



May 6, 2024

**VIA ONLINE PUBLIC INSPECTION FILE**

Elizabeth E. Goldin  
Assistant Chief, Investigations & Hearings Division  
Enforcement Bureau  
Federal Communications Commission  
45 L Street, NE  
Washington, DC 20554

RE: **KJTV, Lubbock, TX (Facility ID No. 55061)**  
Response to EEO Audit Letter

Dear Ms. Goldin:

Ramar Communications, Inc. (“Ramar”), licensee of full power AM station KJTV, Lubbock, TX (Facility ID No. 55061), hereby responds to your March 22, 2024 letter requesting information and materials in connection with the audit of the EEO program of KJTV announced in a Public Notice, DA 24-179, released that same day by the Commission’s Enforcement Bureau (the “EEO Audit Letter”).

Ramar hereby provides information for its Station Employment Unit (the “Employment Unit”), which in addition to KJTV, includes KLBB-FM, Lubbock, TX (Facility ID No. 55062), KXTQ-FM, Lubbock, TX (Facility ID No. 4019), KTTU-FM, New Deal, TX (Facility ID No. 54684), and KLZK-FM, Idalou, TX (Facility ID No. 88795) (collectively, the “Stations”).

In preparing this response, Ramar has relied upon an examination of its files and records and due inquiry of current employees who are knowledgeable of employment-related issues at the Employment Unit. The responses below correspond to paragraphs as set forth in the EEO Audit Letter.

Paragraph 2:

Paragraph 2(a):

N/A. The Employment Unit has more than five full-time employees (defined by Section 73.2080(e)(1) as employees regularly assigned to work 30 hours a week or more).

Paragraph 2(b)(i):

Attachment A hereto contains the Employment Unit’s two most recent EEO Public File Reports, covering the period March 23, 2022-March 22, 2023 (the “2022-23 EEO Report”) and

the period March 23, 2023-March 22, 2024 (the “2023-24 EEO Report” and together with the 2022-23 EEO Report, the “EEO Public File Reports”). Copies of the EEO Public File Reports are included in the Stations’ online public inspection files. A copy of the most recent EEO public file report is also available on the Stations’ websites.

Paragraph 2(b)(ii):

Below are the web addresses for each station’s website and the location of the current EEO report link on each station’s website:

<b>Station</b>	<b>Station Website</b>	<b>Location of EEO Report Link on Station’s Website</b>
KJTV	<a href="https://www.1007thescore.com/">https://www.1007thescore.com/</a>	Front page, bottom
KLBB-FM	<a href="https://www.937theeagle.com/">https://www.937theeagle.com/</a>	Front page, bottom
KXTQ-FM	<a href="https://www.magic1065.com/">https://www.magic1065.com/</a>	Front page, bottom
KTTU-FM	<a href="https://www.doublet973.com/">https://www.doublet973.com/</a>	Front page, bottom
KLZK-FM	<a href="https://www.1077yesfm.com/">https://www.1077yesfm.com/</a>	Front page, bottom

Paragraph 2(b)(iii):

The date of hire for each full-time hire listed in each report is as follows:

2022-2023 EEO Report Hire Dates

<b>#</b>	<b>Vacancy</b>	<b>Hire Date</b>
1.	Account Executive	6/30/2022
2.	Radio Morning Show Host	9/12/2022
3.	Digital Media Manager	5/16/2022
4.	Account Executive	8/18/2022
5.	On-Air Personality	2/14/2023

2023-2024 EEO Report Hire Dates

<b>#</b>	<b>Vacancy</b>	<b>Hire Date</b>
1.	Account Executive	4/1/2023
2.	Account Executive	5/30/2023
3.	Account Executive	3/7/2024

Attachment B hereto and Attachment C hereto contain copies of advertisements, bulletins, letters, faxes, e-mails or other communications announcing the full-time positions filled during the 2022-23 and the 2023-24 reporting periods, respectively. Vacancy notifications were sent to multiple sources as listed in the EEO Public File Reports included at Attachment A hereto and as listed in the Broadcast 1 Source reports included at Attachments B and C hereto. Please note that the Employment Unit uses the recruitment software Broadcast 1 Source and, as a result, almost all of the communications announcing such full-time positions are stored in the

Broadcast 1 Source software and detailed information about such announcements is included in various Broadcast 1 Source reports. It is the policy of the Employment Unit to retain copies of all notices sent to all sources used. There were no on-air announcements or advertisements during the 2022-2023 and 2023-2024 EEO reporting periods. In addition, no organization notified the Employment Unit that it wanted to be notified of Employment Unit job openings.

