

KLRU-TV
PO Box 7158
Austin, Texas 78713-7158
EEO Public File Report
April 1, 2018 - March 31, 2019
KLRU-TV 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.	Development Associate	04/01/2018	11	Association of Fundraising Professionals Austin Chronicle Craigslisat Idealist Indeed KLRU website Mission Capital Texas Nonprofit Association	1 1 1 2 1 1 3 1	Mission Capital
2.	Multimedia Producer, American Graduate	04/09/2018	5	Indeed LinkedIn Texas Association of Broadcasters	2 2 1	Indeed
3.	Studio Producer	07/23/2018	6	Austin Chronicle Indeed KLRU referral KLRU website TVJobs	1 1 2 1 1	KLRU referral
4.	Project Director, Play To Learn	08/29/2018	4	Indeed KLRU referral	3 1	KLRU referral

5.	Production Coordinator	10/01/2018	5	KLRU internal candidate	2	KLRU internal candidate
				KLRU referral	1	
				KLRU website	2	
6.	Executive Assistant & Secretary to the Board	02/18/2019	5	Indeed	2	Mission Capital
				KLRU referral	2	
				Mission Capital	1	
7.	Web Developer	3/04/2019	7	Austin Digital Jobs	2	Hire UTexas
				Hire UTexas	1	
				Indeed	3	
				KLRU website	1	
8.	Post Production Engineer	03/25/2019	3	KLRU referral	1	Society of Broadcast Engineers
				LinkedIn	1	
				Society of Broadcast Engineers	1	

Total number of interviewees for all full time positions: 46

For Position 1 KLRU-TV used recruitment sources from 1-40, set forth on Attachment A.

For Position 2 KLRU-TV used recruitment sources from 1-40, set forth on Attachment A.

For Position 3 KLRU-TV used recruitment sources from 1-40, set forth on Attachment A.

For Position 4 KLRU-TV used recruitment sources from 1-40, set forth on Attachment A.

For Position 5 KLRU-TV used recruitment sources from 1-40, set forth on Attachment A.

For Position 6 KLRU-TV used recruitment sources from 1-40, set forth on Attachment A.

For Position 7 KLRU-TV used recruitment sources from 1-40, set forth on Attachment A.

For Position 8 KLRU-TV used recruitment sources from 1-40, 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 or (512) 475-9031. KLRU-TV is an Equal Opportunity Employer.

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

No.	Source	Address	Telephone	Total No. of Interviewees Referred
1	KLRU (Referrals, Internal, KLRU Web Site, Walk-ins)	PO Box 7158 Austin, TX 78713-7158	512-475-9031	14
2	Current Magazine	1612 K St NW Suite 704 Washington, DC 20006	301-270-7240	
3	Texas Assoc. of Broadcasters (TAB)	502 11 th Street Suite 200 Austin, TX 78701	512-322-9944	1
4	University of Texas (Hire UTexas /Job Fair)	100 W Dean Keeton SSB 4.102 Austin, TX 78701	512-471-2425	1
5	NAACP	1709 E. 12th St Austin, TX 78702	512-476-6230	
6	National Association of Black Broadcasters	1201 Connecticut Ave NW #200 Washington, DC 20036	202-463-8970	
7	American Women in Radio & Television	8405 Greensboro Drive #800 McLean, VA 22102	703-506-3290	
8	Austin American- Statesman	305 S. Congress Austin, TX 78701	512-445-4000	
9	Huston-Tillotson College	900 Chicon St Austin, TX 78702	512-505-3000	
10	Idealist / Actions Without Borders	389 Fifth Ave 9th Floor NY, NY 10016	646-786-6886	2
11	National Association of Minority Media Executives	1921 Gallows Rd Suite 600 Vienna, VA 22182	703-893-3622	
12	Rosewood-Zaragosa Neighborhood Center	2800 Webberville Austin, TX 78702	512-972-6740	
13	Concordia University	11400 Concordia Univ. Drive Austin TX 78726	512-313-3000	
14	LANIC Project	1 University Station D0800 Austin, Texas 78712	512-232-2418	
15	Digital Workforce Academy – Arthur B. DeWitty Job Training Center	2209 Rosewood Ave #100 Austin, TX 78702	512-320-0065	
16	American Youthworks	1901 E. Ben White Blvd Austin, TX 78741	512-744-1900	
17	Caritas of Austin	P.O. Box 1947 Austin, TX 78767	512-479-4610	
18	African-American Media Incubator	2164 Wisconsin Ave NW, Washington, DC 20007	202-342-6661	

