

**EEO Public File Report**

For the period from September 21, 2020 to September 20, 2021

KTOO Public Media (f.k.a. Capital Community Broadcasting, Inc.)

This report covers the following employment unit:

- KTOO(FM), Juneau, Alaska
- KTOO-TV, Juneau, Alaska
- KRNN(FM), Juneau, Alaska
- KXLL(FM), 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	Number of Interviews	Date Filled
Video Producer ( 3 vacancies)	4	11/30/2020, 12/1/2020, 1/1/2021
Arts Producer (2 vacancies)	7	12/1/2020, 2/16/2021)
News Reporter (2 vacancies)	10	3/1/2021, 4/12/2021

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

<b>Source</b>
Internal KTOO posting
KTOO website
Facebook
Twitter
National Alliance of State Broadcasters Associations Career Page website
Alaska Broadcasters Association website
CPB Jobline
Alaska Public Broadcasting, Inc. website & listserv
Alaska Press Club
Public Media Journalist's Association
Native American Journalists Association
APRN News listserv
Sealaska Heritage Institute
KNBA
KTVA/KTUU staff
Central Council Indian Tribes of Alaska
Indian Country Today
Greater Public
Air Media

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

Job Title	Recruitment Sources	Source which provided hiree
Video Producer (3 hirees)	Internal KTOO posting ( <b>1 interviewee</b> ) KTOO website KTOO Facebook & Twitter accounts National Alliance of State Broadcasters Associations Career Page website CPB Jobline ( <b>3 interviewees</b> ) Alaska Broadcasters Association website Alaska Public Broadcasting, Inc. listserv Indian Country Today KTVA & KTUU staff	KTOO Website (1); CPB Jobline (2)
Arts Producer (2 hirees)	Internal KTOO posting KTOO website ( <b>4 interviewees</b> ) KTOO Facebook & Twitter accounts National Alliance of State Broadcasters Associations Career Page website Alaska Broadcasters Association website Alaska Public Broadcasting, Inc. website & listserv CPB Jobline KNBA Sealaska Heritage Institute Central Council Indian Tribes of Alaska Word of mouth ( <b>3 interviewees</b> )	KTOO Website (1); Word of Mouth (1)
News Reporter (2 hirees)	Internal KTOO posting KTOO website ( <b>2 interviewees</b> ) KTOO Facebook & Twitter accounts ( <b>3 interviewees</b> ) National Alliance of State Broadcasters Associations CareerPage website Alaska Broadcasters Association website Alaska Public Broadcasting, Inc. website & listserv CPB Jobline ( <b>4 interviewees</b> ) Native American Journalists Association APRN News listserv Public Media Journalists Association Alaska Press Club Word of mouth ( <b>1 interviewee</b> )	CPB Jobline (1); word of mouth (1)

During the reporting period, 21 people were 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 KTOO posting	
KTOO website	7
KTOO Facebook & Twitter accounts	3
National Alliance of State Broadcasters Associations Career Page website	

Alaska Broadcasters Association website	
CPB Jobline	7
Alaska Public Broadcasting, Inc. website & listserv	
Alaska Press Club	
Public Media Journalist's Association	
Native American Journalists Association	
APRN News listserv	
Sealaska Heritage Institute	
KNBA	
KTVA/KTUU staff	
Central Council Indian Tribes of Alaska	
Indian Country Today	
Greater Public	
Air Media	
Word of Mouth	4

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:*

In the past 12 months we continued to provide a paid internship program. We placed an Alaska Native candidate as an intern “fellow” in our News department for a period of 32 weeks starting on April 12, 2021.

In addition, the General Manager of KTOO Public Media serves on the state broadcaster’s association board of directors and the association’s internship selection committee, which reviews internship applications from the association’s members. The General Manager helps plan the program and reviews applications. Five internship grants were awarded in April of 2021.

*Listing each upper-level opening in a job bank or newsletter of a media trade group with a broad-based membership, including substantial participation of women and minorities:*

All openings during the reporting period, including upper-level openings, were posted on the Alaska Broadcasters Association and the Alaska Public Broadcasting websites. These associations have a broad-based membership, including substantial participation of women and minorities.