

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, 2010, the station filled the following full-time vacancies:

1. KLLL Midday On-Air Position
2. Traffic Position
3. Sales Executive
4. Sales Executive
5. Sales Executive
6. Sales Executive
7. KBTE Morning On-Air Personality

The station interviewed a total of (42) 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	12
2. AllAccess.com	8
3. Company Employee Referral	4
4. Texas Workforce	0
5. Lubbock Help Wanted.com	16
6. TTU Career Services	2
7. South Plains College	0
8. American Commercial College	0
9. Wayland Baptist University	0
10. Lubbock Christian University	0

Annual EEO Public File Report

Covering the period from October 2009

To November 2009

Station (s) Comprising Station Employment Unit: KLLL

Full-time Positions Filled By Job Title	Recruitment Source of Hiree
Midday On Air Shift	AllAccess.com (Website)

Total Number of Persons Interviewed During Applicable Period: 7

Recruitment Source Name, Address, Telephone No., Contact Name	Total Number of Interviewees This Source has provided during this period (if any)	Full-time positions for which this source was utilized
Lubbock Radio Group On Air Station Advertising Sam Stephens 806-762-3000	0	1
AllAccess.com http://www.allaccess.com Contact: Jeff Scott	7	1
Company Employee Referral #33 Briercroft Office Park Lubbock, TX 79412 Contact: Sam Stephens	0	1
Texas Workforce Workintexas.com Contact: Margarite Moten	0	1
Lubbock Help Wanted.com Contact: Sam Stephens	0	1
TTU Careers Careerservices.ttu.edu Contact: Emily Stowe	0	1
South Plains College collegecentral.comsouthplainscollege Contact: Ben Alexander	0	1
American Commercial College 2007 34th Street Plainview, TX 79072 Contact: Tiffany Boen	0	1
Wayland Baptist University 1900 W. 7th Street Lubbock, TX 79407	0	1
Lubbock Christian University 5601 19th Street Lubbock, TX 79407 Contact: Paula Maxey	0	1

Annual EEO Public File Report

Covering the period from April 2009 To May 2009

Station (s) Comprising Station Employment Unit: KLLL/KMMX/KONE/KBTE

Full-time Positions Filled By Job Title	Recruitment Source of Hiree
Traffic	Lubbockhelpwanted.com (website)

Total Number of Persons Interviewed During Applicable Period: 3

Recruitment Source Name, Address, Telephone No., Contact Name	Total Number of Interviewees This Source has provided during this period (if any)	Full-time positions for which this source was utilized
Lubbock Radio Group On Air Station Advertising Sam Stephens 806-762-3000	0	1
AllAccess.com http://www.allaccess.com Contact: Jeff Scott	0	1
Company Employee Referral #33 Briercroft Office Park Lubbock, TX 79412 Contact: Sam Stephens	0	1
Texas Workforce Workintexas.com Contact: Margarite Moten	0	1
Lubbock Help Wanted.com Contact: Sam Stephens	3	1
TTU Careers Careerservices.ttu.edu Contact: Emily Stowe	0	1
South Plains College collegecentral.comsouthplainscollege Contact: Ben Alexander	0	1
American Commercial College 2007 34th Street Plainview, TX 79072 Contact: Tiffany Boen	0	1
Wayland Baptist University 1900 W. 7th Street Lubbock, TX 79407	0	1
Lubbock Christian University 5601 19th Street Lubbock, TX 79407 Contact: Paula Maxey	0	1

Annual EEO Public File Report

Covering the period from May 2009 To June 2009

Station (s) Comprising Station Employment Unit: KLLL/KMMX/KONE/KBTE

Full-time Positions Filled By Job Title	Recruitment Source of Hiree
Account Executive	Lubbock Radio Group (on-air advertising)

Total Number of Persons Interviewed During Applicable Period: 7

Recruitment Source Name, Address, Telephone No., Contact Name	Total Number of Interviewees This Source has provided during this period (if any)	Full-time positions for which this source was utilized
Lubbock Radio Group On Air Station Advertising Sam Stephens 806-762-3000	3	1
AllAccess.com http://www.allaccess.com Contact: Jeff Scott	0	1
Company Employee Referral #33 Briercroft Office Park Lubbock, TX 79412 Contact: Sam Stephens	0	1
Texas Workforce Workintexas.com Contact: Margarite Moten	0	1
Lubbock Help Wanted.com Contact: Sam Stephens	4	1
TTU Careers Careerservices.ttu.edu Contact: Emily Stowe	0	1
South Plains College collegecentral.comsouthplainscollege Contact: Ben Alexander	0	1
American Commercial College 2007 34th Street Plainview, TX 79072 Contact: Tiffany Boen	0	1
Wayland Baptist University 1900 W. 7th Street Lubbock, TX 79407	0	1
Lubbock Christian University 5601 19th Street Lubbock, TX 79407 Contact: Paula Maxey	0	1

