

Federal Communications Commission

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Account number: 749087

Description: 2014 EEO PROGRAM REPORT
Application Reference Number: 20140318ABM
Successfully filed at Mar 18 2014 12:23PM

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Federal Communications Commission Washington, D.C. 20554	Approved by OMB 3060-0113 (March 2003)	FOR FCC USE ONLY
FCC 396		FOR COMMISSION USE ONLY FILE NO. - 20140318ABM
BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT (To be filed with broadcast license renewal application)		
Read INSTRUCTIONS Before Filling Out Form		

Section I

Legal Name of the Licensee CAPITAL OF TEXAS PUBLIC TELECOMMUNICATIONS COUNCIL		
Mailing Address P.O. BOX 7158		
City AUSTIN	State or Country (if foreign address) TX	Zip Code 78713 - 7158
Telephone Number (include area code) 5124718564	E-Mail Address (if available) BSTOTESBERY@KLRU.ORG	
	Facility ID Number 8564	Call Sign KLRU
TYPE OF BROADCAST STATION: (if applicable)	Commercial Broadcast Station <input type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input checked="" type="radio"/> Educational TV

Application Purpose

- ☒ New Program Report
☐ Amendment to Program Report

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Stations Locations]

Station List

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KLRU	8564	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	AUSTIN, TX	<input type="radio"/> Yes <input checked="" type="radio"/> No

CONTACT PERSON IF OTHER THAN LICENSEE

Name RICHARD A. HELMICK		Street Address 1920 N STREET, N.W. SUITE 300	
City WASHINGTON	State DC	Zip Code 20036-1622	Telephone Number 2024524831

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)? ☐ Yes ☒ No

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[Exhibit 1]

Does your station employment unit employ fewer than five full-time employees? ☐ Yes ☒ No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

CERTIFICATION.

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent BILL STOTESBERY
Title PRESIDENT, CEO AND GENERAL MANAGER	Telephone No. (include area code) 5124718564

Date
3/14/2014

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: BILL STOTESBERY	Title: PRESIDENT, CEO AND GENERAL MANGER
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

I. EEO PUBLIC FILE REPORT

Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.

[Exhibit 2]

II. NARRATIVE STATEMENT

Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.

[Exhibit 3]

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERF, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jboley@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 2**Description:** EEO PUBLIC FILE REPORTS

SET FORTH AS ATTACHMENTS ARE THE 2013 AND 2014 EEO PUBLIC FILE REPORTS, COVERING, RESPECTIVELY, THE PERIODS FROM APRIL 1, 2012 THROUGH MARCH 31, 2013 AND APRIL 1, 2013 THROUGH MARCH 31, 2014.

Attachment 2

Description
2013 EEO Public File Report
2014 EEO Public File Report

Exhibit 3**Description:** DESCRIPTION OF OUTREACH ACTIVITIES

APPLICANT IS REQUIRED TO PARTICIPATE IN 4 EEO OUTREACH ACTIVITIES OVER A TWO YEAR PERIOD. DETAILS OF APPLICANT'S OUTREACH ACTIVITIES ARE SET FORTH AT ATTACHMENT B OF THE 2013-2014 EEO PUBLIC FILE REPORTS SET FOR AS ATTACHMENTS TO EXHIBIT 2.

Attachment 3

KLRU-TV
PO Box 7158
Austin, Texas 78713-7158
EEO Public File Report
April 1, 2012 - March 31, 2013
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.	Database Manager	11/26/2012	6	Referral	2	Referral
				Craigslist	2	
				Association of Fundraising Professionals	1	
				KLRU Web Site	1	
2.	Receptionist	12/12/2012	7	Referral	2	Referral
				Craigslist	4	
				Hispanic Chamber of Commerce	1	
3.	Public Affairs Producer	01/07/2013	4	Referral	1	Texas Association of Broadcasters
				Texas Association of Broadcasters	1	
				KLRU Web Site	1	
				KLRU former employee	1	
4.	Development Specialist for Friends of ACL	01/14/2013	5	Austin Chronicle	1	KLRU Web Site
				KLRU Web Site	2	
				Austin Area Urban League	1	
				Referral	1	
5.	CPB/RTL Project Specialist	02/11/2013	3	Referral	1	KLRU Web Site
				KLRU Web Site	2	

6.	Maintenance Engineer	02/26/2013	4	Society of Broadcast Engineers	1	Society of Broadcast Engineers
				Texas Association of Broadcasters	2	
				CPB Web Site	1	

Total number of interviewees for all full time positions: 29

There is attached hereto a list of the recruitment sources utilized by the station and total number of number of interviewees referred by each recruitment source. (Attachment A)

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.

