

KAMU-TV/FM Diversity Annual Report – 2017

September 1, 2016 to August 31, 2017

As a part of Educational Broadcast Services at Texas A&M University, KAMU follows the hiring practices and policies of the TAMU Department of Human Resources. As such, all open positions are widely listed to entities that represent diversity. All applications are uniformly taken only on-line through standard application forms. The notice of vacancy is left open until a sufficient pool of qualified applicants is generated including applicants that represent diverse backgrounds and cultures. There were no new hires in FY 2017.

A summary of KAMU-TV\FM's full time staff profile for fiscal year 2017 follows:

<i>Function</i>	<i>White Non-Hispanic</i>	<i>African American</i>	<i>Hispanic</i>	<i>Other</i>	<i>% Diversity</i>
Administration	4	0	1	0	20%
Development	2	1	0	0	33%
Engineering	8	0	0	0	0%
Programming/Production	4	1	0	0	20%
Total KAMU-TV/FM	18	2	1	0	14%

KAMU TV/FM knows that a diverse workforce, management team, and governing body contribute greatly to our knowledge and understanding of our diverse communities, and to our ability to deliver content and services that will help us attract, grow and engage audiences and help them to achieve their full potential. We endeavor to recruit from a broad pool of candidates enabling us to hire and promote qualified candidates with a variety of cultural and ethnic backgrounds, personal experiences and characteristics, and talents that reasonably reflect the diverse needs and interests of the communities served by KAMU-TV/FM. KAMU-TV/FM will continue to explore new opportunities for achieving and promoting this diversity and to monitor and evaluate our success. The means KAMU-TV/FM will always meet the standards of federal and state law, KAMU-TV/FM's Equal Employment Opportunity Policy, and the Corporation for Public Broadcasting's Diversity Eligibility Criteria.