentoring staff.
 Send all correspondence/resumes/tapes to ATTN: Jerry Bever/ General Manager, KTVA-TV, 440 E. Benson Anchorage, AK 99503, or emailed to HR@KTVA.com. EOE.

Amount: \$751.40 Rep 042
 Tax: \$0.00 Ad #: 186242
 Amount Paid: \$751.40 by: Billed
 Payment \$0.00 Balance: 751.40
 Received by: *[Signature]* Date: _____
 Ad shown is not actual print size
 63 Words
 Ad Size 1 X 2.22 Inches
 Original

06/04/2004

1:04 PM

Ad Verification Only

Anchorage Daily News

Acct NORT0540
 Name ALASKA BROADCASTING CO. Type
 Phone 9075623456 Num
 Address 1007 WEST 32ND AVENUE Auth
 Expir
 City ANCHORAGE
 State/Zip AK 99503 Country Code

Credit Card:

Start: 06/05/2004	Paytype: BL	Issues: 7
Stop: 06/11/2004	Rate Code: HD	Class: 435
Copy: NEWS DIRECTOR KTVA.		

NEWS DIRECTOR
 KTVA. Qualified individual to lead, develop our news efforts. Requires extraordinary people, communication and organizational skills. Capable of leading and motivating staff to achieve objectives. Duties include managing budgets, planning and coordinating schedules, and supervising and mentoring staff.
 Send all correspondence/resumes/tapes to ATTN: Jerry Bever/ General Manager, KTVA-TV, 440 E. Benson Anchorage, AK 99503, or emailed to HR@KTVA.com. EOE.

Amount: \$751.40 Rep 042
 Tax: \$0.00 Ad #: 186242
 Amount Paid: \$751.40 by: Billed
 Payment \$0.00 Balance: 751.40
 Received by: _____ Date: _____
 Ad shown is not actual print size
 63 Words
 Ad Size 1 X 2.22 Inches

Bever, Jerry

From: Bever, Jerry
Sent: Tuesday, June 08, 2004 11:02 AM
To: Terhune, Cyd
Subject: News Director Posting

Cyd,

I wanted to send you what I have out there in the way of a News Director ad in case you get calls. Attached is the internal posting and below is the web ad. Thanks and please let me know if you have any questions.

Jerry

NEWS DIRECTOR - KTVA - CH. 11, Anchorage, Alaska's CBS affiliate has a great opportunity for a qualified individual to lead and develop our news efforts while living in one of the most beautiful areas of the country. Don't believe the myths, check for info at <http://www.ktva.com/info>.

This position requires extraordinary people, communication and organizational skills. Must be capable of leading and motivating staff to achieve objectives. Duties will include managing budgets, planning and coordinating schedules, and supervising and mentoring staff.

Send all correspondence / resumes / tapes to ATTN: Jerry Bever / General Manager, KTVA-TV, 440 E. Benson, Anchorage, AK 99503. Documents may be faxed to 907-264-5190, or emailed to HR@KTVA.com. Phone calls are welcome 907-264-5128. EOE.

Position: News Director
Hours: Exempt
Status: Full Time
Supervisor: General Manager
Compensation: DOE
Closing Date: Until Filled

Position Summary

The News Director shall be responsible for the overall execution of station news efforts. This position shall supervise, direct, schedule and coordinate the preparation for and production of news programs and materials aired in conjunction with news department activities · Work with producers, reporters, assignment desk, production assistants, graphic design and operations/engineering staff to coordinate newscast content, style, etc.

Responsibilities

- Work with news and station management to establish News content philosophy and direction.
- Oversee content and the execution of the news product, critiques newscasts and coaches personnel.
- Handle personnel issues of news personnel including hiring, job evaluation and training, department morale and leads by instilling teamwork philosophy.
- Serve as a leader in the newsroom, offering advice, editing, and suggesting news stories and special assignments as required.
- Writes and approves scripts, and works with talent to develop their skills.
- Utilize research and promotion strategies, and solid writing and producing experience to ensure successful newscasts.
- Maintain day-to-day budget controls, approving expenses and controlling and monitoring overtime and other costs.
- Oversee the scheduling of news personnel and the allocation of crews for newsgathering.
- Develop long-range strategic and technical plans for the news department.
- Perform other duties as assigned.