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	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	14
2	Current Magazine	Loreal Lynch, Ad Director	1612 K Street, N.W., Suite 704, Washington, DC 20006	E-mail: classifieds@current.org Phone: 301-270-7240, ext. 36.	
3	Texas Assoc. of Broadcasters (TAB)	Craig Bean, Public Service Manager	502 11 th Street, Suite 200, Austin, TX 78701	512-322-9944	3
4	University of TX Handicapped Minority Research Institute	SSD – Dean of Students Office	Dept. of Special Education Austin, TX 78712	(512) 471-1201	
5	NAACP of Texas	Claude Foster	1107 E. 11 th Street, Austin, TX 78752	512-476-6230	
6	Black Broadcasters Alliance	RoNita Hawes-Saunders	711 West 40th Street Suite 330 Baltimore, MD 21211	410-662-4536 email@thebba.org	
7	American Women in Radio & Television	Mary Strickland	P.O. Box 2684, Austin, TX 78768	512-459-2017	
8	Austin American-Statesman	Job Classifieds: Human Resources	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 Street, Austin, TX 78702	512-505-3000	
12	Indigenous Broadcast Center	Rachael Tuia	810 E. 9 th Avenue, Anchorage, AK 99501-3826	907-263-7409	
13	National Association of Minority Media Exec.	Nancy Osborn, Administrator	1921 Gallows Road, 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 Rd Austin, TX 78702	512-972-6750	
16	Concordia Lutheran College	Human Resources	3400 North IH-35, Austin, TX 78705	512-486-2000	
17	LANIC Project	Dr. Ning Lin	UT at Austin, SRH1.314C 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 #205 Austin, TX 78702	512-472-5718	
19	American Youthworks	Placement Office	216 E. 4 th Street Austin, TX 78701	512-236-6100	
20	Caritas of Austin	Nancy Clark	P.O. Box 1947, Austin, TX 78767-1947	512-479-4610	
21	African-American Media Incubator	Keith Murphy	2164 Wisconsin Ave, N.W., Washington, DC 20007	202-342-6661	
22	Criss Cole Rehabilitation	Personnel	4800 N. Lamar Austin, TX 78756	800-628-5115	
23	Texas Association for Non Profit Organizations	Barry Silverburg	5930 Middle Fiskville Rd., Austin, TX 78752	512-223-7076	
24	Austin Area Urban League	Charlotte Thomas	1033 La Posada Drive Suite 150 Austin, TX 78752	512-478-7176	1
25	Corporation for Public Broadcasting	Job Line / PBS Connects	401 9 th Street, N.W., Washington, DC 20004-2129	202-879-9600	1
26	Texas State Employees Union	Debbie Haun	1700 S. First Street Austin, TX 78704	512-448-4225	
27	St. Edwards University	Career Planning	3001 S. Congress, Austin, TX 78704	512-448-8530	
28	Association for Women in Communications	Christina Fenley	PO Box 50104, Austin TX 78763	512-426-0685	
29	National Association of Black College Broadcasters	Job Bank	P.O. Box 3191, Atlanta, GA 30302	404-523-6136	
30	The Austin Chronicle	Louis Black	4000 N. I-35 Austin, Texas 78751	512-454-5766	1

