

**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, 2021 – March 31, 2022**

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.	Marketing and Digital Media Producer	06/01/2021	3	TTU (1)	3	TTU
2.	Communications Engineer	07/05/2021	5	TTU (1)	5	TTU
3.	Assistant Producer	07/20/2021	3	TTU (1)	3	TTU
4.	Manager – Development (Lubbock)	10/06/2021	2	TTU (1)	2	TTU

Total number of interviewees for all full time positions: 13

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 1-6, 9 set forth on Attachment A.
 For position 2 KTTZ-TV/FM used recruitment sources 1-8, set forth on Attachment A.
 For position 3 KTTZ-TV/FM used recruitment sources 1-6, 9 set forth on Attachment A.
 For position 4 KTTZ-TV/FM used recruitment sources 1-6, 8, 10, 12, 13 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: 13

- (2) KTTZ.org/Social Media
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) Women For Hire
WomenForHire.com

Total Interviewees Referred: 0

- (6) Advancing Women
AdvancingWomen.com

Total Interviewees Referred: 0

*All job announcements are sent to Indeed, Blacks in Higher Ed, LGBT in Higher Ed, Hispanics in Higher Ed, Women in Higher Ed, Disabled in Higher Ed, Work in Texas, and Veterans in Higher Ed.

(7) Society of Women Engineers
SWE.org

Total Interviewees Referred: 0

(8) Texas Association of Broadcasters
<https://www.tab.org/job-bank>

Total Interviewees Referred: 0

(9) Women in Media
<https://www.productionhub.com/jobs>

Total Interviewees Referred: 0

(10) The Association for Women in Communications
<https://www.awclubbock.org/>

Total Interviewees Referred: 0

(11) Public Relations Association of the Southwest
<https://prsouthwest.wordpress.com>

Total Interviewees Referred: 0

(12) Public Radio Association of Development Officers (PRADO)
<https://www.pradoweb.org/>

Total Interviewees Referred: 0

(13) Lubbock Economic Development Alliance
<https://lubbockeda.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
02/24/2022	Texas Techspo	Becky Ivey
Date	Community Outreach/Speaking	Manager
06/29/2021	Panhandle STEM Conference	Reagan Doyal
07/02/2021	First Friday Art Trail	Kaysie Ellingson
07/26/2021	AP Summer Institute	Reagan Doyal
07/27/2021	AP Summer Institute	Reagan Doyal
07/28/2021	AP Summer Institute	Reagan Doyal
07/28/2021	West Texas Town Hall	Kaysie Ellingson
07/29/2021	AP Summer Institute	Reagan Doyal
09/16/2021	Beyond the Report digital screening	Kaysie Ellingson, Jonathan Seaborn
09/25/2021	Flatland Film Festival	Jonathan Seaborn
Date	Intern Program	Manager
Spring 2021	1 Student Intern -- News – Lubbock	Kaysie Ellingson
Summer 2021	2 Student Intern – News – Lubbock	Kaysie Ellingson

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.