

KTVA-TV

ANNUAL EEO PUBLIC FILE REPORT

Placed on September 21, 2007

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, 2006 to and including September 20, 2007.

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 21, 2006 to and including
September 20, 2007

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:	Business Manager	Date Filled:	11/8/2006
2. Job Title:	Chief Editor	Date Filled:	12/4/2006
3. Job Title:	Sales Assistant	Date Filled:	12/14/2006
4. Job Title:	Graphics Operator	Date Filled:	1/4/2007
5. Job Title:	Marketing Director	Date Filled:	2/19/2007
6. Job Title:	News Reporter	Date Filled:	3/12/2007
7. Job Title:	Morning Meteorologist	Date Filled:	5/28/2007
8. Job Title:	Assistant News Director	Date Filled:	6/11/2007
9. Job Title:	Producer	Date Filled:	7/11/2007

Total Number of Persons Interviewed During Applicable Period: 37

EEO JOB VACANCY SUMMARY FORM

1 Job Title: Business Manager Date Filled: 11/8/2006

B. Recruitment/Referral Sources

Source	Referred Person Hired?	Referred Persons Interviewed #
Alaska Broadcasters Association		
Alaska Department of Labor		2
Anchorage Daily News	Yes	4
Anchorage Help Wanted.com		1
Anchorage Job Center		
Charter College Placement Office		
Chugach Alaska Corp.		
Elmendorf Career Assistance		
King Career Center		
KTVA Bulletin Board		
KTVA.com		
NAACP		
UAA Communications Dept		
Vocational Rehabilitation		
Washington Vocational Services		
YWCA		
Unknown		3
Personnel Plus		1

2 Job Title: Chief Editor Date Filled: 12/4/2006

B. Recruitment/Referral Sources

Source	Referred Person Hired?	Referred Persons Interviewed #
Alaska Broadcasters Association		
Alaska Department of Labor		
Anchorage Daily News		
Anchorage Job Center		
Calista Corp. Job Placement		
Charter College Placement Office		
Chugach Alaska Corp.		
Elmendorf Career Assistance		
King Career Center		
KTVA Bulletin Board		
KTVA.com	Yes	2
NAACP		
Nat'l Assoc. of Hispanic Journalists		
The Producer Page		
TVJobs.com		
UAA Communications Dept		
Vocational Rehabilitation		
Washington Vocational Services		
YWCA		

3 Job Title: Sales Assistant Date Filled: 12/14/2006

B. Recruitment/Referral Sources

Source	Referred Person Hired?	Referred Persons Interviewed #
Alaska Broadcasters Association		
Alaska Department of Labor		

Anchorage Daily News	Yes	2
Anchorage Help Wanted.com		2
Anchorage Job Center		
Charter College Placement Office		
Chugach Alaska Corp.		
Elmendorf Career Assistance		
King Career Center		
KTVA Bulletin Board		
KTVA.com		
NAACP		
UAA Communications Dept		
Vocational Rehabilitation		
Washington Vocational Services		
YWCA		

4 Job Title: Graphics Operator Date Filled: 1/4/2007

B. Recruitment/Referral Sources

Source	Referred Person Hired?	Referred Persons Interviewed #
Alaska Broadcasters Association		
Alaska Department of Labor		
Anchorage Daily News		
Anchorage Help Wanted.com		
Anchorage Job Center		
Calista Corp. Job Placement		
Charter College Placement Office		
Chugach Alaska Corp.		
Elmendorf Career Assistance		
King Career Center		
KTVA Bulletin Board		
KTVA.com		
NAACP		
TVJobs.com		
UAA Communications Dept		
Vocational Rehabilitation		
Washington Vocational Services		
YWCA		
Career Builder.com	Yes	1

5 Job Title: Marketing Director Date Filled: 2/19/2007

B. Recruitment/Referral Sources

Source	Referred Person Hired?	Referred Persons Interviewed #
Alaska Broadcasters Association		
Alaska Department of Labor		
Anchorage Daily News		1
Anchorage Help Wanted.com		
Anchorage Job Center		
Calista Corp. Job Placement		
Charter College Placement Office		
Chugach Alaska Corp.		
Elmendorf Career Assistance		
King Career Center		
KTVA Bulletin Board		
KTVA.com	Yes	3
NAACP		

UAA Communications Dept
 Vocational Rehabilitation
 Washington Vocational Services
 YWCA

6 Job Title: News Reporter Date Filled: 3/12/2007

B. Recruitment/Referral Sources		
Source	Referred Person Hired?	Referred Persons Interviewed #
Alaska Broadcasters Association		
Alaska Department of Labor		
Anchorage Daily News		
Anchorage Job Center		
Charter College Placement Office		
Chugach Alaska Corp.		
Elmendorf Career Assistance		
King Career Center		
KTVA Bulletin Board		
KTVA.com		1
NAACP		
TVJobs.com	Yes	4
UAA Communications Dept		
Vocational Rehabilitation		
Washington Vocational Services		
YWCA		

7 Job Title: Morning Meteorologist Date Filled: 5/28/2007

B. Recruitment/Referral Sources		
Source	Referred Person Hired?	Referred Persons Interviewed #
Alaska Broadcasters Association		
Alaska Department of Labor		
Anchorage Daily News		
Anchorage Job Center		
Charter College Placement Office		
Chugach Alaska Corp.		
Elmendorf Career Assistance		
King Career Center		
KTVA Bulletin Board		
KTVA.com		1
NAACP		
TVJobs.com	Yes	3
UAA Communications Dept		
Vocational Rehabilitation		
Washington Vocational Services		
YWCA		

8 Job Title: Assistant News Director Date Filled: 6/11/2007

B. Recruitment/Referral Sources		
Source	Referred Person Hired?	Referred Persons Interviewed #
Alaska Broadcasters Association		
Alaska Department of Labor		
Anchorage Job Center		
Charter College Placement Office		
Chugach Alaska Corp.		

Elmendorf Career Assistance
 Employee Referral
 King Career Center
 KTVA Bulletin Board
 KTVA.com
 NAACP
 TVJobs.com
 UAA Communications Dept
 Vocational Rehabilitation
 Washington Vocational Services
 YWCA

Yes 3

9 Job Title: Producer Date Filled: 7/11/2007

B. Recruitment/Referral Sources

Source	Referred Person Hired?	Referred Persons Interviewed #
Alaska Broadcasters Association		
Alaska Department of Labor		1
Anchorage Daily News		
Anchorage Help Wanted.com		
Anchorage Job Center		
Charter College Placement Office		
Chugach Alaska Corp.		
Elmendorf Career Assistance		
King Career Center		
KTVA Bulletin Board		
KTVA.com		
NAACP		
TVJobs.com	Yes	2
UAA Communications Dept		
Vocational Rehabilitation		
Washington Vocational Services		
YWCA		

Appendix 2

EEO Public File Report Form

The information contained in this Report covers the time period beginning September 21, 2006 to and including September 20, 2007.

