

KUT/KUTX/KXBT (collectively KUT-FM)
300 W. Dean Keeton (A0704)
Austin, Texas 78712-1061

EEO Public File Report

April 1, 2021 – March 31, 2022

KUT-FM is an Equal Opportunity Employer

Full Time Job Vacancies/Interviewee Data

Position	Job Title	Date Filled	Total # of People Interviewed	Source which Referred Interviewee	No. of Interviewees Per Source	Hiree Referral Source
1.	Assistant Digital Editor	5/10/21	3	Word of Mouth	3	Word of Mouth
2.	Broadcast Operator and Technology Manager (2 positions hired)	7/26/21	6	KUT Social Media Word of Mouth TAB CPB Other	1 2 1 1 1	KUT Social Media & Other
3.	Multimedia Producer (2 positions hired)	10/18/21	4	KUT Website Word of Mouth KUT Social Media Multimedia Facebook Group	1 1 1 1	KUT Website & Word of Mouth
4.	Visual Storytelling Editor	9/7/21	5	KUT Website KUT Social Media Word of Mouth NPPA	2 1 1 1	KUT Website
5.	Assistant Director for Development-Leadership Giving	9/7/21	5	UT Jobs Site KUT Social Media Word of Mouth	3 1 1	Word of Mouth
6.	Production Engineer	12/16/21	7	Word of Mouth Airmedia.org Indeed	4 1 2	Word of Mouth
7.	Development Associate (internal promotion)	9/1/21	1	UT Jobs Site	1	UT Jobs Site
8.	Director of Programming & Audience	1/24/22	3	KUT Website KUT Social Media	2 1	KUT Website

9.	Morning Edition Newscast Host	12/13/21	4	KUT Website KUT Social Media	2 2	KUT Social Media
10.	Social Media Producer/Host (internal promotion)	10/1/21	1	UT Jobs Site	1	UT Jobs Site
11.	Web Producer/Host (internal promotion)	10/1/21	1	UT Jobs Site	1	UT Jobs Site
12.	Assistant Digital Editor	3/28/22	4	KUT Website KUT Social Media Word of Mouth	1 2 1	KUT Social Media
13.	Promotions Producer/Host (internal promotion)	11/29/21	1	UT Jobs Site	1	UT Jobs Site
14.	Texas Capitol Reporter, Texas Newsroom	3/28/22	5	KUT Website KUT Social Media Word of Mouth	1 1 3	Word of Mouth
15.	Executive Assistant	3/28/22	3	UT Jobs Site	3	UT Jobs Site
16.	Administrative Associate	3/21/22	4	UT Jobs Site	4	UT Jobs Site

Total number of interviewees for all full time positions: 57

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

For Position 1 KUT-FM used recruitment sources 1-3, 5, 6; 8-11, set forth on Attachment A.

For Position 2 KUT-FM used recruitment sources 1-3, 5, 6; 17-20, 26-27, set forth on Attachment A.

For Position 3 KUT-FM used recruitment sources 1-3, 5-11; 19-23, set forth on Attachment A.

For Position 4 KUT-FM used recruitment sources 1-3, 5-11; 19-22, set forth on Attachment A.

For Position 5 KUT-FM used recruitment sources 1-3, 5-7; 13, 14, 16, set forth on Attachment A.

For Position 6 KUT-FM used recruitment sources 1-3, 5, 6; 15, 23, 25, set forth on Attachment A.

For Position 7 KUT-FM used recruitment source 1, set forth on Attachment A.

For Position 8 KUT-FM used recruitment sources 1-3, 5-9; 11, set forth on Attachment A.

For Position 9 KUT-FM used recruitment sources 1-3, 5-9; 11, 12, set forth on Attachment A.

For Position 10 KUT-FM used recruitment source 1, set forth on Attachment A.

For Position 11 KUT-FM used recruitment source 1, set forth on Attachment A.

For Position 12 KUT-FM used recruitment sources 1-3, 5, 6; 8-11, set forth on Attachment A.

For Position 13 KUT-FM used recruitment source 1, set forth on Attachment A.

For Position 14 KUT-FM used recruitment sources 1-3, 5-12; 24, 29, set forth on Attachment A.

For Position 15 KUT-FM used recruitment sources 1-3, 5, 6, set forth on Attachment A.

For Position 16 KUT-FM used recruitment source 1, set forth on Attachment A.

There is also attached hereto a narrative description of the station's Supplement EEO Outreach Activities (Attachment B).

Notice: Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request KUT-FM 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 Station KUT-FM, Attention Position Notice, 300 W Dean Keeton St (A0704), Austin, TX 78712-1061 or kut@kut.org or (512) 471-1631. KUT-FM is an Equal Opportunity Employer.

Attachment A

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

No.	Source	Contact	Address	Telephone	Total No. of Interviewees Referred
1	Human Resources (UT Jobs Site)	Ms. Angela Frisana	https://www.utexas.edu/jobs	512-475-6586	14
2	KUT.org/jobs (KUT Website)	Mr. Todd Callahan	300 W. Dean Keeton St A0704 Austin, TX 78712 http://kut.org/jobs	512-471-1631	9
3	KUT/X Social Media	Mr. Andy Jechow	300 W. Dean Keeton St A0704 Austin, TX 78712		10
4	Word of Mouth Referrals /Email		Email / Direct Contact with Potential Candidates by KUT Staff		16
5	Texas Association of Broadcasters	Job Bank	http://www.tab.org/job-bank/		1
6	Corp for Public Broadcasting Jobline	Online posting	https://www.cpb.org/jobline		1
7	Current	Online Posting	http://www.current.org/		0
8	National Association of Black Journalists	Online posting	www.nabjcareers.org		0
9	National Assoc. of Hispanic Journalists	Online posting	www.nahjcareers.org		0
10	Online News Association	Online posting	www.careers.journalists.org		0
11	Asian-American Journalists Association	Human Resources	www.aajacareers.org		0
12	Public Media Journalists Association (PMJA)	Christine Paige Diers	christine@pmja.org		0
13	Women in Color in Fundraising and Philanthropy	Online Posting	www.woc-fp.com/opportunities		0
14	The African American Development Officers Network (AADO)	Online posting	www.aadonetwork.com/open-job-postings		0

