ANNUAL EEO PUBLIC FILE REPORT Placed on October 1, 2012

The purpose of this EEO Public File report is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule.

This Report has been prepared on behalf of the station employment unit that is comprised of the following station (s):

KTUU-TV, Channel 2, Anchorage, Alaska

Translators: K10NC-D, Channel 10, Kenai-Soldotna, Alaska.....K09JE, Channel 9, Palmer, Alaska.....K04DS-D, Channel 4, Cooper Landing, Alaska.....K12MM-D, Channel 12, Girdwood, Alaska.....K44LE-D, Channel 44, Kasilof, Alaska.....K27AI-D, Channel 27, Ninilchik, Alaska.....K08PN-D, Channel 8, Homer-Seldovia, Alaska and is required to be placed in the public inspection file, and on the station's Web site.

The information contained in this Report covers the time period beginning October 1,2011 to and including September 30,2012.

The FCC's 2003 EEO Rule requires that this Report contain the following information:

- A list of all full-time vacancies filled by KTUU-TV Channel 2 during the Applicable Period; For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number.
- The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
- 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
- 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. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

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

Appendix 1 EEO Public File Report Form

Covering the Period from October 1, 2011 to September 30, 2012

Station(s) Comprising Station Employment Unit: KTUU-TV

Translators: K10NC-D, K09JE, K04DS-D, K12MM-D, K44LE-D, K27AI-D, K08PN-D

Section 1: Vacancy Information

Full-time Positions Filled		Recruitment Source
By Job Title		Of Hiree
1)	General Assignment News Reporter	Referral
2)	Digital Sales Manager	Word of mouth
3)	News Director	Rick Gevers online newsletter
4)	Audio/Video Equipment Operator	UAA JPC dept
5)	Digital Sales Specialist	KTUU.com
6)	Associate Producer	KTUU.com
7)	Digital Journalist/Producer	Word of mouth
8)	Video Tape Editor	Word of mouth
9)	General Assignment News Reporter	Word of mouth
10)	Morning PCR Operations Crew Member	Prior intern
11)	News Reporter/MMJ	Word of mouth
12)	Sports Reporter/Photographer/Fill-in Anchor	Current employee promotion
13)	Executive Producer	Current employee promotion
14)	Photojournalist	KTUU.com
15)	Photojournalist	Current employee promotion
16)	Sales Administrative Assistant	Craigslist
17)	Audio/Video Equipment Operator	Current employee promotion
18)	Associate Producer	Word of mouth
19)	Morning Anchor/Producer/Reporter	Word of mouth
20)	Morning News Producer	TVjobs.com
21)	News Reporter/MMJ	TVjobs.com
22)	MMJ/Producer/Fill-in Anchor	TVjobs.com
23)	Master Control Supervisor	Current employee promotion
24)	Photojournalist/Live Van Operator	Word of mouth
25)	Digital Content Manager	Current employee promotion
26)	Morning Technical Director	Previous applicant
27)	Weekend Anchor/Producer/Reporter	Current employee promotion
28)	Meteorologist Morning Anchor/Producer	TVjobs.com

*Total Number of Persons Interviewed During Applicable Period: 74

Appendix 2

EEO Public File Report Form

Covering the Period from October 1, 2011 to September 30, 2012

Station(s) Comprising Station Employment Unit: KTUU-TV Translators: K10NC-D, K09JE, K04DS-D, K12MM-D, K44LE-D, K27AI-D, K08PN-D

Section 2: Recruitment Source Information

Recruitment source	Total # of interviewees this source provided during this reporting period	Full-time positions for which this source was utilized in recruitment
Alaska Job Center Network	0	All positions - except 5
Alaska Broadcaster's Association	0	All positions
UAA Career Services Center	0	1, 2, 3, 10, 16, 25, 26
UAA Journalism & Public Comm.	1	1, 2, 3, 6, 7, 9, 11, 12, 13, 14, 15, 17, 18, 19, 20,21,22,23,24,27,28
Charter College Placement Center	0	All positions
Career Academy	0	All positions
Calista Corp. Job Placement	0	All positions
Chugach Alaska Corp.	0	All positions
NAACP	0	All positions
Ft. Richardson Employment Readiness	0	All positions - except 5 & 7
Elmendorf AFB Career Assistance	0	All positions –except 25,26,27,28
Alaska's People	0	All positions