31	National Association of Broadcasters	Career Center	1771 N Street, N.W., Washington, DC 20036-2800	202-429-5498	
32	Texas Association of Chicanos	Javier Olguín	P.O. Box 986 Austin, Texas 78767-0986	512-223-6277	
33	ITT Technical Institute	Career Placement	6330 E. Hwy 290 Austin, TX 78723	512-467-6800	
34	TAMU	Rod Zent	20 Tamuk MSC 178 Kingsville, TX 78363	979-845-5611	
35	Craig's List	Web Posting www.craigslist.com	1381 9 th Avenue San Francisco, CA 94122	415-566-6394	6
36	Native-American Public Telecommunications	Lynn Warren	P.O. Box 83111, Lincoln, NE 68501	402-472-3522	
37	Association of Fundraising Professionals	Job Bank	815 Brazos St # A Austin, TX 78701	afp@austin.rr.com 512-457-8145	1
38	Capital City African American Chamber of Commerce	Greg Marshall	5407 N. IH 35, Ste. 304 Austin, TX 78723	gmarshall@capcitychamber.org 512.459.1181	
39	Goodwill	Amy Burns	403 Baylor St # 5313 Austin, TX 78703	Amy.burns@austin Goodwill.org 512-637-7107	
40	Hispanic Chamber of Commerce	Administration	2800 South IH 35, Suite 260 Austin, Texas 78704	reception@hispanic austin.com 512-476-7502	1
41	TV Jobs	Broadcast Employment Services	P.O. Box 4116 Oceanside, CA 92052	jobs@tvjobs.com (800) 374-0119	
42	Southwest School of Electronics	Career Development Office	5424 West Highway 290, Suite 200 Austin, TX 78735	Careerdevelopment @austin.rr.com (512) 892-2640	
43	Southwestern University	Career Services	1001 E University Georgetown, TX 78626	afca@southwestern .edu 512-863-6511	
44	East Austin Online	Classifieds	1106 Clayton Ln, Suite 208E Austin, TX 78723	512-371-3265	
45	NOKOA	Classifieds	P.O. Box 1131 Austin, TX 78767-1131	512-499-8713	
46	The Villager	Classifieds	1223 Rosewood Austin, TX 78702	512-476-0082	

47	Texas Workforce Commission		3401 Webberville Bldg 1000 Austin, TX 78702-3004	512-223-5400	
48	American Marketing Association – Austin	Classifieds	Austin AMA P.O. Box 141668 Austin, TX 78714-1668	512-245-7428	
49	Variety Media Careers	Classifieds	5900 Wilshire Blvd., Suite 3100 Los Angeles, CA 90036	617-816-6294	
50	Mandy.com	Classifieds	6 Lissenden Gardens London NW5 1LX England	+44(0)207-482 8820	
51.	Society of Broadcast Engineers Inc.	Classifieds	9102 North Meridian Street, Suite 150 Indianapolis, IN 46260	(317) 846-9000	1

* Asterisk denotes recruitment sources which requested job notification announcements

KLRU-TV
PO Box 7158
Austin, Texas 78713-7158
EEO Public File Report
April 1, 2012 - March 31, 2013

Statement of Supplemental EEO Outreach Activities:

KLRU-TV participated in the April 3, 2012, University of Texas College of Communications Job and Internship Fair, and the Huston-Tillotson University Spring 2012 Career Fair on April 9, 2012, and the Texas State University Mass Comm Fair on October 31, 2012.

KLRU-TV provides internships opportunities to area college students. Over the past year, KLRU has provided a total of 23 internship opportunities; 10 with the national production – *Austin City Limits*, 1 Development & Membership department, 11 with Local Productions and Master Control, and 1 Programming.

KLRU-TV provides student scholarship/employment opportunities to area college students. Over the past year, KLRU has provided a total of 17 work study opportunities; 4 with the Local Productions, 2 with the Master Control department, 4 with the Marketing and Communications Department, 1 with the Development & Membership department, 3 in the Educational Services department, 1 in the Programming department and 2 in the Accounting department.

KLRU also participates in an annual job shadowing program on February 22, 2013, with Mathews Elementary School, hosting 5th grade students who are interested in careers in television broadcasting.

KLRU employee also participated on the Employer Panel as a speaker for the Central Texas Liberal Arts Career Consortium (CTLACC, a Career Services Professional Association with members across Central Texas), where the audience was students interested in working within a Communications field such as Broadcast and Print Journalism, Radio-Television-Film, Advertising, Public Relations, and Media Planning.