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

Section 2: Recruitment Source / Contact Information

Recruitment Source Listing Contact Information

Interviewees
This Period

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	7
Anchorage Job Center 3301 Eagle St. Anchorage, AK 99504	Phone: 269-4777 Fax: 269-4819 www.jobs.state.ak.us	
Alaska Broadcasters Association PO Box 102424 Anchorage, AK 99510	Darlene Simono Phone: 258-2424 Fax: 258-2414 akba@gci.net	
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	
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	
Calista Corp. Job Placement 301 Calista Ct., Suite A Anchorage, AK 99518-3028	Heather Spear Phone: 644-6311 Fax: 272-5060 hspear@calistacorp.com	
NAACP 325 E. 3 rd Ave Anchorage, AK 99501	Rev. Dr. William Greene Phone: 272-8717 Fax: 222-0907 naacp@alaska.net	
Elmendorf Career Assistance Elmendorf AFB Elmendorf, AK	Mike Lernautre Phone: 552-3872 Fax: 552-2677 michael.lemaitre@elmendorf.af.mil	
King Career Center 2650 E. Northern Lights	Dean Vogt Phone: 240-1684	

Anchorage, AK 99508	vogt_dean@asdk12.org	
KTVA.com	John Berglin, MIS Manager	7
Anchorage Help Wanted . Com	www.anchoragehelpwanted.com	
TVjobs.com web site	Mark Holloway www.tvjobs.com	
Personnel Plus 3335 Arctic Blvd., Suite 200 Anchorage, AK 99503	Patty Miller Phone: 563-7587 perplus@alaska.net	1
Unknown Source		3
Department of Labor 3301 Eagle St Anchorage, AK 99510	Zam Chatman Phone: 269-6550 zamc@ninestar.com	3
State of AK Division of Vocational Rehab 3600 Bragaw Anchorage, AK 99508	Gloria Lewellyn Phone: 269-2071 gloria_lewellyn@labor.state.ak.us	
YWCA 324 E 5th Anchorage, AK 99501	Gloria Bennett Phone: 644-9600 gbennett@ywcaak.org	
Washington Vocational Services 4050 Lake Otis Pkwy, Suite 103 Anchorage, AK 99508	Lynne Sauve Phone: 562-7017 Lynnes@wvs.org	
Tvjobs.com		12
Careerbuilder.com		1
Anchoragehelpwanted.com		3

Appendix 3

EEO Public File Report Form

The information contained in this Report covers the time period beginning September 21, 2006 to and including September 20, 2007.

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.	<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. • "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.

**Federal Communications Commission
EEO Audit Program
Recruitment Initiative Supporting Documentation
Alaska Broadcasting Company, Inc. / KTVA-TV**

For the period September 21, 2006 to September 20, 2007

Menu Option	Activities
#7: Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	Participation in the selection of 2007, Linda Simmons Memorial Scholarship.
#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. 2/2007: 4 students and adults from Kuspuk School District / Model UN: Conducted by Andrea Gusty 2. 3/2007: Video team from Mirror Lake Middle School: Conducted by Laura Oates 3. 8/2007: 20 students / Trailside Discovery Camp: Conducted by Shelley Byrd
#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 preventing discrimination in the workplace.
#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. • "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.

HOW DO I GET MY FIRST JOB IN BROADCASTING?

They all want experience. How do I get it?

There are as many ways in the door as there are doors.

If you are in college, get involved with your college radio or TV station or newspaper. Take courses that will give you a background in one of the job-specific knowledge areas outlined above.

If you are out of college and looking for your first job, check with your college's career center. If you are looking for a career change, think about those aspects of your background that give you skills in a particular area. Teachers, for instance, often make good sales people, because selling involves teaching clients how advertising can help grow their businesses. Computer skills are translatable across many fields, including broadcasting—particularly as more aspects of station operation become "digitized"—and are fast becoming required even for entry-level jobs.

Some college and community stations will enlist volunteers to host programs during school breaks and summer vacation, in order to keep the station in operation. Many cable TV systems offer free training in video production as part of their community-access obligation.

Recognize that you will not be Dan Rather—or get paid like he does—in your first job. Be flexible. Be willing to take jobs that are not exactly what you want, just to get that proverbial foot in the door. Be willing to work overnight, weekend, and holiday shifts that no one else wants.

Look into internships and training programs; many stations offer them. While an internship may not get you a paycheck, it will give you hands-on experience and a resume item.

Hang in there and be persistent (but not obnoxious). The maxim in sales is that it takes 30 No's to get one YES.



Your new job may only be a click away...

Check out the ABA website: www.akbroadcasters.org.

Click on "Job Opportunities" for a full listing of broadcasting jobs available today.



News Writer—The writer's responsibilities may include monitoring news feeds, preparing news packages for voicing by anchors or reporters, researching story information, booking guests for live interviews on news shows and producing segments of news programs.

Producer—This person develops and organizes local programs and is responsible for scripting, story development, booking of guests and overseeing field production and editing.

Production Assistant—A production assistant works with all production personnel, helping where necessary.

Production Manager—This position is responsible for all of the details required in the actual production of local programming. The production manager supervises producers, directors, floor directors and stage managers.

Program Director—The manager of the programming department. The program director works closely with the general manager and sales manager to determine and direct the station's policies and to plan the most effective program schedule for the station.

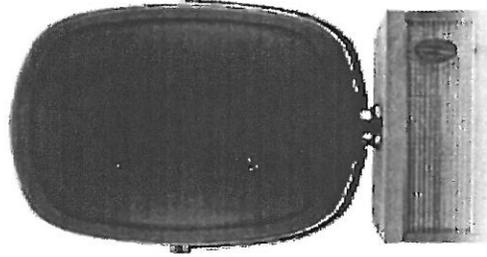
Promotions Director—The promotions director's job is to promote the station's image, programs, and activities. They conceive and execute a variety of written and taped station promotion spots, secure station advertising in other media, and in conjunction with the sales department, develop ways to keep current viewers and to attract new ones.

Receptionist—The duties of the receptionist vary according to the size of the station. This position is ideal for understanding all aspects of how a station operates.

Station Manager—The chief operating officer of the station. The station manager must have effective personnel management skills and a thorough knowledge of all aspects of broadcast operation.

Studio Engineers—Responsible for operating all of the equipment necessary for the production of a program. This includes the studio cameras, the audio console, studio

Careers in Broadcasting



Television



PO Box 102424 Anchorage, AK 99501-2424

Phone: (907) 258-2424 Fax: (907) 258-2414

Email: akba@gci.net

Website: www.akbroadcasters.org



TELEVISION BROADCASTING EMPLOYMENT INFORMATION

Broadcasting is a fast-paced and dynamic industry that is continually changing. Careers in Broadcasting can be exciting, unique and rewarding. As with all forms of business, broadcasters seek to recruit qualified individuals who want to learn and grow with the changes of the industry. People who work in broadcasting often wear several hats, but they generally fall into one of four categories:

- Management/Administrative
- Sales/Sales support/Underwriting
- Engineering/Technical/Computer
- Production/Programming/News

Following are some general descriptions for jobs in television. Remember that each station is unique in its staff structure, and no two stations are organized in the same fashion. The size of a station and of the market it serves often dictates the number and type of jobs available. This is particularly true for Alaska. The descriptions below provide an overview of just some of the positions and responsibilities. For more detailed information, view the US Labor Department's Employment Projections page (<http://www.bls.gov/emp>) for links to the Occupational Outlook Handbook and Career Guide to Industries.

