

**KLRU-TV**  
**PO Box 7158**  
**Austin, Texas 78713-7158**  
**EEO Public File Report**  
**April 1, 2016 - March 31, 2017**  
**KLRU-TV is an Equal Opportunity Employer**

**Full Time Job Vacancies/Interviewee Data**

<b>Position</b>	<b>Job Title</b>	<b>Date Filled</b>	<b>Total # Interviews</b>	<b>Source which Referred Interviewee</b>	<b>No. Per Source</b>	<b>Hiree Referral Source</b>
1.	MCVT Operator	5/23/2016	7	Texas Association of Broadcasters Indeed KLRU (internal) KLRU (website)	1 1 3 2	(*2 hires)  Texas Association of Broadcasters  KLRU (website)
2.	Video Specialist & Content Manager	6/13/2016	3	Austin Chronicle KLRU (website) KLRU (referral)	1 1 1	KLRU (website)
3.	Digital Media Associate	7/12/2016	3	University of Texas College of Communications (Job Fair) KLRU (internal)	2 1	Job Fair (University of Texas College of Communications)
4.	Development Associate	9/8/2016	14	Austin Chronicle 501Community Association of Fundraising Professionals Texas NonProfits Craigslist KLRU (website) KLRU (referral)	3 2 2 1 1 3 2	Austin Chronicle

5.	Development Manager	10/01/2016	3	Austin Chronicle KLRU (website) KLRU (internal)	1 1 1	KLRU (internal candidate – temp promoted to FT)
6.	Videographer/ Editor	10/31/2016	7	Austin Chronicle Texas Association of Broadcasters KLRU (website) KLRU (referral) KLRU (internal candidate)	1 1 1 2 2	KLRU (internal candidate – temp promoted to FT)
7.	Development Associate	10/31/2016	5	Association of Fundraising Professionals Austin Chronicle Texas NonProfits KLRU (website) KLRU (referral)	1 1 1 1 1	Association of Fundraising Professionals
8.	MCVT Operator	11/7/2016	2	Texas Association of Broadcasters KLRU (referral)	1 1	KLRU (referral)
9.	Project Director, Ready To Learn	11/28/2016	8	Austin Chronicle Current 501Community Texas NonProfits Craigslist KLRU (website)	2 1 1 1 1 2	KLRU (website)
10.	Web Developer	12/7/2016	9	Indeed University of Texas (HireUTexas) KLRU (website)	6 1 2	University of Texas (Hire UTexas)

11.	MCVT Operator	12/1/2016	3	Texas Association of Broadcasters	1	(*2 hires made)
				KLRU (internal candidate)	2	Texas Association of Broadcasters
						KLRU (internal – temp promotion to full-time)
12.	Editorial Director	1/10/2017	4	Austin Chronicle	1	KLRU (website)
				Corporation for Public Broadcasting	1	
				KLRU (website)	1	
				KLRU (referral)	1	
13.	Metadata Manager	1/30/2017	3	Austin Chronicle	1	KLRU (website)
				Idealist	1	
				KLRU (website)	1	

