

**KTVF/KXDF/KFXF**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2017 – September 30, 2018**

## I. VACANCY LIST

**See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data**

[illegible]

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Walk-Ins/Self Referral	NO	
2	KTVF in-House	NO	
3	KTVF Website Webcenter11.com Contact: Chad Franklin	NO	12
4	Alaska State Employment Services 675 7 <sup>th</sup> Avenue Fairbanks, Alaska 99701 (907) 451-2961 Contact: Director	NO	
5	Fairbanks Daily News-Miner 200 North Cushman Street Fairbanks, Alaska 99701 (907) 456-6661 Contact: Classifieds	NO	
6	University of Alaska Fairbanks School of Journalism P.O. Box 756120 Fairbanks, Alaska 99775 (907) 474-7761	NO	
7	Alaska Broadcasters Association 700 W. 41 <sup>st</sup> Avenue Anchorage, Alaska 99503 (907) 258-2424 Contact: Cathy Hiebert	NO	
8	CareerPage.org National Alliance of State Broadcasters Associations	NO	
9	Employee Referral	NO	4
10	Non-Employee Referral	NO	3
11	Facebook	NO	
12	Craigslist	NO	
13	KTVF Channel 11 Television commercial	NO	
14	Monsters.com	NO	

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
15	NAB Careerlink.com	NO	
16	Indeed.com	NO	2
17	People Matter / SNAG	NO	
18	<a href="http://www.tvtv.com">www.tvtv.com</a>	NO	
19	Linkedin	NO	
20			
(etc.)			
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			21

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Participate in Event for Community Groups Interested in Broadcast Jobs	Broadcast Academy. On June 11-15, 2018, we held our annual week-long summer camp geared for students ages 12-17. This year's camp offered kids the opportunity to learn about broadcasting in general, and specifically how to create public service announcements and produce news stories. Students learned how to brainstorm ideas, interview businesses, write scripts, shoot footage, and edit. Two PSA's for local non-profit organizations and two news feature stories were produced by the students and aired on the station. The camp is headed by the Creative Services Director and Producer with support from the news department.
<b>2</b>	Participate in Event with Education Institutions related to careers in broadcasting	On October 5, 2017 KTVF provided a tour of the station facilities to students from Fairbanks Resource Association in an effort to educate them on how a station operates and the various departments and job opportunities available in the broadcast industry.
<b>3</b>	Participate in Event with Education Institutions related to careers in broadcasting	Throughout the school year, a KTVF weatherman visits local elementary schools to help students learn about weather. Over the course of the year, 30 schools are visited and help contribute to the weathercast.
<b>4</b>	Training Programs for Station Personnel	Throughout the year, employees are cross-trained to acquire the skills necessary to qualify them for higher level positions that may become available. This reporting year, newsroom employees were promoted to higher level positions as a result of being given such opportunities to learn on the job.

5	Training Programs for Station Personnel	On November 9-11, 2017, Sales, News, Engineering and Management employees attended the Alaska Broadcasters Association annual convention and attended numerous training sessions offered to improve job skills, including Emergency Communications, Selling Digital alongside Traditional, and A Special News session “Becoming a Multi-Skilled, All-Around Storyteller.
6	Participate in Event with Education Institutions related to careers in broadcasting	Throughout the school year, a KTVF weatherman visits local elementary schools to help students learn about weather. Over the course of the year, 30 schools are visited and help contribute to the weathercast.
7	Participate in Event with Education Institutions related to careers in broadcasting	On November 13, 2017 KTVF provided a tour of the station facilities to 8 <sup>th</sup> grade Video Production students from North Pole Middle School in an effort to educate them on how a station operates and the various departments and job opportunities available in the broadcast industry.
8	Participate in Event with Education Institutions related to careers in broadcasting	On April 10, 2018 KTVF provided a tour of the station facilities students from Delta Junction to educate them on how a station operates and the various departments and job opportunities available in the broadcast industry.
9	Participate in Event for Community Groups	On February 19-21, 2018 KTVF news staff participated with other broadcasters in the area as volunteer announcers during the Hutchison High School Invitational JV Basketball tournament
10	Training Programs for Station Personnel	On June 21, 2018, our office manager participated in ongoing online EEO training provided by corporate HR. She then shared the information with appropriate station personnel.