Minimum Knowledge Skills & Abilities

Knowledge of News; FCC and legal guidelines as they relate to news; research and promotional tools as they relate to news; and a firm grasp of strategic news planning and positioning. Must possess a valid State Driver's License (or be able to get one). Good computer skills.

Education Requirements

4-year college degree in Journalism preferred; 5-years experience in television news plus 2-years management experience preferred.

Application Process

Individuals wishing to apply for this position should submit all correspondence / resumes / tapes to Human Resources / Accounting, located at 440 E. Benson Blvd., Anchorage AK 99503. This position will be open until filled. EOE.

Alaska Broadcasting Company, Inc.
KTVA

Interview Summary Sheet

Job Title: News Reporter
Dated Filled: 10/31/2003

	Interviewee	Source
1	John Lesko	TV Jobs.com
2	Matt Rene	TV Jobs.com
3	Ben Deci	TV Jobs.com

Fax Cover Sheet

Date:

To: Placement

Fax Number: 269-4819

From: KTBO / KTVA - Human Resource

Fax Number:

Number of pages including cover sheet:

Message:

Open Job Positions

Briley, Kim

From: Turner, Jeff
Sent: Wednesday, September 10, 2003 12:39 PM
To: Briley, Kim
Subject: FW: web page ad

Kim,

Here is the ad I need posted on the TVJOBS.COM page.

Thanks,

Jeff

-----Original Message-----

From: Turner, Jeff
Sent: Tuesday, September 09, 2003 9:27 PM
To: Floyd, Eileen
Subject: web page ad

GENERAL ASSIGNMENT REPORTER

KTVA in Anchorage, Alaska needs an aggressive, self starting reporter to cover local news in Alaska's largest city. Must be a strong live shot reporter who can research and report hard hitting, comprehensive stories under deadline. Your resume tape must include some hard news coverage and live shots. If you are ready for the challenge of covering news in Alaska, please send a VHS tape and resume to:-----.

Confirmation Report - Memory Send

Page : 001
Date & Time: Sep-24-03 11:18
Line 1 : +1 907 264 5190
Line 2 : +
E-mail :
Machine ID : Fox Four KTBV

Job number : 294
Date : Sep-24 11:18
To : 92694819
Number of pages : 004
Start time : Sep-24 11:18
End time : Sep-24 11:18
Pages sent : 004
Status : OK
Job number : 294

*** SEND SUCCESSFUL ***

Fax Cover Sheet

Date:

To: Placement

Fax Number: 269-4819

From: KTBV / KIVA - Human Resource

Fax Number:

Number of pages including cover sheet:

Message:

Open Job Position

09/10/2003

Ad Verification Only

4:30 PM

Anchorage Daily News

Acct NORT0540

Credit Card:

Name ALASKA BROADCASTING CO. Type

Phone 9075623456 Num

Address 1007 WEST 32ND AVENUE Auth

Expir

City ANCHORAGE

State/Zip AK 99503

Country Code

TV REPORTER
Anch 11/Fox 4 News
 is seeking a **General**
Assignment Reporter
 1 year Exp. Req'd.
 Send tape and resume
 to: **Human Resources**
440 E Benson Blvd.
Anch, AK 99503. EOE.

Start: 09/11/2003	Paytype: BL	Issues: 7
Stop: 09/17/2003	Rate Code: HO	Class: 435
Copy: TV REPORTER Anch 11/		

Amount: \$266.35

Rep 042

Tax: \$0.00

Ad #: 941518

Ad shown is not actual print size

Amount Paid: \$266.35

by: Billed

31 Words

Payment \$0.00

Balance: 266.35

Ad Size 1 X 0.91 Inches

Received by: Kimberly Bailey

Date: 9/11/03

Original

09/10/2003

Ad Verification Only

4:30 PM

Anchorage Daily News

Acct NORT0540

Credit Card:

Name ALASKA BROADCASTING CO. Type

Phone 9075623456 Num

Address 1007 WEST 32ND AVENUE Auth

Expir

City ANCHORAGE

State/Zip AK 99503

Country Code

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 1 year Exp. Req'd.
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by: Billed

31 Words

Payment \$0.00

Balance: 266.35

Ad Size 1 X 0.91 Inches

Received by: _____

Date: _____

Customer Copy

Tovsen, Rebecca

From: Mark Holloway [markch@www.tvjobs.com]
Sent: Thursday, September 11, 2003 10:25 AM
To: hr@ktva.com
Subject: TVJOBS.COM - TV News Reporter job posted.

