

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period March 22, 2009 – March 22, 2010.

1) **Employment Unit: Ramar Communications – Lubbock, TX**

2) **Unit Members (Stations and Communities of License):** KJTV(AM), Lubbock, TX  
KLZK(FM), New Deal, TX  
KTTU-FM, Brownfield, TX  
KXTQ-FM, Lubbock, TX  
KMYL-LP, Lubbock, TX  
KJTV-TV, Lubbock, TX  
KJTV-CA, Lubbock, TX  
KXTQ-CA, Lubbock, TX

3) **EEO Contact Information for Employment Unit:**

Mailing Address: PO Box 3757 Lubbock, TX 79452	Telephone Number: 806-745-3434
	Contact Person/Title: Brad Moran / Susie Gonzales
	E-mail Address: <a href="mailto:bmoran@ramarcom.com">bmoran@ramarcom.com</a> / <a href="mailto:sgonzales@ramarcom.com">sgonzales@ramarcom.com</a>

4) **List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
(a) Accounts Receivable	G. Boren Services (RS #25)
(b) Receptionist	G. Boren Services (RS #25)
(c) Account Executive	Job Fairs (RS #38)
(d) Account Executive	Lubbock Job Spot (RS #41)
(e) Account Executive	Lubbock Job Spot (RS #41)
(f) Promotions Director	Referral (RS #69)
(g) Sports Anchor/Reporter	TVJobs.com (RS # 88)
(h) News Producer	Intern (RS #33)
(i) Sports Anchor/Reporter	TVJobs.com (RS # 88)
(j) On-Air Personality	Referral (RS #69)
(k) News Producer	Referral (RS #69)
(l) Account Executive	Referral (RS #69)
(m) On-Air Personality	AllAccess.com (RS #4)
(n) Engineer	Intern (RS #33)
(o) Anchor/Reporter	Referral (RS #69)
(p) Account Executive	Referral (RS #69)

**Stations KJTV(AM), KLZK(FM), KTTU-FM, KXTQ-FM, KMYL-LP, KJTV-TV, KJTV-CA, KXTQ-CA are Equal Opportunity Employers.**

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**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Accounts Receivable	8, 25, 41, 68, 73, 85, 97	25
Receptionist	2-3, 5-7, 9-13, 15, 17-32, 35-37, 39-56, 58-67, 69-72, 74-87, 89-90, 92-95, 98- 100	25
Account Executive	2-3, 5-7, 9-13, 15, 17-22, 24, 26-32, 35- 56, 58-67, 69-72, 74-87, 89-90, 92-95, 98-100	38
Account Executive	2-3, 5-7, 9-13, 15, 17-22, 24, 26-32, 35- 37, 39-56, 58-67, 70-72, 74-87, 89-90, 92-95, 98-100	41
Account Executive	2-3, 5-7, 9-13, 15, 17-22, 24, 26-32, 35- 37, 39-56, 58-67, 69-72, 74-87, 89-90, 92-95, 98-100	41
Promotions Director	2-3, 5-7, 9-13, 15, 17-22, 24, 26-32, 34- 37, 39-40, 42-56, 58-67, 69-72, 74-87, 89-90, 92-95, 98-100	69
Sports Anchor/Reporter	2-3, 5-7, 9-13, 15, 17-22, 24, 26-32, 35- 37, 39-40, 42-56, 58-67, 70-72, 74-90, 92-95, 98-100	88
News Producer	2-3, 5-7, 9-13, 15, 17-22, 24, 26-33, 35- 37, 39-56, 58-67, 70-72, 74-87, 89-90, 92-95, 98-100	33
Sports Anchor/Reporter	2-3, 5-7, 9-13, 15, 17-22, 24, 26-32, 35- 37, 39-40, 42-46, 48-56, 58-67, 70-72, 74-90, 92-95, 98-100	88
On-Air Personality	2-3, 5-7, 9-13, 15, 17-22, 24, 26-32, 35- 37, 39-40, 42-46, 48-56, 58-67, 69-72, 74-87, 89-90, 92-96, 98-100	69
News Producer	2-3, 5-7, 9-13, 15, 17-22, 24, 26-32, 35- 37, 39-46, 48-56, 58-67, 69-72, 74-87, 89-90, 92-95, 98-100	69
Account Executive	1-3, 5-7, 9-22, 24, 26-32, 35-37, 39-46, 48-67, 69-72, 74-87, 89-95, 98-101	69
On-Air Personality	1-7, 9-22, 24, 26-32, 35-37, 39-40, 42- 46, 48-67, 70-72, 74-87, 89-95, 98, 100 -101	4
Engineer	1, 3, 9-11, 13-14, 16-17, 21, 24, 26, 29- 33, 35-37, 39-40, 44, 46, 48, 50, 53, 56- 59, 63, 66, 70, 75, 80, 82, 84-85, 87, 91 -93, 101	33

