

Annual EEO Public File Report

Covering the Period from: April 1, 2018 to March 31, 2019
KNCT-FM

Section #1 – Vacancy Information

Position Filled	Recruitment Source of Hire	Total of Interviewees
A. Program Manager (Hired February 28, 2019)	Web Site	3
B. Chief Engineer (Hired January 1, 2019)	Referral (Internal)	1
C. General Manager (Hired October 29, 2018)	Referral	1
D. Membership Director (Hired September 13, 2018)	Referral (Internal)	1

Total Number of Persons Interviewed During Applicable Period:		6

Section #2 – Recruitment Source Information

Source	# Of Interviews	Positions For Which Source Was Used
KNCT-FM On-Air Announcements	0	A, B, C
Central Texas College Web Site	2	A, B, C
Texas Association of Broadcasters	1	A, B, C
Referral	2	A, B, C
KNCT Website	0	A
Facebook	0	A
WorkinTexas.com	0	A
TAMUCT	0	A
Central Texas College HR Posting (<i>Jobs for Military Families, Jobs for Military Spouses, ASCLS Career Center, ACAP, Fort Hood, Texas Workforce Commission, Workintexas, Texas Association of Broadcasters, Handshake, Military Spouse Employment Partnership, HigherEd.com</i>)	0	A,C
Chamber Network Event	1	C

Total	6	

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Recruitment Initiatives
Page #2

Central Texas College (CTC) - Educational Institution

KNCT FM provides laboratory facilities for students enrolled in broadcasting at Central Texas College. An average of 20 students will utilize station facilities for laboratory activities during the course of each semester.

Student Internships

KNCT FM accepts student interns from the Radio broadcasting program at Central Texas College and student interns from other colleges and universities.

Job Fairs

Station Participant: General Manager & Program Manager

KNCT FM's licensee, Central Texas College, host 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 career expos sponsored by local high schools and middle schools.

Community Outreach

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, Chamber of Commerce and other organizations. 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.

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.