

KNCT/KNCT-FM EEO PUBLIC FILE REPORT

APRIL 1, 2015-MARCH 31, 2016

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 (www.myinterfase.com/kstate/employer	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, 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, Sean Greenthaner Promotion Manager, Dan Hull Program Manager Christian Wohlfahrt Production Manager)	KNCT/KNCT-FM participates in the annual Central Texas College Job Fair. Other local broadcast stations are invited to attend. The management staff participated in 2 career expos sponsored by local high schools and colleges and one career expo for middle school students. The station provides tours for local schools, Chambers of Commerce and other organizations. 27 tours were given during the period.
4	Community Outreach (Max Rudolph General Manager Pat McCray Membership Director Steve Benger Program Director Sean Greenthaner Promotion Manager)	Management staff is available to speak to local civic and community groups. We average about 3 presentations per year.
5	Professional Development	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.
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.

BROADCAST MID-TERM REPORT

FOR COMMISSION USE ONLY
FILE NO
- 20170403AAD

Legal Name of the Licensee
CENTRAL TEXAS COLLEGE

Mailing Address
PO BOX 1800

City
KILLEEN

State or Country (if foreign address)
TX

Zip Code
76540 - 1800

Telephone Number (include area code)
2545261176

E-Mail Address (if available)
MAX.RUDOLPH@KNCT.ORG

FCC Registration Number
0008539280

Facility ID Number
9977

Call Sign
KNCT-FM

TYPE OF BROADCAST STATION:	<input type="radio"/> Commercial Broadcast Station	<input type="radio"/> Noncommercial Broadcast Station
	<input type="radio"/> Radio	<input checked="" type="radio"/> Educational Radio
	<input type="radio"/> TV	<input type="radio"/> Educational TV
	<input type="radio"/> Low Power TV	
	<input type="radio"/> International	

Application Purpose

New Program Report

Amendment to Program Report

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Station List]

Station List

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KNCT	9977	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	KILLEEN, TX	<input type="radio"/> Yes <input checked="" type="radio"/> No
KNCT	9754	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	BELTON, TX	<input type="radio"/> Yes <input checked="" type="radio"/> No

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

Name ERNEST T. SANCHEZ		Street Address 1155 F STREET NW SUITE 1050	
City WASHINGTON	State DC	Zip Code 20004-	Telephone Number 2022372814

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification].

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

Section I

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? Yes No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

CERTIFICATION

This report must be certified, as follows:

A. By licensee, if an individual,

- B By a partner, if a partnership (general partner, if a limited partnership),
- C By an officer, if a corporation or an association, or
- D By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503)

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent JIM YEONOPOLUS
Title CHANCELLOR	Telephone No. (include area code) 2545261176
Date 3/30/2017	

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination

Section II	
RESPONSIBILITY FOR IMPLEMENTATION	
A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are	
Name: MAX RUDOLPH	Title: GENERAL MANAGER
It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.	

Section III	
MID-TERM REPORT	
Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 1]

FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, ANID-PERM, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 1
Description: EXHIBITS EEO ANNUAL PUBLIC FILE REPORTS

ATTACHED TO THIS FORM 307 ARE PDF COPIES OF THE TWO MOST RECENT EEO ANNUAL PUBLIC FILE REPORTS FOR THE KNCT SFU (LICENSEE: CENTRAL TEXAS COLLEGE)

EXHIBIT A EEO ANNUAL PUBLIC FILE REPORT 2015-16
EXHIBIT B EEO ANNUAL PUBLIC FILE REPORT 2016-17

Attachment 1	Description
	Exhibit A KNCT SFU Annual Public File Report 2015-16
	Exhibit B KNCT SFU Annual Public File Report 2016-17