KLRU also provides station personnel with training in the use of AVID editing systems, ProTrack systems for station programming & master control, new automation equipment and supporting software for master control & broadcast, Raisers Edge software for the station's membership database, and Google and Google Docs training. Station management also encourages staff to make use of the University of Texas' free & paid training opportunities and professional development classes.

KLRU also uses an employee assistance program and professional development services provided by the University of Texas to train management personnel on best practices for ensuring equal employment opportunity, preventing discrimination, and appropriately documenting employee behavior and responding appropriately with either guidance or commendation.

KLRU-TV
PO Box 7158
Austin, Texas 78713-7158
EEO Public File Report
April 1, 2013 - March 31, 2014
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	06/05/2013	4	Referral	2	KLRU (Referral)
				TANO	1	
				Austin Chronicle	1	
2.	Senior Vice President of Development	09/16/2013	12	Referral	2	KLRU (Referral)
				Association of Fundraising Professionals	3	
				Current Magazine	1	
				Corporation for Public Broadcasting	1	
				Non-Profit Times	1	
				Chronicle of Philanthropy	1	
				Greenlights	1	
				KLRU Web site	1	
				Internal candidate	1	
3.	Editor	07/16/2013	4	Internal candidate	2	KLRU (Internal candidate promotion)
				KLRU Web Site	1	
4.	Grants and Research Manager	12/22/2013	3	Association of Fundraising Professionals	1	KLRU (Internal candidate promotion)
				KLRU Web Site	1	
				Internal candidate	1	

5.	Development Manager	01/02/2014	5	Association of Fundraising Professionals	1	KLRU (Referral)
				KLRU Web Site	2	
				Craigslist	1	
				Referral	1	
6.	Development Associate	01/30/2014	6	TANO	2	TANO
				Association of Fundraising Professionals	2	
				Referral	2	
7.	Broadcast Maintenance Engineer	02/10/2014	9	Texas Association of Broadcasters	3	Texas Association of Broadcasters
				TV Jobs	1	
				LinkedIn Web Site	1	
				Society for Broadcast Engineers	3	
				Referral	1	
8.	Web Developer	02/27/2014	3	KLRU Web site	3	KLRU (Web site)

Total number of interviewees for all full time positions: 45

There is attached hereto a list of the recruitment sources utilized by the station and total number of number of interviewees referred by each recruitment source. (Attachment A)

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.

