

Attachment D

Total Number of Interviewees and Referral Source of Each Interviewee

2016-2017 EEO Report:

Vacancy 1 – Account Executive

Referral Source	# of Interviewees
Employee Referral	1
Total	1

Vacancy 2 – Account Executive

Referral Source	# of Interviewees
Employee Referral	1
Total	1

Vacancy 3 – Accounting Supervisor

Referral Source	# of Interviewees
Jobspotonline.com	4
Employee Referral	1
Indeed.com	6
Total	11

Vacancy 4 – Account Executive

Referral Source	# of Interviewees
Non-Employee Referral	1
Lubbock Job Spot	3
Ramar Communications-Human Resources	1
Total	5

Vacancy 5 – Camera Operator

Referral Source	# of Interviewees
Lubbock Job Spot	1
Current Employee/Internal Promotion	1
Total	2

Vacancy 6 – Multi-Platform Reporter/Photojournalist

Referral Source	# of Interviewees
tvjobs.com	1
Non-Employee Referral	1
Total	2

Vacancy 7 – Anchor/Reporter

Referral Source	# of Interviewees
Texas Association of Broadcasters.org	1
Tvjobs.com	2
Employee Referral	1
Total	4

Vacancy 8 -- Multi-Platform Reporter/Photo Journalist

Referral Source	# of Interviewees
tvjobs.com	2
Self-Referral	1
Employee Referral	1
Total	4

Vacancy 9 – Radio Account Executive

Referral Source	# of Interviewees
Ramar Communications-Human Resources	1
Total	1

Vacancy 10 – Receptionist/Accounting Clerk

Referral Source	# of Interviewees
Lubbock Job Spot	5
Total	5

Vacancy 11 – Staff Accountant

Referral Source	# of Interviewees
Current Employee/Internal Promotion	1
Total	1

Vacancy 12 – Master Control Operator

Referral Source	# of Interviewees
Lubbock Job Spot	2
Total	2

Vacancy 13 – Master Control Operator

Referral Source	# of Interviewees
Lubbock Job Spot	2
Total	2

Vacancy 14 – Video Editor

Referral Source	# of Interviewees
Lubbock Job Spot	30
Current Employee	5
Employee Referral	3
Call In	1
Total	39

Vacancy 15 – Master Control Operator

Referral Source	# of Interviewees
Lubbock Job Spot	1
Employee Referral	1
Total	2

Vacancy 16 – Radio Account Executive

Referral Source	# of Interviewees
Employee Referral	1
Job Fair	1
Lubbock Job Spot	1
Total	3

Vacancy 17 – Master Control Operator

Referral Source	# of Interviewees
Lubbock Job Spot	1
Total	1

Vacancy 18 – Master Control Operator

Referral Source	# of Interviewees
Ramar Communications-Human Resources	2
Total	2

Vacancy 19 – Photojournalist

Referral Source	# of Interviewees
Current Employee/Internal Promotion	1
Total	1

Vacancy 20 – Master Control Operator

Referral Source	# of Interviewees
Current Employee	1
Total	1

Vacancy 21 – Newscast Director

Referral Source	# of Interviewees
Current Employee	1
Former Employee	1
Total	2

Vacancy 22 – Bilingual Multi Media Journalist

Referral Source	# of Interviewees
Word of Mouth Referral	2
Total	2

Vacancy 23 – Anchor/Producer Spanish Fluent

Referral Source	# of Interviewees
TVjobs.com	1
Employee Referral	1
Total	2

Vacancy 24 – Newscast Director

Referral Source	# of Interviewees
Employee Referral	2
Total	2

2017-2018 EEO Report:

Vacancy 1 – Web Producer/MMJ

Referral Source	# of Interviewees
Internship Program	1
Texas Association of Broadcasters	1
Total	2

Vacancy 2 – Radio Account Executive

Referral Source	# of Interviewees
Job Fair	1
Total	1

Vacancy 3 – Account Executive

Referral Source	# of Interviewees
Lubbock Job Spot	1
Employee Referral	1
Job Fair	1
Non-Employee Referral	1
Total	4

Vacancy 4 – Weather Anchor

Referral Source	# of Interviewees
TVjobs.com	3
Employee Referral	1
Total	4

Vacancy 5 – Accounting Supervisor

Referral Source	# of Interviewees
Indeed.com	3
Lubbock Job Spot	1
Total	4

Vacancy 6 – Newscast Director

Referral Source	# of Interviewees
Lubbock Job Spot	1
South Plains College	1
Employee Referral	1
Total	3

Vacancy 7 – Master Control Operator

Referral Source	# of Interviewees
Internal Transfer/Promotion	1
Total	1

Vacancy 8 – News Operations Manager

Referral Source	# of Interviewees
Internal Transfer/Promotion	1
Employee Referral	1
Total	2

