

## 2017 FCC EEO Public File Report for

### KTVA

#### Alaska – FCC 396

**This Report covers October 1, 2016, through September 30, 2017.**

***Total Number of Full-time Vacancies Filled During This Period: 23***

***Total Number of People Interviewed for Full-time Vacancies During This Period: 44***

Position #	Position Title	Number Hired	Recruitment Source of Successful Applicant(s)	Recruitment Source used to fill the vacancy	Total Number Interviewed
2243	Account Executive	1	GCI Career Site/Job Agent	1,2,18,3,17,12,11,10,6,14,31,32,33,34,27,36,20,26, 13	4
2248	Assistant News Director	1	Internal Promotion	34	1
2281	Associate Web Editor	1	GCI Career Site/Job Agent	1,2,18,3,17,12,11,10,6,14,25, 27, 32,34,13	2
2353	Audio Technician	1	Internal Promotion	34	1
5064	Digital Assets Manager	1	Internal Promotion	1,2,18,3,17,12,11,10,6,14,34, 32,7, 34	1
2377	Master Control Operator	1	Employee Referral	1,2,18,3,17,12,11,10,6,14,27,34,32, 13	2
2296	Master Control Operator	1	Internal Promotion	34	1
2312	Master Control Operator	1	Employee Referral	1,2,18,3,17,12,11,10,6,14,34, 13	3
2299	Mgr Sr, Creative Services	1	Employee Referral	1,2,18,3,17,12,11,10,6,14,27, 34	2
2276	Mgr, Digital Content	1	Employee Referral	1,2,18,3,17,12,11,10,6,14,27, 34, 13	1
2257	News Anchor	1	Former GCI Employee	1,2,18,3,17,12,11,10,6,14,34, 13	1
2130	News Director	1	Internal Promotion	1,2,18,3,17,12,11,10,6,14,34	8

2252	News Photojournalist	1	GCI Career Site/Job Agent	1,2,18,3,17,12,11,10,6,14,34, 13	1
2275	News Photojournalist	1	Employee Referral	1,2,18,3,17,12,11,10,6,14,36, 27 , 34, 13	1
5077	News Photojournalist	1	GCI Career Site/Job Agent	1,2,18,3,17,12,11,10,6,14,34, 13	1
2280	News Photojournalist	1	Employee Referral	1,2,18,3,17,12,11,10,6,14,27, 34	2
5083 & 2286	News Reporter	2	Job board- Glass door & GCI Career Site/Job Agent	1,2,18,3,17,12,11,10,6,14,35, 34	4
2298	Remote Events Operator	1	Recruiter Sourced	1,2,18,3,17,12,11,10,6,14,23, 34, 13	1
2433	Sports News Reporter/Anchor	1	GCI Career Site/Job Agent	1,2,18,3,17,12,11,10,6,14,34, 13	2
6029	Television Account Executive	1	Employee Referral	1,2,18,3,17,12,11,10,6,14,27, 34	2
4045	Video Editor	1	Indeed	1,2,18,3,17,12,11,10,6,14,7, 34,13	2
2374	Web Editor	1	Employee Referral	1,2,18,3,17,12,11,10,6,14,27, 34	1

In the ordinary course, the employment unit notifies all recruitment sources entitled to receive notice of job vacancies of all job vacancies. The employment unit was not able to notify source #13 (State of AK Division of Vocational Rehab) of all vacant positions because the point of contact left the organization in May 2017. The employment unit has recently received information for a new point of contact and will notify this source of all job vacancies on a going forward basis. For all internal promotions, the employment unit broadly recruited to fill the employee's prior position and broadly recruited that employee's replacement.

