

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: March 23, 2010 – March 22, 2011.

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
K48GB, 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 |
| | E-mail Address: bmoran@ramarcom.com |

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

| Job Title | Recruitment Source Referring Hiree |
|--|------------------------------------|
| 1. National/Regional | Lubbock Job Spot (RS #29) |
| 2. Operations/News Control | Referral (RS #47) |
| 3. Program Director/On-Air Talent | Referral (RS #47) |
| 4. Receptionist | Lubbock Job Spot (RS #29) |
| 5. Photojournalist | Referral (RS #47) |
| 6. Accounting Assistant | G. Boren Services (RS #16) |
| 7. Account Executive | Texas Tech University (RS #59) |
| 8. Executive Producer/New Media Mgr. | Referral (RS #47) |
| 9. Account Executive | Referral (RS #47) |
| 10. On-Air Personality | Referral (RS #47) |
| 11. Multi-Platform Reporter/Photo Journalist | Ramar Communications (RS #46) |
| 12. Weather Anchor | Tvjobs.com (RS #64) |
| 13. Account Executive | Texas Tech University (RS #59) |
| 14. Account Executive | Referral (RS #47) |

- | | | |
|-----|--|--------------------------------|
| 15. | Multi-Platform Reporter/Photo Journalist | Referral (RS #47) |
| 16. | Associate Producer | Texas Tech University (RS #59) |
| 17. | Receptionist | Lubbock Job Spot (RS #29) |
| 18. | Multi-Platform Reporter/Photo Journalist | Referral (RS #47) |
| 19. | Engineer | Lubbock Job Spot (RS #29) |
| 20. | Photojournalist | Referral (RS #47) |
| 21. | Master Control Operator | Internal Promotion (RS #23) |
| 22. | Sales Manager | Referral (RS #47) |

**KJTV-AM, KJTV-CA, KJTV-TV, KLZK-FM, KMYL-LP, KSTQ-FM, KXTQ-CA
KXTQ-FM**

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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 |
|--|---|-------------------------------|
| National/Regional | 1-2, 6-10, 12, 14-15, 17-21, 24-38, 42, 44, 48, 50, 54, 56-57, 60, 62, 66, 68 | 29 |
| Operations/News Control | 1-2, 5-10, 12, 14-15, 17-21, 24-38, 42, 44, 47-48, 50, 53-54, 56-57, 60, 62, 66-68 | 47 |
| Program Director/On-Air Talent | 1, 5-6, 8-12, 15, 17-21, 25-28, 31, 39, 41, 44, 47, 50-52, 54, 56-57, 60-63, 65-68, 70 | 47 |
| Receptionist | 1, 5-6, 8-12, 15, 17-21, 25-29, 31, 39, 41, 44, 50-52, 54, 56-57, 60-63, 65-68, 70 | 29 |
| Photojournalist | 1, 5-6, 8-12, 15, 17-21, 25-28, 31, 39, 41, 44, 47, 50-52, 54, 56-57, 60-63, 65-68, 70 | 47 |
| Accounting Assistant | 1, 5-6, 8-12, 15-21, 25-28, 31, 39, 41, 44, 50-52, 54, 56-57, 60-63, 65-68, 70 | 16 |
| Account Executive | 1, 5-6, 8-12, 15, 17-21, 25-28, 31, 39, 41, 44, 47, 50-52, 54, 56-57, 60-63, 65-70 | 59 |
| Executive Producer/New Media Mgr. | 1, 5-6, 8-12, 15, 17-21, 25-28, 31, 39, 41, 44, 47, 50-52, 54, 56-57, 60-63, 65-68, 70 | 47 |
| Account Executive | 1, 3, 5-6, 8-12, 15, 17-21, 25-29, 31, 39, 41, 43-44, 47, 50-52, 54, 56-57, 60-63, 65-68, 70 | 47 |
| On-Air Personality | 1, 5-6, 8-12, 15, 17-21, 25-29, 31, 39, 41, 44-47, 50-52, 54-57, 60-63, 65-68, 70 | 47 |
| Multi-Platform Reporter/Photo Journalist | 1, 5-6, 8-12, 15, 17-21, 25-28, 31, 39-41, 44, 46, 50-52, 54, 56-57, 60-61, 63, 65-68, 70 | 46 |
| Weather Anchor | 1, 4-6, 8-12, 15, 17-22, 25-28, 31, 39, 41, 44-45, 50-52, 54, 56-57, 60-68, 70 | 64 |
| Account Executive | 1, 5-6, 8-12, 15, 17-21, 26-29, 31, 39, 41, 44, 47, 50-52, 54, 56-57, 60-63, 65-68, 70 | 59 |
| Account Executive | 1, 5-6, 8-9, 11-12, 15, 18-19, 21, 25-29, 31, 39, 41, 47, 50-52, 54, 56-57, 61, 63, 65-68, 70 | 47 |
| | 1, 5-6, 8-9, 11-12, 15, 18-21, 25-28, 31, | |

