

## Annual EEO Public File Report

Covering the Period from: April 1, 2019 to March 31, 2020  
KNCT-FM

### *Section #1 – Vacancy Information*

Position Filled	Recruitment Source of Hire	Total of Interviewees
A. General Manager (Hired June 13, 2019)	Referral (Internal)	4
B. Program Director (Hired August 5, 2019)	Website	1
C. Radio News & Public Affairs Operator (Hired October 29, 2018)	Website	4
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Total Number of Persons Interviewed During Applicable Period:		9

Note: The above chart reflects employees hired for KNCT-FM only. KNCT-TV license was transferred on December 13, 2018 to Gray Television. KNCT-TV no longer has affiliation with KNCT-FM.

### *Section #2 – Recruitment Source Information*

Source	# Of Interviews	Positions for Which Source Was Used
<b>KNCT-FM On-Air Announcements</b>	0	C
<b>Central Texas College Web Site</b>	7	A,B,C
<b>Texas Association of Broadcasters</b>	0	-----
<b>Referral</b>	2	A,B,C
<b>KNCT.org Website</b>	0	-----
<b>Facebook</b>	0	C
<b>WorkinTexas.com</b>	0	A,B,C
<b>TAMUCT</b>	0	-----
<b>Central Texas College HR Posting</b> ( <i>Jobs for Military Families, Jobs for Military Spouses, ASCLS Career Center, ACAP, Fort Hood, Texas Workforce Commission, Workintexas, Texas Association of Broadcasters, Handshake, Military Spouse Employment Partnership, HigherEd.com</i> )	0	A,B,C
<b>City Chamber</b>	0	C
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<b>Total</b>	9	

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**Recruitment Initiatives  
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***Central Texas College (CTC) - Educational Institution***

KNCT-FM provides laboratory facilities for students enrolled in Communications & Media Technology at Central Texas College. An average of 20 students will utilize station facilities for laboratory activities during the course of each semester.

***Student Internships***

KNCT/ KNCT-FM accepts student interns from the Radio broadcasting program at Central Texas College and student interns from other colleges and universities.

***Community Outreach***

Management staff is available to speak to local civic and community groups. We average about 3 presentations per year. The station provides tours for local schools, Chamber of Commerce and other organizations. Tours were given over the course of the license year. Touring groups are provided with information about careers in broadcasting and the availability of internships.

***Professional Development***, (Holly Jordan, Director Human Resource Management)

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.

***Job Banks***, (Nikki Lanes, Recruitment Supervisor Central Texas College)

KNCT-FM post job openings with the Texas Association of Broadcasters.

***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.