

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

**EEO Public File Report  
April 1, 2023 – March 31, 2024**

**KUT-FM is an Equal Opportunity Employer**

**Full Time Job Vacancies/Interviewee Data**

| <b>Position</b> | <b>Job Title</b>                              | <b>Date Filled</b> | <b>Total # of People Interviewed</b> | <b>Source which Referred Interviewee(s)</b>                        | <b>No. of Interviewees Per Source</b> | <b>Hiree Referral Source</b> |
|-----------------|---|--------------------|--------------------------------------|--|---------------------------------------|------------------------------|
| 1.              | Morning Edition Producer                      | 4/17/23            | 5                                    | CPB<br>Other- Facebook<br>Current                                  | 3<br>1<br>1                           | Other-Facebook               |
| 2.              | Local Government Reporter                     | 6/6/23             | 5                                    | KUT Website<br>KUT Social Media<br>Word of Mouth<br>Other- Google  | 2<br>1<br>1<br>1                      | Word of Mouth                |
| 3.              | Visuals Editor                                | 7/17/23            | 4                                    | KUT Social Media<br>KUT Website<br>Word of Mouth                   | 2<br>1<br>1                           | KUT Social Media             |
| 4.              | KUT Digital Producer                          | 8/16/23            | 4                                    | KUT Website<br>LinkedIn  | 2<br>2                                | KUT Website                  |
| 5.              | Manager of Podcasts (internal promotion)      | 7/1/23             | 1                                    | UT Jobs Site   | 1                                     | UT Jobs Site                 |
| 6.              | Community Producer                            | 8/21/23            | 6                                    | KUT Website<br>UT Jobs Site<br>Word of Mouth<br>LinkedIn<br>Indeed | 1<br>1<br>1<br>2<br>1                 | KUT Website                  |
| 7.              | Assistant Digital Editor                      | 10/16/23           | 6                                    | KUT Website<br>Word of Mouth<br>LinkedIn                           | 3<br>2<br>1                           | KUT Website                  |
| 8.              | Texas Newsroom, Investigative Reporter/Editor | 11/27/23           | 6                                    | Word of Mouth<br>IRE Job Site<br>LinkedIn                          | 4<br>1<br>1                           | Word of Mouth                |
| 9.              | Mid-Level Gift Officer                        | 2/26/24            | 3                                    | UT Jobs Site<br>Word of Mouth<br>LinkedIn                          | 1<br>1<br>1                           | UT Jobs Site                 |

Total number of interviewees for all full time positions: 40

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 public recruitment sources 1-3, 5-10, 14, 18, set forth on Attachment A.

For Position 2 KUT-FM used public recruitment sources 1-3, 5-10, 14, 18, set forth on Attachment A.

For Position 3 KUT-FM used public recruitment sources 1-3, 5-6, 8-10, set forth on Attachment A.

For Position 4 KUT-FM used public recruitment sources 1-3, 5-6, 8-10, 12, set forth on Attachment A.

For Position 5 KUT-FM used public recruitment source 1, set forth on Attachment A.

For Position 6 KUT-FM used public recruitment sources 1-3, 5-6, 8-10; 12-13, set forth on Attachment A.

For Position 7 KUT-FM used public recruitment sources 1-3, 5-10; 12, set forth on Attachment A.

For Position 8 KUT-FM used public recruitment sources 1-3- 5-10, 12, 16-17, set forth on Attachment A.

For Position 9 KUT-FM used public recruitment sources 1-3, 5-7, 11, 12, set forth on Attachment A.