15	Airmedia.org	Online Posting	www.Airmedia.org		1
16	Greater Public	Online Posting	www.greaterpublic.org/jobs/		0
17	Diversityjobs.com	Online Posting	www.Diversityjobs.com		0
18	Women in Technology International	Online Posting	www.Witi.com		0
19	Production Hub	Online Posting	www.Productionhub.com		0
20	Texas Film Commission	Online Posting	www.gov.texas.gov/film/hotline		0
21	National Press Photographers Association	Online Posting	www.Nppa.org/job		1
22	Journalismjobs.com	Online Posting	www.Journalismjobs.com		0
23	Facebook Groups	Online Posting	various		1
24	Institute for Nonprofit News	Online Posting	www.inn.org/jobs/		0
25	Indeed	Online Posting	www.indeed.com		2
26	Society of Broadcast Engineers	Online Posting	www.sbe.org/resources/jobs/		0
27	Talent.com	Online Posting	www.talent.com		0
28	Other	Online Posting			1
29	NLGJA	Online Posting	www.nlgja.org		0
30	KUT/X On-Air Announcements				0

Attachment B

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April 1, 2021 March 31, 2022**

Statement of Supplemental EEO Outreach Activities:

KUT-FM understands the importance of having a diverse workforce to carry out our public service mission and diversity is a component of KUT's strategic mission, therefore, staff is diligent in its effort to achieve a diverse candidate pool for open positions.

In September 2021, KUT and the Texas Newsroom, hosted NPR's Next Generation project in partnership with the Moody College of Communication School of Journalism for a seventh consecutive year. This weeklong multimedia storytelling boot camp focuses on building the pipeline for future media professionals. Six mentors partnered with six undergraduate minority journalism students across the state to develop their storytelling and audio production skills over the course of a week-long intensive. KUT invests nearly \$20,000 to bring this training to Central Texas and has already locked in a return engagement for an eighth consecutive yearly visit (10th overall) in 2022.

KUT has now hired three students for full-time positions from Next Generation projects at KUT, along with part-time and contract work from several more participants.

KUT continues to participate in the NPR's Public Media Village (Think.Public.Media.), which was represented at four journalism conventions including National Association of Hispanic Journalists, National Association of Black Journalists, Asian-American Journalist Association and Excellence in Journalism. Our participation gave us access to a database of diverse job applicants.

Notice of position openings are (a) sent to all organizations set forth at Attachment A as deemed appropriate for position, (b) posted on the station's website at www.kut.org/jobs and (c) announced on air quarterly and more often as position openings occur.

During the past 12 months, KUT provided 8 internship opportunities: three in News, three in Texas Standard and two in the Multimedia department. KUT also provided five unique opportunities for student workers: one in the Membership/Development, two in KUTX programming unit and one in the Admin/Finance unit. Additional volunteer opportunities with the various departments are also available during the year. These student worker/internship/volunteer opportunities take place during the spring, summer, and fall semesters. For example, KUT hosted 5 interns from Oct. 8, 2021 to Dec. 24, 2021. It was a diverse group of students coming from the University of Texas, Texas State and Austin Community College.

KUT-FM provides professional development opportunities to employees to assist them in obtaining the necessary skills to advance their career. KUT and KUTX staff members *virtually* attended the Public Media Development and Marketing Conference; the Public Radio Content Conference put together by PRPD; the Public Media Business Association (PBMA) Annual Conference, the Online News Association conference, The International Society of Online Journalists, the National Association of Black Journalists conference, the Excellence in Journalism conference and the National Association of Hispanic Journalists conference; as well as several trainings in

Washington, DC sponsored by NPR. Additionally, KUT is part of the The Texas Newsroom, which has added regular virtual trainings for news staff. For example, more than 50 members of the KUT newsroom participated in a workshop on Audio Best Practices on June 10, 2021. Texas Standard's Digital producer participated in Knight Center's Data Visualization training in Summer 2021 and KUT's Visual Storytelling Editor was part of the News Leaders Association's Emerging Leaders Institute Class of 2021-2022. Beyond several opportunities for professional development, KUT News sponsored a workshop on Coping with COVID, Anxiety and Burnout on February 10, 2022.

Over the past year, KUT held multiple stationwide cultural competency trainings for the entire organization to learn how to improve workplace culture, retention of diverse employees, and outreach to and coverage of diverse communities in our coverage areas. KUT's Executive Director attended public media's inaugural DEI Executive Cohort training from Greater Public over six months. On May 25th, 2021, KUT held two all staff meetings to present a six-month update on the 50+ Diversity, Equity, Accessibility and Inclusion initiatives set forth by various departments within the organization. This meeting was open for questions and suggestions. On February 10th, 2022, Dr. Marie Dezelic and Gabriel Ghanoum presented a session for all staff on COVID anxiety, trauma and burnout, with a strong focus on coping mechanisms. All employees attend annual required University of Texas online training "Diversity Inclusion in the Modern Workplace." In January, managers attended a University of Texas session "Recognizing and Interrupting Implicit Bias in the Workplace."

All employees are required to complete online compliance training modules including a module on Equal Employment Opportunity within their first 30 days of employment and every two years thereafter. KUT has added new DEAI training – in addition to what the University required – for all new employees.