Jobs in Television



• **Account Executive**—The representative of the station who solicits advertising from commercial business. Account Executives develop working relationships with local business leaders and with local advertising agencies and client representatives.

• **Assignment Editor**—This person is responsible for the gathering of the news that goes into a program. Usually a team effort, they set news coverage priorities, organize the logistics of camera crews and reporters, and arrange for the various satellite feeds and live on-scene coverage.

• **Business Manager**—Responsible for all financial transactions. Business managers are generally expected to have extensive professional backgrounds in accounting and financial management.

• **Chief Engineer**—Heads the technical staff. The chief engineer is the senior technical person at the station.

• **Community Relations Director**—this person plans, coordinates, and executes a station's services and programs that are developed to respond to the needs of the community.

• **Continuity Writer**—The continuity person writes some of the local commercial and promotional copy. Must be detail-oriented and have skills in computer and word-processor operation.

• **Director**—The person responsible for the actual on-line execution of a program. Serves as producer for entire programs or for the production of portions of larger programs.

• **Electronic News Gathering (ENG/Photographer)**—They work alongside reporters to capture events on tape and to produce live, on-scene coverage of breaking news. In addition to operating the video camera and sound, ENG crews must also operate sophisticated, microwave and satellite transmission equipment to "feed" programming or news segments back to the studio from remote locations.

• **ENG Editor**—the person who edits tape taken by the ENG crew. ENG editors work with producers, reporters and writers to build news packages from the raw tape sent in from the field or gathered on feeds from networks or other sources.

• **Executive Producer**—This person coordinates the content and presentation of broadcasts under the direction of the managing editor and news director.

• **General Manager**—The person responsible for every aspect of a station's operation. This position requires business knowledge, leadership ability, and a technical understanding of how a station operates.

• **General Sales Manager**—The person responsible for producing all advertising revenues for a station and for hiring, training, and supervising the station's sales staff. The general sales manager must also be adept at understanding the business climate in the community and must have a strong knowledge of the interests of the station audience. Some stations have multiple levels of sales managers including national, regional, and local sales managers who focus on various aspects of sales.

• **Graphic Artist**—Supports all producing activities. Computer skills are particularly valuable, as is background in art and design and radio-television production.

• **Maintenance Engineers**—Responsible for the repair, maintenance, installation, and modification of all of the electronic equipment for live programs and during commercial breaks in network and taped shows.

• **Master Control/Videotape Engineer**—Responsible for operating the videotape recording and playback equipment for live programs and during commercial breaks in network and taped shows.

• **News Anchor**—The most visible members of the news staff. These are people who appear as "up-front" personalities on local newscasts. Ideally, the news anchor is a complete journalist, familiar with reporting, on-scene live coverage, and skilled at writing, and in some cases, producing news packages.

• **News Director**—The news director supervises the news department. Must understand budgeting, personnel management, and the technical aspects of television. In addition to having a firm understanding of the community service role of broadcast journalism, he or she must have solid news judgment—the ability to determine which stories are most informative and of greatest value to the local viewer.

• **News Reporters**—The key "front-line" people in the news department. They are on-the-scene at every kind of event. Local news reporters must be excellent writers, capable of working quickly and accurately to sum up the key elements of a news story and make it understandable and relevant to the audience.

Alaska Broadcasting Company, Inc.
Anchorage, AK



Summary of In-Station Tours and Staff Discussions with Various Groups of Community
Students

For the period September 21, 2006 to September 20, 2007

The tours conducted during this time period are made available to area schools and other educational programs. Many of these tours are conducted each year, as they have become part of the regular activities of the schools and classrooms.

During each tour, the group is given a tour of the facility by members of either our promotions or news staff. The tour will show them the technical operations, the newsroom and the broadcast studio. When time and staffing resources allow, the group is allowed to tape and view performances on our chroma key wall and to participate in a question and answer session with members of the newsroom.

Participating staff:

Mary Ann Pruitt (9/21/06 – 2/2/07) / Shelley Byrd (2/19/07 – 9/20/07): Marketing Director

Staci Feger: News Director

Laura Oates: News Anchor

Andrea Gusty: News Reporter



700 W 41st Avenue #102 Anchorage, AK 99503

P: 907-258-2424

F: 907-258-2414

Email: akba@gci.net

TO: Station Public File Custodian: **EEO Compliance--Outreach**

RE: Participation in the Selection of the Linda Simmons Memorial Scholarship Recipient

KTVA TV

Under the guidelines of the number 7 menu option for EEO Compliance Jerry Bever General Manager and employee of the above station (s), reviewed applications and participated in the selection of the 2007 ABA scholarship recipient.

Respectfully submitted,

A handwritten signature in cursive script that reads 'Darlene Simono'.

Darlene Simono
Executive Director ABA
05/1/2007

Alaska Broadcasting Company, Inc.
Anchorage, AK



EEO / Employment On-Air Announcement

KTVA regularly airs the following thirty second announcement as part of its efforts to inform the public and its employees of its practices and policies.

Audio transcription:

“KTVA CBS 11 is owned and operated by Alaska Broadcasting Company Incorporated. Alaska Broadcasting Company is an Equal Opportunity Employer, and does so without regard to age, sex, religion or national origin.”

Visual description:

The above narration is visually represented on the screen for the duration of the announcement.

Alaska Broadcasting Company, Inc.
Anchorage, AK



Alaska Broadcasting Company, Inc.
On-line Announcement

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.

Alaska Broadcasting Company, Inc.
Anchorage, AK



**Mirror Lake Middle School / KTVA-TV
School - Business Partnership Program**

The Mirror Lake Middle School / KTVA-TV School – Business partnership began in 2000 when then owner and founder of KTVA, Augie Hiebert set up a mentoring program at one of Anchorage’s middle schools.

Since that time KTVA and its staff have donated their time, money and spare equipment to the program. Every year there are multiple opportunities for KTVA staff members and students involved in the Mirror Lake program to interact and share their love of broadcasting.

Some examples of recent activities include:

Students tour the station several at least once a year to observe first hand station operations and have the opportunity to interact with staff members.

Station personnel visit Mirror Lake Middle School to assist in the set-up and training of broadcast equipment and operation. Station engineers have used their skills to construct and wire simple studio set-ups using donated news set construction from the station. Station news personnel visit the school to coach and train students in areas of interviews and other journalism skills.

Attached are documents that demonstrate our long-standing involvement with school in this program.

Station personnel that have personally been involved:

Station Founder: Augie Hiebert

Jerry Bever: General Manager

Staci Feger: KTVA News

Laura Oates: KTVA News

Lauren Maxwell: KTVA News

Mitch Segó: KTVA News

Pat Worcester: KTVA Engineering



John C. "Jake" Poole,
Vice Chancellor

Phone: (907) 474-2600

Fax: (907) 474-7722

Office of University Advancement
and Community Engagement

3rd Floor Signers' Hall, P.O. Box 757510, Fairbanks, Alaska 99775-7510

October 20, 2006

Jerry Bever
Vice President
Alaska Broadcasting Company Inc.
1007 W. 32nd Avenue
Anchorage, AK 99503

Dear Mr. Bever,

On behalf of the University of Alaska Fairbanks, thank you for your recent generous \$1000 gift to the Augie Hiebert Scholarship. Private support plays an essential role in our ability to increase scholarships, providing much needed financial assistance for our students.

