

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

**EEO Public File Report
April 1, 2014 – March 31, 2015**

KUT-FM is an Equal Opportunity Employer

Full Time Job Vacancies/Interviewee Data

Position	Job Title	Date Filled	Total # of People Interviewed	Source which Referred Interviewee (Source No.)	No. of Interviewees Per Source	Hiree Referral Source
1.	Social Media Producer-Host (Senior Producer and Correspondent)	8/11/2014	5	UT/Web (1) KUT.org (2) Public Radio Newslink (11)	2 2 1	UT/Web
2.	Associate Producer (Senior Producer and Correspondent)	8/11/2014	13	UT/Web (1) KUT.org (2) Word of Mouth (5) NPR Email (13)	3 4 5 1	Word of Mouth
3.	Assistant Director for Development	9/1/2014	4	UT/Web (1) KUT.org (2)	3 1	UT/Web
4.	Senior Host/Producer	9/24/2014	5	UT/Web (1) Word of Mouth (5) KUTX Facebook (4)	1 1 3	KUTX Facebook
5.	Administrative Assistant	12/1/2014	3	UT/Web (1) KUT.org (2)	2 1	UT/Web
6.	Production Assistant (On-Air Producer/Talent)	12/1/2014	12	UT/Web (1) KUT.org (2) TAB (7) Public Radio Newslink (11) NPR Email (13)	3 4 1 2 2	UT/Web
7.	Senior Reporter (Sr Online News Editor)	1/5/2015	7	UT/Web (1) KUT.org (2)	2 5	KUT.org
8.	Associate Producer-Director (Senior Producer and Correspondent)	1/5/2015	5	UT/Web (1) KUT.org (2) Word of Mouth (5)	2 2 1	KUT.org
9.	Segment Producer (Senior Producer and Correspondent)	1/5/2015	9	KUT.org (2) Word of Mouth (5) Public Radio Newslink (11)	4 2 3	KUT.org

10.	On-Air Producer/Talent	3/1/2015	6	UT/Web (1) KUT.org (2) KUT Twitter (3) Word of Mouth (5)	1 3 1 1	KUT.org
11.	Production Engineer (Technical Staff Assistant II)	3/11/2015	7	UT/Web (1) KUT.org (2) Word of Mouth (5)	5 1 1	UT/Web
12.	Morning Edition Reporter- Producer (Reporter)	3/16/2015	9	UT/Web (1) KUT.org (2) KUT Twitter (3) Word of Mouth (5) NPR Email (13)	2 1 4 1 1	Word of Mouth

Total number of interviewees for all full time positions: 85

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 1-3; 7; 9-14; 16; 17; 18-55, set forth on Attachment A.

For Position 2 KUT-FM used recruitment sources 1-3; 7; 9-14; 16; 17; 18-55, set forth on Attachment A.

For Position 3 KUT-FM used recruitment sources 1-3; 6; 7; 18-55, set forth on Attachment A.

For Position 4 KUT-FM used recruitment sources 1; 2; 4; 18-55, set forth on Attachment A.

For Position 5 KUT-FM used recruitment sources 1-3; 5; 18-55, set forth on Attachment A.

For Position 6 KUT-FM used recruitment sources 1-3; 7; 12; 13; 15; 17-55, set forth on Attachment A.

For Position 7 KUT-FM used recruitment sources 1-3; 5; 18-55, set forth on Attachment A.

For Position 8 KUT-FM used recruitment sources 1-3; 8; 9; 13; 14; 16; 18-55, set forth on Attachment A.

For Position 9 KUT-FM used recruitment sources 1-3; 7; 8; 13; 14; 16; 18-55, set forth on Attachment A.

For Position 10 KUT-FM used recruitment sources 1-3; 5; 18-55, set forth on Attachment A.

For Position 11 KUT-FM used recruitment sources 1-3; 18-55, set forth on Attachment A.

