



# KNCT/KNCT-FM EEO PUBLIC FILE REPORT

APRIL 1, 2015-MARCH 31, 2016

## SECTION 2 Master Recruitment Source List

Recruitment Source #	Source	Notification Sent	# of Interviewees Referred by Source
1	KNCT Website	Y	
2	Central Texas College Website	Y	
3	Central Texas College Human Resource Posting	Y	
4	Central Texas College Radio TV Dept. Announcement	Y	
5	Texas Association of Broadcasters	Y	
6	Internal Candidates at KNCT/KNCT-FM	Y	
7	Employee Referrals	Y	
8	Equality Magazine Website	Y	
9	The Black Perspective Website	Y	
10	Hispanic Today Website	Y	
11	Veterans Enterprise Website	Y	
12	Women in Business and Industry Website	Y	
13	Diversity Return on Investment Website	Y	
14	On Air Announcements KNCT / KNCT-FM	Y	
15	Local Newspaper Killeen Daily Herald	Y	
16	Texas Workforce Commission	Y	
17	Community Groups , NAACP, Alpha Kappa Alpha Sorority , Greater Vision community Church	Y	
18	Interviewee did not specify	N	
19	Facebook	N	
20	College Central Website	Y	
21	WorkinTexas.com	Y	
22	Military Spouse Employment Partnership	Y	
23	HigherEd.com	Y	
24	ACAP	Y	
25	Baylor (www.baylor.edu/cpd/)	Y	
26	Texas A&M – College Station	Y	
27	UMHB (www.careerservices.umhb.edu	Y	
28	K-State (www.myinterfase.com/kstate/employer	Y	

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## SECTION 3 Recruitment Initiatives

1	Programs Offered in Conjunction with an Educational Institution. Max Rudolph General Manager	KNCT/KNCT-FM provides laboratory facilities for students enrolled in Radio/TV Broadcasting at Central Texas College. An average of 20 students will utilize station facilities for laboratory activities during the course of each semester.
2	Student Internships (Max Rudolph General Manager, Christian Wohlfahrt Production Manager)	KNCT/KNCT-FM accepts student interns from the Radio TV broadcasting program at Central Texas College and student interns from other colleges and universities.
3	Job Fairs (Max Rudolph General Manager, Sean Greenthaner Promotion Manager, Dan Hull Program Manager Christian Wohlfahrt Production Manager)	KNCT/KNCT-FM participates in the annual Central Texas College Job Fair. Other local broadcast stations are invited to attend. The management staff participated in 2 career expos sponsored by local high schools and colleges and one career expo for middle school students. The station provides tours for local schools, Chambers of Commerce and other organizations. 27 tours were given during the period.
4	Community Outreach (Max Rudolph General Manager Pat McCray Membership Director Steve Bengler Program Director Sean Greenthaner Promotion Manager)	Management staff is available to speak to local civic and community groups. We average about 3 presentations per year.
5	Professional Development	Tuition assistance is available to all full-time station employees for courses at Central Texas College and other institutions. This program is designed to provide educational opportunities to allow for advancement within the station.
6	Job Banks and Internet Programs (Narja Carter Recruitment Supervisor Central Texas College)	KNCT/KNCT-FM posts job openings with the Texas Association of Broadcasters.
7	EEO Training (Human Resources Department Central Texas College)	All station employees are required to participate in semiannual EEO training presented by the Human Resources Department of the college.