

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period:

March 23, 2020–  
March 22, 2021

- 1) **Employment Unit: Ramar Communications – Lubbock, TX**  
2) **Unit Members (Stations and Communities of License):<sup>1</sup>**

KJTV(AM) Lubbock, TX  
KJTV-CD, Wolfforth, TX  
KJTV-TV, Lubbock, TX  
KLBB-LD, Lubbock, TX  
KLBB-FM, Lubbock, TX  
KLCW-TV, Wolfforth, TX  
KLZK-FM, Idalou, TX  
KMYL-LD, Lubbock, TX  
KTTU-FM, New Deal, TX  
KXTQ-CD, Lubbock, TX  
KXTQ-FM, Lubbock, TX

3) **EEO Contact Information for Employment Unit:**

Mailing Address: PO Box 3757 Lubbock, TX 79452	Telephone Number: 806-745-3434
	Contact Person/Title: Brad Moran
	E-mail Address: bmoran@ramarcom.com

4) **Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

<u>Job Title</u>	<u>RS Referring Hiree</u>
1. Multimedia Journalist	Lubbock Job Spot (RS #7)
2. Master Control Operator	Lubbock Job Spot (RS #7)
3. Digital Media Director	Former Employee (RS #2)
4. Master Control Operator	Employee Referral (RS #1)
5. Receptionist/Accounting Clerk	Ramar Communications Inc. (RS #10)
6. Account Executive	Non-Employee Referral (RS #8)
7. Regional-National Sales	Previous Applicant (RS #9)
8. Video Editor/Associate Producer	TVjobs.com (RS #16)
9. Photojournalist	Former Employee (RS #2)
10. Associate Producer	Walk In (RS #18)
11. Digital Media Specialist	Indeed.com (RS #3)
12. Marketing Specialist	Employee Referral (RS #1)

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<sup>1</sup> As of the consummation of a transaction on December 31, 2020, the Employment Unit no longer includes the following television stations: KJTV-TV, KLCW-TV, KJTV-CD, KLBB-LD, KMYL-LD, and KXTQ-CD.

**Stations KJTV(AM), KJTV-CD, KJTV-TV, KLBB-FM, KLCW-TV, KLZK-FM, KMYL-LD, KLBB-LD, KTTU-FM, KXTQ-CD, KXTQ-FM, are Equal Opportunity Employers.**

**KJTV(AM), KJTV-CD, KJTV-TV, KLBB-LD, KLBB-FM, KLCW-TV, KLZK-FM,  
KMYL-LD, KTTU-FM, KXTQ-CD, KXTQ-FM**

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**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Multimedia Journalist	5-7, 10-17, 19-20	7
Master control operator	5-7, 10-17, 19-20	7
Digital Media Director	2, 5-7, 10-17, 19-20	2
Master control operator	1, 5-7, 10-17, 19-20	1
Receptionist/Accounting Clerk	5-7, 10-17, 19-20	10
Account Executive	1, 5-17, 19-20	8
Regional-National Sales	4-17, 19-20	9
Video Editor/Associate Producer	5-7, 10-17, 19-20	16
Photojournalist	2, 5-7, 10-17, 19-20	2
Associate Producer	5-7, 10-20	18
Digital Media Specialist	3, 5-7, 10-17, 19-20	3
Marketing Specialist	1, 3, 5-7, 10-17, 19-20	1

**KJTV(AM), KJTV-CD, KJTV-TV, KLBB-LD, KLBB-FM, KLCW-TV, KLZK-FM,  
KMYL-LD, KTTU-FM, KXTQ-CD, KXTQ-FM**

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Employee Referral	N	3
2	Former Employee	N	2
3	Indeed.com	N	8
4	Internal Candidate	N	1
5	Kaplan College Career Services 1421 9th Street Lubbock, Texas 79401 Phone : 806-765-7051 Jennifer Lasater Manual Posting	N	0
6	Lubbock Christian University Career Services 5601 W. 19th Street Lubbock, Texas 79407 Phone : 806-720.7238 Ashton Darrow Manual Posting	N	0
7	Lubbock Job Spot PO Box 3757 Lubbock, Texas 79452 Phone : 806-748-2424 Susie Gonzales Manual Posting	N	7
8	Non-Employee Referral	N	2
9	Previous Applicant	N	2
10	Ramar Communications Human Resources PO Box 3757 Lubbock, Texas 79452 Phone : 806-745-3434 Keith Kerr Manual Posting	N	1
11	Sinclair Broadcast Group One Broadcast Center Amarillo, Texas 79101 Phone : 806-373-1787 Michelle Cook Manual Posting	N	0

**KJTV(AM), KJTV-CD, KJTV-TV, KLBB-LD, KLBB-FM, KLCW-TV, KLZK-FM,  
KMYL-LD, KTTU-FM, KXTQ-CD, KXTQ-FM**

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
12	South Plains College Communications Dept. 1401 South College Ave. Levelland, Texas 79336 Phone : 806-716-2443 Jay Hoes Manual Posting	N	0
13	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : jobs@tab.org Fax : 1-512-322-0522 Anna Romero	N	0
14	Texas Tech University TTU CoMC PO Box 45006 Lubbock, Texas 79409 Phone : 806-834-1696 Emily Balke Manual Posting	N	0
15	Texas Workforce Commission 1301 Broadway, Suite 201 Lubbock, Texas 79401 Phone : 806-744-1987 Adele Youngren Manual Posting	N	0
16	TVjobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0019 Mark Holloway Manual Posting	N	2
17	Vista College Career Services 4620 50th Street Lubbock, Texas 79414 Phone : 806-785-2100 Gulrez Khan Manual Posting	N	0
18	Walk In	N	1

**KJTV(AM), KJTV-CD, KJTV-TV, KLBB-LD, KLBB-FM, KLCW-TV, KLZK-FM,  
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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
19	Wayland Baptist University Career Services 2002 W. Loop #289 Lubbock, Texas 79407 Phone : 806-785-9285 Raquel Sena Manual Posting	N	0
20	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>29</b>

**KJTV(AM), KJTV-CD, KJTV-TV, KLBB-LD, KLBB-FM, KLCW-TV, KLZK-FM,  
KMYL-LD, KTTU-FM, KXTQ-CD, KXTQ-FM**

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/19/2021	Participation in scholarship programs	Station Employment Unit participated in The John Burroughs Endowed Mass Communications Scholarship at Texas Tech University. Financial need, upper-class standing and grade point average in high school and college are considerations but not required for the award. Students can apply using the link for continuing students at: <a href="https://www.depts.ttu.edu/scholarships/currentStudentsScholarships.php">https://www.depts.ttu.edu/scholarships/currentStudentsScholarships.php</a>	1	President
2	3/14/2021	Participation in scholarship programs	Station Employment Unit has partnered with Hispanic Association of Women Lubbock (HAW) scholarship program. The Hispanic Association of Women continues to support and assist in the furthering of education to numerous young people and adults in the Hispanic community. Through the support of members and co-sponsors they have awarded scholarships to hundreds of women since 1983. The organizations goal is to make an even greater impact by collaborating with organizations throughout the community to encourage all people to pursue an education. Scholarships are awarded to females planning to attend an accredited college as a full time student. As a Silver Sponsor of the Gala Benefit, Ramar Communications will present the scholarship recipient with a \$1000 award for her college education	4	Program Director Production Manager On Air Personality On Air Personality