EEO Public File Report

For the period from September 21, 2025 to September 30, 2026

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	2	11/10/2025
Development Associate	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 Public Broadcasting/CoastAlaska
Alaska Public Radio Network/Listserv
CPB Jobline
Greater Public Media
Journalism Jobs
LinkedIn
KTOO Board of Directors
National Association of Black Journalists (NABJ)
National Association of Hispanic Journalists (NAHJ)
Native American Journalists Association/Indigenous Journalists Association
Public Media Journalists Association (PMJA)
PublicMediaJobs.org
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 hirees for the positions.

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 Jobs Alaska Public Broadcasting/CoastAlaska Alaska Public Radio Network/Listserv CPB Jobline Greater Public Media Journalism Jobs LinkedIn NAJA PMJA Word of mouth/referral **(2 interviewees)**	Word of mouth/referral
Development Associate (1 hiree)	Internal job posting KTOO website **(2 interviewees)** Alaska Public Broadcasting/CoastAlaska Foraker Group Word of mouth/referral **(4 interviewees)**	KTOO website

During the reporting period, **8** 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	2
KTOO social media accounts	
Alaska Broadcasters Association	
Alaska Public Broadcasting/CoastAlaska	
Alaska Public Radio Network/Listserv	
Alaska Jobs	
CPB Jobline	
Foraker Group	
Greater Public Media	
Journalism Jobs	
LinkedIn	
Native American Journalists Association	
PMJA	
PublicMediaJobs.org	
Word of Mouth/Referral	6

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

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

1) Implemented an employee training program by providing an annual stipend to use for training courses, materials, webinars, and attending conferences.

2) 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) We partnered with a local Alaskan native organization to have our news team work with their intern to develop interviewing and story-telling skills, and to teach them how to use audio and studio equipment. We are also working with a local state university intern to work with our climate and environmental reporter for a semester.

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

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

C. 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:

5) All openings during the reporting period were posted on the Corporation of Public Broadcasting Jobline website, Greater Public or Foraker Group (specializing in Alaska non-profit organizations). Apply broader recruitment strategy using minority-specific job boards (e.g., AAJA, NAJA/IJA, NABJ, NAHJ) for journalism positions.