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**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Anchor/Reporter	1, 3, 10-11, 13-14, 16-17, 21, 24, 26, 29 -32, 35-37, 39-40, 44, 46, 48, 50, 53, 56 -59, 63, 66, 69-70, 75, 80, 82, 84-85, 87, 91, 93	69
Account Executive	1, 3, 9-11, 13-14, 16-17, 24, 26, 29-32, 35-37, 39-40, 44, 46, 48, 50, 53, 56-59, 63, 66, 69, 75, 80, 82, 84-85, 87, 91-93	69

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Abilene Christian University ACU Box 27914 Abilene, Texas 79699 Phone : 325-674-6540 Email : bradon.tharp@acu.edu Fax : 1--- Bradon Owens	N	0
2	Advancing Women P.O. Box 6642 San Antonio, Texas 78209 Phone : 210.822.1103 Email : Fax : 210.821.5119 Gretchen Glasscock	N	0
3	African American Student Affairs 1107 Pullen Hall Raleigh, North Carolina 27695-7314 Phone : (919) 515-3835 Email : Fax : 1-919-515-8078 Tracey Ray	N	0
4	Allaccess.com 28955 Pacific Coast Highway, Ste 210, Malibu, CA 90265, 310-457-6616	N	2
5	Alliance of Dallas Educators 4144 N. Central Expressway Dallas, Texas 75204 Phone : (214) 823-4855 Email : Fax : (214) 823-1226 Harley Hiscox	N	0
6	Amarillo Hispanic Chamber of Commerce P. O. Box 1861 Amarillo, Texas 79105 Phone : 806-379-8800 Email : Fax : 806-376-7873 Marie Maestas	N	0

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7	Amarillo Technical Center P. O. Box 11197 Amarillo, Texas 79111 Phone : 806-335-2316 ext 245 Email : Fax : 806-335-3411 Lewis Griffith	N	0
8	American Commercial College 2007 34th Lubbock, Texas 79411 Phone : 806-747-4339 Email : Fax : 1-806-765-9838 Tiffany Boen	N	0
9	Angelina College 1001 Birdwell Lane Big Spring, Texas 79720 Phone : 432-264-5100 Email : Fax : 432-264-5026 Rhonda Kernick	N	0
10	Asian American Chamber of Commerce 11171 Harry Hines Blvd., Suite 115 Dallas, Texas 75229 Phone : 972-241-8250 Email : Fax : 972-241-8270 Lisa Vongthackdy	N	0
11	Asian Women In Business 358 5th Avenue, Suite 504 New York, New York 10001 Phone : 212-868-1368 Email : Fax : 212- 868-1373 Bonnie Wong	N	0
12	CA Chicano News Media Assoc 727 W. 27th Street Los Angeles, California 90007 Phone : NA Email : Fax : 213-744-1809 EEO Officer	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Email : Fax : 512-448-8549 Kathy Amber	N	0
14	Cisco Junior College 717 E. Industrial Blvd. Abilene, Texas 79602 Phone : 325-794-4464 Email : trussel@cisco.cc.tx.us Fax : Terri Russell	N	0
15	College of the Mainland 1200 Amburn Road Texas City, Texas 77591 Phone : 409-938-1211 ext. 255 Email : Fax : 409-938-1621 Eugene Connors	N	0
16	Concordia University 3400 IH 35 North Austin, Texas 78705 Phone : 512-486-1199 Email : Leslie.Brunson@concordia.edu Fax : 1--- Leslie Brunson	N	0
17	Dallas Black Chamber of Commerce 2838 MLK Jr. Blvd. Dallas, Texas 75215 Phone : 214-421-5200 Email : Fax : 214-421-5510 Reginal Gates	N	0
18	DFW Association of Black Communicators PRIMEDIA Workplace Learning Carrollton, Texas 75007 Phone : 972-309-4322 Email : Fax : 972-309-5011 Eva Coleman	N	0