JOB POSTING NOTIFICATION FROM TVJOBS

Rebecca Tovsen,

Your "TV News Reporter" position was just posted in the TVJobs Database and is now available online...

Station : KTVA - KTBV
Position: TV News Reporter
Category: News / Talent - Producer / Reporter
Database: Television
Job ID : TVJ#34034608
Posted : 9/11/2003
Expires : 10/11/2003
Status : Non-Registered Employer - New Job Listing
Ad Text :

TV News Reporter

General Assignment Reporter

KTVA/KTBV in Anchorage, Alaska needs an aggressive, self starting reporter to cover local news in Alaska's largest city. Must be a strong live shot reporter who can research and report hard hitting, comprehensive stories under deadline. Your Resume and Tape must include some hard news coverage and live shots. If you are ready for the challenge of covering news in Alaska, Please send a VHS tape and Resume to Human Resource 440 E Benson Blvd Anchorage, AK 99503. EOE.

Notes:

1. We recommend that you either save or print this page and provide the above Job ID number to a TVJobs administrator in any future correspondence concerning this ad.
2. We recommend that you print this page and include it with your EOE file for this position as confirmation that this job was posted for the above duration at TVJobs (<http://www.tvjobs.com>)
3. We will send notification of pending expiration 5 days prior to the expiration date to enable you to extend the job, if necessary. Should you need this job extended, e-mail admin@tvjobs.com, supply reference number and amount of additional time needed. We are happy to extend the position for you.
4. If no extension is needed, the job will be automatically removed at 1 am PST on 10/11/2003.
5. If for any reason you need the listing removed early, e-mail admin@tvjobs.com, supply reference number and reason for removal.
6. If you would like to verify that the actual job listing is online, point your browser to:

<http://www.tvjobs.com/cgi-bin/JOB?ID=8518451367036178>

TIP! The above address is a good way to check on the status of this position. Keep this address where you can easily find it.

Thank you very much for posting your available positions at TVJobs.
If we can be of any further assistance, don't hesitate to ask.

Best Regards

Broadcast Employment Services
TVJobs
admin@tvjobs.com

>>This message has been automatically generated by TVJobs to help you
manage your online jobs.<<

Tovsen, Rebecca

From: Mark Shilstone [mark@medialine.com]
Sent: Thursday, September 11, 2003 10:39 AM
To: hr@ktva.com
Subject: Fw: EEO Confirmation

Please allow this to serve as confirmation of receipt of the following job listing(s) from : KTBV/KTVA on 09/11/03

GENERAL ASSIGNMENT REPORTER

The listing(s) will run for a 30 day period on our national television job listing service (unless you indicated otherwise) and then automatically remove themselves from the system.

If you need further documentation for your EEO files, please feel free to contact us at:

Phone:800-237-8073

Email:medialine@medialine.com

Fax:831-6485204

Mailing address:Box 51909, Pacific Grove, CA 93950

Contact:Mark Shilstone, Manager

Thank you for using MediaLine,
Mark Shilstone
Manager
MediaLine

Briley, Kim

From: Turner, Jeff
Sent: Wednesday, September 10, 2003 12:39 PM
To: Briley, Kim
Subject: FW: web page ad

Kim,

Here is the ad I need posted on the TVJOBS.COM page.

Thanks,

Jeff

-----Original Message-----

From: Turner, Jeff
Sent: Tuesday, September 09, 2003 9:27 PM
To: Floyd, Eileen
Subject: web page ad

GENERAL ASSIGNMENT REPORTER

KTVA in Anchorage, Alaska needs an aggressive, self starting reporter to cover local news in Alaska's largest city. Must be a strong live shot reporter who can research and report hard hitting, comprehensive stories under deadline. Your resume tape must include some hard news coverage and live shots. If you are ready for the challenge of covering news in Alaska, please send a VHS tape and resume to:-----.

Briley, Kim

From: Turner, Jeff
Sent: Wednesday, September 10, 2003 12:40 PM
To: Briley, Kim
Subject: FW: ADN reporter ad

And here is the ad for the daily news classified.