**KJTV-AM, KJTV-CA, KJTV-TV, KLZK-FM, KMYL-LP, KSTQ-FM, KXTQ-C,
KXTQ-FM**

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|--|--|-------------------------------|
| Associate Producer | 1, 5-6, 8-9, 11-12, 15, 18-21, 25-28, 31, 39, 41, 44, 49-52, 54, 56-58, 60-63, 65, 67-68, 70 | 59 |
| Receptionist | 1, 6, 8-9, 11-13, 15, 18-21, 25-29, 31, 39, 41, 44, 47, 50-52, 54, 56-57, 60-63, 65, 67-68, 70 | 29 |
| Multi-Platform Reporter/Photo Journalist | 1, 6, 9, 11-12, 15, 18-21, 25-28, 31, 39- 41, 44, 47, 50-52, 54-57, 60-65, 67-68, 70 | 47 |
| Engineer | 1, 3, 6, 8-9, 11-12, 15, 18-21, 25-29, 31, 39, 41, 44, 50-52, 54, 56-57, 60-63, 65, 67-68, 70 | 29 |
| Photojournalist | 1, 6, 8-9, 11-12, 15, 18-21, 25-28, 31, 39, 41, 44, 47, 50-52, 54, 56-57, 60-63, 65, 67-68, 70 | 47 |
| Master control operator | 1, 6, 8-9, 11-12, 15, 18-21, 23, 25-29, 31, 39, 41, 44, 50-52, 54, 56-57, 60-63, 65, 67-70 | 23 |
| Sales Manager | 1, 6, 8, 11-12, 15, 18-21, 25-29, 31, 39, 41, 44, 47, 50-52, 54, 56, 62-63, 65, 67- 68, 70 | 47 |

**KJTV-AM, KJTV-CA, KJTV-TV, KLZK-FM, KMYL-LP, KSTQ-FM, KXTQ-C
KXTQ-FM**

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

| 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 | 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 |
| 3 | Alliance of Dallas Educators 4144 N. Central Expressway Dallas, Texas 75204 Phone : (214) 823-4855 Email : Fax : (214) 823-1226 Harley Hiscox | N | 0 |
| 4 | 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 |
| 5 | Angelina College 1001 Birdwell Lane Big Spring, Texas 79720 Phone : 432-264-5100 Email : Fax : Manual posting Rhonda Kernick | 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 |
|------------------|--|--|---|
| 6 | 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 |
| 7 | 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 |
| 8 | Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Email : Fax : 512-448-8549 Kathy Amber | N | 0 |
| 9 | 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 |
| 10 | Concordia University 3400 IH 35 North Austin, Texas 78705 Phone : 512-486-1199 Email : Leslie.Brunson@concordia.edu Fax : 1--- Leslie Brunson | N | 0 |
| 11 | Daily Sentinel Nacodoches, Texas 75963 Phone : Email : Fax : 826 569 4267 | N | 0 |

