

**KNML(AM), KKOB(AM), KTBL(AM), KMGA(FM), KKOB-FM,  
 KRST(FM), KDRF(FM) and KBZU(FM)<sup>1</sup>  
 EEO PUBLIC FILE REPORT  
 June 1st, 2016 – May 31st, 2017**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-18, 20-24	13
Account Executive	1-18, 20-24	1
Account Executive	1-18, 20-24	13
On-Air Announcer	9-18, 20-24	10
Sales Manager	1,9,11,13-18, 20-24	13
Promotion Manager	1,9,11,13-18, 20-24	13
Program Director/On-Air Announcer	9-18, 20-24	20

**KNML(AM), KKOB(AM), KTBL(AM), KMGA(FM), KKOB-FM,  
KRST(FM), KDRF(FM) and KBZU(FM)  
EEO PUBLIC FILE REPORT  
June 1st, 2016 – May 31st, 2017**

**II.MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<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>
1	<b>New Mexico Broadcasters Association</b> Contact: Suzan Strong strong@nmba.org 2333 Wisconsin NE Albuquerque, NM 87110 505-841-4444	No	10
2	<b>Barelas Economic Opportunity Center</b> mcasias@ahcnm.org	No	0
3	<b>Hispanic Chamber of Commerce</b> Bea@ahcnm.org	No	0
4	<b>Lulac National Educational</b> jmoya@lnesc.org 500 2 <sup>nd</sup> Street NW Albuquerque, NM 87102 828-1114	No	0
5	<b>New Mexico Workforce Solutions</b> avinson@state.nm.us 501 Mountain Road. NE Albuquerque, NM 87102 505-841-8920	No	2
6	<b>New Mexico Highlands University</b> Contact: Maxine Salas maxinesalas@nmhu.edu P. O. Box 9000 Las Vegas, NM 87701 505-454-3188	No	0
7	<b>Veterans Administration</b> Contact: Keith Rollins keith.rollins2@va.gov 217 San Pablo Street SE Albuquerque, NM 87108 505-268-7557	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	<b>Workforce Connection</b> Contact: Gayle Romero gromero@wccnm.org 505-843-1905	Yes	0
9	<b>Station Website Postings (all SEU stations)</b> www.610thesportsanimal.com; www.770kkob.com; www.1050talk.com; www.923krst.com; www.kobfm.com; www.995magicfm.com; www.edfm.com	Yes	6
10	<b>All Access Website</b> www.allaccess.com	No	5
11	<b>Zip Recruiter Website</b> www.ziprecruiter.com <i>(Internet-based job board and secondary posting service to more than 25 additional on-line job banks, e.g. diversityjobs.com, monster.com and topusajobs.com)</i>	No	0
12	<b>Craig's List</b> www.albuquerque.craigslist.org	No	0
13	<b>Employee Referral</b>	No	5
14	<b>Monster Website</b> www.monster.com	No	0
15	<b>Albuquerque Journal</b> rep53@abqpubco.com P. O. Box 95777 Albuquerque, NM 87199-5777 505-823-4444	No	0
16	<b>On-Air Announcements (one or more SEU stations)</b>	No	3
17	<b>Word-of-Mouth Referral</b>	No	5
18	<b>SEU Job Fair(s) (see Section III)</b>	No	0
19	<b>Traffic Director's Guild of America</b> Contact: Larry Keene www.tdga.org 26000 Avenida Aeropuerto, Building 114 San Juan Capistrano, CA 92675	No	0
20	<b>Cumulus Website</b> <a href="http://www.cumulus.com/careers/">http://www.cumulus.com/careers/</a>	Yes	6
21	<b>Simply Hired</b> <a href="http://www.simplyhired.com">www.simplyhired.com</a>	Yes	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	<b>Glass Door</b> <a href="http://www.glassdoor.com">www.glassdoor.com</a>	Yes	0
23	<b>Link Up</b> <a href="http://www.linkup.com">www.linkup.com</a>	Yes	0
24	<b>Indeed</b> <a href="http://www.indeed.com">www.indeed.com</a>	Yes	2
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			44

**KNML(AM), KKOB(AM), KTBL(AM), KMGA(FM), KKOB-FM,  
KRST(FM), KDRF(FM) and KBZU(FM)  
EEO PUBLIC FILE REPORT  
June 1st, 2016 – May 31st, 2017**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Participate in Job Fair	On July 22, 2016, our SEU participated in Marriot Job/ career fair. SEU representatives spoke with attendees about career opportunities in broadcasting and job openings within the SEU. SEU participants included our AM and FM Operations Managers, FM Program Director, Chief Engineer, Business Manager and General Manager. This event was promoted on one or more SEU stations.
2	Participate in Job Fair	November 8, 2016, our SEU participated in the Marriot Job/ career fair. SEU representatives spoke with attendees about career opportunities in broadcasting and job openings within the SEU. SEU participants included our AM Operations Manager, FM Program Director, Executive Assistant, Human Resources Manager, Business Manager and Chief Engineer. This event was promoted on one or more SEU stations.
3	Provide training to management-level personnel concerning methods of ensuring equal employment opportunity and preventing discrimination	On June 14, 2016, this SEU participated in a training seminar for management-level personnel designed to ensure equal employment opportunity and prevent employment discrimination in the workplace. The seminar was conducted by Cumulus' Senior Vice President and General Counsel. The SEU's VP/Market Manager, Sales Manager and Business Manager were active attendees in that seminar.
4		

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Internship Program	<p>We have 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 with each Department's Managers to learn about all aspects of the business.</p> <p>During this reporting period, our company hosted three (3) student interns, All students at UNM. The programming department had the most opportunity for these students – AM/ FM promotions and on air</p> <p>Aside from obtaining a general overview of the workings of a radio station and different departments, these interns received specialized instruction about the music and programming philosophy for 3stations KRST (FM), KMGA (FM) and KOB (FM) and was taught how to: operate the audio boards; prepare for and implement radio shows; produce commercial spots; and handle radio station imaging and digital editing. As well as live remotes, promotional aspect at concerts.</p>