

KLRU(TV)
Austin PBS
PO Box 7158
Austin, Texas 78713-7158
EEO Public File Report

April 1, 2023 - March 31, 2024
Austin PBS is an Equal Opportunity Employer

Full Time Job Vacancies/Interviewee Data

	Job Title	Date Filled	Total # Interviews	Source which Referred Interviewee(s)	No. Per Source	Hiree Referral Source
1	Marketing Manager	04/25/2023	2	austinpbs.org Referral	1 1	Referral
2	Development Operations Specialist	05/10/2023	1	Referral	1	Referral
3	Audio Engineer	05/16/2023	3	Indeed austinpbs.org	1 2	austinpbs.org
4	Accountant	05/11/2023	2	Mission Capital Indeed	1 1	Mission Capital
5	Director of IT	05/04/2023	2	Online job board (unspecified) Referral	1 1	Online job board (unspecified)
6	Producer	05/24/2023	4	Indeed austinpbs.org Online job board (unspecified)	2 1 1	Online job board (unspecified)
7	Merchandising Coordinator	06/06/2023	1	Internal Candidate	1	Internal Candidate
8	Marketing Project Manager	08/07/2023	4	LinkedIn austinpbs.org	3 1	LinkedIn
9	VP of Community Relations	08/23/2023	1	Referral	1	Referral

10	Merchandising Director	08/29/2023	4	LinkedIn austinpbs.org	2 2	LinkedIn
11	Associate Creative Director	09/27/2023	5	LinkedIn Indeed	2 3	LinkedIn
12	Director of Donor Engagement and Stewardship	01/24/2024	1	Referral	1	Referral
13	Senior Engineer	01/16/2024	2	LinkedIn austinpbs.org	1 1	LinkedIn austinpbs.org
14	Content Creator II	02/05/2024	6	LinkedIn Referral austinpbs.org	1 1 4	austinpbs.org
15	Technology Operations Specialist	02/20/2024	1	austinpbs.org	1	austinpbs.org
16	Digital Archive Specialist	02/29/2024	3	austinpbs.org Referral	2 1	austinpbs.org
17	Event Producer	03/04/2024	5	austinpbs.org LinkedIn	3 2	austinpbs.org

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

Public recruitment sources utilized for each position (numbers correspond to recruitment source list in Attachment A):

Position	Job Title	Public Sources Utilized for Recruitment
1	Marketing Manager	6
2	Development Operations Specialist	4
3	Audio Engineer	7
4	Accountant	5
5	Director of IT	7
6	Producer	6
7	Merchandising Coordinator	1
8	Marketing Project Manager	7
9	VP of Community Relations	6
10	Merchandising Director	4
11	Associate Creative Director	7
12	Director of Donor Engagement and Stewardship	
13	Senior Engineer	3
14	Content Creator II	7
15	Technology Operations Specialist	3
16	Digital Archive Specialist	4
17	Event Producer	6

A narrative description of the station’s Supplement EEO Outreach Activities is included as Attachment B.

Notice: Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request Austin PBS 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 Austin PBS - KLRU-TV, Attention: Oliver Rowe, PO Box 7158, Austin, TX 78713-7158 or oliver.rowe@klru.org or (512) 890-1029. Austin PBS is an Equal Opportunity Employer.

Attachment A

Master List of Recruitment Sources and Total Number Interviewees Referred By Each Recruitment Source

No.	Source	Address	Telephone	Total No. of Interviewees Referred
1	Austin PBS Careers Page	PO Box 7158 Austin, TX 78713-7158	512-890-1029	18
2	Indeed	Indeed.com		7
3	LinkedIn	LinkedIn.com		11
4	NAACP	1709 E. 12th St Austin, TX 78702	512-476-6230	0
5	Austin Area Urban League	8011A Cameron Rd #100 Austin, Texas 78754	512-478-7176	0
6	Austin Chamber of Commerce	8001 Centre Park Dr. #160 Austin, Tx 78754	512-407-8240	0
7	Workforce Solutions (City of Austin & Chamber of Commerce)	9001 N IH 35, Ste 110A Austin, Texas 78753	512-597-7266	0
8	Handshake - job posting site for many colleges and universities	Internships only		0
9	Current Magazine	1612 K St NW Suite 704 Washington, DC 20006	301-270-7240	0
10	Texas Assoc. of Broadcasters (TAB)	502 11 th Street Suite 200 Austin, TX 78701	512-322-9944	0
11	Mission Capital	8303 N. MoPac Expwy A201 Austin, Texas 78759	512-477-5955	1
12	Association for Women in Communications	1101 W. 34 th St Austin, TX 78705	512-426-0685	0

13	Hispanic Chamber of Commerce	3601 Far West Blvd Austin, Texas 78731	512-476-7502	0
14	Internal Candidate			1
15	Referral/Agency			7
16	Online job board (unspecified)			2
TOTAL NUMBER OF INTERVIEWEES FOR ALL FULL-TIME POSITIONS				47

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Statement of Supplemental EEO Outreach Activities:

Participation in events sponsored by educational institutions relating to career opportunities in broadcasting.

On 11/3/2023, Austin PBS hosted students from the NE School of the Arts. The Director of Events and the Producer of the "Taco Mafia" series spoke with students about their jobs at the station, screened an episode of "Taco Mafia," provided station tours, and exposed them to career opportunities working in public media.

On 2/28/2024, Austin PBS participated in Westlake High School Senior Career Day. The Director of Events, the Producers of the "Taco Mafia" series, the Associate Producer of "Austin City Limits," and the Senior Multimedia Journalist spoke with students about their jobs at the station, screened examples of their productions, spoke with students about their jobs at the station and exposed them to career opportunities working in public media.

Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

During this reporting period, Austin PBS hosted several organizations' events at our Austin Media Center facilities. The events listed below were mostly focused on underrepresented groups in our community to provide them with exposure to careers, job fairs and other programs:

- Austin Young Chamber - Job & Resources Fair - 05/04/2023 - Job Fair for young Austinites
- The Links Town Lake Jazz Brunch - 03/23/2024 - Raise scholarship money for African American high school students
- United Way/ SX6 - 03/27/2024 - Discuss equity among low income students in the Success by 6 Program

Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

The Chief People and Culture Officer and HR Generalist on March 5, 2024 met with the Director of Corporate Partnerships | Breakthrough Internship Network. Breakthrough is a nation-wide organization and supports underrepresented students from grade school through college. We are going to partner with this organization to provide at least one internship to one of their students.

Provided internships to 10 students for Spring semester 2024 from several different universities, including UT Austin, ACC, St. Edward's University and Houston-Tilston. The internships were in several different areas of the organization, including Production and Membership Services. The internship period for Spring 2024 was from mid-January through the end of May. The internship program is managed by our HR Generalist and each intern is assigned to a member of the management team e.g. VP Production; Direct of Archive and several other department managers.

Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

The Chief People and Culture Officer and HR Generalist participated in the Public Media Career Fair 03/19/2024. This event gave us the opportunity to showcase our organization and current open positions to a diverse group of candidates participating in this event. This event was attended by over 300 candidates and 30+ media organizations like Austin PBS.