

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1, 3-10	3
Account Executive	2, 4-7, 10	6
Account Executive	1, 4-7, 9-10	1

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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

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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	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			14

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
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

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
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

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
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

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
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