

KTBY-TV

Annual EEO Public File Report

October 1, 2021¹

The information contained in the Report covers the period beginning October 1, 2020, to and including September 30, 2021.

This Report contains the following information:

1. A list of full-time vacancies filled by KTBY-TV during the applicable period,
2. For each vacancy, the recruitment sources utilized to fill the vacancy (including, if applicable, organization entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO rule), identified by name, address, contact person and telephone number,
3. The recruitment source that referred the hiree for each full-time vacancy during the application 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.

For purposes of this Report, a vacancy is deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person deemed “interviewed” whether he or she was interviewed in person, over the telephone or by email.

Notification of Job Vacancies

KTBY License LLC, licensee of KTBY, is an equal opportunity employer. KTBY License LLC provides notification of full-time job vacancies to organization 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 2700 E. Tudor Rd. Anchorage, AK 99507, fax 907-561-1377, or email cfielder@coastaltvgroup.com. When making such requests, please provide the name of your organization, the address, the phone number, the fax number, and name of the contact representative to whom notifications should be sent.

¹ Revised February 14, 2024.

Appendix 1
EEO Public File Report

Covering the period from October 1, 2020, to September 30, 2021.

Station Compromising Station Employment Unit: KTBY-TV

Section 1: Vacancy Information

Full time position filled By Job Title	Date Filled	Recruitment Sources Used	Recruitment Source of Hiree	Number of Persons Interviewed
Account Executive	11/30/20	Craigslist, youralaskalink.com, Indeed.com, Personnel Plus	Indeed.com	3
Vice President of Sales	01/04/21	Referral	Referral	1 ²
News Photojournalist	02/15/21	Craigslist, youralaskalink.com, Indeed.com	Craigslist	3
Account Executive	03/22/21	Craigslist, youralaskalink.com, Indeed.com, Personnel Plus	Indeed.com	4
Account Executive	04/05/21	Craigslist, youralaskalink.com, Indeed.com, Personnel Plus	Indeed.com	1
Account Executive	06/14/21	Craigslist, youralaskalink.com, Indeed.com, Personnel Plus	Indeed.com	3
National Executive Assistant	08/02/21	Indeed.com, Referral	Referral	14

² Position was filled under exigent circumstances when an independent consultant engaged by station group on unrelated matters recommended an exceptional candidate for hire. Station was not actively recruiting for this position but hired the individual into a headquarters role as VP of Sales for the station group. While this individual works at the corporate level, they were located at KTBY and included in this report in the interests of full disclosure.

Appendix 2

EEO Public File Report Form

Covering the period from October 1, 2020, to September 30, 2021.

Station Compromising Station Employment Unit: KTBY-TV Section

2: Recruitment Source Information

Recruitment Source	Address	Contact Person	Phone Number	Total # of interviewees this source has provided during this period
Craigslist		Craigslist.com		3
Youralaskalink.com	2700 E Tudor Rd Anchorage, AK 99507	Scott Centers	907-561-1313	0
Referral	2700 E Tudor Rd Anchorage, AK 99507	Scott Centers	907-561-1313	2
Indeed.com		Indeed.com		15
Personnel Plus	1500 W. 33 rd Ave #220 Anchorage, AK 99503	Shayleene Evans	907-563-7587	9

Note: No sources entitled to notification of open positions

Appendix 3

EEO Public File Report Form KTBY-TV

This Appendix contains a narrative description of the station's supplemental outreach efforts covering the period from October 1, 2020, to September 30, 2021.

<i>Section 73.2080(c)(2) category</i>	<i>Station Initiative(s)</i>
(c)(2)(viii) – Establishment of training programs to enable station personnel to acquire skills that could qualify them for higher level positions	<i>Sales training programs:</i> We complete internal training for account executives for a period of ninety days after they are hired. Training also continues on a periodic basis during the first year as well (subject to Covid restrictions this year). Sales coordinators are trained during their first year so that they can advance to account executive if they so desire.
(c)(2)(i) – Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions	We normally participate in an annual job fair in Anchorage which was announced and then cancelled due to Covid before applications could be submitted.