

EEO Public File Report

This EEO Public file Report is filed in Stations, KLLL, KMMX, KONE, and KBTE, public inspection file pursuant to section 73.2080(c)(6) of The Federal Communication Commission's Rules.

During the one year period ending March 31, 2009, the station filled the following full-time vacancies:

1. KONE Afternoon On-Air Position
2. KBTE Evening On-Air Position
3. KMMX Evening On-Air Position
4. Traffic Position
5. Sales Position

The station interviewed a total of (89) people for all full-time vacancies during the period covered in this report. The following are the recruitment sources used and the cumulative number of interviewees referred by each:

Source	Number of interviewees referred
1. Lubbock Radio Group	52
2. Lubbock Help Wanted	16
3. Texas Tech University Career Center	4
4. Lubbock Avalanche Journal	2
5. Texas Workforce	10
6. Lubbock Hispanic Chamber of Commerce	4
7. All Access	1

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: _____
 KONE On-Air Personality

Recruitment Source That Referred the Hires:

KONE– In House

Date Vacancy Opened: _____
 May 2008

Total Number of Persons

1

Date Vacancy Filled: _____
 June 2008

Interviewed for the Vacancy

Recruitment Sources Used to Fill the Vacancy

Source	Address	Contact Person	Telephone Number	Total Interviewed from Source
Lubbock Radio Group	On Air KLLL/KMMX/ KONE/KBTE	Sean Donahue (Hired Within)	(806)762-3000	1
Texas Tech University Career Center	P.O Box 4506 Lubbock TX 79409	Jerry Hudson	742-3385	0
Lubbock Avalanche Journal	PO BOX 491 Lubbock TX 79408	Tracie Scoffield	806-765-5826	0
African American Chamber of Commerce	1220 Broadway St. Lubbock TX 79401		806-771-1815	0
Lubbock Hispanic C of C	1208 14th street Lubbock TX 79401		Na	0
American commercial College	2007 34th Street Lubbock TX 79411	Tiffany Boen	806-747-4339	0
Lubbock Help Wanted	ON-line www.lubbockhelpwanted.com		NA	0
Lubbock Christian University	5601 19th Street Lubbock TX 79407	Paula Maxey	806-796-8800	0
Texas Workforce	On-line	Margarite Moten	806-771-3815 ext. 2135	0
West Texas Hispanic News	1607 13th Street Lubbock TX 79401		806-747-3524	0
All Access	Online www.allaccess.com	Na	Na	0

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: _____
 KBTE On-Air Personality

Recruitment Source That Referred the Hires:

KBTE on air ads

Date Vacancy Opened: _____
 April 2008

Total Number of Persons

4

Date Vacancy Filled: _____
 May 2008

Interviewed for the Vacancy

Recruitment Sources Used to Fill the Vacancy

Source	Address	Contact Person	Telephone Number	Total Interviewed from Source
Lubbock Radio Group	On Air KLLL/KMMX/ KONE/KBTE	John Deleon (Radio on-air contest)	(806)762-3000	4
Texas Tech University Career Center	P.O Box 4506 Lubbock TX 79409	Jerry Hudson	742-3385	0
Lubbock Avalanche Journal	PO BOX 491 Lubbock TX 79408	Tracie Scoffield	806-765-5826	0
African American Chamber of Commerce	1220 Broadway St. Lubbock TX 79401		806-771-1815	0
Lubbock Hispanic C of C	1208 14th street Lubbock TX 79401		Na	0
American commercial College	2007 34th Street Lubbock TX 79411	Tiffany Boen	806-747-4339	0
Lubbock Help Wanted	ON-line www.lubbockhelpwanted.com		NA	0
Lubbock Christian University	5601 19th Street Lubbock TX 79407	Paula Maxey	806-796-8800	0
Texas Workforce	On-line	Margarite Moten	806-771-3815 ext. 2135	0
West Texas Hispanic News	1607 13th Street Lubbock TX 79401		806-747-3524	0
All Access	Online www.allaccess.com	Na	Na	0

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: _____ **KMMX On-Air Personality** **Recruitment Source That Referred the Hires:**

