

KNCT/KNCT-FM EEO PUBLIC FILE REPORT April 1, 2013 -March 31, 2014

Section 1. Vacancy List

Job Title	Station	Recruitment Sources	Number of Applicants	Number of Interviewees	Recruitment Source Referring Hire
Broadcast Engineer	TV/FM	All	5	2	On-Air Announcements Broadcast by KNCT/KNCT-FM
Office Specialist 1	TV/FM	All	11	5	Central Texas College Web Site.

Section II Master Recruitment Source List

Recruitment Source #	Source Information	Vacancy	# of Interviewees Referred by Source	Contact Information
1	KNCT Website	Y	0	Human Resources Dept. Central Texas College
2	Central Texas College Website	Y	6	Human Resources Dept. Central Texas College
3	Central Texas College Human Resource Posting	Y	0	Human Resources Dept. Central Texas College
4	Radio Television Broadcasting Dept Central Texas College	Y	0	Max Rudolph Department Chair
5	Texas Association of Broadcasters	Y	0	www.iab.org
6	Internal Candidates at KNCT TV/FM	Y	0	NA
7	Employee Referrals	Y	0	NA
8	On-Air Announcements Broadcast by KNCT/KNCT-FM	Y	1	Max Rudolph Department Chair
9	Killeen Branch 6189 NAACP	Y	0	Chapter President TaNeika Driver-Moultrie TDriver-Moultrie@killeentexas.gov
10	Equality Magazine Website	Y	0	Human Resources Dept. Central Texas College
11	THE BACK Perspective	Y	0	Human Resources Dept. Central Texas College
12	Hispanic Today Website	Y	0	Human Resources Dept. Central Texas College
13	Veterans Enterprise Website	Y	0	Human Resources Dept. Central Texas College
14	Women in Business and Industry	Y	0	Human Resources Dept. Central Texas College
15	Diversity Return on Investment Website	Y	0	Human Resources Dept. Central Texas College
16	The Korean Weekly	Y	0	Human Resources Dept. Central Texas College
17	Military Spouse Employment Partnership	Y	0	Human Resources Dept. Central Texas College
18	Jobs for Military Families	Y	0	Human Resources Dept. Central Texas College
19	Jobs for Military Dependents	Y	0	Human Resources Dept. Central Texas College
20	Hiring Vets Com	Y	0	Human Resources Dept. Central Texas College
21	Texas Workforce Commission	Y	0	Human Resources Dept. Central Texas College
22	ACAP Ft. Hood	Y	0	Human Resources Dept. Central Texas College
21	High Ed.com	Y	0	Human Resources Dept. Central Texas College
23	Craigslist.Com	Y	0	Human Resources Dept. Central Texas College
24	Interviewee did not specify/ other		0	N/A

Total Number of Full Time Employees for Employment Unit KNCT/KNCT-FM: 15

Because the Central Texas/KNCT SEU has more than 10 full-time employees, it is required by FCC rules to conduct at least two outreach initiatives per year. The Central Texas/KNCT SEU has actually conducted at least 8 different types of outreach initiatives during the 2013-14 license year and regularly conducts more outreach initiatives than are required by the rule.

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.
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2	<p>Student Internships (Max Rudolph General Manager, Christian Wohlfahrt Production Manager)</p>	<p>KNCT/KNCT-FM accepts student interns from the Radio TV broadcasting program at Central Texas College and student interns from other colleges and universities. One intern from Central Texas College participated during this time period</p>
3	<p>Job Fairs (Max Rudolph General Manager, Sean Greenthaner Promotion Manager, Dan Hull Program Manager Christian Wohlfahrt Production Manager)</p>	<p>KNCT/KNCT-FM participates in the annual Central Texas College Job Fair in April. Other local broadcast stations are invited to attend. The station provides tours for local schools, Chambers of Commerce and other organizations. 22 tours were given during the period. Staff conducted three career presentations for various local schools. Staff participated in one Student Success Fair sponsored by Central Texas College and one Career Exploration Seminar sponsored by Central Texas College.</p>

<p>4</p>	<p>Community Outreach (Max Rudolph General Manager Pat McCray Membership Director Steve Bengler Program Director Sean Greenthamer Promotion Manager)</p>	<p>Management staff is available to speak to local civic and community groups. Max Rudolph spoke to one community group.</p>
<p>5</p>	<p>Professional Development (Sean Greenthamer Promotion Manager, Steve Bengler TV Program Manager and Callie Latimer Office Specialists)</p>	<p>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.</p>

	<p>6</p> <p>Job Banks and Internet Programs (Narja Carter Recruitment Supervisor Central Texas College)</p>	<p>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.</p>
<p>7</p>	<p>EEO Training (Human Resources Department Central Texas College)</p>	<p>All station employees are required to participate in semiannual EEO training presented by the Human Resources Department of Central Texas College.</p>
<p>8</p>	<p>Part-Time Student Employment</p>	<p>KNCT/KNCT-FM 5 part-time paid positions for students enrolled in the Radio/TV Broadcasting department at Central Texas College</p>