

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

**EEO Public File Report  
April 1, 2016 – March 31, 2017**

**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.	Administrative Assistant	05/26/2016	11	UT/Web (1) KUT Twitter (3) Word of Mouth (5) Austin Chronicle (17)	8 1 1 1	UT/Web
2.	Production Assistant (On-Air Producer/Talent)	07/06/2016 09/01/2016	18 (2 Hires)	UT/Web (1) KUT.org (2) TAB Job Bank (6)	3 14 1	2-KUT.org
3.	Senior Producer (Manager)	11/01/2016	5	KUT.org (2) Word of Mouth (5) ONA (13)	2 2 1	KUT.org
4.	Multimedia Producer (Producer)	01/03/2017 01/11/2017	3 (2 Hires)	KUT.org (2) Word of Mouth (5)	1 2	1-KUT.org 1-Word of Mouth
5.	Digital News Editor (Senior Reporter)	01/09/2017	7	UT/Web (1) KUT.org (2) KUT Twitter (3)	1 5 1	KUT.org
6.	Web Producer (Producer)	02/20/2017	11	UT/Web (1) KUT.org (2) KUT Twitter (3) Indeed.com (12)	3 4 2 2	KUT Twitter
7.	Development Associate	4/12/2017	5	UT/Web (1) KUT.org (2)	4 1	UT/Web

Total number of interviewees for all full time positions: 60

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

For Position 1 KUT-FM used recruitment sources 1-5; 17; 18-53, set forth on Attachment A.

For Position 2 KUT-FM used recruitment sources 1-4; 6; 18-53, set forth on Attachment A.

For Position 3 KUT-FM used recruitment sources 1-5; 8; 10-11; 13; 16; 18-53, set forth on Attachment A.

For Position 4 KUT-FM used recruitment sources 1-5; 18-53, set forth on Attachment A.

For Position 5 KUT-FM used recruitment sources 1-4; 6; 18-53, set forth on Attachment A.

For Position 6 KUT-FM used recruitment sources 1-4; 6; 12; 18-53, set forth on Attachment A.

For Position 7 KUT-FM used recruitment sources 1-4; 6; 18-53, 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.

One new request for notices was received during this past year. Dr. Ford-Dunn of Grambling State University requested notices to be sent via email.

## 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 <a href="https://utdirect.utexas.edu/apps/hr/jobs/">https://utdirect.utexas.edu/apps/hr/jobs/</a>	512-475-6586	19
2	KUT.org	Mr. Todd Callahan	300 W. Dean Keeton St A0704 Austin, TX 78712 <a href="http://kut.org/jobs">http://kut.org/jobs</a>	512-471-1631	27
3	KUT/X Twitter	Mr. Todd Callahan / Ms. Erin Geisler	300 W. Dean Keeton St A0704 Austin, TX 78712		4
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		5
6	Texas Association of Broadcasters	Job Bank	<a href="http://www.tab.org/job-bank/">http://www.tab.org/job-bank/</a>		1
7	Public Radio Program Directors Association	PRPD List Serve	<a href="http://www.prpd.org">http://www.prpd.org</a>		
8	Current.org	Jobs Site Online Posting	<a href="http://www.current.org/">http://www.current.org/</a>		
9	Public Radio Newslink	Email List Serve	NEWSLINK@MPR.ORG		
10	National Association of Black Journalists (NABJ)	Jobs Website Ads	<a href="http://nabjcareers.org/">http://nabjcareers.org/</a>		
11	National Association of Hispanic Journalists (NAHJ)	Jobs Website Ads	<a href="http://nahj.org/">http://nahj.org/</a>		
12	Indeed.com Job Board	Job Posting Aggregator	<a href="http://www.indeed.com/">http://www.indeed.com/</a>		2
13	Online News Association	Online Posting	<a href="http://journalists.org/">http://journalists.org/</a>		1
14	Corp for Public Broadcasting Jobline	Online Posting	<a href="http://www.cpb.org/jobline/">http://www.cpb.org/jobline/</a>		
15	CareerBuilder	Online Posting	<a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a>		
16	Washington Post	Online Posting	<a href="https://jobs.washingtonpost.com/jobs">https://jobs.washingtonpost.com/jobs</a>		
17	Austin Chronicle	Print/Online Ad	Austin Chronicle <a href="http://www.austinchronicle.com/">http://www.austinchronicle.com/</a>		1

