

EEO Public File Report

For the period from October 1, 2010 to September 30, 2011

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 Filled
TV Program Director	11/23/2010
TV Producer	12/1/2010
Website Manager	12/7/2010

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	CCBI, 360 Egan Drive, Juneau, Alaska 99801 907-586-1670
All KTOO websites	http://www.ktoo.org/job-opportunities/ http://www.ktoonews.org/jobs/ http://www.krnn.org/jobs/ http://www.kxll.org/jobs/
Alaska Job Center Network/Juneau Job Service	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
National Alliance of State Broadcasters Associations CareerPage website	www.careerpage.org
Alaska Broadcasters Association website	Darlene Simono, Executive Director, Alaska Broadcasters Association, PO Box 102424, Anchorage, Alaska 99510. 907-258-2424.
Current newspaper and website	www.current.org
Alaska Public Radio Network (APRN) listserv	www.aprn.org Pat Yack, VP, News, 907-550-8400
CoastAlaska website	Mollie Kabler, Executive Director, 907-586-1670. http://www.coastalaska.org
CPB Jobline	http://www.cpb.org/jobline

The following is a list of the recruitment 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
TV Program Director	Internal; Alaska Job Center; KTOO website; Juneau Empire classifieds; Alaska Broadcasters Association website	KTOO website
TV Producer	Internal; KTOO website; Alaska Job Center; Juneau Empire newspaper; Alaska Broadcasters Association website	Juneau Empire
Website Manager	Internal; KTOO website; Alaska Job Center; Juneau Empire newspaper; Alaska Broadcasters Association website	Juneau Empire

During the reporting period, there were 7 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	Number of interviewees
Internal CCBI posting	1
KTOO website	2
Alaska Job Center Network/ Juneau Job Service	0
Juneau Empire classifieds	4
National Alliance of State Broadcasters Associations CareerPage website	0
Alaska Broadcaster's Association website	0
Current newspaper and website	0
Alaska Public Radio Network listserv	0
CoastAlaska website	0
CPB Jobline	0

During the past 12 months, the station employment unit engaged in the following recruitment initiatives.

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

- a. In cooperation with several agencies, CCBI is in the seventh year of a formal news department internship program. In 2011, we expanded the program to accommodate four summer interns. One was placed by the Southeast Regional Resource Center, a local education resource agency. One was placed in conjunction with the Alaska Broadcasters Association. Two were placed through the University of Alaska.
- b. In cooperation with Juneau's Thunder Mountain High School, CCBI provides the High School Broadcast Journalism Program. Now in the fourth year, CCBI provided instruction by our radio station manager and news director, as well as equipment and technical support. High school students were taught the basics of broadcast journalism over the course of two semesters. The students produced news stories that aired on KTOO-FM.
- c. In January of 2011 we entered into a formal signed partnership agreement with the University of Alaska to provide direct instruction to media students, to advise the University's radio club, and to place future interns.

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 helps plan the program and reviewed applications and participated in the selection of scholarship recipients in June of 2011.

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.