

## EEO Public File Report

For the period from October 1, 2006 to September 30, 2007

Prepared by 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 during the previous 12 months:

Job Title	Date of Opening	Date Filled
TV Project Manager	9/18/2006	2/1/2007
Control Room Director	9/27/2006	1/1/2007
Accountant	5/21/2006	4/11/2007
News Reporter	8/30/2006	12/11/2006

During the previous 12 months, the following recruitment sources were contacted as vacancies for full-time jobs opened. Those with an asterisk were organizations that requested to be contacted as job openings occurred.

Source	Name, address, contact person, phone number
Internal CCBI posting (required)	CCBI, 360 Egan Drive, Juneau, Alaska 99801 907-586-1670
KTOO website	<a href="http://www.ktoo.org/jobs.cfm">http://www.ktoo.org/jobs.cfm</a>
Alaska Job Center Network/Juneau Job Service (required)	Place online: <a href="http://www.jobs.state.ak.us/employer.htm">http://www.jobs.state.ak.us/employer.htm</a>
Juneau Empire classifieds	Classifieds, Juneau Empire, 3100 Channel Drive, Juneau, AK 99801. Place orders via e-mail: <a href="mailto:classified@juneauempire.com">classified@juneauempire.com</a>
Alaska Public Broadcasting website	David Geesin, Alaska Public Broadcasting, Inc., PO Box 200009, Anchorage, AK 99520. 907-277-6300.
Alaska Broadcaster's Association website	Darlene Simono, Executive Director, Alaska Broadcasters Association, PO Box 102424, Anchorage, Alaska 99510. 907-258-2424.
CoastAlaska website	<a href="http://www.coastalaska.org">http://www.coastalaska.org</a>
Current newspaper classifieds	Current Classifieds, 1612 K St., NW, Suite 704, Washington, D.C.
CPB Jobline	<a href="http://www.cpb.org/jobline">http://www.cpb.org/jobline</a>
NPR Job Opportunity website	<a href="http://www.npr.org">http://www.npr.org</a>
Knowledge Industry Network list serve	<a href="http://www.accessak.org">http://www.accessak.org</a>
Public Broadcasting Management Association (PBMA) website	<a href="http://www.pbma.org/jobs.htm">http://www.pbma.org/jobs.htm</a>

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

Job Title	Recruitment Sources	Source which provided hiree
TV Project Manager	Internal posting, KTOO website, Juneau Empire, Alaska Job Center, CPB Jobline	word of mouth
Control Room Director	Internal posting, KTOO website, Juneau Empire, Alaska Job Center,	Internal posting
Accountant	Internal posting, KTOO website, Juneau Empire, Alaska Job Center, CPB Jobline, Alaska Public Broadcasting website, CoastAlaska website, PBMA website	word of mouth
Reporter	Internal posting, KTOO website, Alaska Job Center, Juneau Empire, Current classifieds, Alaska Public Broadcasting website, CPB Jobline, NPR Job Opportunity website	CPB Jobline

During the reporting period, there were 22 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	Total Number of Interviewees
Internal CCBI posting (required)	1
KTOO website	2
Alaska Job Center Network/Juneau Job Service (required)	0
Juneau Empire classifieds	5
Alaska Public Broadcasting website	1
Alaska Broadcaster's Association website	0
CoastAlaska website	0
Current newspaper classifieds	1
CPB Jobline	1
Knowledge Industry Network website	1
unknown/word of mouth	13

During the past 12 months, the station employment unit engaged in the following recruitment initiatives. The number indicates the FCC's Prong Three Menu Option:

5. *Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment:*
  - a. In cooperation with the state broadcasters association, CCBI continued to provide a formal news department internship program. In 2007 the program funded a local high school English teacher as a reporter in the KTOO Newsroom. Working closely with the KTOO News director she honed news writing, editing and production skills. This news-trained English teacher will now incorporate broadcast journalism in to her 2007/2008 curriculum. Students will produce news reports to air on KTOO's Morning Edition broadcast as part of the High School Broadcast Journalism Project. The station provides a stipend for the interns selected for the program.
  - b. In cooperation with Juneau Douglas High School, CCBI continued to provide the High School Broadcast Journalism Program. For the 2006/07 academic year, CCBI raised funds and hired an educator as a project manager. Approximately 30 high school students were taught the basics of broadcast journalism over the course of two semesters. The students produced approximately 20 news stories that aired on KTOO-FM in morning Edition. More advanced students also created a weekly radio news magazine, "The DL", which aired Friday afternoon on KXLL-FM. The high school program has now been incorporated into two Literature and Composition classes, taught by a JDHS staff member, assisted by the KTOO News Director.
  
7. *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 station promotes the scholarship program on the air. The General Manager helped plan the program and reviewed applications and participated in the selection of scholarship recipients in 2007.
  
12. *Listing of each upper-level opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities:* All job openings in this reporting period have been listed with the Alaska Broadcasters

Association job bank, and posted on the Alaska Broadcaster's Association website.

Name of respondent:

Capital Community Broadcasting, Inc.

Bill Legere

President

September 24, 2007

907-586-1670