Paragraph 2(b)(iv):

2022-2023 EEO Report:

Vacancy 1 – Account Executive

<b>Referral Source</b>	<b># of Interviewees</b>
Linked In	2
Walk In	1
Employee Referral	1
Indeed	5
<b>Total</b>	<b>9</b>

Vacancy 2 – Radio Morning Show Host

<b>Referral Source</b>	<b># of Interviewees</b>
Employee Referral	1
<b>Total</b>	<b>1</b>

Vacancy 3 – Digital Media Manager

<b>Referral Source</b>	<b># of Interviewees</b>
Indeed	7
<b>Total</b>	<b>7</b>

Vacancy 4 – Account Executive

<b>Referral Source</b>	<b># of Interviewees</b>
Linked In	1
<b>Total</b>	<b>1</b>

Vacancy 5 – On Air Personality 6

<b>Referral Source</b>	<b># of Interviewees</b>
Ramar Communications – Human Resources	1
<b>Total</b>	<b>1</b>

2023-2024 EEO Report:

Vacancy 1 – Account Executive

<b>Referral Source</b>	<b># of Interviewees</b>
Linked In	5
Call In	1
<b>Total</b>	<b>6</b>

Vacancy 2 – Account Executive

<b>Referral Source</b>	<b># of Interviewees</b>
Texas Association of Broadcasters	3
Indeed	1
<b>Total</b>	<b>4</b>

Vacancy 3 – Account Executive

<b>Referral Source</b>	<b># of Interviewees</b>
Call In	1
Texas Association of Broadcasters	3
<b>Total</b>	<b>4</b>

Paragraph 2(b)(v):

As of the date of the EEO Audit Letter, March 22, 2024, the total number of full-time employees of the Employment Unit was 20, and the population of the Lubbock market in which the Employment Unit operates was greater than 250,000. Based on these two factors, 47 C.F.R. §§ 73.2080(c)(2) and (e)(3) calls for the Employment Unit to perform four outreach initiatives within a two-year period.

The Employment Unit personnel (by title) involved in the recruitment initiatives performed by the Employment Unit during each of the 2022-2023 and 2023-2024 EEO reporting periods is as follows:

2022-2023 EEO Report Supplemental Recruitment Activities

<b>#</b>	<b>Activity</b>	<b>Personnel Involved</b>
1	Ramar Communications Internship Program	Program Director
2	Hispanic Association of Women Lubbock Scholarship Programs	Operations Director, Production Manager, Assistant Program Director, On Air Personality
3	Workforce Solutions South Plains Job Fair	Program Director, Director of Sales, Operations Director
4	Texas Tech College of Media and	Program Director, Director of Sales,

	Communication Career and Internship Fair	Sales Manager
5	Guest Lecture Texas Tech University College of Media and Communications	Program Director
6	Cub Scout Pack 118 Tour of Studio	Production Manager, Assistant Program Director

2023-2024 EEO Report Supplemental Recruitment Activities

#	Activity	Personnel Involved
1	Ramar Communications Internship Program	Operations Manager, Program Director
2	Hispanic Association of Women Lubbock Scholarship Programs	Operations Manager, Production Manager, On Air Personality, On Air Personality
3	Guest Lecture Texas Tech University College of Media and Communications	Sr. Account Executive
4	Mentorship Program at Texas Tech University	Program Director, On Air Personality
5	Mentorship Program at Texas Tech University	Program Director, On Air Personality
6	Mentorship Program at Texas Tech University	Program Director, On Air Personality
7	Hispanic Association of Women Lubbock Scholarship Programs	Operations Manager, Production Manager, On Air Personality, On Air Personality

A full description of the above recruitment initiatives is included in each of the EEO Public File Reports, as provided in Attachment A hereto. Attachment D hereto contains documentation demonstrating the Employment Unit’s performance of its supplemental recruitment initiatives during the period encompassed by the EEO Public File Reports.