Jeff

-----Original Message-----

From: Turner, Jeff
Sent: Tuesday, September 09, 2003 9:18 PM
To: Floyd, Eileen
Subject: ADN reporter ad

TV REPORTER

Anchorage 11 News is seeking a general assignment reporter.
one yr. exp. req.
send tape and resume to-----

To Kim Briley
Address Alaska Broadcasting Co.
Fax Number 2645190
From Tara Werner
Date 9/10/03
Time 4:28 PM
Subject Ad Price Quote:
Reference 48005.00622
Number of Pages 2

Anchorage Daily News
1001 Northway Drive
Anchorage, AK 99508
(907) 257-4200

Hello Kim,

This price does include the \$10 charge for the web. adn.com & alaska.com. This also includes a \$.5 charge for bolding. This also includes the charge for the Neighborhood Values publication, which is \$.99 per line. This is a paper that is delivered on Wednesdays to over 62,000 NON- subscribing households. If this is OK, please sign the ad verification & fax it back. I am not authorized to run your ad without your signature. If you have any questions or changes, please let me know.

Thanks, Tara

Alaska Broadcasting Company, Inc.
KTVA

Interview Summary Sheet

Job Title: Engineer
Dated Filled: 12/1/2003

	Interviewee	Source
1	Terry Reynolds	Employee Referral

11/11/2003

Ad Verification Only

11:46 AM

Anchorage Daily News

Acct NORT0540 Credit Card:
 Name ALASKA BROADCASTING CO. Type
 Phone 9075623456 Num
 Address 1007 WEST 32ND AVENUE Auth
 Expir
 City ANCHORAGE
 State/Zip AK 99503 Country Code

**Maintenance
 Broadcast Engineer**
 K T V A - K T B Y , T V
 Maintenance exp. req.
 SBE Certificate pref.
**Apply at 440 E Benson
 Blvd. Anch, AK 99503**

Start: 11/19/2003	Paytype: BL	Issues: 7
Stop: 11/25/2003	Rate Code: HO	Class: 445
Copy: Maintenance Broadcas		

Amount: \$204.88 Rep 042
 Tax: \$0.00 Ad #: 2008
 Amount Paid: \$204.88 by: Billed
 Payment \$0.00 Balance: 204.88

Ad shown is not actual print size

20 Words

Ad Size 1 X 0.72 Inches

Received by: *Kevin Boley*

Date: *11/11/03*

Original

11/11/2003

Ad Verification Only

11:46 AM

Anchorage Daily News

Acct NORT0540 Credit Card:
 Name ALASKA BROADCASTING CO. Type
 Phone 9075623456 Num
 Address 1007 WEST 32ND AVENUE Auth
 Expir
 City ANCHORAGE
 State/Zip AK 99503 Country Code

**Maintenance
 Broadcast Engineer**
 K T V A - K T B Y , T V
 Maintenance exp. req.
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Start: 11/19/2003	Paytype: BL	Issues: 7
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Copy: Maintenance Broadcas		

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 Amount Paid: \$204.88 by: Billed
 Payment \$0.00 Balance: 204.88

Ad shown is not actual print size

20 Words

Ad Size 1 X 0.72 Inches

Received by:

Date:

Confirmation Report - Memory Send

Page : 001
 Date & Time: Nov-11-03 13:13
 Line 1 : +1 907 264 5190
 Line 2 : +
 E-mail :
 Machine ID : Fox Four KTBY

Job number : 418
 Date : Nov-11 13:12
 To : 92798170
 Number of pages : 001
 Start time : Nov-11 13:12
 End time : Nov-11 13:13
 Pages sent : 001
 Status : OK

Job number : 418 *** SEND SUCCESSFUL ***

Anchorage Daily News [(907) 279-6170] 11/11/03 11:51 AM Page 2/3

11/11/2003

Ad Verification Only
 Anchorage Daily News

11:46 AM

Acct NORT0540
 Name ALASKA BROADCASTING CO. Type
 Phone 9075623456 Num
 Address 1007 WEST 32ND AVENUE Auth
 Expir
 City ANCHORAGE
 State/Zip AK 99503 Country Code

Credit Card:

**Maintenance
 Broadcast Engineer
 K T V A - K T B Y , T V
 Maintenance exp. req.
 SBE Certificate pref.
 Apply at 440 E Benson
 Blvd. Anch, AK 99503**

Start: 11/19/2003	Paytype: BL	Issues: 7
Stop: 11/25/2003	Rate Code: HO	Class: 445
Copy: Maintenance Broadcas		

