

# KNCT/KNCT-FM EEO PUBLIC FILE REPORT

APRIL 1, 2016-MARCH 31, 2017

## SECTION 1 VACANCY LIST

Job Title	Station	Recruitment Sources Used to Fill Vacancy	Recruitment Source Referring Hire	Interviewees / Referring Sources in ()
Production Director	KNCT TV	Filled by promotion from within		
Producer Director	KNCT TV	Filled by promotion from within		
Production Director	KNCT TV	Filled by promotion from within		
Producer Director	KNCT TV	Open		

The above chart reflects the promotion from within the KNCT SEU of three existing employees during the 2016-17 license year. Each of these employees was initially hired only after management conducted an extensive and widespread recruitment for the initial positions for which they were hired. Employee A, who was initially hired after recruitment on May 8 1998, subsequently resigned to move to Europe, upon which Employee B, who was initially hired after recruitment on May 12, 2003, was promoted to Production Director. Employee B subsequently resigned also. Employee C, who was initially hired after recruitment in DATE, was then promoted to fill the Production Director position on September 1, 2016. Even though Employee A was hired prior to March 2003, and Employee B shortly thereafter, extensive recruitment was nevertheless utilized with respect to each hire because Central Texas Human Resources Department at that time utilized wide and extensive recruitment to fill vacancies for all employees.

The KNCT SEU is currently recruiting for a Producer Director to fill the position vacated by Employee C. This recruitment is still in process, having been posted on March 23, 2017; as of the date upon which this EEO Annual Public File Report has been prepared (March 29, 2017), no applicants have yet been identified for interviews. This recruitment will, therefore, be reported next year. It is being listed this year in order to indicate the wide recruitment efforts in which the KNCT SEU routinely engages. Please see the chart on page 2 of this Report for a list of the recruitment sources and community referral organizations that are being utilized for the current

recruitment.

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## SECTION 2 Master Recruitment Source List

Recruitment Source #	Source	Notification Sent	# of Interviewees Referred by Source
1	KNCT Website	Y	
2	Central Texas College Website	Y	
3	Central Texas College Human Resource Posting	Y	
4	Central Texas College Radio TV Dept. Announcement	Y	
5	Texas Association of Broadcasters	Y	
6	Internal Candidates at KNCT/KNCT-FM	Y	
7	Employee Referrals	Y	
8	Equality Magazine Website	Y	
9	The Black Perspective Website	Y	
10	Hispanic Today Website	Y	
11	Veterans Enterprise Website	Y	
12	Women in Business and Industry Website	Y	
13	Diversity Return on Investment Website	Y	
14	On Air Announcements KNCT / KNCT-FM	Y	
15	Local Newspaper Killeen Daily Herald	Y	
16	Texas Workforce Commission	Y	
17	Community Groups , NAACP, Alpha Kappa Alpha Sorority , Greater Vision community Church	Y	
18	Interviewee did not specify	N	
19	Facebook	N	
20	College Central Website	Y	
21	WorkinTexas.com	Y	
22	Military Spouse Employment Partnership	Y	
23	HigherEd.com	Y	
24	ACAP	Y	
25	Baylor (www.baylor.edu/cpd/)	Y	
26	Texas A&M – College Station	Y	
27	UMHB (www.careerservices.umhb.edu	Y	
28	K-State ( <a href="http://www.myinterfase.com/kstate/employer">www.myinterfase.com/kstate/employer</a> )	Y	

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## SECTION 3 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, Sean Greenthaner 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, Sean Greenthaner Production Manager , Dan Hull Program Manager)	KNCT/KNCT-FM's licensee, Central Texas College, hosts an Annual Job Fair. The KNCT SEU participates in its licensee's initiative, to which other local broadcast stations are invited to attend. The management staff also participated in four (4) career expos sponsored by local high schools and colleges and one (1) career expo for middle school students.
4	Community Outreach (Max Rudolph General Manager Pat McCray Membership Director Steve Bengner Program Director Sean Greenthaner Production Manager)	Management staff is available to speak to local civic and community groups. We average about 3 presentations per year. The station provides tours for local schools, Chambers of Commerce and other organizations. 38 tours were given over the course of the license year. Touring groups are provided with information about careers in broadcasting and the availability of internships
5	Professional Development (Max Rudolph General Manager, Holly Jordan, Director Human Resource Management)	Tuition assistance is available to all full-time station employees for courses at Central Texas College and other institutions. This program is designed to provide educational opportunities to allow for advancement within the station. 1 employee in a college degree program during reporting period.
6	Job Banks and Internet Programs (Narja Carter Recruitment Supervisor Central Texas College)	KNCT/KNCT-FM posts job openings with the Texas Association of Broadcasters.
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.