

**KUT/KUTX/KXBT (collectively KUT-FM)  
300 W. Dean Keeton (A0704)  
Austin, Texas 78712-1061**

**EEO Public File Report  
April 1, 2013 – March 31, 2014**

**KUT-FM is an Equal Opportunity Employer**

**Full Time Job Vacancies/Interviewee Data**

<b>Position</b>	<b>Job Title</b>	<b>Date Filled</b>	<b>Total # of People Interviewed</b>	<b>Source which Referred Interviewee (Source No.)</b>	<b>No. of Interviewees Per Source</b>	<b>Hiree Referral Source</b>
1.	Production Engineer (Technical Staff Assistant II)	6/6/2013	5	UT/Web (1) KUT.org (2) Word of Mouth (3) Art Institute (6)	2 1 1 1	Word of Mouth
2.	Development Specialist	10/23/2013	8	UT/Web (1) KUT.org (2) KUT Twitter (5) PRADO (7)	3 3 1 1	KUT.org
3.	Associate Director for Development	10/30/2013	3	UT/Web (1) KUT.org (2) Word of Mouth (3)	1 1 1	Word of Mouth
4.	Associate Producer (Senior Producer and Correspondent)	11/13/2013	12	UT/Web (1) KUT.org (2) Word of Mouth (3) Public Radio Newslink (15) CPB (27)	3 2 3 3 1	KUT.org
5.	KUTX Event and Program Producer (Producer)	11/18/2013	5	UT/Web (1) KUT.org (2)	2 3	KUT.org
6.	KUTX Producer (Producer)	12/9/2013	4	UT/Web (1) KUT.org (2)	2 2	KUT.org
7.	Development Associate	1/21/2014	7	UT/Web (1) KUT.org (2)	6 1	KUT.org
8.	Administrative Associate	4/1/2014	6	UT/Web (1)	6	UT/Web

Total number of interviewees for all full time positions: 50

There is attached hereto a list of the recruitment sources utilized by the station and total number of number of interviewees referred by each recruitment source. (Attachment A)

For Position 1 KUT-FM used recruitment sources 1-6; 15-51, set forth on Attachment A.

For Position 2 KUT-FM used recruitment sources 1-4; 11; 15-51, set forth on Attachment A.

For Position 3 KUT-FM used recruitment sources 1-3; 15-51, set forth on Attachment A.

For Position 4 KUT-FM used recruitment sources 1-5; 10-51, set forth on Attachment A.

For Position 5 KUT-FM used recruitment sources 1-2; 3-4; 10; 15-51, set forth on Attachment A.

For Position 6 KUT-FM used recruitment sources 1-4; 15-51, set forth on Attachment A.

For Position 7 KUT-FM used recruitment sources 1-4; 8-9; 15-51, set forth on Attachment A.

For Position 8 KUT-FM used recruitment sources 1-4; 15-51, set forth on Attachment A.

There is also attached hereto a narrative description of the station's Supplement EEO Outreach Activities (Attachment B).

**Notice:** Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request KUT-FM to provide them with information about full-time openings at the station. Such requests must include the organization's name, mailing address, e-mail address if applicable, telephone number and contact person, and identify the category or categories of job openings for which it requests notices. Requests should be directed to Station KUT-FM, Attention Position Notice, 300 W Dean Keeton St (A0704), Austin, TX 78712-1061 or kut@kut.org or (512) 471-1631. KUT-FM is an Equal Opportunity Employer.

## Attachment A

### List of Recruitment Sources and Total Number Interviewees Referred By Each Recruitment Source

No.	Source	Contact	Address	Telephone	Total No. of Interviewees Referred
1	Human Resources (UT/Web)	Ms. Steinour	P.O. Drawer V, Austin, TX	512-475-8023	25
2	KUT.org	Mr. Todd Callahan	300 W. Dean Keeton St A0704 Austin, TX 78712	512-471-1631	13
3	KUT Facebook	Mr. Todd Callahan / Ms. Erin Geisler	300 W. Dean Keeton St A0704 Austin, TX 78712		
4	KUT Twitter	Mr. Todd Callahan / Ms. Erin Geisler	300 W. Dean Keeton St A0704 Austin, TX 78712		1
5	Word of Mouth referrals /Email		Email to Staff / Direct Contact with Candidates by KUT Staff		5
6	Art Institute of Austin	Amber Lemmons	Employer Relations/Career Services @ The Art Institutes	amberlemmons@yahoo.com	1
7	Public Radio Association of Development Officers (PRADO)	Email List Serve	<a href="http://www.pradoweb.org/">www.pradoweb.org/</a>		1
8	Young Professionals in Public Media	Twitter	@UPpubmedia		
9	Greater Public	Website Posting	<a href="http://greaterpublic.org/job-line">http://greaterpublic.org/job-line</a>		
10	Texas Association of Broadcasters	Job Bank	<a href="http://www.tab.org/job-bank/">http://www.tab.org/job-bank/</a>		
11	Columbia University Graduate School of Journalism	Office of Career Services	<a href="mailto:postjobs@jrn.columbia.edu">postjobs@jrn.columbia.edu</a>		
12	Public Radio Program Directors Association	PRPD List Serve	<a href="http://www.prpd.org">http://www.prpd.org</a>		
13	Salt Institute Alumni List Serve	Email List Serve	<a href="http://www.salt.edu/">http://www.salt.edu/</a>		
14	Public Radio Newslink	Email List Serve	NEWSLINK@MPR.ORG		3
15	NAACP of Austin	Claude Foster	1107 E. 11 <sup>th</sup> Street, Austin, TX 78752		
16	Rosewood-Zaragosa Community Ctr.		2802 Webberville Rd., Austin, TX 78702		
17	Austin Community College	Personnel Office	5930 Middle Fiskville Rd., Austin, TX 78752		
18	St. Edwards University	Office of Career Planning	3001 S. Congress #1024, Austin, TX 78704		

