

# KIMO-TV, KATN-TV, KJUD-TV

## ANNUAL EEO PUBLIC FILE REPORT

Placed on October 1, 2009

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): KIMO-TV, Channel 13, Anchorage, Alaska, KATN-TV, Channel 2, Fairbanks, Alaska, and KJUD-TV Channel 8, Juneau, Alaska.

**The information contained in this Report covers the time period beginning October 1, 2008 to and including September 30, 2009.**

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the stations during the Applicable Period;
2. 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.
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable 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. 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.

Smith Media License Holdings, LLC, licensee of KIMO, KATN and KJUD is an equal opportunity employer. Smith Media provides notification of full and part-time job vacancies to organizations assisting job seekers. Any organization which would like to receive notification of job openings at our stations should contact us and request to be included on our employment opportunity notification list. Organizations can make such request by mail to Alaska's SuperStation 2700 East Tudor Road Anchorage, Alaska 99507 or e-mail to [info@aksuperstation.com](mailto:info@aksuperstation.com). Please provide the name of the organization, the address, the phone number, the fax number, and the name of the contact.

# KIMO-TV, KATN-TV, KJUD-TV

## EEO PUBLIC FILE REPORT

October 1, 2008-September 30, 2009<sup>1</sup>

### 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
Promotions/Sales Assistant-Anchorage	2,3,6,9,11,12,14,15	15
Commercial Producer- Anchorage	2,3,6,9,11,14,15,16	15
News Reporter- Anchorage	9,11	11
Account Executive- Anchorage	2,3,6,9,11,14,15,16,18	15
Account Executive- Anchorage	2,3,6,9,11,14,15,16,18	15
Account Executive- Anchorage	2,3,6,9,11,14,15,16,18	15
Account Executive- Anchorage	2,3,6,9,11,14,15,16,18	15
Account Executive- Anchorage	2,3,6,9,11,14,15,16,18	15
Sports Reporter- Anchorage	10	10
Photographer- Anchorage	2,3,6,9,14,15,16	15
Sales Assistant- Fairbanks	2,7,9,10,14,15,16	7
Account Executive- Fairbanks	2,5,7,9,10,11,12,14,15,17	7
Account Executive-Fairbanks	2,5,7,9,10,11,12,14,15,17	7
Account Executive- Fairbanks	2,5,7,9,10,11,12,14,15,17	7
Account Executive- Juneau	2,4,8,12,14,15,16,17,18	8
Account Executive- Juneau	4,15,18,2,14,10	15
Traffic Coordinator-Anchorage	2,3,6,9,11,12,14,15	15
A/R Clerk- Anchorage	10	10
News Reporter-Anchorage	9,10,11	9
Director News Production	10	10
Technical Director News Production	10	10

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Appendix 3

**EEO Public File Report Form**

Covering the Period from October 1, 2008 to September 30, 2009

Station(s) Comprising Station Employment Unit: **KIMO(TV), KATN(TV), KJUD(TV)**

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

Undertaken by KIMO TV:

<b>Menu Option</b>	<b>Brief Description</b>
#5 – establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	KIMO (TV) has established an unpaid internship program to college students or high school seniors obtaining school credit in exchange for their time. During this reporting period, KIMO had one news intern. Additionally, a former news intern was hired fulltime as sports reporter.
#7 – participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	Station Management participated in the application review & selection of the 2009 ABA 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 are consistently trained to acquire the skills necessary to qualify them for higher level positions. This course of training resulted in 4 in-house promotions in 2009.
#10-Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	KIMO provides educational station tours to educational organizations. During the reporting period, KIMO provided educational tours to five educational groups including the Boys and Girls Club, UAA Career Resource Center, Boy Scouts of America, Girl Scouts of America and the Anchorage School District. KIMO’s General Manager, News Director or Weather Director leads the tours.
#14 - Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	Station Management participated in a Sexual Harassment and Discrimination webinar training session. General Manager and Business Manager participated in this training session in April 2009.
#16 – Participation in other activities designed by the station employment unit reasonably calculated to further the goal of dissemination information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	KIMO broadcasts announcements for fulltime job openings.  “Careers in Broadcasting” brochure created by The Alaska Broadcasters Association is available in our lobby to visitors to provide information on broadcasting careers. The information is also posted on our station website.

## **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.