Recruitment	Total # of Interviewees This Source Has Provided During	Full-time Positions
Source	This Period	For Which This Source
	THIS I CHOO	Was Utilized
		1,2,3,4,5,6,7,8,9,10,17,18,21,23,
King Career Center	0	24,26
Covenant House Job Development		
•	0	All positions
Alaska Women's Resource Center	0	All positions
Abused Women's Aid in Crisis (AWAIC)	0	All positions
State of Alaska		•
Div. of Vocational Rehabilitation	0	All positions
YWCA	0	All positions
Nine Star Enterprises, Inc.	0	All positions
WA Vocational Services, Alaska	0	All positions
Adult Learning Center	New source in Nov 2011	7,9,10,11,12,13,14,15,16,17,18, 19,20,21,23,24,26,27,28
South Asian Journalists Association	0	1,2,3,6,9,11,12,13,14,15,18,19,20 21,22,23,24,27,28
California Chicano News Media Assoc.	0	1,2,3,6,9,11,12,13,14,15,18,19,20 21,22,23,24,27,28
Arc of Anchorage	0	All positions
Pathways Employment Solutions	0	All positions
Service Solutions	0	All positions
Cook Inlet Tribal Council	0	All positions
Schurz Communications, Inc.	0	All positions - except 10
Medialine web site	0	1,2,3,6,9,11,12,13,14,15,18,19,20 21,22,24,25,27,28
Recruitment	Total # of Interviewees This Source Has Provided During	Full-time Positions
Source	This Period	For Which This Source Was Utilized
Alaska Pacific University	0	All positions

D. J. G. JAB (TOOK)		
Employer Support of the Guard & Reserve (ESGR)	0	All positions 1,2,3,8,9,10,11,12,13,14,15,17,
TVjobs web site	4	18,19,20,21,22,23,24,25,27,28
KTUU-TV web site	3	All positions
Craigslist web site	1	All positions
TVandRadioJobs web site	0	All positions – except 5,6,16,25
Media-Match web site	0	All positions - except 5 &16
National Press Photographers Association	New source in April 2012	14, 15
National Weather Association	New source in Sept 2012	28
Journalism Jobs web site	0	
Rick Gevers newsletter web site	1	3
Web Designer Wall web site	0	
Monster web site	0	
Linkedin web site	0	
Alaska Linux Users Group	0	
The Society of Broadcast Engineers	0	
Current employees, word of mouth, employee referrals, previous applicants, and unknown	18	N/A

Recruitment Source Contact Information

Alaska Job Center Network 3301 Eagle St. Anchorage, AK 99504

Alaska Broadcasters Association PO Box 102424 Anchorage, AK 99510

UAA Career Services Center 3211 Providence Dr., BEB 122 Anchorage, AK 99508-8279

UAA Journalism & Public Communications Dept. 3211 Providence Dr. Anchorage, AK 99508-8279

Career Academy 1415 E. Tudor Rd Anchorage, AK 99507

Charter College Career Placement Office 2221 E. Northern Lights, Suite 120

Anchorage, AK 99508

Calista Corp. Job Placement 301 Calista Ct., Suite A Anchorage, AK 99518-3028

Chugach Alaska Corp.

560 E. 34th Ave Anchorage, AK 99503-4196

NAACP

325 E. 3rd Ave Anchorage, AK 99501

Ft. Richardson Employment Readiness Bldg. 337, Room 3,5th & Hoonah Fort Richardson, AK

Elmendorf Career Assistance Elmendorf AFB

Elmendorf, AK

ALEXsys online job bank connection 269-4777

www.jobs.state.ak.us

Cathy Hiebert

258-2424 akbagold@gci.net

Natalie Elder 786-4513

www.collegecentral.com/uaa-alaska

Audrey Jo Malone 786-4180 anajf@uaa.alaska.edu

Sally Carter & Annette Menzies 563-7575 sally@careeracademy.edu amenzies@careeracademy.edu

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Rev. Dr. William Greene

272-8717 222-0907 fax

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Mike Spann 384-6716

mike.spann@us.army.mil

552-4943

jobselmendorf@gci.net

Employer Support of the Guard & Reserve (ESGR)

Fort Richardson, AK

Alaska's People 2600 Cordova St., Suite 211 Anchorage, AK 99503

King Career Center 2650 E. Northern Lights Anchorage, AK 99508

Covenant House Job Development

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Anchorage, AK 99501

Alaska Women's Resource Center 610 C St., Suite 2A Anchorage, AK 99501

Abused Women's Aid In Crisis (AWAIC)

100 W. 13th Ave Anchorage, AK 99501

State of AK, Div. Of Vocational Rehabilitation

3600 Bragaw St. Anchorage, AK 99508

YWCA 324 E. 5th Ave Anchorage, AK 99501

Nine Star Enterprises, Inc. 117 West 4th Ave Anchorage, AK 99501

Washington Vocational Services - Alaska 2221 E. Northern Lights Blvd, Suite 108 Anchorage, AK 99508

Adult Learning Center 3101 Penland Pkwy, Ste A14 Anchorage, AK 99508

South Asian Journalists Association 2950 Broadway New York, NY 10027

California Chicano News Media Association 300 S. Grand Ave., Suite 3950 Los Angeles, CA 90071-8110

