

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

**EEO Public File Report
April 1, 2015 – March 31, 2016**

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.	Assistant Program Director (Manager)	5/1/2015	6	UT/Web (1) KUT.org (2) Indeed.com (13)	3 1 2	UT/Web
2.	Administrative Assistant	5/5/2015	5	UT/Web (1) Word of Mouth (5)	4 1	UT/Web
3.	Technical Coordinator (Information Technology Coordinator I)	6/22/2015	3	UT/Web (1) Word of Mouth (5) PubTech (15)	1 1 1	PubTech
4.	Production Assistant (On-Air Producer/Talent)	9/1/2015	24	UT/Web (1) KUT.org (2) Word of Mouth (5) TAB Job Bank (6) PRPD.org (7) Twitter #pubjobs (17)	8 10 3 1 1 1	UT/Web
5.	Associate Producer-Director (Senior Producer and Correspondent)	9/1/2015	4	UT/Web (1) Word of Mouth (5) Public Radio Newslink (10)	2 1 1	Public Radio Newslink
6.	Associate Producer (Senior Producer and Correspondent)	9/15/2015	6	UT/Web (1) KUT.org (2) KUT/X Twitter (3) Word of Mouth (5)	1 2 1 2	UT/Web
7.	Reporter	11/1/2015	15	UT/Web (1) KUT.org (2) KUT/X Twitter (3) Word of Mouth (5)	3 8 3 1	Word of Mouth Referral
8.	Newscaster (Senior Producer and Correspondent)	1/1/2016	3	KUT.org (2) KUT/X Twitter (3)	2 1	KUT.org
9.	KUTX Live Music Booker-Producer (Producer)	1/1/2016	10	UT/Web (1) KUT.org (2) KUT/X Twitter (3) Word of Mouth (5)	5 1 2 2	KUT/X Twitter

10.	Senior Reporter	1/25/2016	5	KUT.org (2) Word of Mouth (5)	3 2	Word of Mouth Referral
11.	Web Reporter (Reporter)	2/1/2016	9	UT/Web (1) KUT.org (2) Word of Mouth (5)	3 4 2	KUT.org
12.	Reporter	2/22/2016	6	KUT.org (2) KUT/X Twitter (3) Word of Mouth (5)	2 2 2	Word of Mouth Referral
13.	Host/Producer	3/1/2016	6	UT/Web (1) KUT.org (2) KUT/X Twitter (3)	2 2 2	KUT.org

Total number of interviewees for all full time positions: 102

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; 13; 27-61, set forth on Attachment A.

For Position 2 KUT-FM used recruitment sources 1-5; 27-61, set forth on Attachment A.

For Position 3 KUT-FM used recruitment sources 1-5; 15; 27-61, set forth on Attachment A.

For Position 4 KUT-FM used recruitment sources 1-7; 11-12; 17; 25-26; 27-61, set forth on Attachment A.

For Position 5 KUT-FM used recruitment sources 1-7; 10-12; 25-26; 27-61, set forth on Attachment A.

For Position 6 KUT-FM used recruitment sources 1-12; 18; 25; 27-61, set forth on Attachment A.

For Position 7 KUT-FM used recruitment sources 1-3; 5; 19; 27-61, set forth on Attachment A.

For Position 8 KUT-FM used recruitment sources 1-4; 8; 11-12; 20-21; 27-61, set forth on Attachment A.

For Position 9 KUT-FM used recruitment sources 1-6; 22-23; 27-61, set forth on Attachment A.

For Position 10 KUT-FM used recruitment sources 1-5; 11-12; 18; 27-61, set forth on Attachment A.

For Position 11 KUT-FM used recruitment sources 1-5; 27-61, set forth on Attachment A.

For Position 12 KUT-FM used recruitment sources 1-5; 27-61, set forth on Attachment A.

For Position 13 KUT-FM used recruitment sources 1-5; 24; 27-61, 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. Organizations requesting to be notified of job opportunities in previous years are included in the list of recruitment sources, numbers 27-61 in Attachment A.