All Access

Date Vacancy Opened: _____ **May 2008** _____

Total Number of Persons

1

Date Vacancy Filled: _____ **June 2008** **Interviewed for the Vacancy**

Recruitment Sources Used to Fill the Vacancy

Source	Address	Contact Person	Telephone Number	Total Interviewed from Source
Lubbock Radio Group	On Air KLLL/KMMX/ KONE/KBTE	John Deleon	(806)762-3000	0
Texas Tech University Career Center	P.O Box 4506 Lubbock TX 79409	Jerry Hudson	742-3385	0
Lubbock Avalanche Journal	PO BOX 491 Lubbock TX 79408	Tracie Scoffield	806-765-5826	0
African American Chamber of Commerce	1220 Broadway St. Lubbock TX 79401		806-771-1815	0
Lubbock Hispanic C of C	1208 14th street Lubbock TX 79401		Na	0
American commercial College	2007 34th Street Lubbock TX 79411	Tiffany Boen	806-747-4339	0
Lubbock Help Wanted	ON-line www.lubbockhelpwanted.com		NA	0
Lubbock Christian University	5601 19th Street Lubbock TX 79407	Paula Maxey	806-796-8800	0
Texas Workforce	On-line	Margarite Moten	806-771-3815 ext. 2135	0
West Texas Hispanic News	1607 13th Street Lubbock TX 79401		806-747-3524	0
All Access	Online www.allaccess.com	Na	Na	1

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: _____ **KMMX On-Air Personality** **Recruitment Source That Referred the Hires:**

All Access

Date Vacancy Opened: _____ **July 2008** _____

Total Number of Persons

1

Date Vacancy Filled: _____ **August 2008** **Interviewed for the Vacancy**

Recruitment Sources Used to Fill the Vacancy

Source	Address	Contact Person	Telephone Number	Total Interviewed from Source
Lubbock Radio Group	On Air KLLL/KMMX/ KONE/KBTE	John Deleon	(806)762-3000	1
Texas Tech University Career Center	P.O Box 4506 Lubbock TX 79409	Jerry Hudson	742-3385	0
Lubbock Avalanche Journal	PO BOX 491 Lubbock TX 79408	Tracie Scoffield	806-765-5826	0
African American Chamber of Commerce	1220 Broadway St. Lubbock TX 79401		806-771-1815	0
Lubbock Hispanic C of C	1208 14th street Lubbock TX 79401		Na	0
American commercial College	2007 34th Street Lubbock TX 79411	Tiffany Boen	806-747-4339	0
Lubbock Help Wanted	ON-line www.lubbockhelpwanted.com		NA	0
Lubbock Christian University	5601 19th Street Lubbock TX 79407	Paula Maxey	806-796-8800	0
Texas Workforce	On-line	Margarite Moten	806-771-3815 ext. 2135	0
West Texas Hispanic News	1607 13th Street Lubbock TX 79401		806-747-3524	0
All Access	Online www.allaccess.com	Na	Na	0

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: _____
 Traffic Position

Recruitment Source That Referred the Hires:

On Air Radio Ads

Date Vacancy Opened: _____
 August 2008

Total Number of Persons

3

Date Vacancy Filled: _____
 September 2008

Interviewed for the Vacancy

Recruitment Sources Used to Fill the Vacancy

Source	Address	Contact Person	Telephone Number	Total Interviewed from Source
Lubbock Radio Group	On Air KLLL/KMMX/ KONE/KBTE	John Deleon	(806)762-3000	1
Texas Tech University Career Center	P.O Box 4506 Lubbock TX 79409	Jerry Hudson	742-3385	0
Lubbock Avalanche Journal	PO BOX 491 Lubbock TX 79408	Tracie Scoffield	806-765-5826	0
African American Chamber of Commerce	1220 Broadway St. Lubbock TX 79401		806-771-1815	0
Lubbock Hispanic C of C	1208 14th street Lubbock TX 79401		Na	0
American commercial College	2007 34th Street Lubbock TX 79411	Tiffany Boen	806-747-4339	0
Lubbock Help Wanted	ON-line www.lubbockhelpwanted.com		NA	2
Lubbock Christian University	5601 19th Street Lubbock TX 79407	Paula Maxey	806-796-8800	0
Texas Workforce	On-line	Margarite Moten	806-771-3815 ext. 2135	0
West Texas Hispanic News	1607 13th Street Lubbock TX 79401		806-747-3524	0
All Access	Online www.allaccess.com	Na	Na	0