Annual EEO Public File Report

Covering the period from August 2009 To September 2009

Station (s) Comprising Station Employment Unit: KLLL/KMMX/KONE/KBTE

Full-time Positions Filled By Job Title	Recruitment Source of Hiree
Account Executive	Lubbock Radio Group (on-air advertising)

Total Number of Persons Interviewed During Applicable Period: 6

Recruitment Source Name, Address, Telephone No., Contact Name	Total Number of Interviewees This Source has provided during this period (if any)	Full-time positions for which this source was utilized
Lubbock Radio Group On Air Station Advertising Sam Stephens 806-762-3000	3	1
AllAccess.com http://www.allaccess.com Contact: Jeff Scott	0	1
Company Employee Referral #33 Briercroft Office Park Lubbock, TX 79412 Contact: Sam Stephens	0	1
Texas Workforce Workintexas.com Contact: Margarite Moten	0	1
Lubbock Help Wanted.com Contact: Sam Stephens	3	1
TTU Careers Careerservices.ttu.edu Contact: Emily Stowe	0	1
South Plains College collegecentral.comsouthplainscollege Contact: Ben Alexander	0	1
American Commercial College 2007 34th Street Plainview, TX 79072 Contact: Tiffany Boen	0	1
Wayland Baptist University 1900 W. 7th Street Lubbock, TX 79407	0	1
Lubbock Christian University 5601 19th Street Lubbock, TX 79407 Contact: Paula Maxey	0	1

Annual EEO Public File Report

Covering the period from December 2009 To January 2010

Station (s) Comprising Station Employment Unit: KLLL/KMMX/KONE/KBTE

Full-time Positions Filled By Job Title	Recruitment Source of Hiree
Account Executive	Lubbock Radio Group (on-air advertising)

Total Number of Persons Interviewed During Applicable Period: 6

Recruitment Source Name, Address, Telephone No., Contact Name	Total Number of Interviewees This Source has provided during this period (if any)	Full-time positions for which this source was utilized
Lubbock Radio Group On Air Station Advertising Sam Stephens 806-762-3000	1	1
AllAccess.com http://www.allaccess.com Contact: Jeff Scott	0	1
Company Employee Referral #33 Briercroft Office Park Lubbock, TX 79412 Contact: Sam Stephens	1	1
Texas Workforce Workintexas.com Contact: Margarite Moten	0	1
Lubbock Help Wanted.com Contact: Sam Stephens	4	1
TTU Careers Careerservices.ttu.edu Contact: Emily Stowe	0	1
South Plains College collegecentral.comsouthplainscollege Contact: Ben Alexander	0	1
American Commercial College 2007 34th Street Plainview, TX 79072 Contact: Tiffany Boen	0	1
Wayland Baptist University 1900 W. 7th Street Lubbock, TX 79407	0	1
Lubbock Christian University 5601 19th Street Lubbock, TX 79407 Contact: Paula Maxey	0	1

Annual EEO Public File Report

Covering the period from February 2010 To March 2010

Station (s) Comprising Station Employment Unit: KLLL/KMMX/KONE/KBTE

Full-time Positions Filled By Job Title	Recruitment Source of Hiree
Account Executive	Lubbock Radio Group (on-air advertising)

Total Number of Persons Interviewed During Applicable Period: 10

Recruitment Source Name, Address, Telephone No., Contact Name	Total Number of Interviewees This Source has provided during this period (if any)	Full-time positions for which this source was utilized
Lubbock Radio Group On Air Station Advertising Sam Stephens 806-762-3000	3	1
AllAccess.com http://www.allaccess.com Contact: Jeff Scott	0	1
Company Employee Referral #33 Briercroft Office Park Lubbock, TX 79412 Contact: Sam Stephens	3	1
Texas Workforce Workintexas.com Contact: Margarite Moten	0	1
Lubbock Help Wanted.com Contact: Sam Stephens	2	1
TTU Careers Careerservices.ttu.edu Contact: Emily Stowe	2	1
South Plains College collegecentral.comsouthplainscollege Contact: Ben Alexander	0	1
American Commercial College 2007 34th Street Plainview, TX 79072 Contact: Tiffany Boen	0	1
Wayland Baptist University 1900 W. 7th Street Lubbock, TX 79407	0	1
Lubbock Christian University 5601 19th Street Lubbock, TX 79407 Contact: Paula Maxey	0	1

Annual EEO Public File Report

Covering the period from February 2010 To March 2010

Station (s) Comprising Station Employment Unit: KBTE

Full-time Positions Filled By Job Title	Recruitment Source of Hiree
Morning On-Air Personality	On-Air Station Advertising

