

EEO Public File Report

For the period from October 1, 2007 to September 30, 2008

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
Corporate Support Manager	11/08/07	02/07/08
Director of Marketing and Outreach	02/08/08	07/01/2008
Production Assistant	9/27/2007	12/26/2007

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

Source	Name, address, contact person, phone number
Internal CCBI posting (required)	CCBI, 360 Egan Drive, Juneau, Alaska 99801 907-586-1670
KTOO website	http://www.ktoo.org/jobs.cfm
Alaska Job Center Network/Juneau Job Service (required)	Place online: http://www.jobs.state.ak.us/employer.htm
Juneau Empire classifieds	Classifieds, Juneau Empire, 3100 Channel Drive, Juneau, AK 99801. Place orders via e-mail: classified@juneauempire.com
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	http://www.coastalaska.org
Current newspaper classifieds	Current Classifieds, 1612 K St., NW, Suite 704, Washington, D.C.
CPB Jobline	http://www.cpb.org/jobline

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

Job Title	Recruitment Sources	Source which provided hiree
Corporate Support Manager	Internal; KTOO website; Juneau Empire; Alaska Public Broadcasting website; Juneau Empire website; Yahoo hotjobs	Word of mouth
Director of Marketing and Outreach	Internal; KTOO website; Alaska Job Center; Juneau Empire; Current newspaper; CPB Jobline	KTOO website
Production Assistant	Internal; KTOO website; Juneau empire	KTOO website

During the reporting period, there were 13 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)	2
KTOO website	7
Alaska Job Center Network/Juneau Job Service (required)	0
Juneau Empire classifieds	2
Alaska Public Broadcasting website	0
Alaska Broadcaster's Association website	0
CoastAlaska website	0
Current newspaper classifieds	0
CPB Jobline	0
Juneau Empire Job Fair	1
unknown/word of mouth	1

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 2008 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 2008/2009 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 2008/08 academic year, CCBI provided equipment and technical support. 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. The station also took a modified version of the program to the school district in small Native Alaskan village of Hoonah, about 100 miles from Juneau.

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 2008.

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.

In addition, station management personnel participated in the only job fair offered within the community in the preceding year, and the station served as a media sponsor of the event.

Name of respondent:

Capital Community Broadcasting, Inc.

Bill Legere

President

September 24, 2008

907-586-1670