

KRQE, KBIM, KREZ
EEO PUBLIC FILE REPORT
June 1, 2017 - May 31, 2018

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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
Multimedia Journalist	1-11, 15, 17-36	32
Editor	1-12, 16-36	32
Integrated Digital Specialist	1-3, 5, 7-11, 16-22, 25-28, 30-36	11
Producer	1-5, 7-11, 17-22, 25-28, 30-36	27
Photographer	1-8, 11, 16-36	11
Photographer	1-8, 11, 16-36	27
News Helicopter Pilot	1-5, 7-8, 11, 13, 16-21, 25-27, 30-32, 35	13
General Sales Manager	1-3, 7-8, 14, 16-22, 26-27, 30-32	14
Multimedia Journalist	1-5, 7-8, 17-28, 30-36	27
Multimedia Journalist	1-5, 7-8, 17-28, 30-36	32

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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	602 Communications Graeme Newell 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 602-954-8373 Sandy Lizik Manual Posting	N	0
2	Albuquerque Hispano Chamber of Commerce 1309 Fourth Street SW Albuquerque, New Mexico 87102 Phone : 505-842-9003 Email : kendra@ahcnm.org Kendra Moreno	N	0
3	American Broadcasting School 712 N. Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	N	0
4	Broadcast Education Association 1771 N. Street NW Washington, District of Columbia 20036 Phone : 202-602-0584 Heather Birks Manual Posting	N	0
5	Career Services at Western New Mexico University 1000 W. College St., Student Affairs Silver City, New Mexico 88062 Phone : 575-538-6109 Email : careerserv@wnmu.edu Marie Leck	N	0
6	CNM Job Connection 525 Buena Vista Drive SE Albuquerque, New Mexico 87106 Phone : 505-224-3000 Rhonda Ross Manual Posting	N	0
7	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9595 Email : bille@michaelsmedia.com Michael Bille	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
8	Creative Jobs Central 325 West 38th Street New York, New York 10018 Phone : 646-202-9538 Email : support@creativejobscentral.com Creative Jobs Central	N	0
9	Easter NM University c/o KENW-TV 52 Broadcast Center 1500 S. Avenue K Portales, New Mexico 88130 Phone : 575-562-4998 Email : sean.moore@enmu.edu Fax : 1-572-562-2590 Sean Moore	N	0
10	Eastern New Mexico University 1500 S. Avenue K Station 34 Portales, New Mexico 88130 Phone : 575-562-2211 Email : susan.larsen@enmu.edu Fax : 1-575-562-2215 Susan Larsen	N	0
11	Employee Referral	N	8
12	Fort Lewis College - Durango 1000 Rim Drive 3rd Floor Reed Library Durango, Colorado 81301-3999 Phone : (970) 247-7562 Allyn Talg Manual Posting	N	0
13	Indeed 177 Broad Street Stamford, Connecticut 06901 Unknown Contact	N	1
14	Internal Promotion	N	1
15	ITT Technical Institute 5100 Masthead NE Albuquerque, New Mexico 87109 Phone : 505-828-1114 Email : RWhite2@itt-tech.edu Roberta White	N	0

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16	KRQE-TV 13 Broadcast Plaza SW Albuquerque, New Mexico Phone : 5057645289 Email : erika.gonzales@krqe.com Erika Gonzales	N	3
17	LULAC National Educational Service Centers, Inc 2000 L Street, NW; Suite 610 Washington, District of Columbia 20036 Phone : 202-835-9646 Email : jmoya@lnesc.org J. Moya	N	0
18	Media Matched 8112 1/2 West 3rd St., Suite A PO Box 48220 Los Angeles, California 90048 Phone : 323-284-5589 Email : usa-media@media-match.com Tammy Romaniuk	N	1
19	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0
20	National Academy of Television Arts & Sciences PO Box 74116 Rocky Mountain Chapter Phoenix, Arizona 85087 Phone : 602-345-1532 Email : lara.gates@rockymountainemmy.org Lara Gates	N	0
21	National Alliance State Broadcasters Association 2333 Wisconsin Street NE Albuquerque, New Mexico 87110 Phone : 505-881-4444 Email : suzanstrong@nmba.org Suzan Strong	N	0