19	Greater Dallas Asian American Chamber of Commerce	Attn: Iram Kusuma	11171 Harry Hines Blvd, # 115 Dallas, Texas 75229		
20	Austin Area Urban League	Career Connection Center c/o Lindsey Craig,	1033 La Posada Dr., Suite 150, Austin, TX 78752		
21	Texas Rehabilitation Commission		4900 N. Lamar, Austin, TX 78751		
22	Concordia University	Human Resources	11400 Concordia University Drive; Austin, TX 78726		
23	Huston-Tillotson University	Human Development (Students)	900 Chicon Street, Austin, TX 78702		
24	Huston-Tillotson University	Human Development (General)	900 Chicon Street, Austin, TX 78702		
25	Angelo State University	Career Services	P.O. Box ASU Station San Angelo, Texas 76909		
26	Corporation for Public Broadcasting	<a href="http://www.cpb.org/jobline/">http://www.cpb.org/jobline/</a>	401 9 <sup>th</sup> Street, N.W., Washington, DC 20004-2129		1
27	National Assoc. of Black Journalists		1100 Knight Hall, Suite 3100 College Park, Maryland 20742		
28	Texas Tech University	Career Services	Box 45006 Lubbock, Texas 79409		
29	Austin American-Statesman	Human Resources	305 S. Congress, Austin, TX 78701		
30	National Assoc. of Hispanic Journalists	Human Resources	1050 Connecticut Ave NW 10th Floor Washington, DC 20036		
31	Radio & Television News Directors	Human Resources	529 14th Street, NW, Suite 425 Washington, D.C. 20045		
32	American Women in Radio & Television		1760 Old Meadow Rd., Suite 500, McLean, VA 22102-4306		
33	Texas A & M University	Career Services	1233 John J. Koldis Bldg. # 209 College Station, TX 77843		
34	Women In Communication	Alana Woods	P.O. Box 91135 San Antonio, Texas 78278		
35	University of Houston	Career Planning and Placement	One Main Street UH-Downtown Houston, Texas 77002		
36	National Assoc. of Minority Media Exec.		1921 Gallows Rd, Suite 600 Vienna, VA 22182		
37	Caritas of Austin		P.O. Box 1947 Austin, TX 78767-1947		
38	Texas State University	c/o Lisa Vallejo	LBJ Student Cntr 5-7.1 601 University Drive San Marcos, Texas 78666		

39	Asian-American Journalists Association	Human Resources	5 Third Street, Suite 1108 San Francisco, CA 94103		
40	St. Phillips College	Career Services (NTB) 307	1801 Martin Luther King Drive San Antonio, Texas 78203		
41	Society for Human Resource Management		1800 Duke St. Alexandria, VA 22314		
42	San Jacinto College - Job Placement Center	Attn: Ann vande Weerd	8060 Spencer Hwy Pasadena, Texas 77501		
43	Emma L. Bowen Foundation		300 New Jersey Ave., N.W., Suite 700 Washington, DC 20001		
44	National Assoc. of Black College Broadcasters		P.O. Box 3191 Atlanta, GA 30302		
45	Native-American Journalist Association	Gaylord College of Journalism & Mass Communication	University of Oklahoma 395 W. Lindsey Norman, OK 73019-4201		
46	Texas Public Radio	Connie Leyva, Finance Director/HR Manager	8401 Datapoint Dr., Suite 800, San Antonio, TX 78229		
47	National Association of Broadcasters		1771 N Street, N.W., Washington, DC 20036-2800		
48	Texas Assoc. of Broadcasters (TAB)		502 11 <sup>th</sup> Street, Suite 200, Austin, TX 78701 <a href="http://tab.org/job-bank">tab.org/job-bank</a>		
49	Jarvis Christian College	Comelita Williams, Human Resources Director	P.O. Box 1470 Hawkins, Texas 75765		
50	South-Asian Journalists Association	Columbia Graduate School of Journalism	2950 Broadway, New York, NY 10027		
51	Fort Worth Hispanic Chamber of Commerce	Attn: Denise Botello	1327 North Main Fort Worth, Texas 76106		

