

EEO Public File Report

For the period from September 21, 2023 to September 20, 2024

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
- KAUK (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
Reporter, City (1 vacancy)	3	12/1/2023

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

Source
Internal posting
KTOO website
KTOO social media account - Facebook
Alaska Broadcasters Association
Alaska Public Broadcasting/CoastAlaska
APRN / Alaska Public Media Network
University of Alaska
CPB Jobline
Greater Public Media
Journalism Jobs
Asian American Journalists Association
Indigenous Journalists Association
National Association of Black Journalists
National Association of Hispanic Journalists
Word of mouth/referral

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

Job Title	Recruitment Sources	Source which provided hiree
Report – City Reporter (1 hiree)	Internal job posting KTOO website KTOO social media account - Facebook Alaska Broadcasters Association Alaska Public Broadcasting/CoastAlaska APRN / Alaska Public Media Network (1 interviewee) University of Alaska CPB Jobline Greater Public Media Journalism Jobs Asian American Journalists Association Indigenous Journalists Association National Association of Black Journalists National Association of Hispanic Journalists Word of mouth/referral (1 interviewee) Unknown – list of audio reporter jobs (1 interviewee)	Word of mouth/referral

During the reporting period, **3** 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 job posting	
KTOO website	
KTOO social media account - Facebook	
Alaska Broadcasters Association	
Alaska Public Broadcasting/CoastAlaska	
APRN / Alaska Public Media Network	1
University of Alaska	
CPB Jobline	
Greater Public Media	
Journalism Jobs	
Indigenous Journalists Association	
Asian American Journalists Association	
National Association of Black Journalists	
National Association of Hispanic Journalists	
Word of Mouth/Referral	1
Unknown – list of audio reporter jobs	1

During the past 24 months, the station employment unit engaged in the following four recruitment initiatives.

1. *Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment:*

In the past 24 months, we continued to provide a paid internship program. We placed a Filipino community member in a reporting fellowship position.

2. *Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions*

We provided weekly Lingít language classes to train our entire staff to speak the local Alaska Native language on air and to better understand Lingít Culture.

3. *Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination*

We provide annual training bias and harassment prevention program, through the Corporation of Public Broadcasting, to all personnel, including management level.

4. *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 were posted on the Corporation of Public Broadcasting Jobline website.