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

## 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. Roche George  | <a href="https://www.utexas.edu/jobs">https://www.utexas.edu/jobs</a>                                    | 512-475-6586 | 3                                  |
| 2   | KUT.org/jobs (KUT Website)                | Mr. Todd Callahan | 300 W. Dean Keeton St A0704<br>Austin, TX 78712<br><a href="http://kut.org/jobs">http://kut.org/jobs</a> | 512-471-1631 | 9                                  |
| 3   | KUT/X Social Media                        | Mr. Andy Jechow   | 300 W. Dean Keeton St A0704<br>Austin, TX 78712  |              | 3                                  |
| 4   | Word of Mouth Referrals /Email            |                   | Email / Direct Contact with Potential Candidates by KUT Staff  |              | 10                                 |
| 5   | Texas Association of Broadcasters         | Job Bank          | <a href="http://www.tab.org/job-bank/">http://www.tab.org/job-bank/</a>                                  |              | 0                                  |
| 6   | Corp for Public Broadcasting Jobline      | Online posting    | <a href="https://www.cpb.org/jobline">https://www.cpb.org/jobline</a>                                    |              | 3                                  |
| 7   | Current                                   | Online Posting    | <a href="http://www.current.org/">http://www.current.org/</a>  |              | 1                                  |
| 8   | National Association of Black Journalists | Online posting    | <a href="http://www.nabjcareers.org">www.nabjcareers.org</a>   |              | 0                                  |
| 9   | National Assoc. of Hispanic Journalists   | Online posting    | <a href="http://www.nahjcareers.org">www.nahjcareers.org</a>   |              | 0                                  |
| 10  | Asian-American Journalists Association    | Human Resources   | <a href="http://www.aajacareers.org">www.aajacareers.org</a>   |              | 0                                  |
| 11  | Greater Public                            | Online Posting    | <a href="http://www.greaterpublic.org/jobs/">www.greaterpublic.org/jobs/</a>                             |              | 0                                  |
| 12  | LinkedIn                                  | Online Posting    | <a href="http://www.linkedin.com">www.linkedin.com</a>   |              | 7                                  |
| 13  | Indeed                                    | Online Posting    | <a href="http://www.indeed.com">www.indeed.com</a>   |              | 1                                  |
| 14  | Other                                     | Online Posting    |  |              | 2                                  |
| 15  | KUT/X On-Air Announcements                |                   |  |              | 0                                  |
| 16  | Investigative Reports & Editors           | Online posting    | <a href="http://www.ire.org">www.ire.org</a>   |              | 1                                  |
| 17  | Online News Association (ONA)             | Online posting    | <a href="http://www.careers.journalists.org">www.careers.journalists.org</a>                             |              | 0                                  |

|    |   |                       |  |  |   |
|----|---|-----------------------|--|--|---|
| 18 | Public Media Journalists Association (PMJA) | Christine Paige Diers | <a href="mailto:christine@pmja.org">christine@pmja.org</a> |  | 0 |
|----|---|-----------------------|--|--|---|

## Attachment B

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EEO Public File Report  
April 1, 2023 March 31, 2024

### 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 efforts to achieve a diverse candidate pool for open positions.

***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.***

In September 2023, KUT and The Texas Newsroom held NPR's Next Generation project virtually and in person at KTEP in El Paso. This weeklong multimedia storytelling boot camp focuses on building the pipeline for future media professionals. Mentors, including the Texas Standard Managing Producer and a Multimedia Producer from KUT and Texas Standard, partnered with undergraduate minority journalism students across the state to develop their storytelling and audio production skills over the course of a week-long intensive.

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.

***Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).***

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, and Asian-American Journalist. The KUT News Managing Editor assists with this collaborative effort, and our Capitol Reporter and a KUT News Host worked at recruiting booths at some of the conventions. 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](http://www.kut.org/jobs) and (c) announced on air quarterly and more often as position openings occur.

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

During the past 12 months, KUT hosted 35 interns as part of three separate internship sessions (spring, summer, and fall semesters): six interns in News, nine in Texas Standard, six in KUTX Music, three in Digital News and five in the Multimedia department, three in Podcasts and three in Technology. For example, KUT hosted 11 interns from September 11, 2023 to December 8, 2023. It was a diverse group of students coming from the University of Texas, Texas State and Austin Community College. Interns are supervised by various managers, including the KUT News Senior Editor, Visuals Editor, Senior Production Engineer and Manager of Podcasts.

KUT also provided seven unique opportunities for student workers: two in the Membership/Development, one in KUTX Events, one in Graphic Design, one in Technology and two in the Admin/Finance unit. Additional volunteer opportunities with the various departments are also available during the year.

***Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.***

KUT News provides professional development opportunities to employees to assist them in obtaining the necessary skills to advance their career. KUT and KUTX staff members 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 Online News Association conference; The Public Media Journalism Association conference; The International Society of Online Journalists, the National Association of Black Journalists 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 Texas Newsroom, which has added regular virtual trainings for news staff. Also, the KUT newsroom has added monthly (sometimes twice a month) trainings ranging from the basics of newscast writing to a day-long session for editors. Other trainings are added as part of staff development plans. For example, an Executive Assistant who helps with station administration and one of our tech specialists became certified in project management in the past year through University of Texas courses.

***Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.***

KUT staff also participated in cultural competency trainings to learn how to improve workplace culture, retention of diverse employees, and outreach to and coverage of diverse communities in our coverage areas, including our Assistant Program Director, Membership Manager and Marketing Manager participation in the November 14, 2023 Public Media For All sessions. KUT's General Manager is a member of a monthly cohort of Public Media For All station executives to discuss equity issues, including hiring and training, within the public media system. As of Jan. 1, 2024, due to the state of Texas Senate Bill 17 banning mandatory DEI training and university (and station) expense on DEI efforts, KUT and KUTX can no longer hold specialized diversity, equity and inclusion trainings.

All employees are required to complete online compliance training modules including a module on Equal Employment Opportunity within their first 30 days of employment, previously every other year and being changed this year to annual.