

EEO Public File Report

For the period from September 21, 2024 to September 30, 2025

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
Managing Editor	1	11/1/2024
Morning Edition Host	4	12/9/24
Education Reporter	5	2/3/25
Video Operations & Production Technician	3	2/16/25
Climate & Environment Reporter	8	2/25/25
KXLL Community Engagement Producer	6	3/18/25

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 accounts
Alaska Broadcasters Association
Alaska Jobs
Alaska Press Club
Alaska Public Broadcasting/CoastAlaska
Alaska Public Media Network/Listserv
CPB Jobline
Current
Greater Public Media
Journalism Jobs
Asian American Journalists Association (AAJA)
Indigenous Journalists Association (IJA)
National Association of Black Journalists (NABJ)
National Association of Hispanic Journalists (NAHJ)
PMJA
PublicMediaJobs.org
Society of Environmental Journalists
Word of mouth/referral

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 hiree for the position.

Job Title	Recruitment Sources	Source which provided hiree
Managing Editor (1 hiree)	Internal job posting KTOO website KTOO social media accounts Alaska Broadcasters Association Alaska Public Broadcasting/CoastAlaska Alaska Public Media Network/Listserv Alaska Press Club CPB Jobline Current Greater Public Media PMJA Asian American Journalists Association Indigenous Journalists Association National Association of Black Journalists National Association of Hispanic Journalists Word of mouth/referral (1 interviewee)	Word of mouth/referral
Morning Edition Host (1 hiree)	Internal job posting KTOO website (2 interviewees) KTOO social media accounts (1 interviewee) Alaska Broadcasters Association Alaska Public Broadcasting/CoastAlaska Alaska Public Media Network/Listserv CPB Jobline Greater Public Media Word of mouth/referral (1 interviewee)	KTOO website
Education Reporter (1 hiree)	Internal job posting KTOO website Alaska Broadcasters Association Alaska Public Broadcasting/CoastAlaska (1 interviewee) Alaska Public Media Network/Listserv (2 interviewees) CPB Jobline (1 interviewee) Greater Public Media Asian American Journalists Association Indigenous Journalists Association National Association of Black Journalists National Association of Hispanic Journalists Word of mouth/referral (1 interviewee)	Alaska Public Media Network

Job Title	Recruitment Sources	Source which provided hiree
Video Operations & Production Technician (1 hiree)	Internal job posting KTOO website (3 interviewees) KTOO social media accounts Alaska Broadcasters Association Alaska Public Broadcasting/CoastAlaska Alaska Public Media Network/Listserv Alaska Jobs CPB Jobline Greater Public Media Word of mouth/referral	KTOO website
Climate and Environment Reporter (1 hiree)	Internal job posting KTOO website (3 interviewees) KTOO social media accounts (2 interviewee) Alaska Broadcasters Association Alaska Public Broadcasting/CoastAlaska Alaska Public Media Network/Listserv (1 interviewee) Alaska Jobs CPB Jobline Greater Public Media Indigenous Journalists Association (1 interviewee) National Association of Black Journalists National Association of Hispanic Journalists Society of Environmental Journalists Word of mouth/referral Other source – not posted by employer (1 interviewee)	KTOO website
KXLL Community Engagement Producer (1 hiree)	Internal job posting KTOO website (4 interviewees) KTOO social media accounts Alaska Broadcasters Association Alaska Public Broadcasting/CoastAlaska Alaska Public Media Network/Listserv Alaska Jobs CPB Jobline Greater Public Media Word of mouth/referral (2 interviewees)	Word of mouth/referral

During the reporting period, **27** 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	12
KTOO social media accounts	3
Alaska Broadcasters Association	
Alaska Public Broadcasting/CoastAlaska	1
Alaska Public Media Network/Listserv	3
Alaska Jobs	
Alaska Press Club	
CPB Jobline	1
Current	
Greater Public Media	
Indigenous Journalists Association	1
Journalism Jobs	
Asian American Journalists Association	
National Association of Black Journalists	
National Association of Hispanic Journalists	
PMJA	
PublicMediaJobs.org	
Society of Environmental Journalists	
Word of Mouth/Referral	5
Other Source (not posted by employer)	1

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

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

Implemented an employee training program by providing an annual stipend to use for training courses, materials, webinars, and attending conferences (such as the AAJA conference).

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.

2. *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.

3. *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. Also posted reporter openings for broader recruitment using minority-specific job boards (e.g., AAJA, IJA, NABJ, NAHJ).