

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

## ANNUAL EEO PUBLIC FILE REPORT

Placed on October 1, 2007

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, 2006 to and including September 30, 2007.**

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.

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## EEO PUBLIC FILE REPORT

October 1, 2006-September 30, 2007<sup>1</sup>

### I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSLS") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Promotions/Sales Assistant - Anchorage	1,2,3,4,5,6,7,8,10,11,13,14,15,16,18, 19,20	14
Account Executive - Anchorage	1,2,3,4,5,6,7,8,10,11,13,14,15,16,18, 19,20	13
News Reporter - Juneau	2,12,13,14,18,20	15
Traffic Coordinator - Anchorage	1,2,3,4,5,6,7,8,10,11,13,14,15,16,18,19,20	1
Traffic Coordinator - Anchorage	1,2,3,4,5,6,7,8,10,11,13,14,15,16,18,19,20	1
Sales Manager - Juneau	2,12,13,14,18,20	12
Master Control Operator - Anchorage	1,2,3,4,5,6,7,8,10,11,13,14,15,16,18,19,20	18
News Reporter - Fairbanks	2,9,10,11,13,14,18,20	13
News Reporter - Anchorage	1,2,3,4,5,6,7,8,10,11,13,14,15,16,18,19,20	15
Master Control Operator - Anchorage	1,2,3,4,5,6,7,8,10,11,13,14,15,16,18,19,20	13
News Reporter - Anchorage	1,2,3,4,5,6,7,8,10,11,13,14,15,16,18,19	15
Administrative Assistant - Anchorage	1,2,3,4,5,6,7,8,10,11,13,14,15,16,18,19,20	3
Business Manager - Anchorage	1,2,3,4,5,6,7,8,10,11,13,14,15,16,18,19	1
Administrative Assistant - Anchorage	1,2,3,4,5,6,7,8,10,11,13,14,15,16,18,19,20	3
Sports Director - Anchorage	1,2,3,4,5,6,7,8,10,11,13,14,15,16,18,19	14
Sports Reporter - Anchorage	1,2,3,4,5,6,7,8,10,11,13,14,15,16,18,19,20	13
News Reporter - Anchorage	1,2,3,4,5,6,7,8,10,11,13,14,15,16,18,19,20	3
Sales Assistant - Fairbanks	2,9,10,11,13,14,18	11
Sales Assistant - Fairbanks	2,9,10,11,13,14,18,20	11
Account Executive - Anchorage	1,2,3,4,5,6,7,8,10,11,13,14,15,16,18,19,20	13
Account Executive - Anchorage	1,2,3,4,5,6,7,8,10,11,13,14,15,16,18,19	13
Sales Assistant - Anchorage	1,2,3,4,5,6,7,8,10,11,13,14,15,16,18,19,20	1
Account Executive - Anchorage	1,2,3,4,5,6,7,8,10,11,13,14,15,16,18,19,20	14
Master Control - Anchorage	1,2,3,4,5,6,7,8,10,11,13,14,15,16,18,19	2
Account Executive - Juneau	2,12,13,14,18,20	12
Sports Reporter - KIMO	1,2,3,4,5,6,7,8,10,11,13,14,15,16,18,19,20	13

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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	Anchorage Daily News 1001 Northway Drive Anchorage Alaska 99508/Dana Boyd 907 257-4234	No	18
2	KIMO/KATN/KJUD Web site/aksuperstation.com	No	13
3	Anchorage Job Center/3301 Eagle Street, Ste 101 Anchorage Alaska 99510-7024/ 907 269-4800	No	6
4	Alaska Women’s Resource Center 111 West 9 <sup>th</sup> Avenue Anchorage Alaska 99501/Marga Miner/ 907 276-0528	No	0
5	Alaska People Inc 2600 Cordova Street, Ste 211 Anchorage Alaska 99503/Krista Hepworth 907 263-7013	No	0
6	Chugach Alaska Corporation/Mildred Johnson 560 East 34 <sup>th</sup> Avenue Anchorage Alaska 99503/ 907 563-8402	No	0
7	Nana Regional Corporation/ Deanna Clark 1001 East Benson Boulevard Anchorage Alaska 99508	No	0
8	Rural Alaska Community Action Program/Front Desk Sue/ 731 East 8 <sup>th</sup> Avenue Anchorage Alaska 99501 907 279-2511	No	0
9	Fairbanks Job Center 675 Seventh Avenue Station B Fairbanks Alaska 99701/Sharon 907 451-2874	No	3
10	Tanana Chiefs Conference Employment & Training Dept. 122 First Avenue Ste 600 Fairbanks Alaska 997101/ Terry Paul/907 452-8251	No	0
11	Fairbanks Daily Miner 200 North Cushman Fairbanks Alaska 99701/Monica Hoffman 907 459-7555	No	3
12	Juneau Empire 3100 Channel Drive Juneau Alaska 99801/ Classified Ad Dept 907 586-8181	No	2
13	Employee Referrals – Word of Mouth	No	19
14	In-House Recruiting	No	5
15	TV Jobs.com	No	24
16	Anchoragehelpwanted.com Regionalhelp wanted.com, Inc. P.O. Box 95000-1630 Philadelphia, PA 19195-1630 800 365-8630	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Fairbankshelpwanted.com Regionalhelp wanted.com, Inc. P.O. Box 95000-1630 Philadelphia, PA 19195-1630 800 365-8630	No	0
18	Walk -In	No	5
19	Job Fairs	No	0
20	TV Advertisement	No	1
21			
22			
23			
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			99

Appendix 3

**EEO Public File Report Form**

Covering the Period from October 1, 2006 to September 30, 2007

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) offers an unpaid internship program to college students or high school seniors obtaining school credit in exchange for their time.
#7 – participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	Three employees participated in the application review & selection of the 2007 ABA scholarship recipient. The ABA scholarship PSA aired on the stations from November 2006 through March 2007.
#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.
#10 – Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	KIMO(TV) offers educational station tours to educational organizations. Tours offered this year included the following organizations: Covenant House, Boys and Girls Club, Boy Scouts and Girls Scouts, Sand Lake Elementary School. General Manager or News Director leads the tours.
#14 - Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	Attendance at the 2006 ABA Convention Seminar for Diversity Training and Preventing Discrimination. General Manager and Business Manager participated in this training session on Thursday, November 6, 2006.
#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.	News Director participated in several educational events such as hosting the Anchorage School District Spelling Bee. General Manager presented a Careers in Broadcasting discussion to a 5 <sup>th</sup> and 6 <sup>th</sup> grade classroom and an 8 <sup>th</sup> Grade classroom about careers in television. “Careers in Broadcasting” brochure is available in our station lobby to any visitor to the station. The brochure was created by The Alaska Broadcasters Association 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.