Because of you and your generosity, we'll have an even brighter future at UAF. Thank you for helping make a difference.

Sincerely,

A handwritten signature in black ink, appearing to read 'J. Poole', is written over a circular stamp. The signature is fluid and cursive.

John C. "Jake" Poole
Vice Chancellor

JP:JRM

EEO Support Document

Activity: Manger EEO Training

Date: 8/21/2007

Time: 2 p.m.

Attendance:

John Berglin	Bush Houston
Monica Bouvier	Jerry Bever
Susan Sinclair	Laurie Bruce
Staci Feger	Shelley Byrd
Cyd Terhune	

Material Covered: Watched video training tape "As Simple As Respect: Respect and Inclusion In The Workplace." This training tape also provided written workbook training material that was passed out to the managers.

After watching the training video, General Manager Jerry Bever, led the group in a discussion about various aspects of the video.

Training Video provided by ATS Media Programs

As Simple As Respect Diversity, Respect and Inclusion In the Workplace

Topics: Diversity, Ethics, Harassment, Respect, ATS Media Programs, Customer Service, Healthcare, Industrial, Manufacturing, Retail



This easy-to-follow program features a series of workplace vignettes that illustrate disrespectful behavior and how to correct it. Both employees and managers will be able to use the seven commonsense **Guidelines** to discuss issues of respect in a diverse workplace as it relates to their own experience and behavior. The **Guidelines** are further broken down into **Simple Steps** which makes this an especially effective and user-friendly program. The vignettes include *healthcare, manufacturing, retail, and office settings*.

Meeting opener/closer:

Opening Lines: Understanding Respect

included with purchase

Key Learning Points

- Turn uncomfortable situations into learning opportunities
- Religious or cultural beliefs don't justify disrespectful behavior toward coworkers
- Just because expressions or words are commonly used, doesn't mean they are acceptable
- Be careful not to display or send potentially offensive materials on your computer
- Judging people's abilities by their appearance can lead to discrimination
- Cultural or ethnic stereotypes are offensive
- Speak up against disrespect



Advanced Training Source, Inc.

5315 N. Clark St. #615

Chicago, IL 60640

Packing Slip

Date

8/7/2007

Bill To
Carlton's Training Accounts Payable 11693 San Vincente Blvd. #197 Los Angeles, CA 90049

Ship To
KTVA Jerry Bever 1007 W. 32nd Ave Anchorage, AK 99503

P.O. Number	Terms	Rep	Ship	Via
	Net 7	DIS	8/7/2007	UPS GROUND

Quantity	Item Code	Description
1	ASA-25DVD/R	As Simple As Respect DVD...includes OpeningLines: Understanding Respect DVD/Rental 7 day rental Out-of-state sale, exempt from sales tax

Phone #

800-525-3368 / 773-271-9900

2009 EEO Audit Information

For the period: September 21, 2006 through September 20, 2007

Position: Assistant News Director

Date of Hire: 6/11/07

Total Interviewees: 3

Bever, Jerry

From: Feger, Staci
Sent: Friday, April 20, 2007 9:20 AM
To: Berglin, John
Cc: Bever, Jerry
Subject: Job postings

John -

Could you please post these on the web. Thanks!!

REPORTER

With all the markets in the country looking for reporters, why in the world would you want to move to Alaska? Because for those of us who call Anchorage home, there's no place in the world like it. I'll be the first to tell you it's not for everyone, so if you are just looking for your next JOB this might not be the place for you. But, if you are looking for a total life adventure, for a station that focuses on "news that matters", not just "news that happens", I would love to hear from you. I'm looking for reporters who are great storytellers, reporters who understand the difference between talking to viewers as opposed to talking at them. If it sounds like we are a good fit, send me your resume!!! sfeger@ktva.com. KTVA is an EOE.

Staci Feger
News Director
KTVA
1007 West 32nd Ave
Anchorage, AK 99503

ASSISTANT NEWS DIRECTOR

Do you love what you do, you just hate where you do it? Do you find yourself having a hard time remembering why you got into this business in the first place? Are you ready for a life adventure? Well, keep reading. I'm looking for an Assistant News Director who knows the difference between covering news that matters as opposed to just covering events that happen. You'll be working with reporters on story development and execution you'll be working with producers to ensure we live our brand, Not Just What Happens, What Matters. You need to have exceptional communication skills, strong ethical news judgment and the ability to balance your leadership skills with a teamwork attitude. Big egos and screamers don't fit with my management style. A sense of humor is a big plus as is a sense of adventure because this job is in Alaska. This is a fantastic opportunity to live and work in a place most folks only dream of visiting. It IS far away so if you're just looking for your next job, this might not be the place for you. But if you're tired of working for news organizations that do things the same ol' way, that aren't committed to making a difference in their community and you are truly ready for a change, send me a tape, I'd love to hear from you. KTVA is an EOE

Staci Feger
KTVA
1007 West 32nd Ave
Anchorage, AK 99503

Bever, Jerry

From: Bever, Jerry
Sent: Thursday, January 04, 2007 1:42 PM
To: AK Job Center; Alaska Broadcasters Association; Alaska's People; Calista Corp; Charter College; Chugach Alaska Corp; Covenant House; Dept of Labor; Elmendorf Career; Ft. Richardson Employment; King Career Center; NAACP; Nine Star Ent; UAA Journalism; Voc Rehab; Washington Vocational Services; YWCA
Subject: KTVA CBS 11 - Current Employment Vacancies

Please find below a list of our most recent employment vacancies. Thank you for your distribution efforts and please let me know if you have any questions.

Jerry Bever
Vice President / General Manager
Alaska Broadcasting Company, Inc.
KTVA - TV
Anchorage, Alaska
907-646-2128
jbever@ktva.com

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 hr@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.

Current Open Positions

Reporter

With all the markets in the country looking for reporters, why in the world would you want to move to Alaska? Because for those of us who call Anchorage home, there's no place in the world like it. I'll be the first to tell you it's not for everyone, so if you are just looking for your next JOB this might not be the place for you. But, if you are looking for a total life adventure, for a station that focuses on "news that matters", not just "news that happens", I would love to hear from you. I'm looking for reporters who are great storytellers, reporters who understand the difference between talking to viewers as opposed to talking at them. If it sounds like we are a good fit, send me your resume!!! sfeger@ktva.com. KTVA is an EOE.

Staci Feger
News Director
KTVA
1007 West 32nd Ave
Anchorage, AK 99503

Executive Producer

Are you a producer ready to take a step into management? Maybe you're a reporter realizing you'd rather be behind the scenes molding the entire newscast instead of just working on one story. I'm looking for an executive producer to work primarily with my 10pm crew. You'd be my right hand person, dealing with all aspects of the show. You must have great communication skills, solid news judgment and a sense of humor!! A taste of adventure is a big plus. If you understand "Not Just What Happens, What Matters" when it comes to local news, I'd love to see a tape.

Staci Feger

9/16/2007

News Director
KTVA
1007 West 32nd Ave
Anchorage, AK 99503

Anchor/Managing Editor

This is a fantastic opportunity to live and work in a place most folks only dream of visiting. I am looking for a newsroom leader, someone to anchor my late evening newscast and act as Managing Editor, as well.