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19	DSU Training Institute, Inc. 800 Webster, Ste. 700 Houston, Texas 77002 Phone : 713-658-8883 Email : Fax : 713-658-0200 Robert Harris	N	0
20	Edelen Communications 807 Brazos, Ste. 406 Austin, Texas 78701 Phone : 512-480-9641 Email : Fax : 512-480-9649 Michael Edelen	N	0
21	Emma L. Bowen Foundation for Minority Interests 1299 Pennsylvania Ave. NW, 11th Floor Washington, District of Columbia 20004 Phone : 202-637-4494 Email : Fax : 202-637-4495 EEO Officer	N	0
22	Employment Outreach Project 901 E. Street, N W Washington, District of Columbia Phone : (202) 879-9789 Email : Fax : (202) 783-1019 EEO Officer	N	0
23	Former Employee/Walk In	N	1
24	Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411 Email : Fax : 817-625-1405 Rosa Navejar	N	0

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25	G. Boren Services 6413 University Lubbock, Texas 79423 Phone : 806-797-4161 Email : Fax : Kim Melton	N	6
26	Hill College 112 Lamar Dr. Hillsboro, Texas 76645 Phone : NA Email : Fax : 817-582-2555 William Auvenshine	N	0
27	Hispanic Link News Service, Inc. 1420 N. St., N W Washington, District of Columbia 20005 Phone : (202) 234-0280 Email : editor@hispaniclink.org Fax : (202) 234-4090 EEO Officer	N	0
28	Hispanic Magazine 1406 Camp Craft Rd, Austin, Texas 78701 Phone : 512-476-5599 Email : Fax : 512-320-1942 Sam	N	0
29	Houston Minority Business Devt Center 4801 Woodway, Suite 210 Houston, Texas 77056 Phone : 713-644-0821 Email : Fax : 713-644-3523 EEO Officer	N	0
30	Houston NAACP 2002 Wheeler Houston, Texas 77004 Phone : 713-526-3389 Email : Fax : 713-630-2699 EEO Officer	N	0

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31	Huston-Tillotson College 900 Chicon Austin, Texas 78702 Phone : 512-505-3046 Email : Fax : 512-505-3190 EEO Officer	N	0
32	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Email : Fax : 210-829-6094 EEO Officer	N	0
33	Intern	N	2
34	Internal Posting	N	1
35	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Email : Fax : 415-931-4671	N	0
36	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Email : Fax : 903-769-1282 Comelita Williams	N	0
37	Job Corps Center 11155 Gateway West El Paso, Texas 79935 Phone : 915-594-0022 Email : Fax : 915-591-0166 Paco Sanchez	N	0
38	Job Fairs	N	2

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39	Julia C. Hester House, Inc. 2020 Solo Street Houston, Texas 77020 Phone : 713-672-2573 Email : Fax : 713-672-4129 Martha Bravo	N	0
40	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Email : Fax : 409-880-8881 Quincy Martin	N	0
41	Lubbock Job Spot PO Box 3757 Lubbock, Texas 79452 Phone : 806-748-2424 Email : sgonzales@ramarcom.com Fax : 1-806-748-9374 Susie Gonzales	N	20
42	McMurry College McMurry Station, P.O. Box 968 Abilene, Texas 79697 Phone : 915-691-6441 Email : Fax : 915-691-6599 Lecia Hughes	N	0
43	Midland Hispanic Chamber of Commerce P. O. Box 11134 Midland, Texas 79702 Phone : 915-682-2960 Email : Fax : 915-687-3972 Charlene Wurtz	N	0
44	Minority Broadcast Academy 5511 Woodland Avenue Suite 1 Kansas City, Missouri 64110 Phone : 816-822-1313 Email : ummaseventyfour@yahoo.com Fax : 1-816-822-8002 M. C. Richardson	N	0