Paragraph 2(b)(vi):

To Ramar’s knowledge, there have been no pending or resolved complaints involving the Stations filed during the Stations’ current license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices in the Employment Unit on the basis of race, color, religion, national origin, or sex.

Paragraph 2(b)(vii):

The management of the Employment Unit works to take positive steps to eliminate any systematic discrimination from personnel practices, to ensure that the Employment Unit employs

and develops a workforce representative of the local labor force, and to create an environment that encourages further opportunities for growth and promotion for all Employment Unit employees. The President of Ramar holds ultimate responsibility for ensuring enforcement of the Employment Unit's EEO policies and oversees the implementation of the Employment Unit's EEO policies and procedures. The station General Manager also works directly with the President of Ramar to ensure compliance with the Employment Unit's EEO policies and procedures.

The President of Ramar is responsible for ensuring compliance with all federal and state laws and Employment Unit EEO policies and procedures and for providing overall support to department heads and managers. The President of Ramar and the General Manager work to ensure that the Employment Unit's EEO policies and procedures are followed, that all job vacancy notices are distributed through the recruitment software and service Broadcast 1 Source, and that all interviews and hires are also logged through Broadcast 1 Source. The President of Ramar is primarily responsible for widely disseminating information for each full-time vacancy, keeping accurate and detailed recruitment and hiring records, working to help ensure that Employment Unit personnel participate in supplemental recruitment initiatives, and preparing the Employment Unit's annual EEO public file report. It is the responsibility of the General Manager to work with the President of Ramar to ensure compliance with federal and state laws and compliance with the Employment Unit's EEO policies and procedures, including the use of appropriate recruitment procedures and the Broadcast 1 Source software and system.

The Employment Unit informs job applicants of the Employment Unit's EEO policies and program on the Ramar Communications Employment Application and on all job vacancy notices. The Ramar Communications Employment Application states that,

*RAMAR provides equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination... If you believe your equal rights have been violated, you may contact the President of RAMAR at P.O. Box 3757, Lubbock, TX 79452, the Federal Communications Commission in Washington, DC 20554 or any other appropriate state or local agency.*

On all job vacancy notices, the Employment Unit states that Ramar and the Stations "are equal opportunity employers and all qualified applicants are encouraged to apply." Copies of job postings noting that Ramar is an equal opportunity employer are included at Attachments B and C hereto.

The Employment Unit informs employees of the Employment Unit's EEO policies and program at the time of hire when employees are provided with a copy of the Ramar Communications, Inc. Employee Handbook. Additional copies of the Employee Handbook are available in the Employment Unit's Human Resources office. Section 102 in the Employee Handbook states that Ramar is an equal opportunity employer and informs employees of the Employment Unit's EEO policies and program, Ramar's affirmative action program, and employee rights if they believe they have been subject to discrimination. Employees are

encouraged to bring any questions or concerns about any type of discrimination to the attention of an immediate supervisor, the General Manager, and/or the President of Ramar.

Paragraph 2(b)(viii):

The Employment Unit evaluates its EEO recruitment program on a regular basis, pursuant to 47 C.F.R. § 73.2080(c)(3), to ensure that its outreach efforts are effective in reaching all segments of the communities served by the Employment Unit. The Employment Unit conducts these evaluations annually at the time its EEO public file report is prepared and placed in the public file.

The President of Ramar retains ultimate responsibility for ensuring that the Employment Unit's EEO recruitment program is effective and for making sure that any problems with the recruitment program are resolved appropriately. This includes systematized implementation of the Employment Unit EEO practices and procedures through an agreement with the recruitment software and notice distribution system Broadcast 1 Source. Broadcast 1 Source gives the Employment Unit tools to manage open job vacancies, to track the distribution of notices of vacancies to recruitment sources, to update and track the recruitment sources used by the Employment Unit, and to track the referral sources of interviewees and hires.