What does that mean?

You'll be working with reporters on story development and execution, you'll be working with producers to ensure we live our brand, "Not Just What Happens, What Matters" and you'll be working with me to bring this fantastic staff up to the next level.

I need you to have exceptional communication skills, strong ethical news judgment, a conversational delivery and the ability to balance your leadership skills with a teamwork attitude. A sense of humor is a big plus as is a sense of adventure. If you're just looking for your next job...this might not be the place for you. Looking for a life adventure? Send me a tape. KTVA is an EOE

Staci Feger
News Director, KTVA
1007 West 32nd Avenue
Anchorage, AK 99503

Graphics Operator

KTVA CBS 11 has an opening available for a Full Time GRAPHICS OPERATOR. As our Graphics Operator you will be an important part of creating our newscasts. Photoshop experience strongly preferred. Deko experience a plus. Duties include creating graphics for evening newscasts and spell checking. Submit resume and/or application to 1007 W. 32nd Ave. Anchorage, AK 99503.

Marketing Director

KTVA CBS 11 is looking for an innovative Marketing Director to develop and implement our sales and station promotional plans.

Responsibilities include: Publicity and community relations, on-air promotion, advertising, planning and implementing strategies.

Experience with publishing / graphics /Web-related programs a plus. Position includes identifying cross-platform marketing /promotion/ sales opportunities.

Send resume to KTVA HR, 1007 W. 32nd Avenue, Anchorage AK 99503 / e-mail: jbever@ktva.com.

KTVA is an EOE.



Broadcast Employment Services

KTVA (CBS) Anchorage, Alaska

Position Assistant News Director
Station Ownership Media News Group
Station Slogan "Not Just What Happens...What Matters"
Reference # TVJ#34081073
Type Television
Full / Part Full Time - Regular
Experience Prior Experience
Posted 4/17/2007
Closes 5/3/2007
Time Left 0 Days
DMA #150
Found In News - Assistant News Directors



Assistant News Director

Do you love what you do, you just hate where you do it? Do you find yourself having a hard time remembering why you got into this business in the first place? Are you ready for a life adventure? Well, keep reading. I'm looking for an Assistant News Director who knows the difference between covering news that matters as opposed to just covering events that happen. You'll be working with reporters on story development and execution you'll be working with producers to ensure we live our brand, Not Just What Happens, What Matters. You need to have exceptional communication skills, strong ethical news judgment and the ability to balance your leadership skills with a teamwork attitude. Big egos and screamers don't fit with my management style. A sense of humor is a big plus as is a sense of adventure because this job is in Alaska. This is a fantastic opportunity to live and work in a place most folks only dream of visiting. It IS far away so if you're just looking for your next job, this might not be the place for you. But if you're tired of working for news organizations that do

Supplemental Information

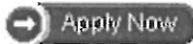
Salary Type Negotiable
Salary Range
Starting Salary / Year
Starting Salary / Hour
Job Type Full Time - Regular
Hours 1:30 pm to 10:30 pm
Workweek Monday to Friday
Scheduled on Holidays
Start Date
Probation Period
Benefits Yes
Benefit Premium Partially Paid By Company
401K Plan Available
Vacation Yes
Paid Sick Leave Yes
Phone Calls
Agent Phone Calls Yes
Résumé Required
Cover Letter Required
References
Salary History
Tape / Reel
Tape Format
Tape Return
Director's Track
FAX Résumé No
TVJobs.com E-Résumé Yes

things the same ol' way, that aren't committed to making a difference in their community and you are truly ready for a change, send me a tape, I'd love to hear from you. KTVA is an EOE

Staci Feger
KTVA
1007 West 32nd Ave
Anchorage, AK 99503

When responding to this job ad, please mention you saw it listed at TVJobs.com

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Annual E-Résumé subscription or DigitalTalent résumé required.

[[View other KTVA job listings](#)]

- Degree Required**
- Contract Required** Yes
- Contract Length**
- Special Requirements**
- Driver's License**
- Insurance**
- Good Driving Record**
- Heavy Lifting**
- Previous Applicants**
- Local Apartment Rental**
- Moving Expenses** Negotiable
- Union Position**
- Union Contract Expires**
- Confirmation Letter**
- Rejection Letter**
- Feedback**
- Drug Screen**
- Proof of Eligibility to work in U.S. Required**
- Equal Opportunity Employment** Yes
- EOE Data Form** Yes



Broadcast Employment Services

KTVA (CBS) Anchorage, Alaska

Position Assistant News Director
Station Ownership Media News Group
Station Slogan "Not Just What Happens...What Matters"
Reference # TVJ#34081073
Type Television
Full / Part Full Time - Regular
Experience Prior Experience
Posted 4/17/2007
Closes 5/3/2007
Time Left 0 Days
DMA #150
Found In News - Assistant News Directors



Assistant News Director

Do you love what you do, you just hate where you do it? Do you find yourself having a hard time remembering why you got into this business in the first place? Are you ready for a life adventure? Well, keep reading. I'm looking for an Assistant News Director who knows the difference between covering news that matters as opposed to just covering events that happen. You'll be working with reporters on story development and execution you'll be working with producers to ensure we live our brand, Not Just What Happens, What Matters. You need to have exceptional communication skills, strong ethical news judgment and the ability to balance your leadership skills with a teamwork attitude. Big egos and screamers don't fit with my management style. A sense of humor is a big plus as is a sense of adventure because this job is in Alaska. This is a fantastic opportunity to live and work in a place most folks only dream of visiting. It IS far away so if you're just looking for your next job, this might not be the place for you. But if you're tired of working for news organizations that do

Supplemental Information

Salary Type Negotiable
Salary Range
Starting Salary / Year
Starting Salary / Hour
Job Type Full Time - Regular
Hours 1:30 pm to 10:30 pm
Workweek Monday to Friday
Scheduled on Holidays
Start Date
Probation Period
Benefits Yes
Benefit Premium Partially Paid By Company
401K Plan Available
Vacation Yes
Paid Sick Leave Yes
Phone Calls
Agent Phone Calls Yes
Résumé Required
Cover Letter Required
References
Salary History
Tape / Reel
Tape Format
Tape Return
Director's Track
FAX Résumé No
TVJobs.com E-Résumé Yes

2009 EEO Audit Information

For the period: September 21, 2006 through September 20, 2007

Position: Morning Meteorologist

Date of Hire: 5/28/2007

Total Interviewees: 4

TV Jobs^{.COM}

Broadcast Employment Services

KTVA (CBS) Anchorage, Alaska

Position Morning Meteorologist/Reporter
Station Ownership Media News Group
Station Slogan "Not Just What Happens...What Matters"
Reference # TVJ#34081782
Type Television
Full / Part Full Time - Regular
Experience Preferred
Posted 5/3/2007
Closes 6/3/2007
Time Left 0 Days
DMA #150
Found In News / Talent - Meteorologist / Reporter



Morning Meteorologist/Reporter

I've just promoted my Morning Meteorologist to Chief, so now I'm looking for someone to take over the mornings. This is an amazing opportunity for the right person. Along with your weather duties, you will be the feature reporter for our Get Out series. It's a weekly feature that showcases fun things to do around Alaska. We've been heli-skiing, scuba diving, ice climbing and even surfing. I'm looking for someone who has a true sense of adventure along with a love of weather. If you're ready to really showcase your talent, both in front of and behind the camera, send me a tape!! KTVA-TV is an EOE.