**Total number of interviewees for all full time positions: 71**

- For Position 1 KLRU-TV used recruitment sources 1-50, set forth on Attachment A.**
- For Position 2 KLRU-TV used recruitment sources 1-50, set forth on Attachment A.**
- For Position 3 KLRU-TV used recruitment sources 1-50, set forth on Attachment A.**
- For Position 4 KLRU-TV used recruitment sources 1-50, set forth on Attachment A.**
- For Position 5 KLRU-TV used recruitment sources 1-50, set forth on Attachment A.**
- For Position 6 KLRU-TV used recruitment sources 1-50, set forth on Attachment A.**
- For Position 7 KLRU-TV used recruitment sources 1-50, set forth on Attachment A.**
- For Position 8 KLRU-TV used recruitment sources 1-50, set forth on Attachment A.**
- For Position 9 KLRU-TV used recruitment sources 1-50, set forth on Attachment A.**
- For Position 10 KLRU-TV used recruitment sources 1-50, set forth on Attachment A.**
- For Position 11 KLRU-TV used recruitment sources 1-50, set forth on Attachment A.**
- For Position 12 KLRU-TV used recruitment sources 1-50, set forth on Attachment A.**
- For Position 13 KLRU-TV used recruitment sources 1-50, 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 KLRU-TV 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 KLRU-TV, Attention: Melanie Blackman, PO Box 7158, Austin, TX 78713-7158 or [mblackman@klru.org](mailto:mblackman@klru.org) or (512) 475-9031. KLRU-TV 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	KLRU (Referrals, Staff Transfer, KLRU Web Site, Walk-ins)	Ms. Blackman	PO Box 7158 Austin, TX 78713-7158	512-475-9031	32
2	Current Magazine	Loreal Lynch	1612 K St NW Ste 704 Washington, DC 20006	301-270-7240	1
3	Texas Assoc. of Broadcasters (TAB)	Craig Bean, Public Service Manager	502 11 <sup>th</sup> Street Suite 200 Austin, TX 78701	512-322-9944	4
4	University of Texas (Hire UTexas /Job Fair)	Recruiting	100 W Dean Keeton SSB 4.102 Austin, TX 78701	512-471-2425	3
5	NAACP of Texas	Claude Foster	1107 E. 11 <sup>th</sup> St Austin, TX 78752	512-476-6230	
6	National Association of Black Broadcasters	nabobinfo@nabob.org	1155 Connecticut Ave NW # 600 Washington, DC 20036	202-463-8970	
7	American Women in Radio & Television	Mary Strickland	P.O. Box 2684 Austin, TX 78768	512-459-2017	
8	Austin American-Statesman	Classifieds	305 S. Congress Austin, TX 78701	512-445-4000	
9	YWCA Women's Counseling & Resource Ctr.	Daphne Garza	2015 N. IH-35 Suite 110 Austin, TX 78752	512-326-1222	
10	Texas Rehabilitation Commission		4900 N. Lamar Austin, TX 78751	512-424-4000	
11.	Huston-Tillotson College	Paul Leverington	900 Chicon St Austin, TX 78702	512-505-3000	

12	Idealist / Actions Without Borders	Classifieds	302 Fifth Ave 11th Fl NY, NY 10001	646-786-6886	1
13	National Association of Minority Media Exec.	Nancy Osborn, Administrator	1921 Gallows Rd Suite 600 Vienna, VA 22182	703-893-3622	
14	Governor's EEO Office	Human Resources	PO Box 12428 Central Station Austin, TX 78711	512-463-5873	
15	Rosewood-Zaragosa Neighborhood Center	Steve Morris	2800 Webberville Austin, TX 78702	512-972-6750	
16	Concordia University	Human Resources	11400 Concordia University Drive Austin TX 78726	512-313-3000	
17	LANIC Project	Theresa Polk	1 University Station D0800 Austin, Texas 78712	512-232-2418	
18	Digital Workforce Academy – Arthur B. DeWitty Job Training Center	Rochion Gregg	2209 Rosewood Ave, #100 Austin, TX 78702	512-320-0065	
19	American Youthworks	Placement Office	216 E. 4 <sup>th</sup> Street Austin, TX 78701	512-236-6100	
20	Caritas of Austin	Nancy Clark	P.O. Box 1947, Austin, TX 78767	512-479-4610	
21	African-American Media Incubator	Keith Murphy	2164 Wisconsin Ave NW, Washington, DC 20007	202-342-6661	
22	Texas NonProfits (formerly TANO)	Barry Silverburg	5930 Middle Fiskville Rd Austin, TX 78752	512-223-7076	3
23	Austin Area Urban League	Charlotte Thomas	1033 La Posada Drive Suite 150 Austin, TX 78752	512-478-7176	
24	Corporation for Public Broadcasting	Job Line / PBS Connects	401 9 <sup>th</sup> St NW Washington, DC 20004-2129	202-879-9600	1
25	St. Edwards University	Career Planning	3001 S. Congress Austin, TX 78704	512-448-8530	
26	Association for Women in Communications	Christina Fenley	PO Box 50104 Austin TX 78763	512-426-0685	
27	National Assoc of Black College Broadcasters	Job Bank	P.O. Box 3191 Atlanta, GA 30302	404-523-6136	

