

**KNML(AM), KKOB(AM), KKOB-FM, KTBL(AM), KMGA(FM),  
KOBQ(FM), KRST(FM), and KDRF(FM)  
EEO PUBLIC FILE REPORT  
June 1st, 2019 – May 31st, 2020<sup>1</sup>**

**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
AM Operations Manager	1-10, 12-13, 15-21	9
Engineer	1-8, 10, 12-13, 16-21, 27	27
Board Op/Producer	1-10, 12-13, 15-21, 27	27
On-Air Talk Show Host	1-10, 12-13, 15, 17-21	15
Program Director	1-10, 13, 15, 17-21	15
National Sales Assistant	1-8, 12, 17, 19, 21-26	21

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<sup>1</sup> This Report was revised in May 2021 and again in November 2021 to address reporting issues.

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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	<p><b>New Mexico Broadcasters Association</b>            Contact: Suzan Strong  <a href="mailto:suzanstrong@nmba.org">suzanstrong@nmba.org</a>            2333 Wisconsin NE            Albuquerque, NM 87110            505-881-4444</p>	No	7
2	<p><b>SaSacco &amp; Associates</b>            Contact: Stacy Sacco  <a href="mailto:Stacy@sasacco.com">Stacy@sasacco.com</a>            1201 Cannonade Ct SE            Albuquerque, NM 87123</p>	No	0
3	<p><b>Hispanic Chamber of Commerce</b>  <a href="mailto:Bea@ahcnm.org">Bea@ahcnm.org</a></p>	No	0
4	<p><b>Lulac National Educational</b>  <a href="mailto:jmoya@lnesc.org">jmoya@lnesc.org</a>            2000 L Street NW, Suite 610            Washington, DC 20036            202-8359646</p>	No	0
5	<p><b>Communication &amp; Journalism, UNM</b>            Contact: George Cavazos  <a href="mailto:cjadvice@unm.edu">cjadvice@unm.edu</a>            MSC03 2240, 1 University of New Mexico            Albuquerque, NM 87131            505-277-1903</p>	No	0
6	<p><b>Veterans Administration</b>            Contact: Keith Rollins  <a href="mailto:keith.rollins2@va.gov">keith.rollins2@va.gov</a>            P.O. Box 900            Albuquerque, NM 87103            505-346-3984</p>	No	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	<b>University of New Mexico</b> Contact: Richard Schaefer <a href="mailto:Schaefer@unu.edu">Schaefer@unu.edu</a> C-J Building #235W Albuquerque, NM 87131 505-277-9556	No	3
8	<b>Station Website Postings</b> ( <i>all SEU stations</i> ) <a href="http://www.610thesportsanimal.com">www.610thesportsanimal.com</a> <a href="http://www.770kkob.com">www.770kkob.com</a> <a href="http://www.1050talk.com">www.1050talk.com</a> <a href="http://www.923krst.com">www.923krst.com</a> <a href="http://www.kobfm.com">www.kobfm.com</a> <a href="http://www.995magicfm.com">www.995magicfm.com</a> <a href="http://www.edfm.com">www.edfm.com</a>	No	3
9	<b>All Access Website</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	No	9
10	<b>Zip Recruiter Website</b> <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	No	2
11	<b>Craig's List</b> <a href="http://www.albuquerque.craigslist.org">www.albuquerque.craigslist.org</a>	No	0
12	<b>Employee/Self-Referral</b>	No	4
13	<b>Monster Website</b> <a href="http://www.monster.com">www.monster.com</a>	No	0
14	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	0
15	<b>Word-of-Mouth Referral</b>	No	4
16	<b>SEU Job Fair(s)</b> ( <i>see Section III</i> )	No	3
17	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net">www.cumulusmedia.jobs.net</a>	No	16
18	<b>Facebook</b> <a href="http://www.facebook.com">www.facebook.com</a>	No	0
19	<b>Glassdoor</b> <a href="http://www.glassdoor.com">www.glassdoor.com</a>	No	0
20	<b>LinkUp</b> <a href="http://www.linkup.com">www.linkup.com</a>	No	0
21	<b>Indeed</b> <a href="http://www.indeed.com">www.indeed.com</a>	No	13
22	<b>Adzuna</b> <a href="http://www.adzuna.com">www.adzuna.com</a>	No	0
23	<b>JobisJob</b> <a href="http://www.jobisjob.com">www.jobisjob.com</a>	No	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
24	<b>The Job Spider</b> <a href="http://www.jobspider.com">www.jobspider.com</a>	No	0
25	<b>Oodle</b> <a href="http://www.jobs.oodle.com">www.jobs.oodle.com</a>	No	0
26	<b>Trovit</b> <a href="http://www.trovit.com">www.trovit.com</a>	No	0
27	<b>Internal Transfer/Promotion</b>	No	2
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			68

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in Virtual Job Fairs (2)	Our SEU participated in the New Mexico Broadcasters Association's (NMBA) Virtual Job Fairs in both Q2 and Q4 (June 27, 2019-July 3, 2019 and October 21, 2019-October 25 2019). Over 2,000 job seekers visited the site during the job fairs. Our Market Manager, along with our Sales Managers, monitored the site during the job fairs and replied to the applicants in a timely fashion as required by the NMBA.
<b>2</b>	Participate in Job Fair	On Wednesday, July 10, 2019, our SEU participated in the Senator Michael Padilla 7 <sup>th</sup> annual Job Fair. Five (5) of our department heads were on site throughout the day, and spoke with the over 4,300 job seekers in attendance about career opportunities in broadcasting and job openings within the SEU.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>3</b>	Internship Program	<p>Our SEU has established an internship program designed to meet the educational needs of those considering on-air talent and sales positions as well as those seeking general broadcast knowledge. The student interns spend time in each department, and with the managers and workers within, to gain knowledge of the inner workings of each particular department.</p> <p>In the Fall of this reporting period, we hosted two (2) student interns from the University of New Mexico (UNM). They spent time in the sales, engineering, business, traffic, promotions, production and programming departments. The majority of their time was spent in promotions and programming, given their personal interests in these areas. Our Production Director spent a considerable amount of time with them teaching them how to produce commercial spots. Further, our Promotions Director worked side by side with them at concerts and events like the Balloon Fiesta.</p> <p>Aside from obtaining a general overview of the workings of a radio station and its different departments, these interns received specialized instruction about the music and programming philosophy for three (3) stations KRST (FM), KNML(AM) and KOBQ (FM), and were taught how to: operate the audio boards; prepare for and implement radio shows; produce commercial spots; and handle radio station imaging and digital editing. In addition, they worked on site at live remotes and concerts, learning the promotional aspects of our industry.</p>