

**KJTV(AM), KLBB-FM, KLZK-FM, KTTU-FM, KXTQ-FM****EEO PUBLIC FILE REPORT****March 23, 2021 - March 22, 2022****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>
On-Air Personality	2-16	2
Account Executive	1, 3-16	6
Account Executive	1, 3-16	1
Digital Media Specialist	1, 3-16	1
Receptionist/Accounting Clerk	6	6

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### 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	Indeed.com	N	13
2	Internet Ad-not directly contacted by SEU	N	1
3	Kaplan College Career Services 1421 9th Street Lubbock, Texas 79401 Phone : 806-765-7051 Email : careerservices@kaplan.edu. Jennifer Lasater	N	0
4	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
5	Lubbock Job Spot PO Box 3757 Lubbock, Texas 79452 Phone : 806-748-2424 Susie Gonzales Manual Posting	N	0
6	Ramar Communications Human Resources PO Box 3757 Lubbock, Texas 79452 Phone : 806-745-3434 Email : sgonzales@ramarcom.com Keith Kerr	N	2
7	Sinclair Broadcast Group One Broadcast Center Amarillo, Texas 79101 Phone : 806-373-1787 Email : jmcook@chestv.com Michelle Cook	N	0
8	South Plains College Communications Dept. 1401 South College Ave. Levelland, Texas 79336 Phone : 806-716-2443 Email : jhoes@southplainscollege.edu Jay Hoes	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	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
10	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
11	TVjobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0019 Mark Holloway Manual Posting	N	0
12	Vista College Career Services 4620 50th Street Lubbock, Texas 79414 Phone : 806-785-2100 Email : careerservices@vistacollege.edu Gulrez Khan	N	0
13	Wayland Baptist University Career Services 2002 W. Loop #289 Lubbock, Texas 79407 Phone : 806-785-9285 Email : Raquel.Sena@wbu.edu Raquel Sena	N	0
14	Wayland Baptist University Career Services 1900 W. 7th Street Plainview, Texas 79072 Phone : 806-291-3764 Email : tmoore@wbu.edu Teresa Moore	N	0

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<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>
15	Workforce Solutions South Plains 1301 Broadway, Suite 201 Lubbock, Texas 79401 Phone : 806-744-1987 Email : danny.soliz@spworkforce.org Danny Soliz	N	0
16	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>16</b>

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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	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	5/1/2021	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	3	Program Director Production Manager On Air Personality

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3	9/22/2021	Participation in scholarship programs	Station Employment Unit participated in the College of Media & Communications Scholarship Program at Texas Tech University. CoMC offers a variety of undergraduate scholarships. Students must complete an undergraduate scholarship application. Completion of the scholarship application qualifies a student for consideration for all appropriate scholarships. An annual scholarship luncheon is held that connects donors with students so they can share their stories of impact.	1	President
4	9/22/2021	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
5	11/3/2021	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 3, 2021. 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	11/15/2021	Participation in events or programs sponsored by educational institutions	Employment Unit Account Executive spoke to a Fundamentals of Media & Communications class at Texas Tech University on November 15, 2021. Presenter spoke about the broadcast industry public relations practices and interaction. Job and internship opportunities were also discussed.	1	Sr. Account Executive