The President of Ramar has primary responsibility for ensuring that the Employment Unit's EEO recruitment program is effective on a day-to-day basis and for taking action to address any problems with recruitment. Since Ramar began using Broadcast 1 Source, the Employment Unit has centralized the distribution of all job vacancy notices. The Employment Unit sends notice of every vacancy to both the local and larger statewide/national lists of recruitment sources in an effort to more widely disseminate notice of vacancies at the Employment Unit. Furthermore, the Employment Unit, when appropriate based on the type of position, also sends notice of certain vacancies to industry-specific organizations including TVJobs.com and MediaLine.com.

Paragraph 2(b)(ix):

The Employment Unit regularly analyzes the effectiveness of its EEO practices and policies in an effort to ensure that they provide equal opportunity and do not have a discriminatory effect, pursuant to 47 C.F.R. § 73.2080(c)(4). Ramar is committed to employing a workforce that is representative of the composite labor force. The President of Ramar annually examines employee pay, benefits, and promotions to ensure that they provide equal opportunity and do not have a discriminatory effect. The Employment Unit makes all pay and promotion decisions based on the skills, ability, experience, and performance of the applicant, and the Employment Unit does not consider race, color, religion, sex, national origin, age, disability, or any other characteristic protected by law. The Employee Handbook states that:

*In order to provide equal employment and advancement opportunities to all individuals, employment decisions at RAMAR will be based on merit, qualifications and abilities. RAMAR provides equal employment opportunity to*

*all qualified individuals without regard to their race, color, religion, sex, national origin, age, disability, or any other characteristic provided by law.*

Additionally, it is Ramar's policy that all hiring, promotion, and termination decisions are reviewed and/or approved by the President of Ramar. The hiring salary for each full-time vacancy must be approved by the President of Ramar.

The Employment Unit has not entered into an agreement with a union, and therefore the requirement to periodically review cooperation with the union is not applicable.

Paragraph 2(b)(ix):

Ramar is not a religious broadcaster; therefore this paragraph is not applicable.

Paragraphs 3-4:

The Employment Unit Stations are not party to any time brokerage agreement.

[Signature on following page]



# RAMAR

COMMUNICATIONS

Should any questions arise regarding this information, please contact the undersigned or Ramar's counsel, Dennis P. Corbett at 202.789.3115 or [dcorbett@tlp.law](mailto:dcorbett@tlp.law).

I certify under penalty of perjury that the foregoing is true, correct and complete.  
Executed on May 6, 2024.

Respectfully submitted,

*/s/ Brad Moran*

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Brad Moran  
President  
Ramar Communications, Inc.

## **Attachment A**

**KJTV(AM), KLBB-FM, KLZK-FM, KTTU-FM, KXTQ-FM**  
**EEO PUBLIC FILE REPORT**  
**March 23, 2022 - March 23, 2023**

**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>
Account Executive	1-3, 5-12	3
Radio Morning Show Host	1, 6-9, 12	1
Digital Media Manager	2, 6-9, 11-12	2
Account Executive	4, 6-9, 11-12	4
On-Air Personality	6	6

# KJTV(AM), KLBB-FM, KLZK-FM, KTTU-FM, KXTQ-FM

## EEO PUBLIC FILE REPORT

March 23, 2022 - March 23, 2023

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Employee Referral	N	2
2	Indeed.com	N	12
3	Linked In	N	2
4	Linked In - Not Directly Contacted by SEU	N	1
5	Lubbock Christian University Career Services 5601 W. 19th Street Lubbock, Texas 79407 Phone : 806-720.7238 Email : Ashton.Darrow@lcu.edu Ashton Darrow	N	0
6	Ramar Communications Human Resources PO Box 3757 Lubbock, Texas 79452 Phone : 806-745-3434 Email : sgonzales@ramarcom.com Keith Kerr	N	1
7	South Plains College Communications Dept. 1401 South College Ave. Levelland, Texas 79336 Phone : 806-716-2443 Email : jhoes@southplainscollege.edu Jay Hoes	N	0
8	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
9	Texas Tech University TTU CoMC PO Box 45006 Lubbock, Texas 79409 Phone : 806-834-1348 Email : career.comc@ttu.edu Corey Ann Clem	N	0
10	Walk In	N	1

