

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

EEO Public File Report
April 1, 2022 – March 31, 2023

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 Program Director-Ops Manager (internal promotion)	4/1/22	1	UT Jobs Site	1	UT Jobs Site
2.	Texas Standard Managing Editor	4/20/22	3	KUT Website Word of Mouth	1 2	Word of Mouth
3.	KUT-KUTX Business Manager	10/1/22	3	KUT Website UT Jobs Site	2 1	KUT Website
4.	Reporter, Williamson County	8/1/22	6	KUT Website CPB	5 1	KUT Website
5.	Associate Producer/Reporter , Texas Standard	8/1/22	6	KUT Website KUT Social Media LinkedIn	3 2 1	KUT Website
6.	Reporter, Travis County	8/29/22	3	Word of Mouth KUT Website NAHJ	1 1 1	Word of Mouth
7.	Assistant Digital Editor (internal promotion)	7/4/22	1	UT Jobs Site	1	UT Jobs Site
8.	Digital Producer, Texas Standard	9/13/22	5	KUT Website UT Jobs Site Current	3 1 1	KUT Website
9.	Producer (internal promotion)	6/27/22	1	UT Jobs Site	1	UT Jobs Site

10.	Membership Associate	8/15/22	8	UT Jobs Site KUT Website KUT Social Media Word of Mouth Indeed	2 2 2 1 1	KUT Website
11.	Senior Editor	12/5/22	3	KUT Website Word of Mouth	1 2	Word of Mouth
12.	KUT Digital Producer	9/12/22	6	KUT Website NABJ	5 1	KUT Website
13.	Membership Specialist	9/26/22	4	UT Jobs Site KUT Website	1 3	KUT Website
14.	Producer/Reporter , Texas Standard	12/12/22	4	KUT Website KUT Social Media UT Jobs Site CPB	1 1 1 1	KUT Social Media
15.	Sponsorship Sales Associate	11/14/22	3	UT Jobs Site KUT Social Media Other	1 1 1	UT Jobs Site
16.	Email Campaign Developer	2/20/23	5	UT Jobs Site Word of Mouth LinkedIn	2 1 2	Word of Mouth
17.	Administrative Assistant	1/17/23	3	UT Jobs Site KUT Social Media Indeed	1 1 1	Indeed
18.	Reporter (internal promotion)	1/1/23	1	UT Jobs Site	1	UT Jobs Site
19.	Healthcare Reporter	2/10/23	3	UT Jobs Site KUT Social Media Word of Mouth	1 1 1	Word of Mouth
20.	Producer (internal promotion)	1/9/23	1	UT Jobs Site	1	UT Jobs Site

Total number of interviewees for all full time positions: 70

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 source 1, set forth on Attachment A.

For Position 2 KUT-FM used recruitment sources 1-12; 19, set forth on Attachment A.

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

For Position 4 KUT-FM used recruitment sources 1-3, 5-9; 12-13, set forth on Attachment A.

For Position 5 KUT-FM used recruitment sources 1-3; 5-6, 8-9; 11; 16 set forth on Attachment A.

For Position 6 KUT-FM used recruitment sources 1-6, 8-9; 11-13, 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, 5-11, 15 set forth on Attachment A.

For Position 9 KUT-FM used recruitment source 1, set forth on Attachment A.

For Position 10 KUT-FM used recruitment source 1-6, 14; 17 set forth on Attachment A.

For Position 11 KUT-FM used recruitment source 1-9, 11 set forth on Attachment A.

For Position 12 KUT-FM used recruitment sources 1-3, 5-6; 8-9, 11 set forth on Attachment A.

For Position 13 KUT-FM used recruitment source 1-3, 5, 21-22, set forth on Attachment A.

For Position 14 KUT-FM used recruitment sources 1-3, 5-6, 8-9, 11 set forth on Attachment A.

For Position 15 KUT-FM used recruitment sources 1-3, 5, 6, 18 set forth on Attachment A.