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|------------------|--|--|---|
| 12 | 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 |
| 13 | DSU Training Institute, Inc. 800 Webster, Ste. 700 Houston, Texas 77002 Phone : 713-658-8883 Email : Fax : 713-658-0200 Robert Harris | N | 0 |
| 14 | 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 |
| 15 | 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 |
| 16 | G. Boren Services 6413 University Lubbock, Texas 79423 Phone : 806-797-4161 Email : Fax : Kim Melton | N | 1 |

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|------------------|--|--|---|
| 17 | Hill College 112 Lamar Dr. Hillsboro, Texas 76645 Phone : NA Email : Fax : 817-582-2555 William Auvenshine | N | 0 |
| 18 | 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 |
| 19 | Houston NAACP 2002 Wheeler Houston, Texas 77004 Phone : 713-526-3389 Email : Fax : 713-630-2699 EEO Officer | N | 0 |
| 20 | Huston-Tillotson College 900 Chicon Austin, Texas 78702 Phone : 512-505-3046 Email : cgd@htu.edu Fax : 1--- EEO Officer | N | 0 |
| 21 | Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Email : Fax : 210-829-6094 EEO Officer | N | 0 |
| 22 | Internal Posting | N | 1 |
| 23 | Internal Promotion | N | 1 |

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|------------------|---|--|---|
| 24 | Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Email : Fax : 415-931-4671 | N | 0 |
| 25 | Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Email : Fax : 903-769-1282 Comelita Williams | N | 0 |
| 26 | Job Corps Center 11155 Gateway West El Paso, Texas 79935 Phone : 915-594-0022 Email : Fax : 915-591-0166 Paco Sanchez | N | 0 |
| 27 | Julia C. Hester House, Inc. 2020 Solo Street Houston, Texas 77020 Phone : 713-672-2573 Email : Fax : 713-672-4129 Martha Bravo | N | 0 |
| 28 | Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Email : Fax : 409-880-8881 Quincy Martin | N | 0 |
| 29 | Lubbock Job Spot PO Box 3757 Lubbock, Texas 79452 Phone : 806-748-2424 Email : | N | 42 |

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|------------------|--|--|---|
| 30 | 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 |
| 31 | MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Email : Fax : (214) 670-8501 Keith Hampden | N | 0 |
| 32 | 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 |
| 33 | National Association of Black Journalists 8701A Adelphi Rd. Adelphi, Maryland 20783 Phone : 301-445-7100 Email : Fax : 301-445-7101 EEO Officer | N | 0 |
| 34 | 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 |

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|------------------|---|--|---|
| 35 | National Black MBA Association 180 N. Michigan Avenue Chicago, Illinois 60601 Phone : (312) 236-2622 Email : Fax : (312) 236-4131 Job Referral | N | 0 |
| 36 | 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 |
| 37 | National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone : 410-358-8900 Email : Fax : 410-486-9255 Kweisi Mfume | N | 0 |
| 38 | National Society of Black Engineers 1454 Duke Street Alexandria, Virginia 22314 Phone : (703) 549-2207 Email : Fax : (703) 683-5312 EEO Officer | N | 0 |
| 39 | Native American Journalist Association 3359 36th Avenue South Minneapolis, Texas 55406 Phone : 612-729-9244 Email : Fax : 612-729-9373 Referral Director | N | 0 |

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|------------------|--|--|---|
| 40 | 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 |
| 41 | OnAirJobs.Com, Inc. P.O. Box 541157 Houston, Texas 77254 Phone : NA Email : todd@onairjobs.com Fax : (801) 697-6657 Todd Nelson | N | 0 |
| 42 | 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 |
| 43 | PageNet 4965 Preston Park Blvd., Ste. 600 Plano, Texas 75093 Phone : 972-985-4100 Email : Fax : 1-972-985-6740 EEO Officer | N | 0 |
| 44 | Panola College 1109 W. Panola St. Carthage, Texas 75633 Phone : 903-693-2011 Email : Fax : 903-693-5588 Suzan Bailey | N | 0 |