**KJTV(AM), KLBB-FM, KLZK-FM, KTTU-FM, KXTQ-FM****EEO PUBLIC FILE REPORT****March 23, 2022 - March 23, 2023****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>
11	Workforce Solutions South Plains 1500 Broadway, Suite 800 Lubbock, Texas 79401 Phone : 806-608-8190 Email : danny.soliz@spworkforce.org Fax : 1-806-744-5378 Danny Soliz	N	0
12	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>19</b>

# KJTV(AM), KLBB-FM, KLZK-FM, KTTU-FM, KXTQ-FM

## EEO PUBLIC FILE REPORT

March 23, 2022 - March 23, 2023

### 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	Ongoing Event	Establishment of an intern program designed to assist members of the community	Ramar Communications offers internships to qualifying students who are currently enrolled in a college degree program. Students majoring in Mass Communications can qualify for these positions. The goal is to give the student actual work experience that will prepare him or her for employment in the future. The internship program is an ongoing event throughout the reporting period. In this period there was one intern that participated at the employment unit.	2	Program Director
2	5/7/2022	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 Bronze Sponsor of the Gala Benefit, Ramar Communications will present the scholarship recipient with a \$1000 award for her college education.	4	Operations Director Production Manager Assistant Program Director On Air Personality
3	9/13/2022	Participation in Job Fairs	Employment unit Director of Sales, Operations Director, and Program Director participated in the Workforce Solutions South Plains Job Fair September 13, 2022. Director of Sales, Operations Director, and Program Director spoke with a wide variety of job seekers about employment opportunities in the broadcast industry.	3	Program Director Director of Sales Operations Director

# KJTV(AM), KLBB-FM, KLZK-FM, KTTU-FM, KXTQ-FM

## EEO PUBLIC FILE REPORT

March 23, 2022 - March 23, 2023

### 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>
4	9/27/2022	Participation in Job Fairs	Employment unit Director of Sales, Sales Manager, and Program Director participated in the Texas Tech College of Media and Communication Career and Internship Fair September 27, 2022. Director of Sales, Sales Manager, and Program Director spoke with students majoring in Advertising, Communication Studies, Creative Media Industries, Digital Media and Professional Communication, Journalism, Media Strategies, and Public Relations and Strategic Communication Management regarding professional development through job and internship opportunities.	3	Program Director Director of Sales Sales Manager
5	11/9/2022	Participation in events or programs sponsored by educational institutions	Texas Tech University assistant professor of practice in the College of Media and Communications invited SEU Operations Manager and Program Director to be the guest lecturer on November 9, 2022. The topics covered during this lecture included, Professional Communication, Latino and Hispanic Audiences, Accuracy & Immediacy in Broadcast Communication, Ethics & Responsibilities with being a Radio Personality and Culture and Media.	1	Program Director
6	1/30/2023	Participation in events sponsored by organizations representing the community	Station Employment Unit Production Manager and Assistant Program Director invited Cub Scout Pack 118 for a tour of the station. Topics covered during the tour included how equipment and radio works, how a radio show is produced, ethics and responsibilities with being a radio personality and how to start a career in broadcasting.	2	Production Manager Assistant Program Director

**KJTV(AM), KLBB-FM, KLZK-FM, KTTU-FM, KXTQ-FM**  
**EEO PUBLIC FILE REPORT**  
**March 23, 2023 - March 22, 2024**

**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>
Account Executive	1, 3-10	3
Account Executive	2, 4-7, 10	6
Account Executive	1, 4-7, 9-10	1



# KJTV(AM), KLBB-FM, KLZK-FM, KTTU-FM, KXTQ-FM

## EEO PUBLIC FILE REPORT

March 23, 2023 - March 22, 2024

### II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Call In	N	2
2	Indeed.com	N	1
3	Linked In	N	5
4	Ramar Communications Human Resources PO Box 3757 Lubbock, Texas 79452 Phone : 806-745-3434 Email : kwofford@ramarcom.com Keith Kerr	N	0
5	South Plains College Communications Dept. 1401 South College Ave. Levelland, Texas 79336 Phone : 806-716-2443 Email : jhoes@southplainscollege.edu Jay Hoes	N	0
6	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	6
7	Texas Tech University TTU CoMC PO Box 45006 Lubbock, Texas 79409 Phone : 806-834-1348 Email : career.comc@ttu.edu Corey Ann Clem	N	0
8	TVjobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0019 Mark Holloway Manual Posting	N	0

