

## 2018 FCC EEO Public File Report for

### KTVA

#### Alaska – FCC 396

**This Report covers October 1, 2017, through September 30, 2018.**

***Total Number of Full-time Vacancies Filled During This Period: 17***

***Total Number of People Interviewed for Full-time Vacancies During This Period: 42***

Position #	Position Title	Number Hired	Recruitment Source of Successful Applicant(s)	Recruitment Source used to fill the vacancy	Total Number Interviewed
2458 and 2261	Account Executive	2	Employee Referral Friend Referral	1,2,6,11,12,13,18, 34, 27,36	4
2227	Assistant, Administrative	1	GCI Career Site/Job Agent	1,2,6,11,12,13,18, 34,36	5
2281	Associate News Producer	1	Internal Promotion	1,2,6,11,12,13,18, 34,32,27,36	3
2317 and 6018	Audio Technician	2	Internal Promotion Employee Referral	1,2,6,11,12,13,18, 34,32,27,36	5
2253	Chief Meteorologist	1	Internal Promotion	1,2,6,11,12,13,18, 34, 27,36	2
2290	Director Marketing	1	Recruiter Sourced	1,2,6,11,12,13,18, 34,23,36	1
2304	Live Show Director	1	Internal Promotion	1,2,6,11,12,13,18, 34,36	1
2276	Manager, Digital Content	1	Employee Referral	1,2,6,11,12,13,18, 34. 32,27,36	2
7184	Multi Media Journalist	1	Employee Referral	1,2,6,11,12,13,18, 34,27,36	3
7184	Multi Skilled Journalist	1	Employee Referral	1,2,6,11,12,13,18, 34,27,36	1
2384	News Photojournalist	1	Internal Promotion	1,2,6,11,12,13,18, 34, 25,32,36	3
2285	News Reporter	1	Internal Promotion	1,2,6,11,12,13,18, 34,36	1

2294	Production Writer/Producer	1	Employee Referral	1,2,6,11,12,13,18, 34, 30,27,36	4
7200	Technician I, Desktop	1	Internal Promotion	1,2,6,11,12,13,18, 34,32,7,27,36	5
4045	Video Editor	1	Internal Promotion	1,2,6,11,12,13,18, 34,27,36	2

## Legend for Recruiting Sources

		# of Interviews			# of Interviews
1	Alaska Broadcasters Association		19	Jobing	
2	Anchorage Job Center (ALEXsys)		20	LinkedIn	
3	Calista Corporation		21	Career Builder	
4	Charter College		22	Former GCI Employee	
5	Craigslist Website		23	Recruiter/Direct Sourced	1
6	Elmendorf Career Assistance		24	Friend Referral	
7	Indeed	1	25	Facebook – GCI Careers	1
8	King Career Center		26	Other	
9	Media Bistro		27	Employee Referral	14
10	Medialine		28	Cable360NET	
11	Opti Staffing Group		29	Monster	
12	Personnel Plus		30	Internet/Bing	2
13	State of AK Division of Vocational Rehab		31	GISjobs.com	
14	TV Jobs		32	Google	5
15	UAA Career Services		33	Career Fair UAA	
16	UAA Journalism & Public Communications Dept.		34	GCI Internal Posting	
17	Vocation Connection		35	Job Board- Glassdoor	
18	GCI Career Site/Job Agent	19	36	KTVA website	

	Source	Contact	
1	<b>Alaska Broadcasters Association</b> PO Box 102424 700 W 41st Avenue, Suite 102 Anchorage, AK 99510-2424	Cathy Heibert P - 258-2424, F - 258-2414 Email: akbagold@gci.net <a href="http://www.alaskabroadcaster.org">www.alaskabroadcaster.org</a>	**
2	<b>Anchorage Job Center (AK DOL) Alexsys</b> 3301 Eagle Street Anchorage, AK 99504	Rocky Grimes P - 269-4774, F - 269-4819 <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> 301 Calista Court, Suite A Anchorage, AK 99518	Human Resources P - 279-5516 <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> 2221 E Northern Lights Blvd Anchorage, AK 99508	Derek Weller P - 277-1000 <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> 8535 Wewak Drive Elmendorf AFB, AK 99506	Loretta Morgan P - 552-4943, F - 552-0499 <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> 2650 E Northern Lights Blvd Anchorage, AK 99508	Sean Schubert 742-8900 <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> 514 Granite Street Pacific Grove, CA 93950	Mark Shilstone P - 800-237-8073 <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> 2550 Denali Street, Suite 715 Anchorage, AK 99503	Reed Hatch P - 677-9675 <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> 3335 Arctic Blvd, Suite 200 Anchorage, AK 99503	Christine Watkins 907-452-7587 <a href="mailto:morganf@perplus.com">morganf@perplus.com</a>	**
13	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>	**
14	<b>TV Jobs</b>	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	
15	<b>UAA Career Services</b> 3211 Providence Drive, #RH122 Anchorage, Ak 99508	<a href="http://www.collegecentral.com">www.collegecentral.com</a>	
16	<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>	
17	<b>Vocation Connection</b>	<a href="mailto:nathan@vocationconnection.com">nathan@vocationconnection.com</a> <a href="http://www.vocationconnection.com">www.vocationconnection.com</a>	
18	<b>GCI Job Agent</b>	<a href="http://www.gci.com/careers">www.gci.com/careers</a>	**
19	<b>Jobing</b>		
20	<b>LinkedIn</b>	<a href="http://www.Linkedin.com">www.Linkedin.com</a>	
21	<b>Career Builder</b>	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	
22	<b>Former GCI Employee</b>		
23	<b>Recruiter/Direct Sourced</b>		
24	<b>Friend referral</b>		
25	<b>Facebook GCI Careers</b>	<a href="https://www.facebook.com/gcicareers/">https://www.facebook.com/gcicareers/</a>	
26	<b>Other</b>		
27	<b>Employee Referral</b>		
28	<b>Cable360NET</b>	<a href="http://www.cable360net.com">www.cable360net.com</a>	
29	<b>Monster</b>	<a href="http://www.monster.com">www.monster.com</a>	
30	<b>Internet/Bing</b>		
31	<b>GISJobs.com</b>		
32	<b>Google</b>		
33	<b>Career Fair- UAA</b>		
34	<b>GCI Internal Posting</b>		**
35	<b>Job Board- Glassdoor</b>		
36	<b>KTVA Website</b>	<a href="mailto:isear@ktva.com">isear@ktva.com</a>	**

# EEO Public File Report Form

**The information contained in this Report covers the time period beginning October 1, 2017 to and including September 30, 2018 .**

**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 Soldier 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.
#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 2018. 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>
#5 Establishment of an internship program designed to assist members of the community	<ul style="list-style-type: none"> <li>• Participation in GCI “Externship” program.</li> </ul>

to acquire skills needed for broadcast employment.	<ul style="list-style-type: none"><li>• Denali Media had one paid Summer intern position in 2018</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.