

**KTUU/KAUU**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2022 – September 30, 2023**

**I. VACANCY LIST**

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
News Producer (Overnight/Morning)	1-20	16
Multimedia Journalist	1-20, 22	22
Technical Media Producer	1-20, 22	22
News Anchor/Reporter	1-20	19
Sales Assistant/Coordinator	1-20	17
Technical Media Producer	1-20	14
Digital Content Producer/Reporter	1-20	14
Political Reporter	1-20, 22	14
Photographer/Editor	1-20, 22, 23	14
Business Development Account Executive	1-20, 24	24
Business Development Account Executive	1-20	14
Government Reporter	1-20	16
Video News Editor	1-20	16
Technical Media Producer	1-20, 23	14
Assistant News Director	1-20	16
Multimedia Producer (Creative Services)	1-20	14
Marketing/Digital Content Producer/TMP	1-20	18
Sports & News Anchor/MMJ	1-20, 22, 23	14

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alaska Job Center Network – 3301 Eagle St., Anchorage, 99504 – 907-269-4777 email is <a href="mailto:anchorage.employers@alaska.gov">anchorage.employers@alaska.gov</a>	No	
2	Alaska Broadcasters Association – P.O. Box 102424 Anchorage, AK 99508 – 907-258-2424- Cathie Hiebert	No	
3	UAA Career Services Center – 3211 Providence Dr. Anchorage, AK 99508 – 907-786-4351	No	
4	UAA Journalism & Public Communications Dept. 3211 Providence Dr. Anchorage, AK 99508 – 907-786-4182	No	
5	Charter College Career Services – 2221 E. Northern Lights Blvd, Anchorage, AK 99508 – 907-777-1344 Charlie Soule – <a href="mailto:Charlie.soule@chartercollege.edu">Charlie.soule@chartercollege.edu</a>	No	
6	Alaska Pacific University – 4101 University Dr. Anchorage, AK 99508 – 907-564-8265 – R. Brooks – email <a href="mailto:rbrooks@alaskapacific.edu">rbrooks@alaskapacific.edu</a>	No	
7	State of Alaska Div. of Vocational Rehab – 3600 Bragaw St. Anchorage, AK 907-269-2071 –	No	
8	Elemendorf Career Assistance – Elmendorf AFB AK – 99506 907-552-4943 – <a href="mailto:jobselmendorf@gci.net">jobselmendorf@gci.net</a>	No	
9	Nine Star Enterprises – 117 W 4 <sup>th</sup> , Anchorage AK 99501 – 907-433-8500 – email – <a href="mailto:sharonpi@ninestar.org">sharonpi@ninestar.org</a>	No	
10	Medialine (newsroom jobs only) P.O. Box 51909 – pacific Grove CA 93950 – 800-237-8073 – email <a href="mailto:rich@medialine.com">rich@medialine.com</a>	No	
11	TV Jobs.com – <a href="http://www.tvjobs.com">www.tvjobs.com</a>	No	
12	Craigslist – <a href="http://www.craigslist.com">www.craigslist.com</a>	No	
13	Facebook/Social Media	No	
14	Gray TV Career Page <a href="http://www.gray.tv/careers">www.gray.tv/careers</a>	No	11
15	On-Air Station Advertisements	No	
16	Word-of-Mouth/Walk-in/Employee Referral	No	5
17	Internal Promotion	No	1
18	Indeed	No	4
19	Gray Recruitment Team	No	1

<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>
20	Career Builder	No	
21	Handshake	No	
22	Other	No	7
23	Linkedin	No	4
24	Employment Agency	No	1
25	Alaska Native Hire – website alaskanativehire.com	No	
26	National Association of Black Journalist (NABJ)	No	
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>34</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	<b>Gray Marketing Leadership Training</b>	One of our Multimedia Producers from the Creative Services department participated in this leadership program. Training occurred in October, February, March, April and June.
<b>2</b>	<b>Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting</b>	Our Assistant News Director currently teaches at the University of Alaska Anchorage Journalism Department. The goal is to develop a student who is a well-rounded journalist that can shoot, edit and write stories. Also covered is the changing industry, the future of video and how it plays on digital, television and OTT.  Fall Semester 2022
<b>4</b>	<b>Management Training</b>	On 4/20/2023 our Station HR person attended a webinar on the FCC's EEO Rules and Regulations provided by Joan Stewart of Wiley Rein.
<b>5</b>	<b>Mentoring/Training Program</b>	11/21/22 our new reporter attended this course including Basics of MMJ, Lives shots and standups, Using lights and Next level interviewing.
<b>6</b>	<b>Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting</b>	11/30/22 Law firm Ballard Spahr conducted an hour long training to discuss and better optimize our Gray TV retainer. Attendees, News Director, Assistant News Director, Investigative reporter and Investigative Producer.
<b>7</b>	<b>Management Training</b>	2/7/23 John Sharify, the Atwood Chair conducted a workshop on "The Craft of Storytelling" On 3/01/23 John Sharify did a second writing workshop. In attendance was the majority of the news room staff.

8	<b>Participation in a Career Fair</b>	3/22/23 Our Creative Services Director, Meteorologist, Reporter and Photojournalist participated in the King Tech Career Fair. 85 vendors on site and 3,000 juniors and seniors attended from all schools in the Anchorage School District.
9	<b>Participation in a Career Fair</b>	3/24/23 Our Creative Services Director traveled to Alakanuk to participate in the first Lower Yukon Career Fair. Over 300 students traveling from all over the lower Yukon via of snowmachine and airplane participated in the event.
9	<b>Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting</b>	On 4/19/2023, a tour was given to 10 broadcast students from the Bering Straits School District. They spent about 2 hours at the station talking with our Meteorologist, Managing Editor of the News Department and our Operations Manager.
10	<b>Internship Program</b>	Internship program for students to learn about jobs in broadcasting. During this reporting year, we had five paid interns (October 2022 – September 2023).
11	<b>Participation in Career Fair</b>	On 5/11/23 Our Morning Anchor and Creative Services Director attend the Mountain View Elementary School's Career Night. We had a booth set up with camera, lights and monitor to let kids see themselves on TV and pretend to be a reporter.
12	<b>Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting</b>	In April 2023 we participated in the Alaska Press Club workshops. Attendees were the News Director, Assistant News Director, Digital Content Manager, Assignment Desk, Reporter and Video Journalist.

13	<b>Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting</b>	On March 29 <sup>th</sup> the Director of Creative Services and the Digital Sales Manager participated in a TVB provided Webinar: So, You want to be a GM?
14	<b>Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues</b>	8/3/23 our engineering staff did a workshop "Training for audio mixing and concepts for live broadcasting" for a local church.
15	<b>Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues</b>	6/26/23 30 students from a local high school came and did a tour of our facility and watched our Noon News. Students are part of a 3 day media camp provided by Cook Inlet Tribal Council where students are studying the art of storytelling and the power of journalism.
16	<b>Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting</b>	<p>In June 2023 training was done for the news staff. Anchoring with Debra Alfarone – attendees – 6 Anchors, News Director, Assistant News Director</p> <p>Producing for your Daypart – Late Edition Anchor, News Director, Morning Anchor, 2 Producers</p> <p>Who is the Demo.- 2 Producers, Late Edition Anchor, Morning Anchor</p>