Total Number of Persons Interviewed During Applicable Period: 3

Recruitment Source Name, Address, Telephone No., Contact Name	Total Number of Interviewees This Source has provided during this period (if any)	Full-time positions for which this source was utilized
Lubbock Radio Group On Air Station Advertising Sam Stephens 806-762-3000	2	1
AllAccess.com http://www.allaccess.com Contact: Jeff Scott	1	1
Company Employee Referral #33 Briercroft Office Park Lubbock, TX 79412 Contact: Sam Stephens	0	1
Texas Workforce Workintexas.com Contact: Margarite Moten	0	1
Lubbock Help Wanted.com Contact: Sam Stephens	0	1
TTU Careers Careerservices.ttu.edu Contact: Emily Stowe	0	1
South Plains College collegecentral.comsouthplainscollege Contact: Ben Alexander	0	1
American Commercial College 2007 34th Street Plainview, TX 79072 Contact: Tiffany Boen	0	1
Wayland Baptist University 1900 W. 7th Street Lubbock, TX 79407	0	1
Lubbock Christian University 5601 19th Street Lubbock, TX 79407 Contact: Paula Maxey	0	1

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
14	EEO Training	Meeting held on March 1, 2010 with Jeff Ancell, Operations Manager, and Sean Donahue, PD, regarding update to EEO policies and guidelines.
4	Career Day	In conjunction with local Businesses Sean Donahue presented handout materials about career opportunities with Wilks at the Mass Comm Career Center on November 5, 2009.
5	Internship Program	Sean Donahue, PD, oversaw college students recruited to perform broadcast-related activities at the stations. There were a total of 7 interns in 2009. One of the interns transitioned from intern to part-time host on KBTE Morning Show; one of our top stations.
1	Job Fair	Sean Donahue, Program Director, presented materials to TT University Career Center on Sept. 16, 2009 to students in conjunction with other businesses.
2	Job Fair	Presented materials for possible employment opportunities to interviewees at station location on March 25, 2010. Job Fair was attended by GM, Operations Manager, and Business Manager.

- * 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
14	EEO Training	Meeting held on March 1, 2010 with Jeff Ancell, Operations Manager, and Sean Donahue, PD, regarding update to EEO policies and guidelines.
4	Career Day	In conjunction with local Businesses Sean Donahue presented handout materials about career opportunities with Wilks at the Mass Comm Career Center on November 5, 2009.
5	Internship Program	Sean Donahue, PD, oversaw college students recruited to perform broadcast-related activities at the stations. There were a total of 7 interns in 2009. One of the interns transitioned from intern to part-time host on KBTE Morning Show; one of our top stations.
1	Job Fair	Sean Donahue, Program Director, presented materials to TT University Career Center on Sept. 16, 2009 to students in conjunction with other businesses.
2	Job Fair	Presented materials for possible employment opportunities to interviewees at station location on March 25, 2010. Job Fair was attended by GM, Operations Manager, and Business Manager.

- * 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
14	EEO Training	Meeting held on March 1, 2010 with Jeff Ancell, Operations Manager, and Sean Donahue, PD, regarding update to EEO policies and guidelines.
4	Career Day	In conjunction with local Businesses Sean Donahue presented handout materials about career opportunities with Wilks at the Mass Comm Career Center on November 5, 2009.
5	Internship Program	Sean Donahue, PD, oversaw college students recruited to perform broadcast-related activities at the stations. There were a total of 7 interns in 2009. One of the interns transitioned from intern to part-time host on KBTE Morning Show; one of our top stations.
1	Job Fair	Sean Donahue, Program Director, presented materials to TT University Career Center on Sept. 16, 2009 to students in conjunction with other businesses.
2	Job Fair	Presented materials for possible employment opportunities to interviewees at station location on March 25, 2010. Job Fair was attended by GM, Operations Manager, and Business Manager.

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

Activity Classification	Type of Activity	Brief Description
14	EEO Training	Meeting held on March 1, 2010 with Jeff Ancell, Operations Manager, and Sean Donahue, PD, regarding update to EEO policies and guidelines.
4	Career Day	In conjunction with local Businesses Sean Donahue presented handout materials about career opportunities with Wilks at the Mass Comm Career Center on November 5, 2009.
5	Internship Program	Sean Donahue, PD, oversaw college students recruited to perform broadcast-related activities at the stations. There were a total of 7 interns in 2009. One of the interns transitioned from intern to part-time host on KBTE Morning Show; one of our top stations.
1	Job Fair	Sean Donahue, Program Director, presented materials to TT University Career Center on Sept. 16, 2009 to students in conjunction with other businesses.
2	Job Fair	Presented materials for possible employment opportunities to interviewees at station location on March 25, 2010. Job Fair was attended by GM, Operations Manager, and Business Manager.

- * 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.