

**KTTZ-TV/FM, Lubbock, TX & KNCH-FM, San Angelo, TX  
17<sup>th</sup> Street & Indiana Avenue  
Lubbock, Texas 79409-2161**

**EEO Public File Report  
April 1, 2016 – March 31, 2017**

**KTTZ-TV/FM & KNCH-FM are Equal Opportunity Employers**

**Full Time Job Vacancies/Interviewee Data**

Position	Job Title	Date Filled	Total # Interviewed	Source of Referral	No. of Interviewees Per Source	Hiree Referral Source
1.	Digital Media Producer/TV	01/02/2017	3	6,1	1-6(source) 2-1(source)	6
2.	Sr. Business Assistant	11/01/2016	3	1	3	1
3.	Producer/FM	07/22/2016	3	1	3	1
4.	Sr. Producer	07/05/2016	3	5, 6	1-5(source) 2-6(source)	6

Total number of interviewees for all full time positions: 52

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 source 1, 3, 5, 6 set forth on Attachment A

For position 2 KTTZ-TV/FM used recruitment source 1, 3, 5, 6 set forth on Attachment A

For position 3 KTTZ-TV/FM used recruitment source 1, 3, 5, 6 set forth on Attachment A

For position 4 KTTZ-TV/FM used recruitment source 1, 3, 5, 6 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>
  
- (2) Texas Association of Broadcasters Job Bank  
502 E. 11<sup>th</sup> Street, Suite 200  
Austin, Texas  
512-322-9944  
<http://www.tab.org/job-bank/>
  
- (3) KTTZ.org  
Box 42161  
Lubbock, TX 79409  
806-834-1220  
<http://kttz.org>
  
- (4) Current is a service to public media published by the School of Communication,  
American University, Washington, D.C.  
Office:  
Takoma Park, MD  
301-270-7240  
<http://www.current.org/jobs/>
  
- (5) KTTZ on air broadcast signal Radio/TV  
Box 42161  
Lubbock, TX 79409  
806-834-1220  
<http://kttz.org>
  
- (6) KTTZ Social Media, Facebook-Twitter  
Box 42161  
Lubbock, TX 79409  
806-834-1220  
<http://kttz.org>

**Full Time Job Vacancies:**

KTTZ-TV/FM & KNCH FM are licensed to Texas Tech University and is required to process all positions with the Texas Tech University Human Resource office.

**Attachment B**

**Statement of Supplemental EEO Outreach Activities**

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

<b>Date</b>	<b>Job Fair</b>	<b>Manager</b>
9/1/2016	Back to School Breakfast with Texas Tech Public Media	Becky Ivey Jonathan Seaborn
7/1/2016 8/5/2016 9/2/2016 11/4/2016	KTTZ on the First Friday Art Trail	Paul Hunton Becky Ivey
<b>Date</b>	<b>Community Outreach/Speaking</b>	<b>Manager</b>
4/5/2016, 9/27/2016 10/18/2016	Jackie Robinson Public Screening Willie Velasquez Vote is your Voice Hamilton's America Screening	Paul Hunton Jonathan Seaborn
6/25/2016, 9/9/2016, 10/8/2016	24 Frames Live	Paul Hunton Becky Ivey Jonathan Seaborn
5/7/2016 7/30/2016 8/27/2016 10/27/2016	DINO DAYS Kids and Family Event KTTZ Kids Club Summer Adventure Kid Community Book Fair Silly Science Carnival Kids/Family	Becky Ivey Paul Hunton Reagan Doyal Jonathan Seaborn
<b>Date</b>	<b>Intern Program</b>	<b>Manager</b>
Spring 2016	Colby Ward                      Student Intern Gabrielle Salazar              Student Intern Allison Terry                      Student Intern	Jonathan Seaborn Jonathan Seaborn Jonathan Seaborn
Summer 2016	Juan Gil                              Student Intern Preston Opara                      Student Intern Will Jackson                      Student Intern	Jonathan Seaborn Jonathan Seaborn Jonathan Seaborn
Fall 2016	Juan Gil                              Student Intern Preston Opara                      Student Intern Ricky Cortez                      Student Intern	Jonathan Seaborn Jonathan Seaborn Jonathan Seaborn

KTTZ-TV/FM and KNCH FM are licensed to Texas Tech University, a State of Texas entity. As a part of the university, KTTZ-TV/FM and KNCH FM employees are required by the State of Texas to participate in an EEO training course when hired and a refresher course every two years. Those employees participating in EEO courses during this reporting period are listed below.

Barrick, Clinton F	EEOC
Boyd, Rachel K	EEOC
Brown, Alexa R	EEOC
Castillo, Nicolas T	EEOC
Doyal, Reagan L	EEOC
Gurley, Jacob D	EEOC
Hatley, Adria L	EEOC
Hunton, Paul A	EEOC
Lancaster, Brandi T	EEOC
Morton, Bradley J	EEOC
Proctor, Charles L	EEOC
Seaborn, Jonathan B	EEOC
Skibell, Sherril J	EEOC
Spikes, Caitlin N	EEOC
Trice, Michelle S	EEOC
Trice, Ronny L	EEOC