

**KTTZ-TV/FM, Lubbock, TX; KNCH (FM), San Angelo, TX;
KCOS-TV, El Paso, TX
17th Street & Indiana Avenue
Lubbock, Texas 79409-2161**

**EEO Public File Report
April 1, 2023 – March 31, 2024**

KTTZ-TV/FM, KNCH (FM), and KCOS-TV are Equal Opportunity Employers

Full Time Job Vacancies/Interviewee Data

Position	Job Title	Date Filled	Total # Interviewed	Sources Referring Interviewees	No. of Interviewees Per Source	Hiree Referral Source
1.	Producer – Newsroom	08/24/2023	3	TTU (1)	3	TTU

Total number of interviewees for all full-time positions: 3

There is attached hereto a list of the recruitment sources utilized by the stations and the total number of interviewees referred by each recruitment source. (Attachment A)

For position 1 KTTZ-TV/FM used recruitment sources 1-16, set forth on Attachment A.

There is also attached hereto a narrative of the station's Supplement EEO Outreach Activities (Attachment B).

Attachment A

List of Recruitment Sources:

- (1) Texas Tech University
HR Administration
Box 41093
Lubbock, Texas 79409-1093
806-742-3851
<https://jobs.texastech.edu/postings/search>

Total Interviewees Referred: 3

- (2) KTTZ.org/social media/e-newsletter
Box 42161
Lubbock, TX 79409
806-742-2209
<http://kttz.org>

Total Interviewees Referred: 0

- (3) KTTZ on air broadcast signal
Box 42161
Lubbock, TX 79409
806-742-2209

Total Interviewees Referred: 0

- (4) KCOS on air broadcast signal
9050 Viscount Blvd, Ste. A440
El Paso, TX 79925

Total Interviewees Referred: 0

- (5) Texas Tech University College of Media and Communication
<https://www.depts.ttu.edu/comc/>

Total Interviewees Referred: 0

- (6) Hire Red Raiders
<https://www.depts.ttu.edu/careercenter/hireredraiders.php>

Total Interviewees Referred: 0

- (7) Indeed
<https://www.indeed.com/>

Total Interviewees Referred: 0

(8) Blacks In Higher Ed
BlacksInHigherEd.com

Total Interviewees Referred: 0

(9) LGBT in Higher Ed
LGBTinHigherEd.com

Total Interviewees Referred: 0

(10) Hispanics in Higher Ed
HispanicsinHigherEd.com

Total Interviewees Referred: 0

(11) Women and Higher Ed
WomenAndHigherEd.com

Total Interviewees Referred: 0

(12) Disabled in Higher Ed
DisabledInHigherEd.com

Total Interviewees Referred: 0

(13) Work In Texas
WorkInTexas.com

Total Interviewees Referred: 0

(14) Veterans in Higher Ed
VeteransinHigherEd.com

Total Interviewees Referred: 0

(15) Women For Hire
WomenForHire.com

Total Interviewees Referred: 0

(16) Public Media Journalists Association
<https://www.pmja.org/>

Total Interviewees Referred: 0

(17) Corporation for Public Broadcasting job site
<https://www.cpb.org/>

Total Interviewees Referred: 0

Full Time Job Vacancies:

KTTZ-TV/FM, KNCH FM, and KCOS-TV are licensed to Texas Tech University and are required to process all positions with the Texas Tech University Human Resources office.

Attachment B

Statement of Supplemental EEO Outreach Activities

During this reporting period the station participated in the following EEO Outreach Activities:

