

**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, 2019 – March 31, 2020
 (amended April 22, 2021)**

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 – Underwriting and Promotions	01/01/2020	4	TTU	4	TTU
2.	Lead Communications Engineer	06/17/2019	3	TTU	3	TTU
3.	Coordinator	05/15/2019	5	TTU	5	TTU

Total number of interviewees for all full time positions: 12

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 1-3, 5 set forth on Attachment A.
 For position 2 KTTZ-TV/FM used recruitment sources 1-3, 5 set forth on Attachment A.
 For position 3 KTTZ-TV/FM used recruitment sources 1-3, 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>

Total Interviewees Referred: 12

- (2) Texas Association of Broadcasters Job Bank
502 E. 11th Street, Suite 200
Austin, Texas
512-322-9944
<http://www.tab.org/job-bank/>

Total Interviewees Referred: 0

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

Total Interviewees Referred: 0

- (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/>

Total Interviewees Referred: 0

- (5) KTTZ on air broadcast signal
Box 42161
Lubbock, TX 79409
806-742-2209
<http://kttz.org>

Total Interviewees Referred: 0

Full Time Job Vacancies:

KTTZ-TV/FM, KNCH FM, and KCOS-TV are licensed to Texas Tech University and is 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
10/01/2019	The College of Media & Communication Career Fair	Becky Ivey Bradley Karr Tori Rodriguez
Date	Community Outreach/Speaking	Manager
Spring 2020	Hosted EPCC students for training/service hours in studio	Frank Luna
Monthly 2019	PBS Kids Screening – Alamo Drafthouse Lubbock	Becky Ivey Reagan Doyal Bradley Karr Tori Rodriguez Kaysie Ellingson
4/09/19	Charm City Screening – Indie Lens Pop-Up	Reagan Doyal Becky Ivey Kaysie Ellingson
4/13/19	Quality Day of Play	Paul Hunton Reagan Doyal Tori Rodriguez Kaysie Ellingson Bradley Karr Becky Ivey
4/13/19	PBS Kids Screening – Alamo Drafthouse	Amanda Babcock
4/20/19	Won't You Be My Neighbor Screening – Indie Lens Pop-Up	Reagan Doyal Jonathan Seaborn Becky Ivey Bradley Karr
4/27/19	CASPFEST Screenings and Panels	Paul Hunton Jonathan Seaborn
4/30/19	Engineering Hope Screening and Panel	Jacob Gurley Reagan Doyal
4/30/19	PBS Kids Writers Contest Celebration – El Paso Community College Administration Building	Natalie Eckberg Emily Loya
5/14/19	Only in El Paso Screening – Alamo Drafthouse	Emily Loya Frank Luna Natalie Eckberg
5/15/19	TTPM Presents to Rawls College of Business – Strategy Competition	Bradley Karr Sherril Skibell Becky Ivey
5/22/19	Tech Advantage Fair (booth)	Becky Ivey Bradley Karr Tori Rodriguez

6/1/19	Sun City Splash & Dash – Ascarate Park	Natalie Eckberg Amanda Babcock
6/06/19	Dream With Me Screening and Panel	Jonathan Seaborn Reagan Doyal Becky Ivey
6/08/19	Community Family Fun Fest	Becky Ivey Reagan Doyal Tori Rodriquez Kaysie Ellingson Bradley Karr
6/8/19	Be My Neighbor Day – Bassett Place	Natalie Eckberg Amanda Babcock Emily Loya Entire Team
6/15/19	PBS Kids Screening – Alamo Drafthouse	Amanda Babcock
6/19/19	Chasing the Moon Screening & Panel with Al Sacco	Reagan Doyal Weston Davis Bradley Karr Becky Ivey
7/13/19	Clifford the Big Red Dog Meet & Greet – The Outlet Shoppes at El Paso	Amanda Babcock
7/14/19	Kids Day Sunday with El Paso Chihuahuas – Southwest University Park	Amanda Babcock Natalie Eckberg
7/20/19	Summer Adventure @ The Science Spectrum	Becky Ivey Alisan Sweet Reagan Doyal Kaysie Ellingson Michelle Dillard Tori Rodriquez Daniel Ballard Bradley Karr TR Castillo
7/27/19	PBS Kids Screening – Alamo Drafthouse	Amanda Babcock
7/28/19	Kids Day Sunday with El Paso Chihuahuas – Southwest University Park	Natalie Eckberg Amanda Babcock
8/1/19	Pinkalicious Birthday Party – KCOS Studio	Natalie Eckberg Emily Loya Amanda Babcock
8/17/19	PBS Kids Screening – Alamo Drafthouse	Natalie Eckberg
8/22/19	TTPM Back to School Appreciation Breakfast	All TTPM Lubbock staff in attendance
8/22/19	Country Music Event – Prairie Nights to Neon Lights: The History of Country Music	Paul Hunton Jonathan Seaborn Becky Ivey Alisan Sweet Reagan Doyal Kaysie Ellingson Daniel Ballard Bradley Karr