Arc of Anchorage 2211 Arca Dr. Anchorage, AK 99508

Pathways Employment Solutions 4050 Lake Otis Pkwy., Suite 103 Anchorage, AK 99508

Service Solutions 1251 Muldoon Rd., Suite 156 Anchorage, AK 99504

Cook Inlet Tribal Council 3600 San Jeronimo Anchorage, AK 99508

Alaska Pacific University 4101 University Dr Anchorage, AK 99508

Medialine.com web site PO Box 51909

Pacific Grove, CA 93950

Schurz Communications, Inc. 1301 E. Douglas Rd. Mishawaka, IN 46545

National Press Photographers Association

3200 Croasdaile Dr, Suite 306 Durham, NC 27705

National Weather Association 228 West Millbrook Rd Bradley Miller 428-6829

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919-383-7246 www.nppa.org

919-845-7121

Raleigh, NC 27609 exdir@nwas.org

TVjobs web site www.tvjobs.com KTUU-TV web site www.ktuu.com Craigslist web site www.craigslist.org

TVandRadioJobs web site www.tvandradiojobs.comMedia-Match web site www.media-match.com Ads in USA web site www.adsinusa.com Journalism Jobs web site www.journalismjobs.com Rick Gevers & Associates web site www.rickgevers.com

Web Designer Wall web site www.jobs.webdesignerwall.com

Monster web site www.monster.com Linkedin web site www.linkedin.com Alaska Linux Users Group www.aklug.org The Society of Broadcast Engineers www.sbe.org

Appendix 3 EEO Public File Report Form

Covering the Period from October 1, 2011 to September 30, 2012

 $Station(s) \ Comprising \ Station \ Employment \ Unit: \qquad KTUU-TV \\ Translators: \ K10NC-D, K09JE, K04DS-D, K12MM-D, K44LE-D, K27AI-D, K08PN-D$

Supplemental (non-vacancy specific) Recruitment Activities Section 3:

Menu Option	Brief Description
enu Opnon	KTUU's news department has an established unpaid internship program available to college students. They must receive college credit in exchange for their work at KTUU and follow their school's guidelines for internships. Their advisor's recommendation along with a letter
#5 – establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	confirming the student will receive college credit is required. News interns perform a variety of behind-the-scenes work, such as shadowing reporters and photographers, writing their own version of stories, observing in the edit bays, beat checks, calling police & fire departments for news of the day, checking the wire service for stories, finding file tapes and assisting with scripts. The ultimate goal is for interns to complete their internship with a completed "resume" tape in hand demonstrating their reporting skills and what they've learned during their internship. 3 news interns were hosted during reporting period. The internship program extends to the operations dept. 3 ops interns were hosted during
	this reporting period.
	1 was hired after the internship was completed.

#7 – participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting	HR Director, Laura Swen, and Sales Director, Nancy Johnson participated in the application review & selection process of Alaska Broadcasters Association's 2012 Linda Simmons Memorial Scholarship recipient.
#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 have the opportunity for cross-training to acquire the skills necessary to qualify them for higher level positions that may become available. As a result, 11 employees were promoted during this reporting period.
	EEO broadcast notice to acquire additional recruitment sources, aired on station from Oct 2011 through Sept 2012. Station openings were disseminated out into the community via our list of local
#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.	recruitment sources. **Careers in Broadcasting** brochure produced by the Alaska Broadcasters Association is available to the public in our station reception area.
	KTUU has an ongoing working relationship with Alaska's school districts, in participation with the schools' journalism & news broadcast teams.
	3 job fairs attended during the reporting period Oct 14, 2011 – Military Spouse Job Fair HR Dir, Laura Swen, News Anchor, Mike Ross
	Nov 2, 2011 – Veterans & Military Spouse Job Fair HR Dir, Laura Swen, News Anchor, Todd Walker, and Meteorologist, Jackie Purcell
	March 22, 2012 – JBER Job Fair HR Dir, Laura Swen, News Mgr, Steve MacDonald
	As a service to our community, we offer station tours to schools, groups and organizations. The tours are designed to allow guests the opportunity to observe the operations of a television station while watching a live newscast, plus ask questions about job opportunities in broadcasting.
	Station managers/supervisors have ongoing participation in the Schurz corporate online EEO-compliance related training.
Miscellaneous activities:	Courses covered: Understanding the ADA, FMLA, Rightful Employment Termination, EEO & Discriminatory Practices in Hiring, Workplace Harassment, Sexual Harassment Awareness, FLSA.
	Station Meteorologists conducted presentations to students at various local elementary schools.

Menu Options

- Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.
- Hosting of at least one job fair.
- Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.
- 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.
- Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

 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).
- Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.

 Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.
- Establishment of a mentoring program for station personnel.
- Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.
- Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting.
- 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. 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.
- Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.
- 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.