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|------------------|--|--|---|
| 45 | Paul Quinn College 3837 Simpson Steward Rd Dallas, Texas 75241 Phone : 214-376-1000 Email : Fax : 214-302-3581 Bonnie Warren | N | 0 |
| 46 | Ramar Communications PO Box 3757 Lubbock, Texas 79452 Phone : 806-748-9305 Email : Fax : Donna Campbell | N | 5 |
| 47 | Referral-All Types | N | 26 |
| 48 | 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 |
| 49 | South Plains College 1401 South College Ave Box Z Levelland, Texas 79336 Phone : 806-894-9611 Email : Fax : Susan Rushing | N | 1 |
| 50 | 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 |

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|------------------|---|--|---|
| 51 | Texarkana College/Placement Director 2500 N Robison Road Texarkana, Texas 75599 Phone : 903-838-4541 Email : Fax : 903-832-5030 Georgia McFall | N | 0 |
| 52 | Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Email : Fax : 903-792-2976 James Ashford | N | 0 |
| 53 | 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 |
| 54 | 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 | 3 |
| 55 | Texas Christian University P. O. Box 32930 Fort Worth, Texas 76129 Phone : 817-921-7425 Email : Fax : 817-921-7133 Anantha Babbili | N | 0 |

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|------------------|--|--|---|
| 56 | Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Email : Fax : 1-903-592-2342 Gloria Hackney | N | 0 |
| 57 | Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Email : Fax : 512-245-3993 Lisa Vallejo | N | 0 |
| 58 | Texas Tech PO Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Email : Fax : Toni Burse | N | 1 |
| 59 | Texas Tech University PO Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Email : Fax : Irma Mooney | N | 3 |
| 60 | Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Email : Fax : 806-742-2474 David Kraus | N | 0 |

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|------------------|--|--|---|
| 61 | The Art Institute of Houston 1900 Yorktown Street Houston, Texas 77056 Phone : Email : Fax : Manual posting Meghan Stroik | N | 0 |
| 62 | 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 |
| 63 | The Ohio Center for Broadcasting 900 Sweet Valley Drive Valley View, Texas 44125 Phone : 216-447-9117 Email : Fax : 216-642-9232 Gary James | N | 0 |
| 64 | tvjobs.com | N | 5 |
| 65 | University of Arkansas, Fayetteville Planning & Placement Fayetteville, Texas 72701 Phone : 479-575-2000 Email : Fax : 479-575-2550 Placement Director | N | 0 |
| 66 | University of Texas at Austin Career Placement Services College of Communication Austin, Texas 78712 Phone : NA Email : Fax : Manual posting Monica Choi | N | 0 |