		TR Castillo
8/25/19	Kids Day Sunday with El Paso Chihuahuas – Southwest University Park	Natalie Eckberg Amanda Babcock
8/29/19	Country Music Event – Jordan Robert Kirk + 2 Singer Songwriter Concert	Jonathan Seaborn Becky Ivey Weston Davis Tori Rodriguez Bradley Karr
8/30/19	Minor Injustice Screening and Panel	Jonathan Seaborn Becky Ivey
8/31/19	Banana Split Party with Curious George – Bassett Place	Natalie Eckberg Amanda Babcock
Fall 2019	Hosted EPCC students for training/service hours in studio	Frank Luna
9/06/19	Country Music Preview – First Friday Art Trail	Laura Camper Becky Ivey Jonathan Seaborn Kaysie Ellingson
9/14/19	PBS Kids Screening – Alamo Drafthouse	Natalie Eckberg
9/19/19	KCOS Wine & Food Classic – El Paso Community College Administration Building	Natalie Eckberg Emily Loya Entire Team
10/24/19	Beyond the Report Public Screening and Panel	Kaysie Ellingson Jonathan Seaborn Bradley Karr Becky Ivey
10/26/19	PBS Kids Screening – Alamo Drafthouse	Natalie Eckberg
11/11/19	Hosted a Girl Scout Troop with 10 elementary age students	Emily Loya
11/16/19	PBS Kids Screening – Alamo Drafthouse	Natalie Eckberg
12/7/19	PBS Kids Fiesta- El Paso Convention Center	Natalie Eckberg Emily Loya Entire Team
Monthly 2020	PBS Kids Screening – Alamo Drafthouse Lubbock	Becky Ivey Reagan Doyal Bradley Karr Tori Rodriguez
1/11/20	Buenas Noches El Paso Storytime and Book Signing – Barnes & Noble	Emily Loya Natalie Eckberg
1/18/20	PBS Kids Screening – Alamo Drafthouse	Natalie Eckberg
1/30/20	Adventure Park Dinner with Daniel Tiger Fundraiser	Becky Ivey Reagan Doyal Bradley Karr Tori Rodriguez Weston Davis Rebecca Fuller
2/22/20	PBS Kids Screening – Alamo Drafthouse	Natalie Eckberg
2/22/20	No Passport Required Community Cooking Class with Raindrop Turkish House - PBS	Natalie Eckberg Emily Loya

	El Paso Studio	
3/7/20	No Passport Required Kids Cooking Class with Raindrop Turkish House - PBS El Paso Studio	Natalie Eckberg
Date	Intern Program	Manager
Spring 2019	1 Student Intern Production – Lubbock 2 Student Interns Production – El Paso 1 Student Intern Development – El Paso	Jonathan Seaborn Frank Luna Natalie Eckberg
Summer 2019	3 Student Interns Production - Lubbock	Jonathan Seaborn
Fall 2019	4 Student Interns Production – Lubbock 1 Student Intern Production – El Paso 1 Student Intern Development – El Paso	Jonathan Seaborn Frank Luna Natalie Eckberg
Spring 2020	4 Student Interns Production – Lubbock 2 Student Interns Production – El Paso 1 Student Intern Development – El Paso	Jonathan Seaborn Frank Luna Natalie Eckberg

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.