

EEO Public File Report

For the period from September 22, 2015 to September 21, 2016

Capital Community Broadcasting, Inc.

This report covers the following employment unit:

KTOO-FM, Juneau, Alaska
KTOO-TV, Juneau, Alaska
KRNN, Juneau, Alaska
KXLL, Juneau, Alaska

The following is a list of all vacancies for full-time jobs filled during the previous 12 months other than through promotion from within of employees who were hired originally after full recruitment:

Job Title	Date Filled
Reporter	1/18/2016
Reporter	5/9/2016
Reporter	5/17/2016
Development Director	6/6/2016
Reporter	6/20/2016
Digital Media Editor	7/27/2016

During the previous 12 months, the following recruitment sources were contacted as vacancies for full-time jobs opened.

Source	Name, address, contact person, phone number
Internal CCBI posting	CCBI, 360 Egan Drive, Juneau, Alaska 99801 907-586-1670
KTOO websites	http://www.ktoo.org/job-opportunities/
KTOO Facebook pages	https://www.facebook.com/ktoopublicmedia https://www.facebook.com/krnnradio https://www.facebook.com/KXLLRADIO https://www.facebook.com/360North
Alaska Job Center Network/Juneau Job Service	http://www.jobs.state.ak.us/employer.htm
National Alliance of State Broadcasters Associations CareerPage website	www.careerpage.org
Alaska Broadcasters Association website	http://www.alaskabroadcasters.org/jobs/postings.html Executive Director, Alaska Broadcasters Association, PO Box 102424, Anchorage, Alaska 99510. 907-258-2424.
CPB Jobline	http://www.cpb.org/jobline
Alaska Public Broadcasting, Inc. website & listserv	www.akpb.org
Alaska Press Club	http://alaskapressclub.com/
KTOO volunteer listserv	e-mail to all KTOO volunteers
Journalism Jobs	www.journalismjobs.com
Public Radio News Directors	www.prindi.com

The following is a list of the recruitment sources for the full-time jobs shown in Section A above and the recruitment source which provided the hiree for that position.

Job Title	Recruitment Sources	Source which provided hiree
Reporter (four openings)	Internal, ktoo.org, ABA, NASBA, CPB Jobline, Alaska Public Broadcasting , Facebook, Alaska Public Broadcasting listserv, Volunteer listserv, Journalism Jobs	www.ktoo.org (2) CPB Jobline (1) KTOO Facebook Pages (1)
Development Director	Internal, ktoo.org, Alaska Public Broadcasting, CPB Jobline, Facebook, Alaska Public Broadcasting listserve, Facebook, Volunteer lisserv	KTOO Facebook Pages
Digital Media Editor	Internal, ktoo.org, ABA, NASBA, CPB Jobline, Alaska Public Broadcasting , Facebook, Alaska Public Broadcasting listserv, Volunteer listserv, Journalism Jobs	Journalism Jobs

During the reporting period, there were 14 people interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:

Source	Number of interviewees
Internal CCBI posting	2
KTOO websites	3
KTOO Facebook pages	3
Alaska Job Center Network/Juneau Job Service	1
National Alliance of State Broadcasters Associations CareerPage website	0
Alaska Broadcasters Association website	0
CPB Jobline	2
Alaska Public Broadcasting, Inc. website & listserv	0
Alaska Press Club	1
KTOO volunteer listserv	1
Journalism Jobs	1
Public Radio News Directors	0

During the past 12 months, the station employment unit engaged in the following recruitment initiatives.

Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment: We have funded and expanded our paid internship program. We placed three interns for full-time, eight-week stints working in news and public affairs and digital media during the report period. We recruit widely for interns from Alaska's universities and high schools and from institutions in other states. Most of our most recent interns have been placed in full-time jobs in public media subsequent to their internships with us, and we have recently hired two former interns to full-time regular positions in news reporting.

Participation in scholarship programs directed to students interested in pursuing a career in broadcasting: The General Manager of CCBI serves on the state broadcaster's association board of directors and the association's scholarship selection committee, which reviews scholarship applications from Alaskan high school students for the Linda Simmons Memorial Scholarship program. The General Manager helps plan the program and reviewed applications and participated in the selection of scholarship recipients in May of 2016.

Revised March 2017