

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

**EEO Public File Report
April 1, 2017 – March 31, 2018**

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.	Business Development Mgr	05/01/2017	4	TTU (1)	4	TTU
2.	Digital Media Coordinator	06/06/2017	3	TTU (1)	3	TTU
3.	Producer	07/03/2017	3	TTU (1)	3	TTU
5.	Coordinator	09/01/2017	3	TTU (1)	3	TTU
6.	Membership Coordinator	09/01/15	8	TTU (1)	8	TTU

Total number of interviewees for all full time positions: 21

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 1-5, set forth on Attachment A.
 For position 2 KTTZ-TV/FM used recruitment source 1-5, set forth on Attachment A.
 For position 3 KTTZ-TV/FM used recruitment source 1-5, set forth on Attachment A.
 For position 4 KTTZ-TV/FM used recruitment source 1-5, set forth on Attachment A.
 For position 5 KTTZ-TV/FM used recruitment source 1-5, set forth on Attachment A.
 For position 6 KTTZ-TV/FM used recruitment source 1-5, 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. 11th Street, Suite 200
Austin, Texas
512-322-9944
<http://www.tab.org/job-bank/>

- (3) KTTZ.org
Box 42161
Lubbock, TX 79409
806-742-2209
<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
Box 42161
Lubbock, TX 79409
806-742-2209
<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:

Date	Job Fair	Manager
10/10/2017	TTU College of Media & Communication Career Fair	Becky Ivey Kaysie Ellingson Jen Bailey
10/18/2017	South Plains Tech Prep Career Expo, Lubbock Memorial Civic Center, Lubbock, Texas	Becky Ivey
Date	Community Outreach/Speaking	Manager
04/30/2017	National Bird Screening – Alamo Drafthouse	Becky Ivey
06/11/2017	The Real Boy Screening – Alamo Drafthouse	Becky Ivey
09/01/2017	Vietnam Preview/Global Weirding – First Friday Art Trail at LHUCA	Paul Hunton Reagan Doyal
05/06/2017	Dino Day – TTU Museum	Becky Ivey
06/10/2017	Kids Community Fun Fest	Becky Ivey
08/24/2017	Back to School Breakfast Meet and Greet Texas Tech Public Media – Bank of America lobby	Paul Hunton Clint Barrick Becky Ivey
Date	Intern Program	Manager
Spring 2017	3 Student Interns	Paul Hunton
Summer 2017	3 Student Interns	Paul Hunton
Fall 2017	3 Student Interns	Paul Hunton

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.

Name	Course
Daniel Ballard	ELEG310 – EEO
Laura Camper	ELEG310 – EEO
Jesse Savage	ELEG310 – EEO
Rebekah Ivey	ELEG310 – EEO
Charles Luck	ELEG310 – EEO
Charles Proctor	ELEG310 – EEO
Emily De Santos	ELEG310 – EEO
Sherril Skibell	ELEG310 – EEO
Ron Trice	ELEG310 – EEO
Rachel Boyd	ELEG310 – EEO
Reagan Doyal	ELEG310 – EEO
Betsy Blaney	ELEG310 – EEO
Jennifer Bailey	ELEG310 – EEO
Kaysie Ellingson	ELEG310 – EEO
Tori Rodriguez	ELEG310 – EEO