

**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, 2020 – March 31, 2021
(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.	Lead Administrator - Development	05/05/2020	8	TTU (1)	8	TTU
2.	Producer	04/21/2020	6	TTU (1)	6	TTU
3.	Director – Marketing & Digital Strategies	03/08/2021	6	TTU (1)	6	TTU

Total number of interviewees for all full time positions: 20

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, 5-9, set forth on Attachment A.
For position 2 KTTZ-TV/FM used recruitment sources 1, 3, 5-7, set forth on Attachment A.
For position 3 KTTZ-TV/FM used recruitment sources 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>

Total Interviewees Referred: 20

- (2) Lubbock Economic Development Alliance
<https://lubbockeda.org>

Total Interviewees Referred: 0

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

Total Interviewees Referred: 0

- (4) American Advertising Federation of Lubbock
<https://aaflubbock.com>

Total Interviewees Referred: 0

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

Total Interviewees Referred: 0

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

Total Interviewees Referred: 0

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

Total Interviewees Referred: 0

- (8) Public Relations Association of the Southwest (El Paso)
<https://www.prswelpaso.org/>

Total Interviewees Referred: 0

- (9) Local chapter of Society for Human Resource Management (El Paso)
<http://www.epshrm.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
	No Job Fairs d/t COVID restrictions	
Date	Community Outreach/Speaking	Manager
09/30/2020	Pet Extravaganza at Adventure Park	Becky Ivey
08/24-28/2020	American Portrait @ Texas Tech University Welcome Back Week	Kaysie Ellingson
08/22/2020	American Portrait @ Farmer's Market	Kaysie Ellingson
08/20/2020	American Portrait @ community basketball game	Kaysie Ellingson
08/15/2020	American Portrait @ Farmer's Market	Kaysie Ellingson
08/15/2020	American Portrait @ LHUCA Art auction	Jonathan Seaborn
08/13/2020	American Portrait @ community basketball game	Kaysie Ellingson
08/08/2020	American Portrait @ Farmer's Market	Kaysie Ellingson
08/01/2020	American Portrait @ Farmer's Market	Kaysie Ellingson
07/30/2020	American Portrait @ community basketball game	Kaysie Ellingson
07/25/2020	American Portrait @ Farmer's Market	Kaysie Ellingson
Date	Intern Program	Manager
Spring 2020	3 Student Interns Production – Lubbock 1 Student Intern Production/News – Lubbock	Jonathan Seaborn 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.