

2019 FCC EEO Public File Report for

KTVA

Alaska – FCC 396

This Report covers October 1, 2018, through September 30, 2019.

Total Number of Full-time Vacancies Filled During This Period: 10

Total Number of People Interviewed for Full-time Vacancies During This Period: 26

Position #	Position Title	Number Hired	Recruitment Source of Successful Applicant(s)	Recruitment Source used to fill the vacancy	Total Number Interviewed
2292	Meteorologist	1	Facebook- GCI Careers	1, 2, 4, 5, 9, 10, 11, 12, 13, 16, 24, 28, 30, 26	2
7115	Content Producer	1	GCI Career Site/Job Agent	1, 2, 4, 5, 9, 10, 11, 12, 13, 16, 24, 28, 30,14	2
2286	Meteorologist	1	TV Jobs	1, 2, 4, 5, 9, 10, 11, 12, 13, 16, 24, 28, 30, 22	2
2307	VP, Sales	1	Employee Referral	1, 2, 4, 5, 9, 10, 11, 12, 13, 16, 24, 28, 30, 22, 31	2
2291	Content Producer	1	Employee Referral	1, 2, 4, 5, 9, 10, 11, 12, 13, 16, 24, 28, 30, 32, 15, 14,	3
2293	Digital Content Producer	1	Job Board- Glassdoor	1, 2, 4, 5, 9, 10, 11, 12, 13, 16, 24, 28, 30, 29	2
6029	Account Executive	1	GCI Career Site/Job Agent	1, 2, 4, 5, 9, 10, 11, 12, 13, 16, 24, 28, 30, 22,26	4
2258,2373	Content Producer	2	GCI Career Site/Job Agent & LinkedIn	1, 2, 4, 5, 9, 10, 11, 12, 13, 16, 24, 28, 30,15	5
9032	Mgr, Finance & Administration	1	Employee Referral	1, 2, 4, 5, 9, 10, 11, 12, 13, 16, 24, 28, 30, 22, 26, 7, 18, 15	4

Legend for Recruiting Sources

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

EEO Public File Report Form

The information contained in this Report covers the time period beginning October 1, 2018 to and including September 30, 2019 .

**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 program designed to assist students in pursuing a career in broadcasting.	KTVA-TV does participate in GCI Scholarship which awards students \$2000 for 2019-2020 school year.
#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.
#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.
#14: Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	KTVA- TV hiring managers go through Supervisor Success Series which includes Hiring Advantage. Hiring Advantage trains hiring managers in equal employment opportunity, interviewing, and preventing discrimination.
#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. • 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.

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.