

KNCT/KNCT-FM EEO PUBLIC FILE REPORT April 1, 2010-March 31, 2011

Section I. Vacancy List			
Job Title	Station	Recruitment Sources Used to Fill Vacancy*	Recruitment Source Referring Hiree*
Console Operator	TV	Notification sent to all sources on Master Recruitment Source List	2
Promotions Director	TV	Notification sent to all sources on Master Recruitment Source List	7
*Note: Data extracted from Master Recruitment Source List			

Section II. Master Recruitment Source List			
Recruitment Source #	Source Information	Vacancy	# of Interviewees Referred by Source
1	KNCT Website	Y	0
2	Central Texas College Website	Y	2
3	Central Texas College Human Resource Posting	Y	0
4	Radio Television Broadcasting Dept Central Texas College	Y	1
5	Texas Association of Broadcasters	Y	0
6	Internal Candidates at KNCT TV/FM	Y	0
7	Employee Referrals	Y	2
8	Equality Magazine Website	Y	0
9	The Black Perspective Website	Y	0
10	Hispanic Today Website	Y	0
11	Veterans Enterprise Website	Y	0
12	Women in Business and Industry Website	Y	0
13	Diversity Return on Investment Website	Y	0
14	Interviewee did not specify/ other	Y	2
15	On-Air Announcements Broadcast by KNCT/KNCTFM	Y	0
16	Local Newspaper Killeen Daily Herald	Y	0
17	Texas Workforce Commission	Y	0
18	Community Groups 1. NAACP (Ms. Phyllis Jones) 2. Alpha Kappa Alpha Sorority (Ms. Brittany King) 3. Altar and Rosary Society (Ms. Joann Bantillo) 4. Greater Vision Community Church (Pastor David G. Reynolds)	Y	0
Total Interviewees Over 12-Month Period			7

Section III. Recruitment Initiatives		
1	Programs Offered in Conjunction with an Educational Institution (Max Rudolph General Manager)	KNCT/KNCT-FM provides laboratory facilities for students enrolled in Radio/TV Broadcasting at Central Texas College. An average of 20 students will utilize station facilities for laboratory activities during the course of each semester.
2	Student Internships (Max Rudolph General Manager, Christian Wohlfahrt Production Manager)	KNCT/KNCT-FM accepts student Interns from the Radio TV broadcasting program at Central Texas College and student Interns from other colleges and universities.
3	Job Fairs (Max Rudolph General Manager, Fred McNeilly Promotion Manager, Dan Hull Program Manager, Christian Wohlfahrt Production Manager)	KNCT/KNCT-FM participates in the annual Central Texas College Job Fair in April. Other local broadcast stations are invited to attend. The management staff participated in 2 career fairs sponsored by Fort Hood. The station provides tours for local schools, Chambers of Commerce and other organizations. Over 15 tours were given during the period.
4	Community Outreach (Max Rudolph General Manager Pat McCray Membership Director Ruth Wedergren Program Director)	Management staff is available to speak to local civic and community groups. We average about 3 presentations per year.
5	Professional Development (Steve Sulzer Chief Engineer Laury Sisko Membership Assistant)	Tuition assistance is available to all full-time station employees for courses at Central Texas College and other institutions. Usually two to four employees enroll in classes each semester. This program is designed to provide educational opportunities to allow for advancement within the station.
6	Job Banks and Internet Programs (Paula Cobb Recruitment Supervisor Central Texas College)	KNCT/KNCT-FM posts job openings on its website as well as the Central Texas College website. In our efforts to achieve greater diversity, openings are also posted with the Texas Association of Broadcasters and sites listed on the Master Recruitment Source List.
7	EEO Training (Human Resources Department Central Texas College)	All station employees are required to participate in semiannual EEO training presented by the Human Resources Department of the college.