

EEO Responsibilities of Management

The General Manager of KRTU is charged with the task of overseeing employment practices, including all outreach efforts. To the extent that specific recruitment initiatives are delegated to other station personnel, such personnel act under the supervision of the General Manager of KRTU and the Trinity University Director of Human Resources.

All outreach and recruitment activities are aimed at increasing awareness of employment opportunities in broadcasting among a diverse pool of potentially qualified employees. Thus, employees are encouraged to refer potential candidates for employment to the attention of the General Manager without regard for the race, color, national origin, or sex of the potential applicant. They are similarly directed to recommend improvements in the hiring policies, practices, and working conditions that would facilitate outreach, recruitment, and retention of a diverse and qualified pool of applicants and employees. Likewise, employees are encouraged to report any incidents that could compromise these efforts.

Recruitment Initiatives

KRTU employs five full-time employees. The station is therefore required by the Federal Communications Commission to perform at least two EEO Recruitment Initiatives every two years. The FCC recognizes the following initiatives for the purpose of compliance with the Commission's EEO Rules:

(1) *Internship program.* KRTU offers an internship program to all students attending Trinity University during the fall, spring, and summer semesters;

(2) *Volunteer program.* KRTU has a continuous program open to the community for on-air and off-air positions. As of March 2009, this program involved 34 individuals; and

(3) *Training Program.* Station Management routinely attends seminars on non-discrimination and equal access to employment opportunities, as well as industry professional development and training.

These programs involved roughly 40 students in 2009.

All outreach, recruitment, and retention activities by KRTU are reasonably calculated to get information on broadcast employment opportunities to those who might otherwise be unaware of such opportunities.

EEO Public File Report for period ending March 2010

Recruitment sources: Trinity University
Dept. of Human Resources
One Trinity Place
San Antonio, Texas 78212
Att: Pam Johnston (210) 999-7507

San Antonio Express News
P.O. Box 2171
San Antonio, Texas 78297-2171
Att: Charlotte Aaron (210) 250-2316

Full-time Hire: Associate General Manager – Programming & Operations
Referred by: Trinity University
Number Interviewees: 1
Referred by: Trinity University

Full-time Hire: Associate General Manager – Outreach & Development
Referred by: Trinity University
Number Interviewees: 1
Referred by: Trinity University

Full-time Hire: Operations Manager
Referred by: Trinity University
Number Interviewees: 2
Referred by: Trinity University
University of Anchorage

Outreach Initiatives:

- (1) *Internship program.* KRTU offers an internship program to all students attending Trinity University during the fall, spring and summer semesters.
- (2) *Volunteer program.* KRTU has a continuous program open to the community for on-air and off-air positions. As of March 2009, this program involved 34 individuals.
- (3) *Training program.* KRTU staff are responsible for a multi-week training program for community volunteers and interns. Volunteers and interns get additional training at regular intervals throughout the year once they complete the initial training program. KRTU full-time staff attend on-site RCS training as well as industry professional development through DEI/PRDMC and the Texas Association of Broadcasters. Additional webinar trainings are scheduled and attended by staff by industry associations.

EEO Public File Report for period ending March 2009

Recruitment sources: Trinity University
Dept. of Human Resources
One Trinity Place
San Antonio, Texas 78212
Att: Pam Johnston (210) 999-7507

San Antonio Express News
P.O. Box 2171
San Antonio, Texas 78297-2171
Att: Charlotte Aaron (210) 250-2316

Full-time Hire: Station Manager
Referred by: Trinity University
Number Interviewees: 1
Referred by: Trinity University

Outreach Initiatives:

(1) *Internship program.* KRTU offers an internship program to all students attending Trinity University during the fall, spring, and summer semesters.

(2) *Volunteer program.* KRTU has a continuous program open to the community for on-air and off-air positions. As of March 2009, this program involved 28 individuals.

(3) *Training program.*

EEO Public File Report for period ending March 2008

Recruitment sources: Trinity University
Dept. of Human Resources
One Trinity Place
San Antonio, Texas 78212
Att: Pam Johnston (210) 999-7507

San Antonio Express News
P.O. Box 2171
San Antonio, Texas 78297-2171
Att: Charlotte Aaron (210) 250-2316

Full-time Hire: Director of Development
Referred by: Trinity University
Number Interviewees: 3
Referred by: Trinity University
San Antonio Express-News

Outreach Initiatives:

(1) *Internship program.* KRTU offers an internship program to all students attending Trinity University during the fall, spring, and summer semesters.

(2) *Volunteer program.* KRTU has a continuous program open to the community for on-air and off-air positions. As of March 2008, this program involved 28 individuals.