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45	MLK Community Center 2720 Sampson Houston, Texas 77004 Phone : 713-659-7704 Email : Fax : 713-659-4672 Madgelean Bush	N	0
46	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Email : Fax : (214) 670-8501 Keith Hampden	N	0
47	Nat'l Alliance For Media Arts & Culture 346 9th St. San Francisco, California 94103 Phone : 415-431-1391 Email : Fax : 1-415-431-1392 Jack Walsh	N	0
48	National Association of Black Accountants 7249-A Hanover Parkway Greenbelt, Maryland 20770 Phone : (301) 474-6222 Email : Fax : (301) 474-3114 EEO Officer	N	0
49	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia 30302 Phone : 404-523-6136 Email : Fax : 404-523-5467 EEO Officer	N	0
50	National Association of Black Journalists 8701A Adelphi Rd. Adelphi, Maryland 20783 Phone : 301-445-7100 Email : Fax : 301-445-7101 EEO Officer	N	0

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51	National Association of Broadcasters 1771 N Street, N W Washington, District of Columbia 20036 Phone : (202) 429-5498 Email : Fax : (202) 721-8776 Karen Hunter	N	0
52	National Association of Broadcasters (N A B) 1771 N Street, N W Washington, District of Columbia 20005 Phone : 202-429-5497 Email : Fax : 1-202-429-5343 Hatim Hamer	N	0
53	National Association of Hispanic Journalists 1000 National Press Bldg. Washington, District of Columbia Phone : 202-662-7145 Email : Fax : 202-662-7144 EEO Officer	N	0
54	National Association of Minority Media Executives 1921 Gallows Road, Suite 600 Vienna, Virginia 22182 Phone : 703-893-2410 Email : Fax : 703-893-2414 EEO Officer	N	0
55	National Associaton of Black Sales Professionals P.O. Box 5303 River Forest, Illinois 60305 Phone : (708) 445-1010 Email : Fax : (708) 848-6008 EEO Officer	N	0
56	National Black MBA Association 180 N. Michigan Avenue Chicago, Illinois 60601 Phone : (312) 236-2622 Email : Fax : (312) 236-4131 Job Referral	N	0

