

KNCT/KNCT-FM EEO PUBLIC FILE REPORT

APRIL 1, 2017-MARCH 31, 2018

SECTION 1 VACANCY LIST

Job Title	Station	Recruitment Sources Used to Fill Vacancy	Recruitment Source Referring Hire	Interviewees / Referring Sources in ()
No Full Time Employees Hired During Period				

SECTION 2 Master Recruitment Source List

Recruitment Source #	Source	Notification Sent	# of Interviewees

			Referred by Source
1	KNCT Website		
2	Central Texas College Website		
3	Central Texas College Human Resource Posting		
4	Central Texas College Radio TV Dept. Announcement		
5	Texas Association of Broadcasters		
6	Internal Candidates at KNCT/KNCT-FM		
7	Employee Referrals		
8	Hispanic Today Website		
9	Diversity Return on Investment Website		
10	On Air Announcements KNCT/KNCT-FM		
11	Local Newspaper Killeen Daily Herald		
12	Texas Workforce Commission		
13	Community Groups, NAACP, Alpha Kappa Alpha Sorority, Greater Vision Community Church		
14	Interviewee did not specify		
15	Facebook		
16	College Central Website		
17	WorkinTexas.com		
18	Military Spouse Employment Partnership		
19	HigherEd.com		
20	ACAP		
21	Baylor (www.baylor.edu/cpd/)		
22	Texas A&M-College Station		
23	UMHB (www.careerservices.umhb.edu)		
24	K-State (www.myinterfase.comLkstate LemQloyer)		

Note: Notifications are sent to these sources. There were no full time employees hired during this period.

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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 career expos sponsored by local high schools and middle school students.
4	Community Outreach (Max Rudolph General Manager Pat McCray Membership Director Steve Benger 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. 12 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
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.