Staci Feger
News Director
KTVA
1007 West 32nd Ave
Anchorage, AK 99503
sfeger@ktva.com

mention you saw it listed at TVJobs.com

© Broadcast Employment Services 1994-2007



Annual E-Résumé subscription
or DigitalTalent résumé required.

[[View other KTVA job listings](#)]

Bever, Jerry

From: Feger, Staci
Sent: Thursday, May 03, 2007 1:16 PM
To: Bever, Jerry; Berglin, John
Subject: Morning Meteorologist

Jerry - I posted this on tvjobs today.

Berg - Can you pull the Chief ad and post this one. Also, pull the assistant news director ad please. Thank You

Morning Meteorologist/Reporter

I've just promoted my Morning Meteorologist to Chief, so now I'm looking for someone to take over the mornings. This is an amazing opportunity for the right person. Along with your weather duties, you will be the feature reporter for our Get Out series. It's a weekly feature that showcases fun things to do around Alaska. We've been heli-skiing, scuba diving, ice climbing and even surfing. I'm looking for someone who has a true sense of adventure along with a love of weather. If you're ready to really showcase your talent, both in front of and behind the camera, send me a tape!! KTVA-TV is an EOE.

Staci Feger, News Director
CBS 11 News
1007 West 32nd Ave
Anchorage, Alaska
99503
907-273-3115



Broadcast Employment Services

KTVA (CBS) Anchorage, Alaska

Position Morning Meteorologist/Reporter
Station Ownership Media News Group
Station Slogan "Not Just What Happens...What Matters"
Reference # TVJ#34081782
Type Television
Full / Part Full Time - Regular
Experience Preferred
Posted 5/3/2007
Closes 6/3/2007
Time Left 0 Days
DMA #150
Found In News / Talent - Meteorologist / Reporter



Morning Meteorologist/Reporter

I've just promoted my Morning Meteorologist to Chief, so now I'm looking for someone to take over the mornings. This is an amazing opportunity for the right person. Along with your weather duties, you will be the feature reporter for our Get Out series. It's a weekly feature that showcases fun things to do around Alaska. We've been heli-skiing, scuba diving, ice climbing and even surfing. I'm looking for someone who has a true sense of adventure along with a love of weather. If you're ready to really showcase your talent, both in front of and behind the camera, send me a tape!! KTVA-TV is an EOE.

Staci Feger
 News Director
 KTVA
 1007 West 32nd Ave

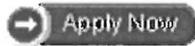
Supplemental Information

Salary Type
Salary Range
Starting Salary / Year
Starting Salary / Hour
Job Type Full Time - Regular
Hours 3:00 am to 12:00 Noon
Workweek Monday to Friday
Scheduled on Holidays
Start Date Immediately
Probation Period
Benefits Yes
Benefit Premium Partially Paid By Company
401K Plan Available
Vacation Yes
Paid Sick Leave
Phone Calls
Agent Phone Calls Yes
Résumé Required
Cover Letter Required
References
Salary History
Tape / Reel Required
Tape Format
Tape Return No
Director's Track
FAX Résumé No
TVJobs.com E-Résumé Yes

Anchorage, AK 99503
sfeger@ktva.com

When responding to this job ad, please mention you saw it listed at TVJobs.com

© Broadcast Employment Services 1994-2007

 **Apply Now**

Annual E-Résumé subscription or DigitalTalent résumé required.

[[View other KTVA job listings](#)]

Degree Required	Yes
Contract Required	Yes
Contract Length	2 Years
Special Requirements	
Driver's License	
Insurance	
Good Driving Record	
Heavy Lifting	
Previous Applicants	
Local Apartment Rental	
Moving Expenses	Negotiable
Union Position	No
Union Contract Expires	
Confirmation Letter	
Rejection Letter	
Feedback	
Drug Screen	No
Proof of Eligibility to work in U.S. Required	
Equal Opportunity Employment	Yes
EOE Data Form	Yes

Bever, Jerry

From: Bever, Jerry
Sent: Tuesday, May 15, 2007 5:07 PM
To: 'AK Job Center'; 'Alaska Broadcasters Association'; 'Alaska's People'; 'Calista Corp'; 'Charter College'; 'Chugach Alaska Corp'; 'Covenant House'; 'Dept of Labor'; 'Elmendorf Career'; 'Ft. Richardson Employment'; 'King Career Center'; 'NAACP'; 'Nine Star Ent'; 'UAA Journalism'; 'Voc Rehab'; 'Washington Vocational Services'; 'YWCA'
Subject: Current KTVA Employment Opportunities

Please find below current employment opportunities at KTVA-TV in Anchorage, AK. Please feel free to contact me for additional information or any questions you may have.

Alaska Broadcasting Company, Inc. Anchorage, AK

Current Employment Opportunities 5/15/2007

Producer

KTVA is looking for a strong producer to join the CBS 11 News team. You must have strong writing, news judgment and organizational skills. At least one year of prior news producing experience is preferred. You'll be working closely with production and promotions to create compelling editorial and visual content. You'll be responsible for overseeing story development and placement within newscast as well as coordinating the on-air execution of your show. A sense of adventure is a must, a sense of humor is a plus. Send cover letter, DVD or VHS and resume to: Staci Feger, News Director, KTVA-TV 1007 West 32nd Ave, Anchorage, AK 99503. KTVA is an EOE. www.ktva.com for details or email: sfeger@ktva.com

Morning Meteorologist/Reporter

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Reporter

KTVA, CBS 11 News is looking for a qualified reporter to join our news team. I'm looking for candidates that are great storytellers, reporters who understand the difference between talking to viewers as opposed to talking at them. You must have strong writing, news judgment and organizational skills. At least one year of prior television news reporting experience is preferred as well as a four-year college degree in communications or a related field. If it sounds like we are a good fit, send me your resume and samples of your work. Send cover letter, DVD or VHS and resume to: Staci Feger, News Director, KTVA-TV 1007 West 32nd Ave, Anchorage, AK 99503. KTVA is an EOE. www.ktva.com for details or email: sfeger@ktva.com

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.