Amount: \$204.88 Rep 042
 Tax: \$0.00 Ad #: 2008
 Amount Paid: \$204.88 by: Billed
 Payment \$0.00 Balance: 204.88

Ad Size 1 X 0.72 Inches

Ad shown is not actual print size

20 Words

Received by: *Kerin Bailey*

Date: 11/11/03

Original

11/11/2003

Ad Verification Only
 Anchorage Daily News

11:46 AM

Acct NORT0540
 Name ALASKA BROADCASTING CO. Type
 Phone 9075623456 Num
 Address 1007 WEST 32ND AVENUE Auth
 Expir
 City ANCHORAGE
 State/Zip AK 99503 Country Code

Credit Card:

**Maintenance
 Broadcast Engineer
 K T V A - K T B Y , T V
 Maintenance exp. req.
 SBE Certificate pref.
 Apply at 440 E Benson
 Blvd. Anch, AK 99503**

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Stop: 11/25/2003	Rate Code: HO	Class: 445
Copy: Maintenance Broadcas		

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 Tax: \$0.00 Ad #: 2008
 Amount Paid: \$204.88 by: Billed
 Payment \$0.00 Balance: 204.88

Ad Size 1 X 0.72 Inches

Ad shown is not actual print size

20 Words

Received by:

Date:

Customer Copy

Alaska Broadcasting Company, Inc.
KTVA

Interview Summary Sheet

Job Title: Marketing Director
Dated Filled: 3/1/2004

	Interviewee	Source
1	Ron Blair	Employee Referral
2	Selena Smith	Anchorage Daily News
3	Record Not Retained	Record Not Retained
4	Record Not Retained	Record Not Retained
5	Record Not Retained	Record Not Retained

TO: Tara or Kat

02/10/2004

Ad Verification Only

3:15 PM

Anchorage Daily News

Acct NORT0540 Credit Card:
 Name ALASKA BROADCASTING CO. Type
 Phone 9075623456 Num
 Address 1007 WEST 32ND AVENUE Auth
 Expir
 City ANCHORAGE
 State/Zip AK 99503 Country Code

Marketing Director:

AK Broadcasting Company is seeking a strong person w exp in planning, station branding and on air promotion to add to our team. Cand. must have strong marketing, shooting, and editing skills. Send tape and resume to Human Resources 440 E Benson Blvd Anchorage, AK 99503. EOE.

Start: 02/11/2004	Paytype: BL	Issues: 7
Stop: 02/17/2004	Rate Code: HO	Class: 435
Copy: Marketing Director:		

Amount: \$441.10 Rep 014
 Tax: \$0.00 Ad #: 73091
 Amount Paid: \$441.10 by: Billed
 Payment \$0.00 Balance: 441.10

Ad shown is not actual print size

49 Words

Ad Size 1 X 1.22 Inches

Received by:

Kim Bailey

Date:

2/10/04

Original

02/10/2004

Ad Verification Only

3:15 PM

Anchorage Daily News

Acct NORT0540 Credit Card:
 Name ALASKA BROADCASTING CO. Type
 Phone 9075623456 Num
 Address 1007 WEST 32ND AVENUE Auth
 Expir
 City ANCHORAGE
 State/Zip AK 99503 Country Code

Marketing Director:

AK Broadcasting Company is seeking a strong person w exp in planning, station branding and on air promotion to add to our team. Cand. must have strong marketing, shooting, and editing skills. Send tape and resume to Human Resources 440 E Benson Blvd Anchorage, AK 99503. EOE.

Start: 02/11/2004	Paytype: BL	Issues: 7
Stop: 02/17/2004	Rate Code: HO	Class: 435
Copy: Marketing Director:		

Amount: \$441.10 Rep 014
 Tax: \$0.00 Ad #: 73091
 Amount Paid: \$441.10 by: Billed
 Payment \$0.00 Balance: 441.10

Ad shown is not actual print size

49 Words

Ad Size 1 X 1.22 Inches

Received by:

Date:

Alaska Broadcasting Company, Inc.
KTVA

Interview Summary Sheet

Job Title: **Aministrative Assistant 3**
Dated Filled: **8/23/2004**

	Interviewee	Source
1	Stacy Banowetz	Other / Friend
2	Jessica Smith	Walk-In
3	Heidi Erickson	Opti Staffing
4	Jennifer Blommer	Opti Staffing
5	Shelly Snow	Opti Staffing