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|--|---|--|---|
| 67 | 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 |
| 68 | 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 |
| 69 | Walk In | N | 2 |
| 70 | www.clearcareers.com 200 East Basse Road San Antonio, Texas 78209 Phone : (210) 822-2828 Email : Fax : Manual posting Mary Kerr | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 91 |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title | P |
|---|-------------|---|---|-------------------------------------|---|----------|
| 1 | 4/1/2010 | Participation in events or programs sponsored by educational institutions | Employment Unit News Director spoke to the Reporting Class at Texas Tech College of Mass Communications with Professor Pete Brewton on April 1, 2010 from 9:30-10:30 am. News Director discussed job possibilities at Ramar Communications, current state of broadcast industry and how to get interships at FOX 34. FOX 34 also hosted various Texas Tech University students who participated in a job shadow with reporters and producers. During the job shadow various aspects of what we do, job market and internship opportunities are discussed with students. Approximately 17 students attended. | 1 | News Director | 0.2 |
| 2 | 4/14/2010 | Participation in events or programs sponsored by educational institutions | Employment Unit Managers participated in the Lubbock Christian University Career Fair at the Baker Conference Center on Wednesday, April 14, 2010 from 10:00am-3:00pm. Managers discussed possible internships and job opportunities at Employment Unit. Career Fair was open to students campus wide; approximately 100 were in attendance. | 6 | Chief Revenue Officer General Sales Manager General Manager Program Director | 0.2 |
| 3 | 4/15/2010 | Participation in Job Fairs | Employment Unit News Director participated in Texas Association of Broadcasters Career Fair on April 15, 2010 at Texas Tech University as a mock employer. News Director worked directly with students providing critiques of their resumes and resume videos as a training exercise to learn skills as they seek broadcasting/communications job opportunities. News Director also talked to students about internships available at employment unit. Nine students were interviewed. | 1 | News Director | 0.2 |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title | P. |
|---|-------------|---|---|-------------------------------------|--|-----------|
| 4 | 4/15/2010 | Participation in Job Fairs | Employment Unit Managers participated in the Texas Association of Broadcasters Career Expo at Texas Tech University campus from 10:30am-2:30pm on Thursday, April 15, 2010. Management discussed recruitment, possible job opportunities and internships available at the Employment Unit. The Career Expo was open to all students; approximately 100 job seekers attended. | 5 | President Chief Revenue Officer General Manager General Sales Manager | 0.2 |
| 5 | 4/22/2010 | Participation in events or programs sponsored by educational institutions | Employment Unit News Director addressed Professor Robert Wernsman's Principles of Journalism Class at Texas Tech University on Thursday, April 22 at 11 a.m. News Director spoke to 80 students about current state of broadcast business and ethics. Current job market and possible job and intern opportunities at Ramar Communications were also discussed. | 1 | News Director | 0.2 |
| 6 | 4/28/2010 | Participation in Job Fairs | Employment Unit Managers participated in the South Plains Job Fair at the Memorial Civic Center on Wednesday, April 28, 2010 from 10:00am-3:00pm. Management discussed job openings at Employment Unit. Job fair was open to the public with 78 employers participating and over 1800 job seekers in attendance. | 4 | General Manager General Sales Manager Program Director Promotions Manager | 0.2 |
| 7 | 5/11/2010 | Provision of training to management | Managers with substantial hiring authority participated in an EEO Webinar presented by Davis Wright Tremaine LLP on May 11, 2010 from 12:00-2:00pm entitled "Navigating the FCC's Equal Employment Opportunity Rules." The goal of the training session was to refresh understanding of the EEO rules, provide insight into the FCC's enforcement and highlight some common pitfalls. | 10 | Chief Revenue Officer General Manager General Sales Manager News Director | 1.00 |

**KJTV-AM, KJTV-CA, KJTV-TV, KLZK-FM, KMYL-LP, KSTQ-FM, KXTQ-C,
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March 23, 2010 - March 22, 2011

III. RECRUITMENT INITIATIVES

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|----|-------------|---|---|-------------------------------------|--|----------|
| 8 | 5/18/2010 | Participation in events or programs sponsored by educational institutions | Employment Unit Managers participated in Texas Tech University Career Services 911 Event on May 18, 2010 from 3:00-5:00pm on campus. Career 911 offers students the opportunity to enhance their job search skills. Managers conducted mock interviews evaluating students to address strengths and interests, networking skills and polishing their approach to the interview. Managers gave feedback to help these recent graduates with degrees in Mass Communications positive direction. | 2 | Business Manager Station Manager | 0.2 |
| 9 | 7/13/2010 | Participation in events or programs sponsored by educational institutions | Employment Unit Radio General Manager spoke to an Intro to Electronic Media class at Texas Tech University on July 13 at 11 a.m. The class heard about our changing technology in communications, an overview of our radio stations, formats and sales opportunities available at Ramar Communications. Approximately 45 students were in attendance. | 1 | General Manager | 0.2 |
| 10 | 10/14/2010 | Participation in events or programs sponsored by educational institutions | Employment Unit Managers participated in the Texas Tech College of Mass Communications Career Fair on Thursday, October 14, 2010, at the Frazier Alumni Paviillion from 1:00-5:00pm. Management discussed possible job and intern opportunities at Ramar Communications. Approximately 100 students attended. | 4 | President Chief Revenue Officer News Director Sales Manager | 0.2 |
| 11 | 10/20/2010 | Participation in Job Fairs | Employment Unit Managers participated in the South Plains Job Fair at the Memorial Civic Center on Wednesday, October 20, 2010 from 10:00am-3:00pm. Management discussed job openings at Employment Unit. Job fair was open to the public with 75 employers participating and over 1500 job seekers in attendance. | 4 | General Manager Business Manager Station Manager Program Director | 0.2 |