18	NAACP of Austin	Claude Foster	1107 E. 11 <sup>th</sup> 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	Jarvis Christian College	Comelita Williams, Human Resources Director	P.O. Box 1470 Hawkins, Texas 75765		
30	South-Asian Journalists Association	Columbia Graduate School of Journalism	2950 Broadway, New York, NY 10027		
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 Digital News Assoc.	Human Resources	The National Press Building 529 14th Street, NW, Suite 425 Washington, D.C. 20045		
35	Alliance for Women in Media		2365 Harrodsburg Rd STE A325 Lexington, KY 40504-3366		
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 Multicultural Media Executives		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	Fort Worth Hispanic Chamber of Commerce	Attn: Denise Botello	1327 North Main Fort Worth, Texas 76106		
49	Native-American Journalist Association	Gaylord College of Journalism & Mass Communication	University of Oklahoma 395 W. Lindsey Norman, OK 73019-4201		
50	Texas Public Radio	Connie Leyva, Finance Director / HR Manager	8401 Datapoint Dr., Suite 800, San Antonio, TX 78229		
51	Southwestern University	c/o Alexandra Anderson-Assistant Director	Requested VIA Email: <a href="mailto:career.services@southwestern.edu">career.services@southwestern.edu</a>		
52	National Lesbian & Gay Journalists Assoc.		Requested Via Email: <a href="mailto:info@nlgja.org">info@nlgja.org</a>		
53	Grambling State University	Sharon Ford-Dunn	Requested Via Email: <a href="mailto:duns@gram.edu">duns@gram.edu</a>		

## **Attachment B**

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

**EEO Public File Report  
April 1, 2016 March 31, 2017**

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

KUT-FM understands the importance of having a diverse workforce to carry out our public service mission, therefore, staff is diligent in its effort to achieve a diverse candidate pool for open positions.

In the summer of 2016 KUT hosted NPR's Next Generation project in partnership with the Moody College of Communication School of Journalism, a weeklong audio storytelling boot camp focused on building the pipeline for future media professionals. Seven mentors partnered with seven undergraduate minority journalism students from the region to develop their storytelling and audio production skills over the course of a week-long intensive. KUT invests substantial resources to bring this training to Central Texas and is making plans for the next visit in August 2017. KUT has hired two students from last year's Next Generation project.

KUT participates in the twice-yearly University of Texas at Austin, Moody College of Communication Job and Internship Fairs (9/21/2016 & 2/22/2017). KUT also participates in the UT Austin annual work-study job fair (8/30/2016), as well as other local job and internship resources to attract student employees and interns. KUT provides internships and student employment opportunities to area college students on an ongoing and regular basis.

Notice of position openings are (a) sent to all 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 past 12 months, KUT provided 34 internship opportunities: nine in News (Texas Standard), 11 in the News department, 10 in the Multimedia department, one in Production, and three in the KUTX Digital Content area. Also, KUT provided 12 unique opportunities for student workers: three in the Membership/Development, four in the Admin/Finance unit, and five in the Cactus Cafe. 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. KUT and KUTX staff members attended the FMQB: Triple A Conference; the public radio Non-Comm music conference, the Public Media Development and Marketing Conference; the Public Radio Content Conference put together by PRPD; the Public Media Business Association (PBMA) Annual Conference; as well as several trainings in Washington DC sponsored by NPR. Additionally, KUT is part of the Texas Station Collaboration, which has added regular trainings for news staff.

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.