Jerry Bever
Vice President / General Manager
Alaska Broadcasting Company, Inc.
KTVA - TV
Anchorage, Alaska
907-646-2128
jbever@ktva.com

Bever, Jerry

From: Bever, Jerry
Sent: Tuesday, May 15, 2007 5:07 PM
To: 'AK Job Center'; 'Alaska Broadcasters Association'; 'Alaska's People'; 'Calista Corp'; 'Charter College'; 'Chugach Alaska Corp'; 'Covenant House'; 'Dept of Labor'; 'Elmendorf Career'; 'Ft. Richardson Employment'; 'King Career Center'; 'NAACP'; 'Nine Star Ent'; 'UAA Journalism'; 'Voc Rehab'; 'Washington Vocational Services'; 'YWCA'
Subject: Current KTVA Employment Opportunities

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**Alaska Broadcasting Company, Inc.
Anchorage, AK**

**Current Employment Opportunities
5/15/2007**

Producer

KTVA is looking for a strong producer to join the CBS 11 News team. You must have strong writing, news judgment and organizational skills. At least one year of prior news producing experience is preferred. You'll be working closely with production and promotions to create compelling editorial and visual content. You'll be responsible for overseeing story development and placement within newscast as well as coordinating the on-air execution of your show. A sense of adventure is a must, a sense of humor is a plus. Send cover letter, DVD or VHS and resume to: Staci Feger, News Director, KTVA-TV 1007 West 32nd Ave, Anchorage, AK 99503. KTVA is an EOE. www.ktva.com for details or email: sfeger@ktva.com

Morning Meteorologist/Reporter

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Reporter

KTVA, CBS 11 News is looking for a qualified reporter to join our news team. I'm looking for candidates that are great storytellers, reporters who understand the difference between talking to viewers as opposed to talking at them. You must have strong writing, news judgment and organizational skills. At least one year of prior television news reporting experience is preferred as well as a four-year college degree in communications or a related field. If it sounds like we are a good fit, send me your resume and samples of your work. Send cover letter, DVD or VHS and resume to: Staci Feger, News Director, KTVA-TV 1007 West 32nd Ave, Anchorage, AK 99503. KTVA is an EOE. www.ktva.com for details or email: sfeger@ktva.com

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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.

Jerry Bever
Vice President / General Manager
Alaska Broadcasting Company, Inc.
KTVA - TV
Anchorage, Alaska
907-646-2128
jbever@ktva.com

Bever, Jerry

From: Bever, Jerry
Sent: Wednesday, March 21, 2007 10:49 AM
To: Berglin, John; Terhune, Cyd
Subject: Employment Notice to Post

John and Cyd, could you please post the following job announcement on the company BB and the web? Thanks

Chief Meteorologist

KTVA is looking for a Chief Meteorologist who is truly passionate about weather. But you also need to be equally passionate about making a connection with our viewers. Just giving highs and lows with a few weather statistics thrown in isn't going to cut it - you need to know how to be a weather storyteller. We're looking for someone who will make our new WSI system sing, someone to lead our weather team, someone who ISN'T OK with just being OK. If you are ready to really showcase your talent both in front of and behind the camera, send me a tape. Send tape and resume to: News Director KTVA 1007 W. 32nd Avenue Anchorage Alaska 99503, or email sfeger@ktva.com. KTVA is an EOE.

Bever, Jerry

From: Bever, Jerry
Sent: Tuesday, May 15, 2007 5:03 PM
To: 'Wade, Renee'
Subject: KTVA Employment Ads to Run

Renee,
Could you please run the following ads this Wed - Sun. Thanks and please let me know if you have any questions.

Jerry Bever
Vice President / General Manager
Alaska Broadcasting Company, Inc.
KTVA - TV
Anchorage, Alaska
907-646-2128
jbever@ktva.com

Newscast Producer

KTVA is looking for a strong producer to join the CBS 11 News team. Send cover letter, tape and resume to: Staci Feger, News Director, KTVA-TV 1007 West 32nd Ave, Anchorage, AK 99503. KTVA is an EOE. Or email: www.ktva.com for more details.

Morning Meteorologist/Reporter

KTVA is looking for a Morning Meteorologist and reporter. Send cover letter, tape and resume to: Staci Feger, News Director, KTVA-TV 1007 West 32nd Ave, Anchorage, AK 99503. KTVA is an EOE. Or email: www.ktva.com for more details.

News Reporter

KTVA is looking for an experienced reporter to join our news team. Send cover letter, tape and resume to: Staci Feger, News Director, KTVA-TV 1007 West 32nd Ave, Anchorage, AK 99503. KTVA is an EOE. www.ktva.com for more details.

Bever, Jerry

From: Bever, Jerry
Sent: Tuesday, May 22, 2007 3:07 PM
To: 'Wade, Renee'
Subject: RE: KTVA Employment Ads to Run Again???

No thanks, we're fine.
Jerry

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

From: Wade, Renee [mailto:RWade@adn.com]
Sent: Tuesday, May 22, 2007 2:29 PM
To: Bever, Jerry
Subject: KTVA Employment Ads to Run Again???
Importance: High

Hey Jerry!
Hope your day is going well.
Do you need your Ads to run again?
They were \$503.80 each for the 5-day run... they would be only \$472.48 for a 7-day run...?
Let me know!
Have a wonderful day!!!

Newscast Producer
KTVA is looking for a strong producer to join the CBS 11 News team. Send cover letter, tape and resume to: Staci Feger, News Director, KTVA-TV 1007 West 32nd Ave, Anchorage, AK 99503. KTVA is an EOE. See www.ktva.com for more details.

Morning Meteorologist / Reporter
KTVA is looking for a Morning Meteorologist and Reporter. Send cover letter, tape and resume to: Staci Feger, News Director, KTVA-TV 1007 West 32nd Ave, Anchorage, AK 99503. KTVA is an EOE. Or email: www.ktva.com for more details

News Reporter

KTVA is looking for an experienced **Reporter** to join our news team. Send cover letter, tape and resume to: Staci Feger, News Director, KTVA-TV 1007 West 32nd Ave, Anchorage, AK 99503. KTVA is an EOE. See www.ktva.com for more details.

Renee' M Wade

Recruitment Advertising Specialist

Anchorage Daily News Classifieds

907.257.4503 - Direct

907.279.8170 - Fax

rwade@adn.com - Email

2009 EEO Audit Information

For the period: September 21, 2006 through September 20, 2007

Position: Reporter

Date of Hire: 3/12/2007

Total Interviewees: 5

Bever, Jerry

From: Bever, Jerry
Sent: Thursday, January 04, 2007 1:42 PM
To: AK Job Center; Alaska Broadcasters Association; Alaska's People; Calista Corp; Charter College; Chugach Alaska Corp; Covenant House; Dept of Labor; Elmendorf Career; Ft. Richardson Employment; King Career Center; NAACP; Nine Star Ent; UAA Journalism; Voc Rehab; Washington Vocational Services; YWCA
Subject: KTVA CBS 11 - Current Employment Vacancies

Please find below a list of our most recent employment vacancies. Thank you for your distribution efforts and please let me know if you have any questions.

Jerry Bever
Vice President / General Manager
Alaska Broadcasting Company, Inc.
KTVA - TV
Anchorage, Alaska
907-646-2128
jbever@ktva.com

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 hr@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.

Current Open Positions

Reporter

With all the markets in the country looking for reporters, why in the world would you want to move to Alaska? Because for those of us who call Anchorage home, there's no place in the world like it. I'll be the first to tell you it's not for everyone, so if you are just looking for your next JOB this might not be the place for you. But, if you are looking for a total life adventure, for a station that focuses on "news that matters", not just "news that happens", I would love to hear from you. I'm looking for reporters who are great storytellers, reporters who understand the difference between talking to viewers as opposed to talking at them. If it sounds like we are a good fit, send me your resume!!! sfeger@ktva.com. KTVA is an EOE.