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57	National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : bsalkin@nljja.org Fax : Brian Salkin	N	0
58	National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone : 410-358-8900 Email : Fax : 410-486-9255 Kweisi Mfume	N	0
59	National Society of Black Engineers 1454 Duke Street Alexandria, Virginia 22314 Phone : (703) 549-2207 Email : Fax : (703) 683-5312 EEO Officer	N	0
60	Native American Journalists Association 1433 E. Franklin Ave., Ste. 11 Minneapolis, Minnesota 55404 Phone : 612-874-8833 Email : Fax : Manual posting Cindy St.	N	0
61	North Harris College 2700 W. W. Thorne Dr. Houston, Texas Phone : 713-443-JOBS Email : Fax : 713-443-LIST Luciano Salinas	N	0
62	North Texas Women's Business Development Center 1402 Corinth St. Suite 1536 Dallas, Texas 75215 Phone : 214-428-1177 Email : Fax : 214-428-4633 Cindy Alvarado	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
63	Organization of Chinese Americans 1001 Connecticut Avenue, N W Ste. 707 Washington, District of Columbia 20036 Phone : (202) 223-5500 Email : Fax : (202) 296-0540 EEO Officer	N	0
64	Our Texas Magazine 103 N. Willomet Dallas, Texas 75208 Phone : 214-946-5315 Email : Fax : 214-943-4858 General Berry	N	0
65	PageNet 4965 Preston Park Blvd., Ste. 600 Plano, Texas 75093 Phone : 972-985-4100 Email : Fax : 1-972-985-6740 EEO Officer	N	0
66	Panola College 1109 W. Panola St. Carthage, Texas 75633 Phone : 903-693-2011 Email : Fax : 903-693-5588 Suzan Bailey	N	0
67	Paul Quinn College 3837 Simpson Steward Rd Dallas, Texas 75241 Phone : 214-376-1000 Email : Fax : 214-302-3581 Bonnie Warren	N	0
68	Ramar Communications PO Box 3757 Lubbock, Texas 79452 Phone : 806-748-9305 Email : dcampbell@ramarcom.com Fax : 1-806-748-9374 Donna Campbell	N	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
69	Referral-All Types	N	18
70	San Marcos Hispanic Chamber of Commerce P. O. Box 1051 San Marcos, Texas 78667 Phone : 512-353-1103 Email : Fax : 512-392-1484 Adriana Serna	N	0
71	SER Jobs for Progress 3615 Culebra Ave. San Antonio, Texas 78228 Phone : 210-434-9491 Email : Fax : 210-433-4347 Fred Adams	N	0
72	Service Employment Redevelopment Jobs 100 Decker Drive, Ste. 200 Irving, Texas 75062 Phone : 214-541-0616 Email : Fax : 214-650-1860 Gloria	N	0
73	South Plains College 1401 South College Ave Box Z Levelland, Texas 79336 Phone : 806-894-9611 Email : srushing@southplainscollege.edu Fax : 1-806-897-0371 Susan Rushing	N	0
74	SouthFair Community Development 2821 S. Boulevard Dallas, Texas 75215 Phone : (214) 421-1363 Email : Fax : (214) 421-1264 Hank Lawson	N	0

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75	St. Mary's University of San Antonio One Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Email : Fax : 210-431-2231 Roger Young	N	0
76	Texas A & M Univ. - Kingsville Campus Box 106 Kingsville, Texas 78363 Phone : 512-593-2216 Email : Fax : 512-595-2214 Susan Dollar	N	0
77	Texas A & M University - Corpus Christi 6300 Ocean Dr. Corpus Christi, Texas 78412 Phone : 512-994-2629 Email : Fax : 512-994-5729 Peter Schmidt	N	0
78	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Email : Fax : 903-886-5010 Keith McFarland	N	0
79	Texas Asian Chamber of Commerce 8222 Jamestown Dr. Blg A113 Austin, Texas 78758 Phone : 512-420-8777 Email : Fax : 512-339-4600 Clyde Prestwood	N	0
80	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Email : craig@tab.org Fax : 1-512-322-0522 Craig Bean	N	0

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81	Texas Christian University P. O. Box 32930 Fort Worth, Texas 76129 Phone : 817-921-7425 Email : Fax : 817-921-7133 Anantha Babbili	N	0
82	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Email : Fax : 1-903-592-2342 Gloria Hackney	N	0
83	Texas Southern University Dept. of Comm., 3100 Cleburne St. Houston, Texas 77004 Phone : 713-527-7749 Email : Fax : 713-527-7258 Serbino Sandifer-Walker	N	0
84	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Email : Fax : 512-245-3993 Lisa Vallejo	N	0
85	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Email : Fax : 806-742-2474 David Kraus	N	1
86	The Foundation for Minority Interests in Media, Inc. 825 7th Ave. New York, New York 10019 Phone : (212) 456-1992 Email : Fax : (212) 456-1997 Shiemicka Richardson	N	0