**KJTV(AM), KLBB-FM, KLZK-FM, KTTU-FM, KXTQ-FM****EEO PUBLIC FILE REPORT****March 23, 2023 - March 22, 2024****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>
9	Workforce Solutions South Plains 1500 Broadway, Suite 800 Lubbock, Texas 79401 Phone : 806-608-8190 Email : danny.soliz@spworkforce.org Fax : 1-806-744-5378 Danny Soliz	N	0
10	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>14</b>

# KJTV(AM), KLBB-FM, KLZK-FM, KTTU-FM, KXTQ-FM

## EEO PUBLIC FILE REPORT

March 23, 2023 - March 22, 2024

### 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	Ongoing Event	Establishment of an intern program designed to assist members of the community	Ramar Communications offers internships to qualifying students who are currently enrolled in a college degree program. Students majoring in Mass Communications can qualify for these positions. The goal is to give the student actual work experience that will prepare him or her for employment in the future. The internship program is an ongoing event throughout the reporting period. In this period there were two interns that participated at the employment unit.	2	Operations Manager Program Director
2	3/25/2023	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	Operations Manager Production Manager On Air Personality On Air Personality

# KJTV(AM), KLBB-FM, KLZK-FM, KTTU-FM, KXTQ-FM

## EEO PUBLIC FILE REPORT

March 23, 2023 - March 22, 2024

### 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>
3	11/15/2023	Participation in events or programs sponsored by educational institutions	Employment Unit Account Executive spoke to a Fundamentals of Media and Communications class at Texas Tech University on November 15, 2023. Presenter spoke about the broadcast industry public relations practices and interaction. Job and internship opportunities were also discussed.	1	Sr. Account Executive
4	11/17/2023	Participation in events or programs sponsored by educational institutions	Texas Tech University assistant professor of practice and Assistant Director for External Engagement in the College of Media and Communications invited SEU Operations Manager and Program Director to participate in a Focus Group Mentorship on November 17, 2023. The topics covered during this focus group included, Professional Communication, Latino and Hispanic Audiences, Accuracy & Immediacy in Broadcast Communication, Ethics & Responsibilities with being a Radio Personality and Culture and Media.	2	Program Director On Air Personality

# KJTV(AM), KLBB-FM, KLZK-FM, KTTU-FM, KXTQ-FM

## EEO PUBLIC FILE REPORT

March 23, 2023 - March 22, 2024

### 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>
5	12/3/2023	Participation in events or programs sponsored by educational institutions	Texas Tech University assistant professor of practice and Assistant Director for External Engagement in the College of Media and Communications invited SEU Operations Manager and Program Director to participate in a Focus Group Mentorship on December 3, 2023. The topics covered during this focus group included, Professional Communication, Latino and Hispanic Audiences, Accuracy & Immediacy in Broadcast Communication, Ethics & Responsibilities with being a Radio Personality and Culture and Media.	2	Program Director On Air Personality
6	12/7/2023	Participation in events or programs sponsored by educational institutions	Texas Tech University assistant professor of practice and Assistant Director for External Engagement in the College of Media and Communications invited SEU Operations Manager and Program Director to participate in a Focus Group Mentorship on December 7, 2023. The topics covered during this focus group included, Professional Communication, Latino and Hispanic Audiences, Accuracy & Immediacy in Broadcast Communication, Ethics & Responsibilities with being a Radio Personality and Culture and Media.	2	Program Director On Air Personality

# KJTV(AM), KLBB-FM, KLZK-FM, KTTU-FM, KXTQ-FM

## EEO PUBLIC FILE REPORT

March 23, 2023 - March 22, 2024

### 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>
7	3/9/2024	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 \$2000 award for her college education	4	Operations Manager Production Manager On Air Personality On Air Personality