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	32
2	KUT.org	Mr. Todd Callahan	300 W. Dean Keeton St A0704 Austin, TX 78712 http://kut.org/jobs	512-471-1631	35
3	KUT/X Twitter	Mr. Todd Callahan / Ms. Erin Geisler	300 W. Dean Keeton St A0704 Austin, TX 78712		11
4	KUT/X Facebook	Mr. Todd Callahan / Ms. Erin Geisler	300 W. Dean Keeton St A0704 Austin, TX 78712		
5	Word of Mouth Referrals /Email		Email / Direct Contact with Potential Candidates by KUT Staff		17
6	Texas Association of Broadcasters	Job Bank	http://www.tab.org/job-bank/		1
7	Public Radio Program Directors Association	PRPD List Serve	http://www.prpd.org		1
8	Current.org	Jobs Site Online Posting	http://www.current.org/		
9	Current Classified	Print Ad in Current Classifieds	http://www.current.org/		
10	Public Radio Newslink	Email List Serve	NEWSLINK@MPR.ORG		1
11	National Association of Black Journalists (NABJ)	Jobs Website Ads	http://nabjcareers.org/		
12	National Association of Hispanic Journalists (NAHJ)	Jobs Website Ads	http://nahj.org/		
13	Indeed.com Job Board	Job Posting Aggregator	http://www.indeed.com/		2
14	NPR Regional Editor Email	Russell Lewis	Email of Postings		
15	PubTech Listserv		pubtech.org		1
16	St. Edwards University	Twitter/Jobs Site			
17	Twitter	Retweeted with #pubjobs	https://twitter.com/		1
18	Online News Association	Online Posting	http://journalists.org/		
19	Corp for Public Broadcasting Jobline	Online Posting	http://www.cpb.org/jobline/		

20	CareerBuilder	Online Posting	http://www.careerbuilder.com		
21	Washington Post	Online Posting	https://jobs.washingtonpost.com/jobs		
22	Austin American Statesman	Classified Ad	AAS Print Ad Department		
23	triplearadio.com	Online Posting	http://www.triplearadio.com/		
24	Austin Chronicle	Print Ad	Austin Chronicle http://www.austinchronicle.com/		
25	Dallas Morning News	Print Ad	Dallas Morning News		
26	Houston Chronicle	Print Ad	Houston Chronicle Newspaper		
27	NAACP of Austin	Claude Foster	1107 E. 11 th Street, Austin, TX 78752		
28	Rosewood-Zaragosa Community Ctr.		2802 Webberville Rd., Austin, TX 78702		
29	Austin Community College	Personnel Office	5930 Middle Fiskville Rd., Austin, TX 78752		
30	St. Edwards University	Office of Career Planning	3001 S. Congress #1024, Austin, TX 78704		
31	Greater Dallas Asian American Chamber of Commerce		7610 N. Stemmons Freeway. Ste #690 Dallas, TX 75247		
32	Austin Area Urban League	Career Connection Center	8011-A Cameron Road, Ste 100 Austin, TX 78754		
33	Texas Rehabilitation Commission		4900 N. Lamar, Austin, TX 78751		
34	Concordia University	Human Resources	11400 Concordia University Drive; Austin, TX 78726		
35	Huston-Tillotson University	Human Development (Students)	900 Chicon Street, Austin, TX 78702		
36	Huston-Tillotson University	Human Development (General)	900 Chicon Street, Austin, TX 78702		
37	Angelo State University	Career Services	P.O. Box ASU Station San Angelo, Texas 76909		
38	Corporation for Public Broadcasting	http://www.cpb.org/jobline/	401 9 th Street, N.W., Washington, DC 20004-2129		
39	Texas Tech University	Career Services	Box 45006 Lubbock, Texas 79409		
40	Austin American-Statesman	Human Resources	305 S. Congress, Austin, TX 78701		
41	National Assoc. of Hispanic Journalists	Human Resources	1050 Connecticut Ave NW 10th Floor Washington, DC 20036		
42	Radio & Television News Directors	Human Resources	529 14th Street, NW, Suite 425 Washington, D.C. 20045		