(3) *Training program.*

EEO Public File Report for period ending March 2007

Recruitment sources: Trinity University
Dept. of Human Resources
One Trinity Place
San Antonio, Texas 78212
Att: Pam Johnston (210) 999-7507

San Antonio Express News
P.O. Box 2171
San Antonio, Texas 78297-2171
Att: Charlotte Aaron (210) 250-2316

Full-time Hire: Station Manager
Referred by: Trinity University
Number Interviewees: 2
Referred by: Trinity University
San Antonio Express-News

Full-time Hire: Director of Underwriting
Referred by: Trinity University
Number Interviewees: 2
Referred by: Trinity University
Trinity University

Full-time Hire: Operations Manager
Referred by: Trinity University
Number Interviewees: 3
Referred by: Trinity University
Trinity University
Trinity University

Outreach Initiatives:

(1) *Internship program.* KRTU offers an internship program to all students attending Trinity University during the fall, spring, and summer semesters.

(2) *Volunteer program.* KRTU has a continuous program open to the community for on-air and off-air positions. As of March 2007, this program involved 25 individuals.

EEO Public File Report for period ending March 2006

Recruitment sources: Trinity University
Dept. of Human Resources
One Trinity Place
San Antonio, Texas 78212
Att: Pam Johnston (210) 999-7507

San Antonio Express News
P.O. Box 2171
San Antonio, Texas 78297-2171
Att: Charlotte Aaron (210) 250-2316

Full-time Hire: Director of Development
Referred by: San Antonio Express-News
Number Interviewees: 3
Referred by: Trinity University
Trinity University
San Antonio Express-News

Outreach Initiatives:

(1) *Internship program.* KRTU offers an internship program to all students attending Trinity University during the fall, spring, and summer semesters.

(2) *Volunteer program.* KRTU has a continuous program open to the community for on-air and off-air positions. As of March 2006, this program involved 25 individuals.

EEO Public File Report for period ending March 2005

Recruitment sources: Trinity University
Dept. of Human Resources
One Trinity Place
San Antonio, Texas 78212
Att: Pam Johnston (210) 999-7507

San Antonio Express News
P.O. Box 2171
San Antonio, Texas 78297-2171
Att: Charlotte Aaron (210) 250-2316

Full-time Hire: Associate Director of Development

Referred by: Trinity University

Number Interviewees: 1

Referred by: Trinity University

Full-time Hire: Operations Manager

Referred by: Trinity University

Number Interviewees: 1

Referred by: Trinity University

Outreach Initiatives:

(1) *Internship program.* KRTU offers an internship program to all students attending Trinity University during the fall, spring, and summer semesters.

(2) *Volunteer program.* KRTU has a continuous program open to the community for on-air and off-air positions. As of March 2005, this program involved 22 individuals.

(3) *Training Program.* Station Manager Robert Huesca attended an all-day seminar on non-discrimination and equal access to employment opportunities held at Trinity University October 20, 2004.

EEO Public File Report for period ending March 2004

Recruitment sources: Trinity University
Dept. of Human Resources
One Trinity Place
San Antonio, Texas 78212
Att: Pam Johnston (210) 999-7507

San Antonio Express News
P.O. Box 2171
San Antonio, Texas 78297-2171
Att: Charlotte Aaron (210) 250-2316

Full-time Hire: Director of Development
Referred by: Trinity University
Number Interviewees: 2
Referred by: 1 by Trinity University
1 by San Antonio News

Full-time Hire: KRTU Secretary
Referred by: Trinity University
Number Interviewees: 1
Referred by: Trinity University

Full-time Hire: Operations Manager
Referred by: San Antonio News
Number Interviewees: 1
Referred by: San Antonio News

Outreach Initiatives:

(1) *Internship program.* KRTU offers an internship program to all students attending Trinity University during the fall, spring, and summer semesters.

(2) *Volunteer program.* KRTU has a continuous program open to the community for on-air and off-air positions. As of March 2004, this program involved 18 individuals.

EEO Public File Report for period ending March 2003

Recruitment sources: Trinity University
Dept. of Human Resources
One Trinity Place
San Antonio, Texas 78212
Att: Pam Johnston (210) 999-7507

San Antonio Express News
P.O. Box 2171
San Antonio, Texas 78297-2171
Att: Charlotte Aaron (210) 250-2316

Full-time Hires: Chief Producer/ Music Director
Referred by: Trinity University
Number Interviewees: 1
Referred by: Trinity University

Outreach Initiatives:

(1) *Internship program.* KRTU offers an internship program to all students attending Trinity University during the fall, spring, and summer semesters.

(2) *Volunteer program.* KRTU has a continuous program open to the community for on-air and off-air positions. As of March 2003, this program involved 10 individuals.