Vacancy 9 – Anchor

Referral Source	# of Interviewees
TVjobs.com	2
Total	2

Vacancy 10 – Master Control Operator

Referral Source	# of Interviewees
Employee Referral	1
Total	1

Vacancy 11 – Photojournalist

Referral Source	# of Interviewees
Employee Referral	8
Total	8

Vacancy 12 – Photojournalist

Referral Source	# of Interviewees
Employee Referral	2
Total	2

Vacancy 13 – Help Desk Technician

Referral Source	# of Interviewees
Lubbock Job Spot	4
Employee Referral	1
Former Employee Referral	1
Total	6

Vacancy 14 – TV Sales Manager

Referral Source	# of Interviewees
Employee Referral	2
Total	2

Vacancy 15 – Photojournalist

Referral Source	# of Interviewees
Internal Transfer/Promotion	1
Total	1

Vacancy 16 – Multi-Platform Reporter/Photojournalist

Referral Source	# of Interviewees
Internal Candidate	1
Total	1

Vacancy 17 – Newscast Director

Referral Source	# of Interviewees
Employee Referral	1
Total	1

Vacancy 18 – Master Control Operator

Referral Source	# of Interviewees
Ramar Communications-Human Resources	1
Lubbock Job Spot	2
Walk In	1
Former Employee	1
Total	5

Vacancy 19 – Anchor/Producer Spanish Fluent

Referral Source	# of Interviewees
TVjobs.com	3
Employee Referral	1
Total	4

Vacancy 20 – Multi-Platform Reporter/Photojournalist

Referral Source	# of Interviewees
TVjobs.com	3
Texas Tech University CoMC	1
Current Intern	1
Total	5

Vacancy 21 – Producer/Associate Producer Spanish Fluent

Referral Source	# of Interviewees
Career Fair	1
Total	1

Vacancy 22 – Digital Coordinator

Referral Source	# of Interviewees
Employee Referral	2
Total	2

Vacancy 23 – Sports Anchor/Reporter

Referral Source	# of Interviewees
TVjobs.com	2
Total	2

Vacancy 24 – Master Control Operator

Referral Source	# of Interviewees
Internal Transfer/Promotion	1
Total	1

Vacancy 25 – Producer/Associate Producer Spanish Fluent

Referral Source	# of Interviewees
Employee Referral	1
TVjobs.com	2
Total	3

Vacancy 26 – Receptionist/Accounting Clerk

Referral Source	# of Interviewees
Indeed.com	7
Employee Referral	1
Total	8

Vacancy 27 – Newscast Director

Referral Source	# of Interviewees
Internal Transfer/Promotion	1
Total	1

Attachment E

List of Personnel Involved in Supplemental Recruitment Initiatives *

2016-2017 EEO Report Supplemental Recruitment Activities

Activity	Personnel Involved
Recruitment Initiative #1	Sales Manager, Program Director, Program Director, Program Director
Recruitment Initiative #2	News Director
Recruitment Initiative #3	News Director
Recruitment Initiative #4	Sales Manager, Financial Officer, Sales Manager, Assistant News Director
Recruitment Initiative #5	News Director
Recruitment Initiative #6	General Manager
Recruitment Initiative #7	News Director
Recruitment Initiative #8	News Director
Recruitment Initiative #9	Sales Manager, Revenue Officer
Recruitment Initiative #10	Revenue Officer
Recruitment Initiative #11	Sales Manager
Recruitment Initiative #12	Assistant News Director
Recruitment Initiative #13	News Director, Sales Manager, Revenue Officer, Assistant News Director
Recruitment Initiative #14[†]	Program Director, Production Manager, On Air Personality, On Air Personality
Recruitment Initiative #15	Production Manager, Program Director, News Director

2017-2018 EEO Report Supplemental Recruitment Activities

Activity	Personnel Involved
Recruitment Initiative #1	Operations Manager, Program Director, Chief Revenue Officer
Recruitment Initiative #2	Program Director, Production Manager, Sales Manager, Program Director
Recruitment Initiative #3	News Director, Assistant News Director
Recruitment Initiative #4	News Director, Sales Manager
Recruitment Initiative #5	News Director
Recruitment Initiative #6	News Operations Manager, Production Manager
Recruitment Initiative #7	News Director

* Descriptions of the recruitment initiatives are provided in Attachment A to this response.

[†] The HAW scholarship participation reflected in this listing dates to an event that took place on February 6, 2016, not March 20, 2017, as erroneously reported. The February 2016 event date preceded the period covered by the 2016-17 EEO Report. This error is immaterial, as the licensee performed more than 4 other initiatives during the two years under audit.

Recruitment Initiative #8	Public File Coordinator
Recruitment Initiative #9	Assistant News Director
Recruitment Initiative #10	News Director, Production Manager, Program Director