

KLRU-TV
PO Box 7158
Austin, Texas 78713-7158
EEO Public File Report
April 1, 2007 - March 31, 2008
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.	Marketing Editor	05/07/2007	4	KLRU web site KLRU staff referral Craigs List	2 1 1	KLRU web site
2.	Development Associate	07/25/2007	9	KLRU web site Craigs List Austin American Statesman	6 2 1	KLRU web site
3.	Operations Technician	08/29/2007	3	TV Jobs Texas Association of Broadcasters	2 1	Texas Association of Broadcasters
4	Viewer Services Manager	03/24/2008	10	CraigsList Austin Community College Texas Association of Broadcasters Texas Workforce Commission KLRU web site KLRU internal applicant	5 1 1 1 1 1	KLRU internal applicant

Total number of interviewees for all full time positions **26**

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	Human Resources KLRU	Ms. Blackman	PO Box 7158, Austin, TX 78713- 7158	512-475-9031	11 (1 were staff applicants) (1 were staff referrals)
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	2
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	1
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	Sally Acuna	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.,	202-342-6661	

			Washington, DC 20007		
22	Criss Cole Rehabilitation	Personnel	4800 N. Lamar Austin, TX 78756	800-628-5115	
23	Austin Community College Center for Non Profit Organizations	Barry Silverburg	5930 Middle Fiskville Rd., Austin, TX 78752	512-223-7076	1
24	Austin Area Urban League	Charlotte Thomas	1033 La Posada Drive Suite 150 Austin, TX 78752	512-478-7176	
25	Corporation for Public Broadcasting	Job Line / PBS Connects	401 9 th Street, N.W., Washington, DC 20004- 2129	202-879-9600	
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	
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	512-467-6800	

			Austin, TX 78723		
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	8
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	
38	Capital City African American Chamber of Commerce	Greg Marshall	5407 N. IH 35, Ste. 304 Austin, TX 78723	gmarshall@capcity chamber.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	
41	TV Jobs	Broadcast Employment Services	P.O. Box 4116 Oceanside, CA 92052	jobs@tvjobs.com (800) 374-0119	2
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	512-499-8713	

			Austin, TX 78767-1131		
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	1
48	American Marketing Association – Austin	Classifieds	Austin AMA P.O. Box 141668 Austin, TX 78714-1668	512-245-7428	
49	AIGA	Classifieds	PMB 549 815-A Brazos Austin, TX 78701-2509	512.236.8820	
50	VarietyCareers.com (Broadcasting & Cable)	Classifieds	5700 Wilshire Blvd. Suite 120 Los Angeles, CA 90036	800-357-4745	

* Asterisk denotes recruitment sources which requested job notification announcements

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Statement of Supplemental EEO Outreach Activities:

KLRU-TV participates twice yearly in The University of Texas at Austin Annual Work-Study Job Fair and the College of Communications Job and Internship Fair, the St. Edwards University Job and Internship Fair. We frequently participate in other job fairs, such as those hosted by the Texas Broadcasters Association and Huston-Tillotson University.

KLRU-TV provides internships opportunities to area college students. Over the past year, KLRU has provided a total of 18 internship opportunities; 8 with the national production – *Austin City Limits*, 1 with the Marketing and Communications department, 6 with the Development and Membership departments, and 3 in the Executive Administration department.

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; 1 with the national production – *Austin City Limits*, 1 with the Marketing & Communications department, 2 with the Local Productions department, 4 with the Development & Membership department, 3 in the Engineering & Master Control department, 2 in the Educational & Outreach Services department, 3 in the Programming department and 1 in the Accounting department.

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 MS Outlook and Office training. Station management also encourages staff to make use of the University of Texas' free & paid training provided in MS Office programs such as Word, Excel, PowerPoint and Access, HTML and other web building tools, and UNIX.

KLRU staff also participate in mentoring programs where they serve as station "experts/trainers" and train others in their particular skills or knowledge expertise. Those who are considered experts in a skill frequently train other full-time, part-time and temporary staff, which makes them a desirable candidate when a better position becomes available. This same mentorship is carried out in other station areas as well, and has even fostered self-initiated sharing opportunities between staff for something as minor as how to search for promos on PBS connect and APTS online.

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.