43	Alliance for Women in Media		2365 Harrodsburg Rd STE A325 Lexington, KY 40504-3366		
44	Texas A & M University	Career Services	1233 John J. Koldis Bldg. # 209 College Station, TX 77843		
45	Women In Communication	Alana Woods	P.O. Box 91135 San Antonio, Texas 78278		
46	University of Houston	Career Planning and Placement	One Main Street UH-Downtown Houston, Texas 77002		
47	National Assoc. of Multicultural Media Executives		1921 Gallows Rd, Suite 600 Vienna, VA 22182		
48	Caritas of Austin		P.O. Box 1947 Austin, TX 78767-1947		
49	Texas State University	c/o Lisa Vallejo	LBJ Student Cntr 5-7.1 601 University Drive San Marcos, Texas 78666		
50	Asian-American Journalists Association	Human Resources	5 Third Street, Suite 1108 San Francisco, CA 94103		
51	St. Phillips College	Career Services (NTB) 307	1801 Martin Luther King Drive San Antonio, Texas 78203		
52	Society for Human Resource Management		1800 Duke St. Alexandria, VA 22314		
53	San Jacinto College - Job Placement Center	Attn: Ann vande Weerd	8060 Spencer Hwy Pasadena, Texas 77501		
54	Emma L. Bowen Foundation		300 New Jersey Ave., N.W., Suite 700 Washington, DC 20001		
55	National Assoc. of Black College Broadcasters		P.O. Box 3191 Atlanta, GA 30302		
56	Native-American Journalist Association	Gaylord College of Journalism & Mass Communication	University of Oklahoma 395 W. Lindsey Norman, OK 73019-4201		
57	Texas Public Radio	Connie Leyva, Finance Director / HR Manager	8401 Datapoint Dr., Suite 800, San Antonio, TX 78229		
58	National Association of Broadcasters		1771 N Street, N.W., Washington, DC 20036-2800		
59	Jarvis Christian College	Comelita Williams, Human Resources Director	P.O. Box 1470 Hawkins, Texas 75765		
60	South-Asian Journalists Association	Columbia Graduate School of Journalism	2950 Broadway, New York, NY 10027		
61	Fort Worth Hispanic Chamber of Commerce	Attn: Denise Botello	1327 North Main Fort Worth, Texas 76106		

Attachment B

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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 (10/14/2015 & 4/24/2016). KUT-FM has also participated in other job and internship fairs including the annual work study job fair (9/1/2015), the Texas State University Fall Mass Communication Fair (10/28/2015) and the Huston-Tillotson University Job and Internship Fair (3/30/2016) 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 5, 2016 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 Texas Standard. We continue to work with dozens of students from three different Austin middle schools 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.

KUT-FM continues to partner with The Austin Monitor for stories 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’ve continued to make this priority after last year’s candidate forums and special series, by looking with the Monitor on the successes and failures of the first year of the new system of Austin governance.

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. Over \$50,000 was raised at these events in the last year. KUTX continues to sponsor small Map Jam events that move around the city with an emphasis on local bands that reflect the diversity of musical genres and performers here in Austin.

KUT 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 politics to race to food politics to the place of jazz in the American zeitgeist and more. We have partnered with among others for these discussions, the Texas Humanities Project, UT Performing Arts, the Texas Tribune, the Harry Ransom Center, the Bob Bullock Texas State History Museum, and others. KUT also hosted another visit from the StoryCorps project, this time focusing on the stories of American veterans who have returned to school after their deployments. We partnered with StoryCorps with specific outreach into the Latino and African American Veterans communities through our relationship with the University of Texas at Austin.

KUT, after a 5 year layoff, partnered once again with NPR's Next Generation project, a week long audio story-telling boot camp held here at the Belo Center for New Media at the University of Texas. 7 mentors partnered with 7 undergraduate minority journalism students to help improve their story telling and audio production skills. We have committed 15,000 dollars again this year to continue the project this coming August.

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 35 internship opportunities; 12 in News (Texas Standard), 11 in the News department, 9 in the Multimedia department, and 3 in the KUTX Digital Content area. Also, KUT provided 10 unique opportunities for student workers; 1 in Music, 1 in News, 1 in Membership/Development, 3 in the Admin/Finance unit, and 4 in the Cactus Café. 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. KUTX 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 Washington, DC. One staff member attended the Public Media Business Association (PBMA) Annual Conference in Washington, DC. Four staff members attended the public radio NonComm music conference hosted by WXPB in Philadelphia, PA. KUT staff members attended the Public Radio Programming Conference in Pittsburgh, PA which is presented by the Public Radio Program Directors Association. Once again members of our news team attended NPR trainings as well as a PRI workshop in Washington DC during the last year.

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.