### Legend for Recruiting Sources

		# of Interviews			# of Interviews
1	Alaska Broadcasters Association		19	Jobing	
2	Anchorage Job Center (ALEXsys)		20	LinkedIn	1
3	Calista Corporation		21	Career Builder	
4	Charter College		22	Former GCI Employee	
5	Craigslist Website		23	Recruiter/Direct Sourced	2
6	Elmendorf Career Assistance		24	Friend Referral	
7	Indeed	1	25	Facebook – GCI Careers	
8	King Career Center		26	Other	8
9	Media Bistro		27	Employee Referral	11
10	Medialine		28	Cable360NET	
11	Opti Staffing Group		29	Monster	
12	Personnel Plus		30	Internet/Bing	1
13	State of AK Division of Vocational Rehab		31	GISjobs.com	
14	TV Jobs	2	32	Google	2
15	UAA Career Services		33	Career Fair UAA	
16	UAA Journalism & Public Communications Dept.		34	GCI Internal Posting	5
17	Vocation Connection		35	Job Board- Glassdoor	1
18	GCI Career Site/Job Agent	10			

	Source	Contact	
1	<b>Alaska Broadcasters Association</b>	Cathy Heibert	**
	PO Box 102424	P - 258-2424, F - 258-2414	
	700 W 41st Avenue, Suite 102	Email: akbagold@gci.net	
	Anchorage, AK 99510-2424	<a href="http://www.alaskabroadcaster.org">www.alaskabroadcaster.org</a>	
2	<b>Anchorage Job Center (AK DOL) Alexsys</b>	Rocky Grimes	**
	3301 Eagle Street	P - 269-4774, F - 269-4819	
	Anchorage, AK 99504	<a href="mailto:anchorage.employers@alaska.gov">anchorage.employers@alaska.gov</a>	
		<a href="http://www.jobs.alaska.gov">www.jobs.alaska.gov</a>	
3	<b>Calista Corporation</b>	Human Resources	
	301 Calista Court, Suite A	P - 279-5516	
	Anchorage, AK 99518	<a href="mailto:hr@calistacorp.com">hr@calistacorp.com</a>	
		<a href="http://www.calistacorp.com">www.calistacorp.com</a>	
4	<b>Charter College</b>	Derek Weller	
	2221 E Northern Lights Blvd	P - 277-1000	
	Anchorage, AK 99508	<a href="mailto:derek.weller@chartercollege.edu">derek.weller@chartercollege.edu</a>	
		<a href="http://www.chartercollege.edu">www.chartercollege.edu</a>	
5	<b>Craigslist Website</b>	<a href="http://www.craigslist.com">www.craigslist.com</a>	
6	<b>Elmendorf Career Assistance</b>	Loretta Morgan	**
	8535 Wewak Drive	P - 552-4943, F - 552-0499	
	Elmendorf AFB, AK 99506	<a href="mailto:jobselmendorf@gci.net">jobselmendorf@gci.net</a>	
7	<b>Indeed</b>	<a href="http://www.indeed.com">www.indeed.com</a>	
8	<b>King Career Center</b>	Sean Schubert	
	2650 E Northern Lights Blvd	742-8900	
	Anchorage, AK 99508	<a href="mailto:schubert_sean@asd12.org">schubert_sean@asd12.org</a>	
9	<b>Media Bistro</b>	<a href="http://www.mediabistro.com">www.mediabistro.com</a>	
10	<b>Medialine</b>	Mark Shilstone	
	514 Granite Street	P - 800-237-8073	
	Pacific Grove, CA 93950	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	
		<a href="http://www.medialine.com">www.medialine.com</a>	
11	<b>Opti Staffing Group</b>	Reed Hatch	**
	2550 Denali Street, Suite 715	P - 677-9675	
	Anchorage, AK 99503	<a href="mailto:rhatch@optistaffing.com">rhatch@optistaffing.com</a>	
		<a href="http://www.optistaffing.com">www.optistaffing.com</a>	
12	<b>Personnel Plus</b>	Christine Watkins	**
	3335 Arctic Blvd, Suite 200	907-452-7587	