For Position 12 KUT-FM used recruitment sources 1-3; 5; 18-55, 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. Nicole Karas	P.O. Drawer V, Austin, TX https://utdirect.utexas.edu/apps/hr/jobs/	512-475-6586	26
2	KUT.org	Mr. Todd Callahan	300 W. Dean Keeton St A0704 Austin, TX 78712 http://kut.org/jobs	512-471-1631	28
3	KUT/X Twitter	Mr. Todd Callahan / Ms. Erin Geisler	300 W. Dean Keeton St A0704 Austin, TX 78712		5
4	KUT/X Facebook	Mr. Todd Callahan / Ms. Erin Geisler	300 W. Dean Keeton St A0704 Austin, TX 78712		3
5	Word of Mouth referrals /Email		Email to Staff / Direct Contact with Candidates by KUT Staff		12
6	Public Radio Association of Development Officers (PRADO)	Email List Serve	www.pradoweb.org/		
7	Texas Association of Broadcasters	Job Bank	http://www.tab.org/job-bank/		1
8	Public Radio Program Directors Association	PRPD List Serve	http://www.prpd.org		
9	Current.org	Jobs Site Online Posting	http://www.current.org/		
10	Current Classified	Print Ad in Current Classifieds	http://www.current.org/		
11	Public Radio Newslink	Email List Serve	NEWSLINK@MPR.ORG		6
12	National Association of Black Journalists (NABJ)	Web Ads	http://nabjcareers.org/		
13	NPR Regional Editor Email	Russell Lewis	Email of Postings		4
14	The Association of Independents in Radio (AIR)		Email of Postings		
15	Indeed.com Job Board		Indeed.com Job Board		
16	AudioTexas	Google Group	Email of Postings		
17	Ken Mills Agency, LLC	News Blog Posting	http://acrnewsfeed.blogspot.com/		
18	NAACP of Austin	Claude Foster	1107 E. 11 th Street, Austin, TX 78752		

19	Rosewood-Zaragosa Community Ctr.		2802 Webberville Rd., Austin, TX 78702		
20	Austin Community College	Personnel Office	5930 Middle Fiskville Rd., Austin, TX 78752		
21	St. Edwards University	Office of Career Planning	3001 S. Congress #1024, Austin, TX 78704		
22	Greater Dallas Asian American Chamber of Commerce		7610 N. Stemmons Freeway. Ste #690 Dallas, TX 75247		
23	Austin Area Urban League	Career Connection Center	8011-A Cameron Road, Ste 100 Austin, TX 78754		
24	Texas Rehabilitation Commission		4900 N. Lamar, Austin, TX 78751		
25	Concordia University	Human Resources	11400 Concordia University Drive; Austin, TX 78726		
26	Huston-Tillotson University	Human Development (Students)	900 Chicon Street, Austin, TX 78702		
27	Huston-Tillotson University	Human Development (General)	900 Chicon Street, Austin, TX 78702		
28	Angelo State University	Career Services	P.O. Box ASU Station San Angelo, Texas 76909		
29	Corporation for Public Broadcasting	http://www.cpb.org/jobline/	401 9 th Street, N.W., Washington, DC 20004-2129		
30	National Assoc. of Black Journalists		1100 Knight Hall, Suite 3100 College Park, Maryland 20742		
31	Texas Tech University	Career Services	Box 45006 Lubbock, Texas 79409		
32	Austin American-Statesman	Human Resources	305 S. Congress, Austin, TX 78701		
33	National Assoc. of Hispanic Journalists	Human Resources	1050 Connecticut Ave NW 10th Floor Washington, DC 20036		
34	Radio & Television News Directors	Human Resources	529 14th Street, NW, Suite 425 Washington, D.C. 20045		
35	American Women in Radio & Television		1760 Old Meadow Rd., Suite 500, McLean, VA 22102-4306		
36	Texas A & M University	Career Services	1233 John J. Koldis Bldg. # 209 College Station, TX 77843		
37	Women In Communication	Alana Woods	P.O. Box 91135 San Antonio, Texas 78278		
38	University of Houston	Career Planning and Placement	One Main Street UH-Downtown Houston, Texas 77002		

39	National Assoc. of Minority Media Exec.		1921 Gallows Rd, Suite 600 Vienna, VA 22182		
40	Caritas of Austin		P.O. Box 1947 Austin, TX 78767-1947		
41	Texas State University	c/o Lisa Vallejo	LBJ Student Cntr 5-7.1 601 University Drive San Marcos, Texas 78666		
42	Asian-American Journalists Association	Human Resources	5 Third Street, Suite 1108 San Francisco, CA 94103		
43	St. Phillips College	Career Services (NTB) 307	1801 Martin Luther King Drive San Antonio, Texas 78203		
44	Society for Human Resource Management		1800 Duke St. Alexandria, VA 22314		
45	San Jacinto College - Job Placement Center	Attn: Ann vande Weerd	8060 Spencer Hwy Pasadena, Texas 77501		
46	Emma L. Bowen Foundation		300 New Jersey Ave., N.W., Suite 700 Washington, DC 20001		
47	National Assoc. of Black College Broadcasters		P.O. Box 3191 Atlanta, GA 30302		
48	Native-American Journalist Association	Gaylord College of Journalism & Mass Communication	University of Oklahoma 395 W. Lindsey Norman, OK 73019-4201		
49	Texas Public Radio	Connie Leyva, Finance Director/HR Manager	8401 Datapoint Dr., Suite 800, San Antonio, TX 78229		
50	National Association of Broadcasters		1771 N Street, N.W., Washington, DC 20036-2800		
51	Jarvis Christian College	Comelita Williams, Human Resources Director	P.O. Box 1470 Hawkins, Texas 75765		
52	South-Asian Journalists Association	Columbia Graduate School of Journalism	2950 Broadway, New York, NY 10027		
53	Fort Worth Hispanic Chamber of Commerce	Attn: Denise Botello	1327 North Main Fort Worth, Texas 76106		
54	Southwestern University	c/o Alexandra Anderson-Assistant Director, Career Services	P.O. Box 770 Georgetown, Texas 78627-0770 Requested VIA Email: career.services@southwestern.edu		
55	National Lesbian & Gay Journalists Assoc.		info@nlgja.org		