## **Attachment B**

**KUT/KUTX/KXBT (collectively KUT-FM)  
300 W. Dean Keeton (A0704)  
Austin, Texas 78712-1061**

### **EEO Public File Report April 1, 2013 March 31, 2014**

#### **Statement of Supplemental EEO Outreach Activities:**

KUT-FM regularly participates twice yearly in The University of Texas at Austin, Moody College of Communication Job and Internship Fairs (10/16/2013 & 3/5/2014). KUT-FM has also participated in other job and internship fairs including the annual work study job fair (9/5/2013) and the Huston-Tillotson University Job and Internship Fairs (9/18/2013 & 2/5/2014) to attract student employees and interns. KUT-FM provides internships and student employment opportunities to area college students on an ongoing and regular basis.

KUT-FM conducts tours of the station to the community, student groups and youth organizations. KUT-FM has hosted community tours, scout tours, class tours and participated in Explore UT “The Largest Open House in Texas” on March 1, 2014 which hosted station tours for many youth from schools statewide. KUT-FM also invites the community in to Studio 1A for live performances followed by tours of the station, an activity that happens on average twice a week. Each year KUT-FM hosts a group of students from the Ann Richards School for Women Leaders. They spend a week working with KUT news, KUTX, our multimedia department and the Austin Music Map. We worked with close to 40 students from Kealing Middle School where after a presentation about what we do here and a tour, the students wrote poetry that local leaders read on air during National Poetry Month.

KUT-FM participated in the International Center for Journalism exchange program where we hosted a Ghanaian reporter for three weeks and one of our reporters went to Ghana for two weeks. The Annette Strauss Institute “Why Bother” and “Austin 101” initiative promoting civic engagement with diverse populations that included radio programs and also a television special on KLRU.

KUTX was also an active supporter through live music shows of both Girls Rock Camp and Kids in a New Groove, two local organizations that focus on improving lives for children in Central Texas. KUTX partnered with the Four Seasons Hotel for live music performances during ACL Fest and South by Southwest to raise awareness and money for the Seton Shivers Cancer Center. Over \$55,000 was raised at these events in the last year.

KUT also produces Views and Brews at the Cactus Cafe, a twice a month outreach program that focuses on a variety of topics designed to generate conversation and intellectual discussion in the community. Topics have ranged from mental health issues to the psychology of fear to the new pornography of violence to the changing face of celebrity and beyond. We have partnered with among others for these discussions, UT Performing Arts, Texas Tribune, the Long Center, the Harry Ransom Center, the Bob Bullock Texas State History Museum, Texas Sports Media and others.

All of these activities help in the outreach activities and promote careers in broadcasting.

Notice of position openings are (a) sent to all those organizations set forth at Attachment A, (b) posted on the station’s website at [www.kut.org/jobs](http://www.kut.org/jobs) and (c) announced on air quarterly and more often as position openings occur.

During the year, KUT-FM provided 34 internship opportunities; 31 in our News department, 2 in the Multimedia department, and 1 in the Web/kut.org unit. Also, KUT provided 18 opportunities for student workers; 4 in Music, 3 in News, 3 in Membership/Development, 1 in the Admin/Finance unit, 6 at the Cactus Cafe, and 1 in the Public Relations unit. These student workers/internships opportunities take place during the spring, summer, and fall semesters.

KUT-FM provides professional development opportunities to employees to assist them in obtaining the necessary skills to advance their career. Two staff members attended the FMQB: Triple A Conference in Boulder, CO. Two staff members attended the first-ever StateImpact Texas Road Show in Midland, TX where they did some reporting and participated in a panel discussion hosted by KXWT. Five staff members from the Development team attended the Public Media Development and Marketing Conference in Atlanta, GA. Two staff members attended the Public Media Business Association (PBMA) Annual Conference in Washington, DC where they presented a workshop. Four staff members attended the public radio NonComm music conference hosted by WXPB in Philadelphia, PA. Four staff members attended the Public Radio Programming Conference in Atlanta, Georgia which is presented by the Public Radio Program Directors Association. Six members of our news team attended NPR trainings in Washington DC during the last year and we had two separate in-house news training sessions for the entire staff featuring a trainer from NPR in Washington and also Ira Glass from This American Life.

All employees are required to complete online compliance training modules including a module on Equal Employment Opportunity within their first 30 days of employment and every two years thereafter.