Staci Feger
News Director
KTVA
1007 West 32nd Ave
Anchorage, AK 99503

Executive Producer

Are you a producer ready to take a step into management? Maybe you're a reporter realizing you'd rather be behind the scenes molding the entire newscast instead of just working on one story. I'm looking for an executive producer to work primarily with my 10pm crew. You'd be my right hand person, dealing with all aspects of the show. You must have great communication skills, solid news judgment and a sense of humor!! A taste of adventure is a big plus. If you understand "Not Just What Happens, What Matters" when it comes to local news, I'd love to see a tape.

Staci Feger

News Director
KTVA
1007 West 32nd Ave
Anchorage, AK 99503

Anchor/Managing Editor

This is a fantastic opportunity to live and work in a place most folks only dream of visiting. I am looking for a newsroom leader, someone to anchor my late evening newscast and act as Managing Editor, as well.

What does that mean?

You'll be working with reporters on story development and execution, you'll be working with producers to ensure we live our brand, "Not Just What Happens, What Matters" and you'll be working with me to bring this fantastic staff up to the next level.

I need you to have exceptional communication skills, strong ethical news judgment, a conversational delivery and the ability to balance your leadership skills with a teamwork attitude. A sense of humor is a big plus as is a sense of adventure. If you're just looking for your next job...this might not be the place for you. Looking for a life adventure? Send me a tape. KTVA is an EOE

Staci Feger
News Director, KTVA
1007 West 32nd Avenue
Anchorage, AK 99503

Graphics Operator

KTVA CBS 11 has an opening available for a Full Time GRAPHICS OPERATOR. As our Graphics Operator you will be an important part of creating our newscasts. Photoshop experience strongly preferred. Deko experience a plus. Duties include creating graphics for evening newscasts and spell checking. Submit resume and/or application to 1007 W. 32nd Ave. Anchorage, AK 99503.

Marketing Director

KTVA CBS 11 is looking for an innovative Marketing Director to develop and implement our sales and station promotional plans.

Responsibilities include: Publicity and community relations, on-air promotion, advertising, planning and implementing strategies.

Experience with publishing / graphics /Web-related programs a plus. Position includes identifying cross-platform marketing /promotion/ sales opportunities.

Send resume to KTVA HR, 1007 W. 32nd Avenue, Anchorage AK 99503 / e-mail: jbever@ktva.com.

KTVA is an EOE.

Bever, Jerry

From: Bever, Jerry
Sent: Thursday, January 04, 2007 11:06 AM
To: Terhune, Cyd; Berglin, John
Subject: Job Notices to Post

Could we please make sure that the following job vacancies are posted to the web and the BB. Thanks
Jerry

Reporter

With all the markets in the country looking for reporters, why in the world would you want to move to Alaska? Because for those of us who call Anchorage home, there's no place in the world like it. I'll be the first to tell you it's not for everyone, so if you are just looking for your next JOB this might not be the place for you. But, if you are looking for a total life adventure, for a station that focuses on ``news that matters``, not just ``news that happens``, I would love to hear from you. I'm looking for reporters who are great storytellers, reporters who understand the difference between talking to viewers as opposed to talking at them. If it sounds like we are a good fit, send me your resume!!! sfeger@ktva.com. KTVA is an EOE.

Staci Feger
News Director
KTVA
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Staci Feger

4/24/2009

News Director, KTVA
1007 West 32nd Avenue
Anchorage, AK 99503

Graphics Operator

KTVA CBS 11 has an opening available for a Full Time GRAPHICS OPERATOR. As our Graphics Operator you will be an important part of creating our newscasts. Photoshop experience strongly preferred. Deko experience a plus. Duties include creating graphics for evening newscasts and spell checking. Submit resume and/or application to 1007 W. 32nd Ave. Anchorage, AK 99503.

Company Name: KTVA
Company Website: <http://www.ktva.com>
Location: Anchorage
Available: Immediately, Full Time.
Posted: 12/13/06

Marketing Director

KTVA CBS 11 is looking for an innovative Marketing Director to develop and implement our sales and station promotional plans.

Responsibilities include: Publicity and community relations, on-air promotion, advertising, planning and implementing strategies.

Experience with publishing / graphics /Web-related programs a plus. Position includes identifying cross-platform marketing /promotion/ sales opportunities.

Send resume to KTVA HR, 1007 W. 32nd Avenue, Anchorage AK 99503 / e-mail: jbever@ktva.com.

KTVA is an EOE.

Bever, Jerry

From: Feger, Staci
Sent: Wednesday, December 20, 2006 12:56 PM
To: Bever, Jerry
Subject: FW: TVJobs.com - Reporter job auto-posted

Jerry, I just reinstated this on TVJobs....can we send this out to EEO list as well?
Thanks

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

From: jobs@tvjobs.com [mailto:jobs@tvjobs.com]
Sent: Wednesday, December 20, 2006 12:54 PM
To: Feger, Staci
Subject: TVJobs.com - Reporter job auto-posted

JOB POSTING NOTIFICATION FROM TVJOBS

Staci Feger,

Your "Reporter" position was just re-instated
in the TVJobs Database and is now available online...

Station : KTVA
Position: Reporter
Category: News / Talent - Anchor - Reporter
Database: Television
Job ID : TVJ#34076105
Posted : 12/20/2006
Expires : 2/19/2007
Status : Registered Employer - Job Re-instated
Ad Text :

Reporter

With all the markets in the country looking for reporters, why in the world would you want to move to Alaska? Because for those of us who call Anchorage home, there's no place in the world like it. I'll be the first to tell you it's not for everyone, so if you are just looking for your next JOB this might not be the place for you. But, if you are looking for a total life adventure, for a station that focuses on ``news that matters``, not just ``news that happens``, I would love to hear from you. I'm looking for reporters who are great storytellers, reporters who understand the difference between talking to viewers as opposed to talking at them. If it sounds like we are a good fit, send me your resume!!! sfeger@ktva.com. KTVA is an EOE.

Staci Feger
News Director
KTVA
1007 West 32nd Ave
Anchorage, AK 99503

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 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 2/19/2007.
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=5523181487734070>

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

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

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

TVJobs.com

Broadcast Employment Services

KTVA (CBS) Anchorage, Alaska

Position	Reporter
Station Ownership	Media News Group
Station Slogan	"Not Just What Happens...What Matters"
Reference #	TVJ#34076105
Type	Television
Full / Part	Full Time - Regular
Experience	Prior Experience
Posted	12/20/2006
Closes	2/19/2007
Time Left	0 Days
DMA	#150
Found In	News / Talent - Anchor - Reporter



Reporter

With all the markets in the country looking for reporters, why in the world would you want to move to Alaska? Because for those of us who call Anchorage home, there's no place in the world like it. I'll be the first to tell you it's not for everyone, so if you are just looking for your next JOB this might not be the place for you. But, if you are looking for a total life adventure, for a station that focuses on ``news that matters``, not just ``news that happens``, I would love to hear from you. I'm looking for reporters who are great storytellers, reporters who understand the difference between talking to viewers as opposed to talking at them. If it sounds like we are a good fit, send me your resume!!! sfeger@ktva.com. KTVA is an EOE.

Staci Feger
News Director
KTVA
1007 West 32nd Ave
Anchorage, AK 99503

When responding to this job ad, please mention you saw it listed at TVJobs.com