	Anchorage, AK 99503	<a href="mailto:ChristineW@perplus.com">ChristineW@perplus.com</a>	
<b>13</b>	State of AK Division of Vocational Rehab 4600 Debarr Road Suite 300 Anchorage, AK 99508-3126	Michaela Phelps 269-2060 <a href="mailto:michaela.phelps@alaska.gov">michaela.phelps@alaska.gov</a>	**
<b>14</b>	<b>TV Jobs</b>	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	
<b>15</b>	<b>UAA Career Services</b> 3211 Providence Drive, #RH122 Anchorage, Ak 99508	<a href="http://www.collegecentral.com">www.collegecentral.com</a>	
<b>16</b>	<b>UAA Journalism &amp; Public Communications Dept.</b> 3211 Providence Drive Anchorage, Ak 99508	Samuel Zeller- 786-6487 P - 786-4180 <a href="mailto:sezeller@alaska.edu">sezeller@alaska.edu</a>	
<b>17</b>	<b>Vocation Connection</b>	<a href="mailto:nathan@vocationconnection.com">nathan@vocationconnection.com</a> <a href="http://www.vocationconnection.com">www.vocationconnection.com</a>	
<b>18</b>	<b>GCI Job Agent</b>	<a href="http://www.gci.com/careers">www.gci.com/careers</a>	**
<b>19</b>	<b>Jobing</b>		
<b>20</b>	<b>LinkedIn</b>	<a href="http://www.Linkedin.com">www.Linkedin.com</a>	
<b>21</b>	<b>Career Builder</b>	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	
<b>22</b>	<b>Former GCI Employee</b>		
<b>23</b>	<b>Recruiter/Direct Sourced</b>		
<b>24</b>	<b>Friend referral</b>		
<b>25</b>	<b>Facebook GCI Careers</b>	<a href="https://www.facebook.com/gcicareers/">https://www.facebook.com/gcicareers/</a>	
<b>26</b>	<b>Other</b>		
<b>27</b>	<b>Employee Referral</b>		
<b>28</b>	<b>Cable360NET</b>	<a href="http://www.cable360net.com">www.cable360net.com</a>	
<b>29</b>	<b>Monster</b>	<a href="http://www.monster.com">www.monster.com</a>	
<b>30</b>	<b>Internet/Bing</b>		
<b>31</b>	<b>GISjobs.com</b>		

<b>32</b>	<b>Google</b>		
<b>33</b>	<b>Career Fair- UAA</b>		
<b>34</b>	<b>GCI Internal Posting</b>		
<b>35</b>	<b>Job Board- Glassdoor</b>		

# EEO Public File Report Form

**The information contained in this Report covers the time period beginning October 1, 2016 to and including September 30, 2017.**

**Station(s) comprising station employment unit: KTVA**  
**Section 3: Supplemental (non-vacancy specific) recruitment activities**

Menu Option	Activities
#6 Participate 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)	Participation in Solider Family Life- Transition Assistance Program. Attend Employer job panels to discuss with transitioning military personal how to write a resume for non-military positions, interviewing, job searching and general outreach/assistance to transitioning military. Attended a minimum of eight employer panels.
#7: Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	Participation in the 2017 Linda Simmons Memorial Scholarship.
#8: Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.	As a matter of course, employees in all departments are consistently trained to acquire the skills necessary to qualify them for higher-level positions. This course of training resulted in nine in-house promotions during this reporting period.
#9: Establishment of a mentoring program for station personnel.	Participation in the on-going GCI "Externship" program involving creating hands-on learning experiences for area educators and counselors in the area of Broadcasting.
#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 4 tours.
#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.	Denali Media participation in GCI "Externship" program in 2017. Conducted day long hands-on lab session for area educators.
#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"> <li>• All vacant positions are disseminated within the community using our list of recruitment resources.</li> <li>• EEO / Employment on-air and on-line announcement.</li> <li>• "Careers in Broadcasting" brochure produced by the Alaska Broadcasters Association on display for pick up in common station areas.</li> </ul>

<p>#5 Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<ul style="list-style-type: none"> <li>• Participation in GCI “Externship” program.</li> <li>• Denali Media had one paid Spring intern position in 2017.</li> </ul>
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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.