For Position 16 KUT-FM used recruitment source 1-6, 16, set forth on Attachment A.

For Position 17 KUT-FM used recruitment source 1-3, 5-6, 17 set forth on Attachment A.

For Position 18 KUT-FM used recruitment source 1, set forth on Attachment A.

For Position 19 KUT-FM used recruitment source 1-6, 7, 9, 12, set forth on Attachment A.

For Position 20 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).

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	https://www.utexas.edu/jobs	512-475-6586	16
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	27
3	KUT/X Social Media	Mr. Andy Jechow	300 W. Dean Keeton St A0704 Austin, TX 78712		8
4	Word of Mouth Referrals /Email		Email / Direct Contact with Potential Candidates by KUT Staff		8
5	Texas Association of Broadcasters	Job Bank	http://www.tab.org/job-bank/		0
6	Corp for Public Broadcasting Jobline	Online posting	https://www.cpb.org/jobline		2
7	Current	Online Posting	http://www.current.org/		1
8	National Association of Black Journalists	Online posting	www.nabjcareers.org		1
9	National Assoc. of Hispanic Journalists	Online posting	www.nahjcareers.org		1
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	RTDNA	Online Posting	https://www.rtdna.org/		0
14	Greater Public	Online Posting	www.greaterpublic.org/jobs/		0
15	Journalismjobs.com	Online Posting	www.Journalismjobs.com		0

16	LinkedIn	Online Posting	www.linkedin.com		3
17	Indeed	Online Posting	www.indeed.com		2
18	Other	Online Posting			1
19	NLGJA	Online Posting	www.nlgja.org		0
20	KUT/X On-Air Announcements				0
21	Women in Color in Fundraising and Philanthropy	Online Posting	www.woc-fp.com/opportunities		0
22	The African American Development Officers Network (AADO)	Online posting	www.aadonetwork.com/open-job-postings		0

Attachment B

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April 1, 2022 March 31, 2023**

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.

Founded in June 2019, the KUT Workplace Culture Committee is a staff-led group that functions with support from the General Manager and senior leadership. The WCC is run by staff, for staff. The committee's goal is to bring together employees of KUT, KUTX and Texas Standard to foster transparent communication across all departments – especially between employees and management - and to facilitate staff growth and development. The committee aims to make the workplace an inclusive, accepting, and fulfilling environment by working collectively to address issues such as workplace and workspace contentment, respect, equity, access, and representation. Some accomplishments include working toward a more transparent hiring process, the creation of a station-wide climate survey and flexible work arrangement survey, designed to better understand and support staff experiences. The committee also connects staff to DEAI trainings provided by The University, such as Inclusive Hiring Practices and LGBTQIA+ Ally Training, by highlighting these existing trainings and sharing out information to staff.

In November of 2022, KUT and the Texas Newsroom, hosted NPR's Next Generation project for a 10th 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 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 29 internship opportunities: five in News, ten in Texas Standard, six in KUTX Music, two in Digital News and six in the Multimedia department. KUT also provided eight unique opportunities for student workers: four in the Membership/Development, and four 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 8 interns from August 29, 2022 to December 18, 2022. 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 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 (*virtually*), the Online News Association conference, The International Society of Online Journalists, the Excellence in Journalism conference and the National Association of Hispanic Journalists conference; as well as several virtual trainings sponsored by NPR. Additionally, KUT is part of the The Texas Newsroom, which has added regular virtual trainings for news staff. One example; the staff trained on how to report on stories within the transgender community.

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. All employees also attend annual required University of Texas online training "Diversity Inclusion in the Modern Workplace." Additionally, KUT provided training to management staff this year including two sessions with corporate trainers Brevity & Wit: Situational Leadership, 9/22/22 and Leading with an Equity Lens, 7/14/22.

A KUT staff member serves on the UT Moody College of Communication Diversity, Equity, and Inclusion Committee - an active committee, charged with advising the Moody College Office of Diversity, Equity, and Inclusion and Moody College leadership on ways that it can help to improve the culture of the college.