28	The Austin Chronicle	Classifieds	4000 N. I-35 Austin, Texas 78751	512-454-5766	11
29	National Association of Broadcasters	Career Center	1771 N St NW Washington, DC 20036-2800	202-429-5498	
30	Texas Association of Chicanos	Javier Olguín	P.O. Box 986 Austin, Texas 78767-0986	512-223-6277	
31	ITT Technical Institute	Career Placement	6330 E. Hwy 290 Austin, TX 78723	512-467-6800	
32	Indeed	Classifieds	6433 Champion Grandview Way Bldg 1 Austin, TX 78750	512-459-5300	7
33	Craig's List	Classifieds	1381 9 <sup>th</sup> Ave San Francisco CA 94122	415-566-6394	2
34	Native-American Public Telecommunications	Lynn Warren	P.O. Box 83111 Lincoln, NE 68501	402-472-3522	
35	Association of Fundraising Professionals	Job Bank	815 Brazos St # A Austin, TX 78701	512-457-8145	3
36	Capital City African American Chamber of Commerce	Greg Marshall	5407 N. IH 35 Ste. 304 Austin, TX 78723	512.459.1181	
37	Goodwill	Amy Burns	403 Baylor St #5313 Austin, TX 78703	512-637-7107	
38	Hispanic Chamber of Commerce	Administration	2800 South IH 35 Suite 260 Austin, Texas 78704	512-476-7502	
39	TV Jobs	Broadcast Employment Services	P.O. Box 4116 Oceanside,CA 92052	800-374-0119	
40	LinkedIn	Classified	2029 Stierlin Cy Mountain View, CA 94043	650-687-3600	
41	Southwestern University	Career Services	1001 E University Georgetown, TX 78626	512-863-6511	
42	East Austin Online	Classifieds	1106 Clayton Ln Suite 208E Austin, TX 78723	512-371-3265	
43	NOKOA	Classifieds	P.O. Box 1131 Austin, TX 78767-1131	512-499-8713	

44	The Villager	Classifieds	1223 Rosewood Austin, TX 78702	512-476-0082	
45	Texas Workforce Commission	Job Board	3401 Webberville Bldg 1000 Austin, TX 78702	512-223-5400	
46	American Marketing Association – Austin	Classifieds	Austin AMA P.O. Box 141668 Austin, TX 78714-1668	512-245-7428	
47	Non-Profit Times	Classifieds	201 Littleton Road, 2nd Floor Morris Plains, NJ 07950	973-401-0202	
48	Chronicle of Philanthropy	Classifieds	1255 23rd St NW Washington, D.C. 20037	202-466-1200	
49	501Communities (formerly Greenlights)	Job Board	7703 N. Lamar Suite 400 Austin, TX 78752	512-477-5955	3
50	Society of Broadcast Engineers Inc.	Classifieds	9102 North Meridian Street, Suite 150 Indianapolis, IN 46260	317-846-9000	

\* Asterisk denotes recruitment sources which requested job notification announcements

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**Statement of Supplemental EEO Outreach Activities:**

**KLRU-TV participated in the February 22, 2017 University of Texas College of Communications Spring 2016 Job and Internship Fair, and the Huston-Tillotson University Spring Career Expo & Fall Internship Fair on March 29, 2017.**

**Over the 2016 summer break, KLRU hosted three students from the Ann Richards School secondary school. While also assisting us with our news and public affairs projects, the girls pitched, shot and edited their own story on the presidential race. The purpose of the internship was to give the girls real-world experience working in news media. KLRU also supports the “PBS Newshour Student Reporting Lab” initiative in 5 area high schools, including mentorships and production collaboration.**

**KLRU participated in the February 6-8, 2017 Leander Independent School District “Cool Week” by hosting students at the KLRU offices for job shadowing and career mentorship. On February 23, 2017 KLRU hosted Public Relations students from the University of Texas to discuss how we produce content and how we use sources to produce that content. KLRU conducts informational interviews with high school and college students interested in a career in broadcasting. Conversations include a station tour, discussion about college majors and classes, reviewing and editing student resumes, and answering general questions about the industry. KLRU regularly hosts a number of field trips for area schools whose purpose is to inform students of the variety of career opportunities available in broadcasting.**

**KLRU-TV provides internships opportunities to area college students. Over the past year, KLRU has provided a total of 21 internship opportunities; 8 with the national production – *Austin City Limits*, 6 with Local Productions, 3 with Community Engagement & Web, 1 with Programming, 1 with Development & Membership and 2 with Educational Services.**

**KLRU-TV provides student scholarship/employment opportunities to area college students. Over the past year, KLRU has provided a total of 12 work study opportunities; 1 in Production, 2 in Development & Membership department, 1 in Community Engagement & Web, 2 in Educational Services, 2 in Programming, 2 in Engineering/MCVT, and 2 in Accounting & Administration.**

**KLRU also provided to staff its annual Diversity and Inclusion training on January 6, 2017, with presenters from Alliance Work Partners. The training focused on recognizing the many kinds of diversity that exist and actively promoting a culture that appreciates and welcomes differences.**

**KLRU also provides station personnel with training and mentorship in the use of editing systems, ProTrack systems for station programming & master control, automation equipment and supporting software for master control & broadcast, Raisers Edge software for the station’s membership database, Google Suite, and other technology training. Station management also encourages staff to make use of the University of Texas’ free & paid training opportunities and professional development classes, as well as free training and education programs and webinars through Alliance Work Partners.**