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87	The Hispanic Chamber of Commerce 823 Congress Ave., Ste. 1330 Austin, Texas 78701 Phone : 512-476-7502 Email : Fax : 512-476-6417 Claudia Olivares	N	0
88	TVJobs.com Broadcast Employment Services, P.O. Box 4116, Oceanside, CA 92052, 1-800-374-0119, info@tvjobs.com	N	8
89	TX Assn of African American Chambers of Commerce 3607 E. Rosedale Fort Worth, Texas 76105 Phone : 817-531-8510 Email : Fax : 817-534-9274 Devoid Jennings	N	0
90	University of Mary Hardin-Baylor U M H B Station Box 8415 Belton, Texas 76513 Phone : 817-939-4691 Email : Fax : 817-939-4535 Jerry Bawcom	N	0
91	University of Texas at Austin Career Placement Services College of Communication Austin, Texas 78712 Phone : 512-471-9421 Email : ccsmain@austin.utexas.edu Fax : 1--- Monica Choi	N	0
92	University of Texas-El Paso 500 W. University, W. Union Bldg, #103 El Paso, Texas 79902 Phone : 915-747-5640 Email : Fax : 915-747-5730 Briane Carter	N	0

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93	Urban League of Austin 1825 E. 38 1/2 Street Austin, Texas 78722 Phone : 512-478-7176 Email : Fax : 512-478-1239 Herman Lessard	N	0
94	Victoria College 2200 E. Red River Victoria, Texas 77901 Phone : 512-572-6403 Email : Fax : 512-572-3850 Roy Goldman	N	0
95	Victoria Hispanic Chamber of Commerce P. O. Box 5002 Victoria, Texas 77903 Phone : 512-578-7434 Email : Fax : 512-578-7489 Arnold Davis	N	0
96	Walk In	N	1
97	Wayland Baptist University 2002 W Loop #289 Lubbock, Texas 79407 Phone : 806-785-9285 Email : kbrooks@wbu.edu Fax : 1-806-742-9556 Barbara Pittman	N	0
98	West Texas A & M University W T A M U Box 747 Canyon, Texas 79016 Phone : 806-656-2412 Email : Fax : 806-656-2818 Leigh Browning	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
99	West Texas A&M University W T A M U Box 747 Canyon, Texas 79016 Phone : 806-656-2412 Email : Fax : 806-656-2818 RuNell Coons	N	0
100	Western Texas College 6200 College Ave Snyder, Texas 79549 Phone : 915-573-8511 ext 200 Email : Fax : 915-573-9321 Bettie McQueen	N	0
101	Wiley College 711 Wiley Ave Marshall, Texas 75670 Phone : 903-927-3232 Email : Fax : Manual posting Eva Harris Vickerstaff	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>65</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
1	4/9/2009	Participation in events or programs sponsored by educational institutions	Ramar Communications General Sales Manager participated in student mock job interviews at Texas Tech University Career Center on April 9, 2009. This event was to help college students develop skills in the interview process from resumes, applications, attire, verbal usage, etc. At the conclusion of the interview students were encouraged to ask questions about career opportunities in the communication field as well as job openings at Ramar Communications. 44 students participated in this event. April 9, 2009	1	General Sales Manager General Sales Manager	0.25
2	4/23/2009	Participation in events or programs sponsored by educational institutions	Ramar Communications News Director was the featured lecturer at the Texas Tech Mass Comm Principals of Journalism class. This was held in a classroom in the Mass Comm Building. Topics ranged from job opportunities in broadcast journalism to journalistic ethics. Attendance numbered about 60. April 23, 2009.	1	News Director	0.25
3	8/3/2009	Participation in events or programs sponsored by educational institutions	Ramar Communications Radio General Manager was a featured lecturer at Texas Tech University Sports Marketing Class. The topic was about the launch of a new sports radio station in the community and its outreach. At the conclusion of the lecture students were given the opportunity to ask questions about jobs, careers and internships at Ramar Communications. Attendance numbered about 60. August 3, 2009.	1	General Manager	0.25
4	10/14/2009	Participation in Job Fairs	South Plains Job Fair: This job fair was set up and staffed to hire prospective employees. The following station personnel who have substantial responsibility in making hiring decisions attended: Sales Manager, General Manager, Non-Traditional Revenue Coordinator. Event took place 10/14/09, 10a-3p at Lubbock Memorial Civic Center, Lubbock, Texas. Approximately 1600 job seekers attended the event.	3	GSM-TV General Manager NTR Coordinator	0.25