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22	National Hispanic Media Coalition 1201 W. 5th Street Suite T-205 Los Angeles, California 90017-2019 Phone : (213) 534-3026 Email : info@nhmc.org Claudia Flores	N	0
23	National Press Photographers Association 3200 Croasdaile Drive Suite 306 Durham, North Carolina 27705 Phone : 919-383-7246 Sarah McGregor Manual Posting	N	0
24	New Mexico State University 3024 South Locust Street Las Cruces, New Mexico 88003 Phone : 575-646-1631 Anthony Marin Manual Posting	N	0
25	New Mexico Tech 801 Leroy Place, Fidel Center c/o Student Affairs Socorro, New Mexico 87801 Phone : 575-835-5022 Url : http://www.nmt.edu Email : kfleming@admin.nmt.edu Kathryn Fleming	N	0
26	New Mexico Workforce Connection 301 Rail Runner Ave. Bernalillo, New Mexico 87004 Phone : 505-771-2160 Email : lorraine.ruggles@state.nm.us Lorraine Ruggles	N	0
27	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	10

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28	Santa Fe Community College 6401 Richards Ave. Santa Fe, New Mexico 87508 Phone : 505-428-1406 Url : www.sfcc.edu/career_services/employer_services Email : patty.armstrong@sfcc.edu Patty Armstrong	N	0
29	Social Media (Facebook & Twitter posts) 13 Broadcast Plaza SW Albuquerque, New Mexico 87104 Phone : 505-998-9539 Paulette Mastio Manual Posting	N	0
30	Society of Professional Journalists - Rio Grande Chapter 125 Lincoln Ave., Suite 400 Lincoln Plaza Santa Fe, New Mexico 87501 Phone : 505-255-6400 Email : sgustavus@gmail.com Sarah Gustavus	N	0
31	TV and Radio Jobs 27034 Helmond Drive Calabasas, California Phone : 818-879-0858 Michael Madden Manual Posting	N	0
32	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	8
33	University of New Mexico Student Services Center #220 Albuquerque, New Mexico 87131 Phone : (505) 277-1903 Email : cjadvice@unm.edu Gregoria Cavazos	N	0

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34	University of New Mexico Communication & Journalism 1 University of New Mexico MSC 03 2240 Albuquerque, New Mexico Phone : 505-277-0624 Email : jflynn@unm.edu Jessica Chavez	N	0
35	University of New Mexico Office of Career Services MSC 06 3710, 1 University of New Mexico Albuquerque, New Mexico 87131 Phone : 505-277-2531 Email : career4u@unm.edu Keith Hitz	N	0
36	Veterans Business Outreach Center 5201 Eagle Rock NE, Suite 2A Albuquerque, New Mexico 87113 Phone : 505-383-2402 Email : richardl.coffel@state.nm.us Richard Coffel	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			32

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/1/2017	Establishment of an intern program designed to assist members of the community	The SEU sponsors an internship program that allows students to gain practical experience in areas of our broadcast operations, including news, production & sports. The SEU hosted three interns from the University of New Mexico during the 2017 Fall semester; and one intern from the University of New Mexico during the 2018 Spring semester.	4	News Director Digital Director Sports Director Production Manager
2	6/2/2017	Establishment of training programs for station personnel	Wayne Pecena, CPBE, CBNE, Society of Broadcast Engineers, offered an informational training seminar for IT administrators, maintenance engineers & digital specialists with a thorough explanation and understanding of IP network fundamentals and how to implement network security provision best practices in the design and support of a broadcast IP network.	4	RF Engineer Chief Engineer Dir. of Engineering Digital Director
3	6/2/2017	Establishment of training programs for station personnel	2017 New Mexico Broadcaster's Association Summer Convention offered an informative sales seminar, Auto Advertising & Broadcast Mobile Marketing for account executives & managers. The guest speaker broke the silence on why average car buyers make just two visits to dealerships, but one in four purchasers use mobile every day to research vehicles. A panel discussion lead to why ad dollars keep migrating to mobile.	4	Dir. of Sales Account Executive Account Executive Local Sales Manager
4	6/19/2017	Participation in job banks, internet programs and other programs designed to promote outreach	A virtual job fair scheduled the week of June 19 - 23, and co-sponsored by the New Mexico Broadcasters Association and the SEU. Applicants are driven to the NMBA website via station promotion venues such as social media or a mention during the SEU's news programs. Applicants may apply for television broadcast positions offered by the SEU.	2	General Manager Business Administrator

