

**KTTZ-TV/FM, Lubbock, TX; KNCH (FM), San Angelo, TX;
 KCOS-TV, El Paso, TX
 17th Street & Indiana Avenue
 Lubbock, Texas 79409-2161**

**EEO Public File Report
 April 1, 2022 – March 31, 2023**

KTTZ-TV/FM, KNCH (FM), and KCOS-TV are Equal Opportunity Employers

Full Time Job Vacancies/Interviewee Data

Position	Job Title	Date Filled	Total # Interviewed	Sources Referring Interviewees	No. of Interviewees Per Source	Hiree Referral Source
1.	Senior Producer (Lubbock)	06/20/2022	3	TTU (1)	3	TTU
2.	Producer – Newsroom	06/13/2022	3	TTU (1)	3	TTU
3.	Manager – Development (El Paso)	05/02/2022	5	TTU (1)	5	TTU
4.	Senior Producer (El Paso)	05/02/2022	5	TTU (1)	5	TTU
5.	Manager – Development (Lubbock)	06/06/2022	3	TTU (1)	3	TTU

Total number of interviewees for all full-time positions: 19

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

For position 1 KTTZ-TV/FM used recruitment sources 1-16, set forth on Attachment A.
 For position 2 KTTZ-TV/FM used recruitment sources 1-16, set forth on Attachment A.
 For position 3 KTTZ-TV/FM used recruitment sources 1-16, 17-18, set forth on Attachment A.
 For position 4 KTTZ-TV/FM used recruitment sources 1-16, set forth on Attachment A.
 For position 5 KTTZ-TV/FM used recruitment sources 1-17, set forth on Attachment A.

There is also attached hereto a narrative of the station’s Supplement EEO Outreach Activities (Attachment B).

Attachment A

List of Recruitment Sources:

- (1) Texas Tech University
HR Administration
Box 41093
Lubbock, Texas 79409-1093
806-742-3851
<https://jobs.texastech.edu/postings/search>

Total Interviewees Referred: 19

- (2) KTTZ.org/Social Media
Box 42161
Lubbock, TX 79409
806-742-2209
<http://kttz.org>

Total Interviewees Referred: 0

- (3) KTTZ on air broadcast signal
Box 42161
Lubbock, TX 79409
806-742-2209

Total Interviewees Referred: 0

- (4) KCOS on air broadcast signal
9050 Viscount Blvd, Ste. A440
El Paso, TX 79925

Total Interviewees Referred: 0

- (5) Indeed
<https://www.indeed.com/>

Total Interviewees Referred: 0

- (6) Blacks In Higher Ed
BlacksInHigherEd.com

Total Interviewees Referred: 0

(7) LGBT in Higher Ed
LGBTinHigherEd.com

Total Interviewees Referred: 0

(8) Hispanics in Higher Ed
HispanicsinHigherEd.com

Total Interviewees Referred: 0

(9) Women and Higher Ed
WomenAndHigherEd.com

Total Interviewees Referred: 0

(10) Disabled in Higher Ed
DisabledInHigherEd.com

Total Interviewees Referred: 0

(11) Work In Texas
WorkInTexas.com

Total Interviewees Referred: 0

(12) Veterans in Higher Ed
VeteransinHigherEd.com

Total Interviewees Referred: 0

(13) Women For Hire
WomenForHire.com

Total Interviewees Referred: 0

(14) Advancing Women
AdvancingWomen.com

Total Interviewees Referred: 0

(15) Women in Media
<https://www.productionhub.com/jobs>

Total Interviewees Referred: 0

(16) Public Radio Association of Development Officers
<https://www.pradoweb.org/pradolistservinfo>

Total Interviewees Referred: 0

- (17) Corporation for Public Broadcasting job site
<https://www.cpb.org/>

Total Interviewees Referred: 0

Full Time Job Vacancies:

KTTZ-TV/FM, KNCH FM, and KCOS-TV are licensed to Texas Tech University and are required to process all positions with the Texas Tech University Human Resources office.

Attachment B

Statement of Supplemental EEO Outreach Activities

During this reporting period the station participated in the following EEO Outreach Activities:

Date	Job Fair	Manager
Date	Community Outreach/Speaking	Manager
04/01/2022	First Friday Art Trail	Jonathan Seaborn
04/06/2022	Non-Profit Job Fair	Becky Ivey
04/09/2022	TechSpo	Becky Ivey
04/14/2022	West Texas Town Hall Mayoral Forum	Sarah Self-Walbrick
06/27-30/2022	AP Summer Institute	Reagan Doyal
07/01/2022	First Friday Art Trail	Jonathan Seaborn
08/26/2022	Hub City Fest	Jonathan Seaborn
09/20/2022	El Paso Giving Day	Fabiola Trevizo-Vazquez
10/05/2022	All Majors Job Fair	Becky Ivey
10/08/2022	NAMI Walks Your Way El Paso	Fabiola Trevizo-Vazquez
10/12/2022	Nonprofit Job Fair	Becky Ivey
10/24//2022	Guest speaker College of Media and Communication class	Sarah Self-Walbrick
12/09/2022	West Texas Rural Education Partnership Conference	Reagan Doyal
02/15/2023	Career Day – IDEA Public Schools	Fabiola Trevizo-Vazquez
02/21/2023	College of Media and Communication Career & Internship Fair	Becky Ivey
02/23/2023	R.E.L. Washington Elementary Health Fair	Fabiola Trevizo-Vazquez
02/27/2023	Read Across America	Fabiola Trevizo-Vazquez
03/02/2023	Glenn Cove Elementary Literacy Night	Fabiola Trevizo-Vazquez
03/20/2023	Guest speaker College of Media and Communication class	Sarah Self-Walbrick
03/22/2023	Spring 2023 All Majors Job Fair	Becky Ivey
03/26/2023	Early El Paso Matters – Early Childhood Forum	Reagan Doyal
Date	Intern Program	Manager
Summer 2022	1 Student Intern -- News – Lubbock	Sarah Self-Walbrick
Summer 2022	1 Student Intern – Production – El Paso	Emily de Santos
Fall 2022	1 Student Intern – News – Lubbock	Sarah Self-Walbrick

Fall 2022	1 Student Intern – Marketing – Lubbock	Rebecca Fuller
Spring 2023	1 Student Intern – News – Lubbock	Sarah Self-Walbrick
Spring 2023	1 Student Intern – Development/Marketing -Lubbock	Becky Ivey

KTTZ-TV/FM, KNCH FM, and KCOS-TV are licensed to Texas Tech University, a State of Texas entity. As a part of the university, KTTZ-TV/FM, KNCH FM, and KCOS-TV employees are required by the State of Texas to participate in an EEO training course when hired and a refresher course every two years. Additionally, to comply with the Communications Act, the Corporation for Public Broadcasting (CPB) requires that employees of public broadcasting stations who receive community service grant funding, complete a yearly EEO training course. All Texas Tech Public Media employees are up-to-date on this.