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EEO PUBLIC FILE REPORT

March 23, 2010 - March 22, 2011

III. RECRUITMENT INITIATIVES

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|----|-------------|---|--|-------------------------------------|--|----------|
| 12 | 11/2/2010 | Participation in events or programs sponsored by educational institutions | Station Employment Unit News Director spoke to Principles of Journalism Class at Texas Tech University on November 2, 2010. Topics covered were about broadcast industry condition, internships at Ramar Communications, job outlook and ethics. There were 75 students in attendance. | 1 | News Director | 0.2 |
| 13 | 11/9/2010 | Participation in events or programs sponsored by educational institutions | Employment Unit Managers participated in the Lubbock Christian University Career Fair at the Baker Conference Center on Tuesday, November 9, 2010 from 11:00am-3:00pm. Managers discussed possible internships and job opportunities at Employment Unit. Career Fair was open to students campus wide; approximately 110 were in attendance. | 4 | Program Director Station Manager Sales Manager Executive Producer | 0.2 |
| 14 | 11/19/2010 | Participation in events or programs sponsored by educational institutions | Texas Tech Advertising Club and sponsor, Olan Farnall, visited Ramar Communications on November 19, 2010. Students were given a facility tour (radio & tv), a sales presentation, an overview of our stations and the opportunity to ask questions. 20 students attended. | 4 | President Sales Manager Radio Sales Manager TV General Manager | 0.2 |
| 15 | 11/30/2010 | Provision of training to management | Management participated in Texas Association of Broadcasters FCC EEO Rules Webcast on November 30, 2010. Presentation of EEO rules featuring David Oxenford of Davis Wright Tremaine and Lisa Fields of Broadcast 1 Source. Webinar topic was to help stations understand the FCC's EEO rules, including obligations to widely disseminate information about job openings and educate communities about broadcast employment issues. | 2 | President Office Manager | 1.0 |

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| 16 | 12/3/2010 | Participation in events or programs sponsored by educational institutions | A Reporting class from the College of Mass Communications at Texas Tech with Instructor Philip Poe visited Ramar Communications on December 3, 2010. Students were given a tour of the newsroom, production facilities and television studio. Station Employment Unit News Director spoke on the topic of television reporting, internships at station and the overview of job outlook. There were 20 students in attendance. | 1 | News Director | 0.2 |

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| 17 | 1/11/2011 | Participation in events or programs sponsored by educational institutions | <p>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.</p> <p>The students are exposed to job opportunities in the media industry and participate in hands-on activities at Ramar Communications. The students produced radio and television public service announcements. News personnel talked to the students about opportunities in the news journalism area. The students also participated in discussions about areas of study to be able to work in the media industry including sales, promotions, news and public relations. TV General Sales Manager was the Day Planner for the group. Radio Program Director, Promotions Manager, and a news anchor, led the students in group activities and discussions.</p> <p>Ramar Communications is a program sponsor and the program is conducted in cooperation with the Lubbock Independent School District, the</p> | 5 | <p>President</p> <p>General Sales Manager</p> <p>Program Director</p> <p>Promotions Manager</p> | 0.25 |

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| | | | this reporting period, Ramar Communications Lubbock hosted the New Century Leadership class of 2010-11 of approximately 40 students on January 11, 2011 from 1pm to 4pm. | | | |
| 18 | 2/22/2011 | Participation in events or programs sponsored by educational institutions | Station Employment Unit News Director and Reporter/Journalist addressed Professor Robert Wernsman's Principles of Journalism Class at Texas Tech University on Tuesday, February 22, at 11 a.m. News Director spoke to approximately 72 students about current state of broadcast news business and ethics. Current job market and possible job and intern opportunities at Ramar Communications were also discussed. | 2 | News Director Reporter/Journalist | 0.2 |
| TOTAL POINTS OVER REPORTING PERIOD: | | | | | | 6. |