Date	Job Fair	Manager
04/05/2023	Non-Profit Job Fair	Director of Development and Community Engagement
10/11/2023	Non-Profit Job Fair	Director of Development and Community Engagement
10/31/2023	Majors & Minors Career Fair	Director of Development and Community Engagement
Date	Community Outreach/Speaking	Manager
04/09/2023	Easter Read and Ride on the Streetcar	Development Manager
04/15-16/2023	Lubbock Arts Festival	Education Director
04/16/2023	Touch a Truck	Development Manager
04/22/2023	Education Fair at Riverside Elementary	Development Manager
04/27/2023	Alarcon's Career Day	Development Manager
04/27/2023	Sound on Tap Live	Director of Content
05/05/2023	Harmony's Game Night	Development Manager
05/06/2023	In The Grow: Live	Director of Content
05/18/2023	Glen Cove's Career Day	Development Manager
06/26-29/2023	AP Summer Institute	Education Director
07/08/2023	Wester Fair, Texas Kids Dental	Development Manager
07/22/2023	EPIMF Health Info Fair	Development Manager
07/29/2023	Summer Adventure, Science Spectrum	Education Director
08/10/2023	Covenant Health Back to School	Director of Development and Community Engagement
08/12/2023	Back to School Bash	Development Manager
08/26/2023	Bark for Life Event, American Cancer Society	Station Manager - EP
08/26/2023	Unity Fest: Empowering Communities Together	Development Manager
09/16/2023	Relay for Life, American Cancer Society	Station Manager – EP
10/07/2023	Plenitud Fair	Station Manager - EP
10/18/2023	Lubbock Cooper Fall Festival	Education Director
10/21/2023	Fall Festival	Development Manager
10/24/2023	Mi Comunidad Fall Festival/GECU/ Mi Comunidad Center	Station Manager - EP
10/27/2023	Only in El Paso community event	Director of Development and Community Engagement
10/31/2023	Science Spectrum Halloween Carnival	Director of Development and Community Engagement
11/1/2023	Wake-Up Santa	Development Manager

12/02/2023	Holiday Wonderland, Science Spectrum	Education Director
12/03/2023	Big Red Fun	Station Manager - EP
12/09/2023	Ride and Read on the Streetcar – public library	Development Manager
12/09/2023	Tis the Season to be Safe – El Paso	Development Manager
12/16/2023	Wild Kratts Creature Christmas screening	Station Manager - EP
01/20/2024	PBS Kids Fiesta – El Paso	Development Manager
02/27/2024	Rosie’s Rules screening	Station Manager - EP
02/27/2024	Collette Travel Lubbock	Director of Development and Community Engagement
02/29/2024	Collette Travel El Paso	Development Manager
03/06/2024	PBS Kids screening	Development Manager
03/16/2024	Bassett Spring Fair	Development Manager
03/23/2024	Be My Neighbor Day – El Paso	Development Manager
Date	Intern Program	Manager
Spring 2023	1 Student Intern – FM News Lubbock	News Director
Spring 2023	1 Student Intern – Development/Marketing -Lubbock	Director of Marketing
Spring 2023	1 student intern – TV production Lubbock	Director of Content
Summer 2023	5 student interns – TV production Lubbock	Director of Content
Summer 2023	1 student intern – FM news Lubbock	News Director
Fall 2023	5 student interns – TV production Lubbock	Director of Content
Spring 2024	5 student interns – TV production Lubbock	Director of Content
Spring 2024	2 student interns – FM news Lubbock	Director of Finance
Season	Family/Kindergarten Readiness Events	Manager
Spring 2023	Day Care Story Times	Education Director
Spring 2023	Miller Elementary School Story times	Education Director
Spring 2023	El Paso Early Learning Communities of Practice	Education Director
Summer 2023	Tahoka Public Library	Education Director
Summer 2023	Slaton Public Library	Education Director
Summer 2023	Abernathy Public Library	Education Director
Summer 2023	Plainview Public Library	Education Director
Fall 2023	Workforce Solutions Kindergarten Readiness training	Education Director

Fall 2023	Tahoka Public Library	Education Director
Fall 2023	Day Care Story Times	Education Director
Spring 2024	El Paso Early Learning Communities of Practice	Education Director
Spring 2024	Day Care Story Times	Education Director
Spring 2024	Plainview Public Library	Education Director

KTTZ-TV/FM, KNCH FM, and KCOS-TV are licensed to Texas Tech University, a State of Texas entity. As a part of the university, KTTZ-TV/FM, KNCH FM, and KCOS-TV employees are required by the State of Texas to participate in an EEO training course when hired and a refresher course every two years. Additionally, to comply with the Communications Act, the Corporation for Public Broadcasting (CPB) requires that employees of public broadcasting stations who receive community service grant funding complete a yearly EEO training course. All Texas Tech Public Media employees are up to date on this. For the reporting year, the managers completed annual EEO training as listed below.

Manager	Dates Completed
Director of Marketing (resigned 08/2023)	08/30/2022
News Director (resigned 08/2023)	08/29/2022
Director of Finance	09/20/2022; 9/29/2023
Programming Manager	08/19/2022; 9/20/2023
Director of Engineering	09/27/2022; 9/25/2023
Education Director	08/29/2022; 9/14/2023
Station Manager - EP	08/18/2022; 9/5/2023
Director of Development and Community Engagement	08/19/2022; 10/06/2023
Development Manager	08/18/2022; 09/20/2023