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	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	20
2	Current Magazine	Loreal Lynch, Ad Director	1612 K Street, N.W., Suite 704, Washington, DC 20006	E-mail: classifieds@current.org Phone: 301-270-7240, ext. 36.	1
3	Texas Assoc. of Broadcasters (TAB)	Craig Bean, Public Service Manager	502 11 th Street, Suite 200, Austin, TX 78701	512-322-9944	3
4	University of TX Handicapped Minority Research Institute	SSD – Dean of Students Office	Dept. of Special Education Austin, TX 78712	(512) 471-1201	
5	NAACP of Texas	Claude Foster	1107 E. 11 th Street, Austin, TX 78752	512-476-6230	
6	Black Broadcasters Alliance	RoNita Hawes-Saunders	711 West 40th Street Suite 330 Baltimore, MD 21211	410-662-4536 email@thebba.org	
7	American Women in Radio & Television	Mary Strickland	P.O. Box 2684, Austin, TX 78768	512-459-2017	
8	Austin American-Statesman	Job Classifieds: Human Resources	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 Street, Austin, TX 78702	512-505-3000	
12	Indigenous Broadcast Center	Rachael Tuia	810 E. 9 th Avenue, Anchorage, AK 99501-3826	907-263-7409	
13	National Association of Minority Media Exec.	Nancy Osborn, Administrator	1921 Gallows Road, 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 Rd Austin, TX 78702	512-972-6750	
16	Concordia Lutheran College	Human Resources	3400 North IH-35, Austin, TX 78705	512-486-2000	
17	LANIC Project	Dr. Ning Lin	UT at Austin, SRH1.314C 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 #205 Austin, TX 78702	512-472-5718	
19	American Youthworks	Placement Office	216 E. 4 th Street Austin, TX 78701	512-236-6100	
20	Caritas of Austin	Nancy Clark	P.O. Box 1947, Austin, TX 78767-1947	512-479-4610	
21	African-American Media Incubator	Keith Murphy	2164 Wisconsin Ave, N.W., Washington, DC 20007	202-342-6661	
22	Texas Association for Non Profit Organizations	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 th Street, N.W., 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 Association 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	1
29	National Association of Broadcasters	Career Center	1771 N Street, N.W., 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	TAMU	Rod Zent	20 Tamuk MSC 178 Kingsville, TX 78363	979-845-5611	
33	Craig's List	Web Posting www.craigslist.com	1381 9 th Avenue San Francisco, CA 94122	415-566-6394	1
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	afp@austin.rr.com 512-457-8145	7
36	Capital City African American Chamber of Commerce	Greg Marshall	5407 N. IH 35, Ste. 304 Austin, TX 78723	gmarshall@capcitychamber.org 512.459.1181	
37	Goodwill	Amy Burns	403 Baylor St # 5313 Austin, TX 78703	Amy.burns@austinGoodwill.org 512-637-7107	
38	Hispanic Chamber of Commerce	Administration	2800 South IH 35, Suite 260 Austin, Texas 78704	reception@hispanic.austin.com 512-476-7502	
39	TV Jobs	Broadcast Employment Services	P.O. Box 4116 Oceanside, CA 92052	jobs@tvjobs.com (800) 374-0119	1
40	LinkedIn	Classified	2029 Stierlin Cy Mountain View, CA 94043	www.linkedin.com (650) 687-3600	1
41	Southwestern University	Career Services	1001 E University Georgetown, TX 78626	afca@southwestern.edu 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		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	Email: info@nptimes.com Phone: (973) 401-0202	1
48	Chronicle of Philanthropy	Classifieds	1255 Twenty-Third St, N.W. Washington, D.C. 20037	202-466-1200	1
49	Greenlights	Job Bank	7703 N. Lamar Blvd, Suite 400 Austin, TX 78752	(512) 477-5955	1
50	Society of Broadcast Engineers Inc.	Classifieds	9102 North Meridian Street, Suite 150 Indianapolis, IN 46260	(317) 846-9000	3

* Asterisk denotes recruitment sources which requested job notification announcements

KLRU-TV
PO Box 7158
Austin, Texas 78713-7158
EEO Public File Report
April 1, 2013 - March 31, 2014

Statement of Supplemental EEO Outreach Activities:

KLRU-TV participated in the April 3, 2013, University of Texas College of Communications Job and Internship Fair, and the Texas State University Mass Comm Fair on March 26, 2014.

KLRU-TV provides internships opportunities to area college students. Over the past year, KLRU has provided a total of 37 internship opportunities; 12 with the national production – *Austin City Limits*, 1 Development & Membership department, 20 with Local Productions and Engineering, 2 with Educational Services, 1 with Community Engagement & Web, and 1 with Programming.

KLRU-TV provides student scholarship/employment opportunities to area college students. Over the past year, KLRU has provided a total of 17 work study opportunities; 6 with the Local Productions, 3 with Community Engagement and Web, 2 with Development & Membership, 3 in Educational Services, 2 in Programming and 1 in Accounting & Administration.

KLRU also participates in an annual job shadowing program on February 28, 2014, with Mathews Elementary School, hosting 5th grade students who are interested in careers in television broadcasting. This year it added a job shadowing tour on February 11, 2014 with the E4 Youth Group which works with kids, parents, teachers and creative professionals to establish pathways to careers in commercial creative arts.

KLRU Community Engagement and Web staff also mentored high school students from the Ann Richards School for one week on a project for credit, which they then presented to KLRU staff and their teachers.

KLRU also provided to its staff a Diversity and Inclusion training on December 18, 2014, with presenters from the University of Texas Division of Diversity and Community Engagement. The training focused on recognizing the many kinds of diversity and actively promoting a culture that appreciates and welcomes differences.

KLRU also provides station personnel with training in the use of AVID editing systems, ProTrack systems for station programming & master control, new automation equipment and supporting software for master control & broadcast, Raisers Edge software for the station's membership database, and Google and Google Docs training. Station management also encourages staff to make use of the University of Texas' free & paid training opportunities and professional development classes.