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5	10/18/2017	Provision of training to management	The SEU's business administrator participated in an informational webinar, The Changing Face of the FCC's EEO Rule, and facilitated by Pillsbury Law. Topics included a general overview of the importance of EEO compliance & obligations, proper recordkeeping, recruiting, hiring & understanding the rules of promoting from within (SEU).	1	Business Administrator
6	10/25/2017	Participation in events sponsored by community groups	SEU engineering personnel mentored college students from the University of New Mexico on October 25, with an overview of engineering and production broadcast careers. Orientation included maintenance & repair of the SEU's translators, floor directing, directing a newscast, and master control switching responsibilities. SEU engineer went into great detail about what happens when the station goes off the air, and pointed out the site locations of each translator. The mentorship is co-sponsored by New Mexico Broadcasters Association & hosted by the SEU.	1	Maintenance Engineer
7	12/4/2017	Participation in job banks, internet programs and other programs designed to promote outreach	A virtual job fair scheduled the week of December 4 - 8, and co-sponsored by the New Mexico Broadcasters Association and the SEU. Applicants are driven to the NMBA website via station promotion venues such as social media or a mention during the SEU's news programs. Applicants may apply for television broadcast positions offered by the SEU.	2	General Manager Business Administrator
8	1/19/2018	Provision of training to personnel of unaffiliated non-profit organizations	On January 19, Central New Mexico Community College invited the SEU's GM to speak to CNM students of the School of Adult & General Education (SAGE) about innovative leadership & communication skills in an effort to promote professional growth & development. Other topics included careers in broadcasting along with a tour of the broadcast facility.	1	General Manager/VP

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9	2/8/2018	Participation in events or programs sponsored by educational institutions	The SEU news director spoke to 40 students (juniors & seniors) who represent every high school in the APS district on February 8. The host of the event is the Superintendent's Advisory Council (SAC). Topics included careers in broadcasting, specifically in news, and the college requirements in how to jump start a career in news. The news director also touched on the pros & cons of student behavior and how this may impact the reputation of their schools should the media outlet broadcast their story on the news.	1	News Director
10	2/26/2018	Participation in job banks, internet programs and other programs designed to promote outreach	A virtual job fair scheduled the week of February 26 - March 2, and co-sponsored by the New Mexico Broadcasters Association and the SEU. Applicants are driven to the NMBA website via station promotion venues such as social media or a mention during the SEU's news programs. Applicants may apply for television broadcast positions offered by the SEU.	2	General Manager Business Administrator
11	3/8/2018	Participation in events sponsored by community groups	The APS Title I High School extended an invitation to the SEU's community relations manager, morning meteorologist & anchor to participate in their Career Fair on March 8. Station personnel shared their career achievements & work experiences, and answered questions about careers in television broadcasting.	3	Community Relations Mgr Meteorologist Anchor
12	4/12/2018	Participation in events sponsored by community groups	News Anchor of the SEU spoke to 40 high school students about careers in journalism at a Career Fair hosted by Freedom High School. Students learned what's involved behind the scenes in preparing for a newscast, news gathering, covering spot & breaking news, and what college courses are needed if students want to pursue a career in television news.	1	News Anchor

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13	4/17/2018	Participation in other activities designed by the station employment unit	A broadcast station tour offered by the SEU to Hope Christian High school students on April 17. Students visited various departments from sales, commercial production, master control, and news and gained a thorough description about job responsibilities & duties as it relates to careers in broadcasting, and internship opportunities.	1	Community Relations Mgr
14	4/20/2018	Participation in events or programs sponsored by educational institutions	SEU's Weather Producer offered a general overview of how to prepare weather maps, how to forecast temps, and a thorough discussion on weather production & behind the scene tour of the SEU's news & weather set to students at Griggs Road School. Students were offered information in college requirements & science study programs.	1	Weather Producer
15	5/7/2018	Participation in job banks, internet programs and other programs designed to promote outreach	A virtual job fair scheduled the week of May 7 - 11, and co-sponsored by the New Mexico Broadcasters Association and the SEU. Applicants are driven to the NMBA website via station promotion venues such as social media or a mention during the SEU's news programs. Applicants may apply for television broadcast positions offered by the SEU.	2	General Manager Business Administrator
16	5/9/2018	Establishment of training programs for station personnel	SEU account executives participated in a sales training program, "Appointments & Data Base Meetings" offered by Swagger Institute. A series on prospecting to proposals. Focus will be on what happens after the AE gets the appointment. We will teach AE's how to ask the right questions. Are AE's handling the meeting in a manner that makes them stand out from other salespeople who have come before you and who will follow you? Learn how to set up what is next towards the Six Most Powerful Words in Sales.	2	Account Executive Account Executive