

Annual EEO Public File Report

Covering the Period from: April 1, 2022 to March 31, 2023
KNCT-FM

Section #1 – Vacancy Information

Position Filled	Recruitment Source of Hire	Total of Interviewees
A. General Manager (Hired August 3, 2022)	Central Texas College Website	1
B. Radio News & Public Affairs Operator (Hired June 21, 2022)	Referral	1

Total Number of Persons Interviewed During Applicable Period:		2

Section #2 – Recruitment Source Information

Source	# Of Interviews	Positions for Which Source Was Used
KNCT-FM On-Air Announcements	0	A
Central Texas College Web Site	1	A,B
Texas Association of Broadcasters	0	A,B
Referral	1	A,B,
KNCT.org Website	0	-----
Facebook	0	B,
WorkinTexas.com	0	A,B,
Society of Broadcast Engineers	0	----
Central Texas College HR Posting (<i>Indeed, Glassdoor, ACAP, Texas Workforce Commission, Workintexas</i>)	0	A,B,
Central Texas College Back to School Student Bash	0	----

Total	2	

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Recruitment Initiatives
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Central Texas College (CTC) - Educational Institution

KNCT-FM provides laboratory facilities for students enrolled at Central Texas College.

Student Internships

KNCT-FM accepts student interns and work studies from the Texas Workforce Commission.

Community Outreach

Management staff is available to speak to local civic and community groups. The station provides tours for local schools, Chamber of Commerce and other organizations. KNCT works with community leaders to record on-air segments highlighting various opportunities for public awareness and engagement.

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

Central Texas College post on various sites on behalf on KNCT. KNCT will post job openings with the Texas Association of Broadcasters and with the Society of Broadcast Engineers.

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.