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: _____ Sales Position

Recruitment Source That Referred the Hires:

KLLL

Date Vacancy Opened: _____ May 2008

Total Number of Persons

10

Date Vacancy Filled: _____ June 2008

Interviewed for the Vacancy

Recruitment Sources Used to Fill the Vacancy

Source	Address	Contact Person	Telephone Number	Total Interviewed from Source
Lubbock Radio Group	On Air KLLL/KMMX/ KONE/KBTE	Jay Richardson	(806)762-3000	6
Texas Tech University Career Center	P.O Box 4506 Lubbock TX 79409	Jerry Hudson	742-3385	0
Lubbock Avalanche Journal	PO BOX 491 Lubbock TX 79408	Tracie Scoffield	806-765-5826	0
African American Chamber of Commerce	1220 Broadway St. Lubbock TX 79401		806-771-1815	0
Lubbock Hispanic C of C	1208 14th street Lubbock TX 79401		Na	0
American commercial College	2007 34th Street Lubbock TX 79411	Tiffany Boen	806-747-4339	0
Lubbock Help Wanted	ON-line www.lubbockhelpwanted.com		NA	4
Lubbock Christian University	5601 19th Street Lubbock TX 79407	Paula Maxey	806-796-8800	0
Texas Workforce	On-line	Margarite Moten	806-771-3815 ext. 2135	0
West Texas Hispanic News	1607 13th Street Lubbock TX 79401		806-747-3524	0
All Access	Online www.allaccess.com	Na	Na	0

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: _____ Sales Position

Recruitment Source That Referred the Hires:

KLLL

Date Vacancy Opened: _____ August 2008

Total Number of Persons

8

Date Vacancy Filled: _____ September 2008

Interviewed for the Vacancy

Recruitment Sources Used to Fill the Vacancy

Source	Address	Contact Person	Telephone Number	Total Interviewed from Source
Lubbock Radio Group	On Air KLLL/KMMX/ KONE/KBTE	Jay Richardson	(806)762-3000	5
Texas Tech University Career Center	P.O Box 4506 Lubbock TX 79409	Jerry Hudson	742-3385	1
Lubbock Avalanche Journal	PO BOX 491 Lubbock TX 79408	Tracie Scoffield	806-765-5826	1
African American Chamber of Commerce	1220 Broadway St. Lubbock TX 79401		806-771-1815	0
Lubbock Hispanic C of C	1208 14th street Lubbock TX 79401		Na	0
American commercial College	2007 34th Street Lubbock TX 79411	Tiffany Boen	806-747-4339	0
Lubbock Help Wanted	ON-line www.lubbockhelpwanted.com		NA	1
Lubbock Christian University	5601 19th Street Lubbock TX 79407	Paula Maxey	806-796-8800	0
Texas Workforce	On-line	Margarite Moten	806-771-3815 ext. 2135	0
West Texas Hispanic News	1607 13th Street Lubbock TX 79401		806-747-3524	0
All Access	Online www.allaccess.com	Na	Na	0

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: _____ Sales Position

Recruitment Source That Referred the Hires:

KBTE

Date Vacancy Opened: _____ September 2008

Total Number of Persons

9

Date Vacancy Filled: _____ September 2008

Interviewed for the Vacancy

Recruitment Sources Used to Fill the Vacancy

Source	Address	Contact Person	Telephone Number	Total Interviewed from Source
Lubbock Radio Group	On Air KLLL/KMMX/ KONE/KBTE	Jay Richardson	(806)762-3000	6
Texas Tech University Career Center	P.O Box 4506 Lubbock TX 79409	Jerry Hudson	742-3385	1
Lubbock Avalanche Journal	PO BOX 491 Lubbock TX 79408	Tracie Scoffield	806-765-5826	1
African American Chamber of Commerce	1220 Broadway St. Lubbock TX 79401		806-771-1815	0
Lubbock Hispanic C of C	1208 14th street Lubbock TX 79401		Na	0
American commercial College	2007 34th Street Lubbock TX 79411	Tiffany Boen	806-747-4339	0
Lubbock Help Wanted	ON-line www.lubbockhelpwanted.com		NA	1
Lubbock Christian University	5601 19th Street Lubbock TX 79407	Paula Maxey	806-796-8800	0
Texas Workforce	On-line	Margarite Moten	806-771-3815 ext. 2135	0
West Texas Hispanic News	1607 13th Street Lubbock TX 79401		806-747-3524	0
All Access	Online www.allaccess.com	Na	Na	0

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: _____ Sales Position

Recruitment Source That Referred the Hires:

Personal Referral from client

Date Vacancy Opened: _____ December 2008

Total Number of Persons

4

Date Vacancy Filled: _____ December 2008

Interviewed for the Vacancy

Recruitment Sources Used to Fill the Vacancy

Source	Address	Contact Person	Telephone Number	Total Interviewed from Source
Lubbock Radio Group	On Air KLLL/KMMX/ KONE/KBTE	Jay Richardson	(806)762-3000	4
Texas Tech University Career Center	P.O Box 4506 Lubbock TX 79409	Jerry Hudson	742-3385	0
Lubbock Avalanche Journal	PO BOX 491 Lubbock TX 79408	Tracie Scoffield	806-765-5826	0
African American Chamber of Commerce	1220 Broadway St. Lubbock TX 79401		806-771-1815	0
Lubbock Hispanic C of C	1208 14th street Lubbock TX 79401		Na	0
American commercial College	2007 34th Street Lubbock TX 79411	Tiffany Boen	806-747-4339	0
Lubbock Help Wanted	ON-line www.lubbockhelpwanted.com		NA	0
Lubbock Christian University	5601 19th Street Lubbock TX 79407	Paula Maxey	806-796-8800	0
Texas Workforce	On-line	Margarite Moten	806-771-3815 ext. 2135	0
West Texas Hispanic News	1607 13th Street Lubbock TX 79401		806-747-3524	0
All Access	Online www.allaccess.com	Na	Na	0

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: _____ Sales Position

Recruitment Source That Referred the Hires:

KBTE and current employee referral

Date Vacancy Opened: _____ January 2009

Total Number of Persons

24

Date Vacancy Filled: _____ March 09

Interviewed for the Vacancy

Recruitment Sources Used to Fill the Vacancy

Source	Address	Contact Person	Telephone Number	Total Interviewed from Source
Lubbock Radio Group	On Air KLLL/KMMX/ KONE/KBTE	Jay Richardson	(806)762-3000	12
Texas Tech University Career Center	P.O Box 4506 Lubbock TX 79409	Jerry Hudson	742-3385	1
Lubbock Avalanche Journal	PO BOX 491 Lubbock TX 79408	Tracie Scoffield	806-765-5826	0
African American Chamber of Commerce	1220 Broadway St. Lubbock TX 79401		806-771-1815	0
Lubbock Hispanic C of C	1208 14th street Lubbock TX 79401		Na	2
American commercial College	2007 34th Street Lubbock TX 79411	Tiffany Boen	806-747-4339	0
Lubbock Help Wanted	ON-line www.lubbockhelpwanted.com		NA	4
Lubbock Christian University	5601 19th Street Lubbock TX 79407	Paula Maxey	806-796-8800	0
Texas Workforce	On-line	Margarite Moten	806-771-3815 ext. 2135	5
West Texas Hispanic News	1607 13th Street Lubbock TX 79401		806-747-3524	0
All Access	Online www.allaccess.com	Na	Na	0

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: _____ Sales Position

Recruitment Source That Referred the Hires:

KONE

Date Vacancy Opened: _____ January 2009

Total Number of Persons

24

Date Vacancy Filled: _____ March 2009

Interviewed for the Vacancy

Recruitment Sources Used to Fill the Vacancy

Source	Address	Contact Person	Telephone Number	Total Interviewed from Source
Lubbock Radio Group	On Air KLLL/KMMX/ KONE/KBTE	Jay Richardson	(806)762-3000	12
Texas Tech University Career Center	P.O Box 4506 Lubbock TX 79409	Jerry Hudson	742-3385	1
Lubbock Avalanche Journal	PO BOX 491 Lubbock TX 79408	Tracie Scoffield	806-765-5826	0
African American Chamber of Commerce	1220 Broadway St. Lubbock TX 79401		806-771-1815	0
Lubbock Hispanic C of C	1208 14th street Lubbock TX 79401		Na	2
American commercial College	2007 34th Street Lubbock TX 79411	Tiffany Boen	806-747-4339	0
Lubbock Help Wanted	ON-line www.lubbockhelpwanted.com		NA	4
Lubbock Christian University	5601 19th Street Lubbock TX 79407	Paula Maxey	806-796-8800	0
Texas Workforce	On-line	Margarite Moten	806-771-3815 ext. 2135	5
West Texas Hispanic News	1607 13th Street Lubbock TX 79401		806-747-3524	0
All Access	Online www.allaccess.com	Na	Na	0

MENU OPTION ACTIVITIES

Station KBTE has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
4	The Career Center	Participated in career fair of almost 400 students and presented materials for career opportunities
2	Job Fair	Hosted job fair at station location and presented materials for career opportunities
4	Career Day	In conjunction with local Businesses presented materials about career opportunities
10	Shadow Day	Sponsored by numerous school districts where students spend the day at the station
1	Job Fair	Presented materials to High School and College Students in conjunction with other businesses
[*] 5	Internship Program	College students recruited to do broadcast/related activities at the stations
16	Speaking to Texas Tech University Communications Students	Communications Career opportunities in radio for Wilks Broadcasts Group. GM spoke one time in the Fall and once in the Spring

* For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (I.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in a maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

MENU OPTION ACTIVITIES

Station KLLL has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
4	The Career Center	Participated in career fair of almost 400 students and presented materials for career opportunities
2	Job	Hosted job fair at station location and presented materials for career opportunities
4	Career Day	In conjunction with local Businesses presented materials about career opportunities
10	Shadow Day	Sponsored by numerous school districts where students spend the day at the station
1	Job Fair	Presented materials to High School and College Students in conjunction with other businesses
[*] 5	Internship Program	College students recruited to do broadcast/related activities at the stations
16	Speaking to Texas Tech University Communications Students	Communications Career opportunities in radio for Wilks Broadcasts Group. GM spoke one time in the Fall and once in the Spring

* For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (I.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in a maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

MENU OPTION ACTIVITIES

Station KONE has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
4	The Career Center	Participated in career fair of almost 400 students and presented materials for career opportunities
2	Job	Hosted job fair at station location and presented materials for career opportunities
4	Career Day	In conjunction with local Businesses presented materials about career opportunities
10	Shadow Day	Sponsored by numerous school districts where students spend the day at the station
1	Job Fair	Presented materials to High School and College Students in conjunction with other businesses
[*] 5	Internship Program	College students recruited to do broadcast/related activities at the stations
16	Speaking to Texas Tech University Communications Students	Communications Career opportunities in radio for Wilks Broadcasts Group. GM spoke one time in the Fall and once in the Spring

* For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (I.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in a maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

MENU OPTION ACTIVITIES

Station KMMX has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
4	The Career Center	Participated in career fair of almost 400 students and presented materials for career opportunities
2	Job	Hosted job fair at station location and presented materials for career opportunities
4	Career Day	In conjunction with local Businesses presented materials about career opportunities
10	Shadow Day	Sponsored by numerous school districts where students spend the day at the station
1	Job Fair	Presented materials to High School and College Students in conjunction with other businesses
[*] 5	Internship Program	College students recruited to do broadcast/related activities at the stations
16	Speaking to Texas Tech University Communications Students	Communications Career opportunities in radio for Wilks Broadcasts Group. GM spoke one time in the Fall and once in the Spring

* For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (I.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in a maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.