

Austin PBS
PO Box 7158
Austin, Texas 78713-7158
EEO Public File Report

April 1, 2022 - March 31, 2023
Austin PBS is an Equal Opportunity Employer

Full Time Job Vacancies/Interviewee Data

Position	Job Title	Date Filled	Total # Interviews	Source which Referred Interviewee	No. Per Source	Hiree Referral Source
1	Digital Communications Associate	07/11/2022	2	Indeed Careers Page	1 1	Indeed
2	Senior Accountant	07/11/2022	4	Indeed Careers Page	2 2	Indeed
3	Social Media Marketing Associate	09/19/2022	3	Indeed Careers Page	2 1	Indeed
4	Chief People and Culture Officer	01/16/2022	3	Referral /Agency	3	Referral/Agency
5	Marketing Producer	11/21/2022	3	Career Page	3	Careers Page
6	Manager of External Relations	01/23/2023	3	Indeed	3	Indeed
7	Human Resources Generalist	02/06/2023	4	Indeed Careers Page	2 2	Indeed
8	Production Coordinator	02/14/2023	6	Careers Page Indeed	4 2	Careers Page
9	Chief Marketing Officer	02/21/2023	5	Careers Page	5	Careers Page

10	Development Associate	02/21/2023	4	Careers Page	4	Careers Page
11	Director of Archives	02/21/2023	3	Careers Page	3	Careers Page

Total number of interviewees for all full time positions: 40

For Position 1 - 3 & 5 - 11 Austin PBS used recruitment sources 1 and/or 2, set forth on Attachment A. For Position 4 Austin PBS used recruitment source 15 , set forth on Attachment A.

A narrative description of the station's Supplement EEO Outreach Activities is included as Attachment B.

Notice: Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request Austin PBS 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 Austin PBS - KLRU-TV, Attention: Oliver Rowe, PO Box 7158, Austin, TX 78713-7158 or oliver.rowe@klru.org or (512) 890-1029. Austin PBS is an Equal Opportunity Employer.

Attachment A

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

No.	Source	Address	Telephone	Total No. of Interviewees Referred
1	Austin PBS Careers Page	PO Box 7158 Austin, TX 78713-7158	512-890-1029	25
2	Indeed	Indeed.com		12
3	LinkedIn	LinkIn.com		
4	NAACP	1709 E. 12th St Austin, TX 78702	512-476-6230	
5	Austin Area Urban League	8011A Cameron Rd #100 Austin, Texas 78754	512-478-7176	
6	Austin Chamber of Commerce	8001 Centre Park Dr. #160 Austin, Tx 78754	512-407-8240	
7	Workforce Solutions (City of Austin & Chamber of Commerce)	9001 N IH 35, Ste 110A Austin, Texas 78753	512-597-7266	
8	Handshake - job posting site for many colleges and universities			
9	Current Magazine	1612 K St NW Suite 704 Washington, DC 20006	301-270-7240	
10	Texas Assoc. of Broadcasters (TAB)	502 11 th Street Suite 200 Austin, TX 78701	512-322-9944	
11	Mission Capital	8303 N. MoPac Expwy A201 Austin, Texas 78759	512-477-5955	
12	Association for Women in Communications	1101 W. 34 th St Austin, TX 78705	512-426-0685	
13	Hispanic Chamber of Commerce	3601 Far West Blvd Austin, Texas 78731	512-476-7502	
14	Internal Candidate			
15	Referral/ Agency			3

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Statement of Supplemental EEO Outreach Activities:

Austin PBS HR and Development Team met with the ACC Internship Program management team. We discussed our commitment to provide internship opportunities to their students each semester; opportunities for special class projects (e.g. redesign our organization website); participate in outreach programs and other projects. We share a building with ACC and are committed to a long-term partnership that is beneficial to both organizations.

Met with staff from Southwestern State University and St. Edward's University to discuss our internship programs and the best way for their students to participate in the selection process each semester. Provided them with an overview of our internship programs and list of possible internships that would be available each semester.

Provided internships to 10 students for Spring semester 2023 from several different universities; including UT Austin, ACC and St. Edward's University. The internships were in several different areas of the organization including Production and Membership Services. The internship period for Spring was from mid-January through the end of May.

The Chief People and Culture Officer, Oliver Rowe and HR Generalist, Julianna Kolk attended 03/24/23 and 03/31/23 St. Edward's Career Fair and Inter Interviews sessions. The events presented us with the opportunity to talk to students about career opportunities with Austin PBS and interview candidates for upcoming internships in the Summer and Fall semesters.

The Chief People and Culture Officer, Oliver Rowe and HR Generalist, Julianna Kolk participated in Public Media Career Fair 03/29/2023. This event gave us the opportunity to showcase our organization and current open positions to a diverse group of candidates participating in this event. This event was attended by over 300 candidates and 30+ media organizations like Austin PBS.