19	Texas Nonprofit Association	PO Box 66473 Houston, TX 77266	713-821-1744	1
20	Austin Area Urban League	8011-A Cameron Rd Bldg A-100 Austin, TX 78754	512-478-7176	
21	Corporation for Public Broadcasting	401 9 th St NW Washington, DC 20004	202-879-9600	
22	St. Edwards University	3001 S. Congress Austin, TX 78704	512-448-8530	
23	Association for Women in Communications	1101 W. 34 th St Austin, TX 78705	512-426-0685	
24	The Austin Chronicle	4000 N. I-35 Austin, Texas 78751	512-454-5766	2
25	National Association of Broadcasters	1771 N St NW Washington, DC 20036-2800	202-429-5498	
26	Indeed	6433 Champion Grandview Way Austin, TX 78750	512-459-5300	12
27	Craig's List	1381 9 th Ave San Francisco CA 94122	415-566-6394	1
28	Association of Fundraising Professionals	815 Brazos St # A Austin, TX 78701	512-457-8145	1
29	Capital City African American Chamber of Commerce	5407 N. IH 35 Ste. 304 Austin, TX 78723	512.459.1181	
30	Goodwill	1015 Norwood Park Blvd Austin, TX 78753	512-637-7107	
31	Hispanic Chamber of Commerce	3601 Far West Blvd Austin, Texas 78731	512-476-7502	
32	TV Jobs	P.O. Box 4116 Oceanside, CA 92052	800-374-0119	1
33	LinkedIn	2029 Sterling City Mountain View, CA 94043	650-687-3600	3
34	Southwestern University	1001 E University Georgetown, TX 78626	512-863-6511	
35	Texas Workforce Commission	3401 Webberville Bldg 1000 Austin, TX 78702	512-223-5400	
36	American Marketing Association – Austin	P.O. Box 141668 Austin, TX 78714	512-245-7428	
37	Chronicle of Philanthropy	1255 23rd St NW Washington, D.C. 20037	202-466-1200	
38	Mission Capital	7703 N. Lamar Suite 400 Austin, TX 78752	512-477-5955	4
39	Society of Broadcast Engineers Inc.	9102 North Meridian Street Indianapolis, IN 46260	317-846-9000	1
40	Austin Digital Jobs	1101 W 34th St #119 Austin, TX 78705	512-766-3083	2

*** Asterisk denotes recruitment sources which requested job notification announcements**

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Statement of Supplemental EEO Outreach Activities:

KLRU-TV participated in the September 26, 2018 University of Texas College of Communications Fall 2018 Job and Internship Fair, the UT Coding Boot Camp Hiring Event on January 31, 2019, and the Huston-Tillotson University Spring Career Expo & Fall Internship Fair on March 6, 2019.

Over the 2018 summer break, KLRU worked with high school math, computer science and media teachers from the Central Texas Region to explore how they can connect their lessons to real world applications in order to more effectively prepare their students to enter the work force. At the same time, KLRU participated in the Future Focus intern program which arranges full-time, paid, professional internships for first-generation college students from low-income communities, helping these college students pay for their education and lay the foundation for successful careers after graduation.

On February 15, 2019, KLRU hosted a group of Technology Club students from Union Grove Middle School, Harker Heights for a tour of the station, tips from the experts, and a hands on demonstration of KLRU's production and broadcasting equipment.

On February 23, 2019, KLRU participated in the annual Girl Day at UT (University of Texas), where students and their parents or educators are invited to enjoy hands-on science, technology, engineering and math (STEM) fun.

KLRU participated for a third year in the February 19-21, 2019 Leander Independent School District "Cool Week" by hosting students at the KLRU offices for job shadowing and career mentorship.

KLRU 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*, 7 with Local Productions, 1 with Programming, 2 with Development & Membership, 2 with Administration, and 1 with Educational Services.

KLRU provides student scholarship/employment opportunities to area college students. Over the past year, KLRU has provided a total of 6 work study opportunities; 2 in Production, 2 in Educational Services, 1 in Programming, and 1 in Accounting & Administration.

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.