Attachment B

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300 W. Dean Keeton (A0704)
Austin, Texas 78712-1061**

EEO Public File Report April 1, 2014 March 31, 2015

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 (10/15/2014 & 3/1/2015). KUT-FM has also participated in other job and internship fairs including the annual work study job fair (9/4/2014), the Texas State University Fall Mass Communication Fair (10/29/2014) and the Huston-Tillotson University Job and Internship Fairs (9/17/2014 & 2/11/2015) 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 7, 2015 which hosted station tours for many visitors including youth from schools state-wide. 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 continue to work with dozens of students from Kealing Middle School where after a presentation about what we do here and a tour, the students write poetry that local leaders read on air during National Poetry Month. This year two additional schools will be included in the project

KUT-FM partnered with The Austin Monitor for a series on Austin’s new form of city government. Called 10-1 for the 10 city council members from newly drawn districts and a mayor, we hosted 11 candidate forums that took place in each of the 10 districts. All of the forums were recorded and made available on KUT.org. We also featured one new district in particular, District One, online and on-air in a series called “On Your Block”, going into the district to talk to citizens about their needs, hopes, and wants out of the new form of city government.

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 once again 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. Close to \$60,000 was raised at these events in the last year. For a third year KUTX sponsored Map Jam on the city’s East side. 9 bands played at four venues including the Mexican American Cultural Center, Pan Am Park and the French Legation Museum. It’s the only festival of its kind on the city’s predominately minority east side.

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 race relations to food politics and GMO’s to Artificial Intelligence to the impact of Obamacare on Texans to the psychology of fear and beyond. We have partnered with among others for these discussions, the Texas Humanities Project, UT Performing Arts, the Texas Tribune, StoryCorps, the Long Center, the Harry Ransom Center, the Bob Bullock Texas State History Museum,

and others. In addition KUT also hosted a month long visit from the StoryCorps mobile booth giving Austinites a chance to tell the stories of their lives with loved ones. We partnered with StoryCorps with specific outreach into the Latino and African American communities.

All of these activities help in the outreach activities and also help to 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 and (c) announced on air quarterly and more often as position openings occur.

During the year, KUT-FM provided 36 internship opportunities; 19 in the News department, 14 in News (Texas Standard), 1 in News (Special Programming), and 2 in the Multimedia department. Also, KUT provided 18 opportunities for student workers; 3 in Music, 1 in News, 2 in Membership/Development, 3 in the Admin/Finance unit, 8 at the Cactus Cafe, and 1 in the Public Relations unit. Additional volunteer opportunities with the various departments are also available during the year. These student worker/internship/volunteer 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. Three staff members attended the FMQB: Triple A Conference in Boulder, CO. Seven staff members from the Development team attended the Public Media Development and Marketing Conference in Denver, CO. One staff member attended the Public Media Business Association (PBMA) Annual Conference in Portland, Oregon. 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 Portland, Oregon which is presented by the Public Radio Program Directors Association. Eight members of our news team attended NPR trainings and a PRI workshop 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 Robert Smith of NPR's Planet Money and also photojournalist David Gilkey from NPR.

On September 3 and 4, 2014 the NPR Diversity Engagement Project visited KUT. KUT hosted a team from NPR who met with staff and conducting sessions/workshops based on NPR's multi-year effort to strengthen the breadth and depth of diversity in content, staff, audience and the work environment. There were a number of focused workshops as well as two station wide general sessions. Specific sessions included a conversation about the challenges managers face in hiring diverse staff and ideas for tackling staff diversity.

All KUT-FM staff participated in training sessions with the University of Texas Office of Institutional Equity (OIE) On November 4, 2014. All Staff were also provided additional Training on Institutional Equity issues by training consultant on December 15, 2014. All Supervisory Staff were also provided additional follow-up training the University of Texas Office of Institutional Equity (OIE) On January 15, 2015. These sessions covered OIE policies including Equal Employment Opportunity issues.

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.