



KFXF (TV), K13XD (TV), KYSC (FM), KDJF (FM)

EEO Public File Report
October 1, 2010-September 20, 2011

I. VACANCY LIST

JOB TITLE	RECRUITMENT SOURCES "RS" Used To Fill Vacancy	RS REFERRING HIREE
Reporter-April 2011	1, 5, 6, 9, 10, 11, 13, 14, 16	11 & 13
Radio Air Talent - May 2011	5, 9, 10, 11 13, 14	10
Reporter-July 2011	5, 6, 11, 13, 14, 16	11 & 5



KFXF (TV), K13XD (TV), KYSC (FM)

**EEO Public File Report
October 1, 2010-September 20, 2011**

II. RECRUITMENT SOURCE LIST

RS NUMBER	RS INFORMATION	REFERRALS DURING REPORTING PERIOD
1	Station Website (www.myfoxfairbanks.com)	2
2	Alaska Department of Labor (Job Fair)	0
3	Personnel Plus-452-7587	0
4	TDL Professional Staffing 455-8300	0
5	Craigslist (www.craigslist.com)	7
6	Fairbanks Daily News Miner (www.news-miner.com)	4
7	KFXF FOX 7, KXD CBS 13	0
8	Tanana Chiefs (gladys.parnell@tananachiefs.org)	0
9	Alaska Job Center Network	0
10	The Alaska Broadcasters Association (akba@gci.net)	3
11	UAF School of Broadcast Journalism (faith.henry@uaf.edu)	3
12	KYSC 96.9 / KDJF 93.5 FM	0
13	Walk In (word of mouth)	5
14	In House Referral	1
15	All Access.com	0
16	TVJobs.com	9

Station Websites (on site placement)

www.myfoxfairbanks.com, www.hitsandfavorites.com

Contact Kris Gilbeau

The Alaska Broadcasters Association (ABA)

This recruitment source places job announcements in newsletters and online at

<http://www.akbroadcasters.com>

Contact Darlene Somono (907) 258-2424

akba@gci.net

UAF-School Of Broadcast Journalism

Placement of announcements on bulletin boards

Contact Faith Henry (907) 474-7253

faith.henry@uaf.edu

Craigslist.com

Placement of announcements nationwide classified site

<http://www.craigslist.com>

Fairbanks Daily Newsminer

Classified Advertising

<http://www.news-miner.com>

online form submission

Tanana Valley Television Air

Television and Radio commercials produced in house for our air

Tanana Chiefs

Placement of job announcements within meeting halls

Contact Gladys Parnell

gladys.parnell@tananachiefs.org

Alaska Job Center Network

Alaska department of labor and workforce development

<http://www.jobs.state.ak.us/>

online form submission

TVJobs.com

National outreach program

<http://www.tvjobs.com>

online form submission

Supplemental Recruitment Initiatives

1) Job Fair

Our station participated in the Alaska Department Of Labor Job Fair held March 21, 2011 at the Carlson Center, located at 2010 Second Avenue in Fairbanks. Chris Fry, Terry Walley, David Hawkins, Tish Harr and Trent Heineken were in attendance. We showcased the many different career fields within the broadcast industry

3) Intern Program

We offered two summer internships to graduating seniors in our newsroom as well as one internship in our production department. All three expressed the great learning opportunities they experienced as we offered them a "hands on" approach to broadcasting. Once a position became available in news, one intern applied and was hired.

Extras

ABA Scholarship

Under the guidelines of the number 7 menu option of EEO Compliance Chris Fry, general manager and employee of KFXF and KXD, reviewed applications and participated in the selection of the 2011 ABA scholarship recipient.

Public Service Announcements

Our stations run a PSA campaign provided by the Alaska Broadcasters Assoc. This PSA's showcase various careers within television broadcasting from board operation, news direction and on-air talent. The :30 spot closes with "Television, make it your career." There is a wide variety of ethnicity and gender in this PSA.

School Age Tours

This station hosts several tours throughout the year for such groups as the boy/cub scouts, girl scouts, boys and girls clubs, primary and secondary classes.

High School Job Shadow Program

with her
with her in the spring of 2011. Both students said they had no idea the amount of work it took to be a general manager. One decided to choose business as a college major after spending the day with Chris Fry