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5	10/27/2009	Participation in events or programs sponsored by educational institutions	Ramar Communications radio General Manager participated in Texas Tech University Career Connection, Tuesday, October 27, 2009 from 5:30pm-7:30pm at Jones AT&T Stadium. Students were given the opportunity to ask questions about careers in broadcast journalism and encouraged to apply for open job positions or internships at Ramar Communications. It was open to students campus wide. Approximately 40 attendees. October 27, 2009.	1	General Manager	0.25
6	10/29/2009	Participation in events or programs sponsored by educational institutions	Ramar Communications participated in the Texas Tech Mass Comm. Career Fair on Wednesday, October 28, 2009 from 9:00 am to 3:00 pm at the Frazier Pavilion. Approximately 100 students attended the event to learn about jobs in the communications and broadcast community	5	Promotions Director News Director Chief Revenue Officer Managers(2)	0.25
7	11/3/2009	Participation in Job Fairs	Ramar Communications executive staff participated in the Lubbock Christian University job fair on the LCU campus. It was open to students campus wide. Ramar staff with substantial responsibility in the making of hiring decisions visited with students about jobs in the communications field. It was held from 9a-4p with 105 attendees. Date: 11/3/09	4	General Sales Manager Promotions Manager News Director General Manager	0.25
8	1/4/2010	Establishment of an intern program designed to assist members of the community	Ramar Communications is dedicated to assisting members of the community and students at local universities to help acquire the skills needed to pursue broadcast employment. These interns generally work in promotions, sales, news and production. The intership is performed regularly throughout the year. During this reporting period, Ramar Communications had 8 interns that were in news, sports and promotion departments. 3/23/09-3/22/10	4	Assist. News Director News Director Chief Financial Officer Promotions Manager	1.00

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9	1/13/2010	Participation in events or programs sponsored by educational institutions	Ramar Communications is dedicated to helping area high school students develop leadership skills and prepare for careers in electronic media. During the reporting period Ramar Communications Lubbock participated in a program called the New Century Leadership Program administered by the Lubbock Chamber of Commerce. The New Century Leadership Program is an eight-month program modeled after Leadership Lubbock, a leadership program for working professionals, and New Century Leadership is designed to teach Lubbock area youth about leadership and the importance of personal and community responsibility. Students are selected on the basis of their applications and performance in school. The selected high school students meet monthly for a full day in a school environment. Near the end of the program, Ramar Communications hosts a day long hands-on seminar for the New Century Leadership class. Ramar Communications provides students with a hands-on experience in news production and reporting to help students determine whether they are interested in pursuing careers in media. Ramar Communications is a program sponsor and the program is conducted in cooperation with the Lubbock Independent School District, the Lubbock Chamber of Commerce, and several other program sponsors. During this reporting period, Ramar Communications Lubbock hosted the New Century Leadership class of 2009-10 of approximately 40-45 students on January 13, 2010 from 9am to 4pm. Numerous Ramar Communications Lubbock employees attended and assisted with the day long program, including the President who addressed a new era with digital television, how it works; Analog television vs. DTV; and the portability of media in radio,	10	President CFO News Director Promotions Manager	0.25

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			television and iPods.			
10	1/28/2010	Participation in Job Fairs	Ramar Communications executive staff participated in the Texas Tech Mass Comm Career Day on the Texas Tech Campus. It was open to students campus wide. Ramar staff with substantial responsibility in the making of hiring decisions visited with students about jobs in the communications field. It was held from 9a-4p with more than 100 attendees. January 28, 2010	1	News Director	0.25
11	2/5/2010	Participation in events or programs sponsored by educational institutions	Ramar Communications News Director is a member of the Frenship Independent School District Communications Advisory Committee. Discussed internship and job opportunities in the industry and at the station employment unit and observation internships for Frenship High School students. Attended by 30 students on February 5, 2010.	1	News Director	0.25
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>3.50</b>