

**KNML(AM), KKOB(AM), KTBL(AM), KMGA(FM), KOBQ(FM),  
KRST(FM), and KDRF(FM)  
EEO PUBLIC FILE REPORT  
June 1st, 2020 – May 31st, 2021**

**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>
News Director	1-9, 12, 14-21	21
Continuity Coordinator	1-9, 12, 14-21	17
News Reporter	1-9, 12, 14-21	21
Assistant Business Manager	1-9, 12, 14-21	12
Account Executive	1-9, 12, 14-21	21

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**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 <a href="mailto:suzanstrong@nmba.org">suzanstrong@nmba.org</a> 2333 Wisconsin NE Albuquerque, NM 87110 505-881-4444	No	7
2	<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	No	0
3	<b>Hispanic Chamber of Commerce</b> <a href="mailto:Bea@ahcnm.org">Bea@ahcnm.org</a>	No	0
4	<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	No	0
5	<b>Communication &amp; Journalism, UNM</b> Contact: George Cavazos <a href="mailto:cjadvise@unm.edu">cjadvise@unm.edu</a> MSC03 2240, 1 University of New Mexico Albuquerque, NM 87131 505-277-1903	No	0
6	<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	No	1

<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>
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	6
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	0
9	<b>All Access Website</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	No	8
10	<b>ZipRecruiter Website</b> <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	No	0
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	3
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	2
15	<b>Word-of-Mouth Referral</b>	No	2
16	<b>SEU Job Fair(s)</b> ( <i>see Section III</i> )	No	8
17	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net">www.cumulusmedia.jobs.net</a>	No	9
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	7
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>53</b>

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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 (4)	Our SEU participated in the New Mexico Broadcasters Association (NMBA) Virtual Job Fairs in Q3 and Q4 of 2020 and Q1 and Q2 of 2021, during which over 1500 job seekers visited the site. Our SEU received applications from candidates for positions that were open during the periods the virtual job fairs were conducted (July 13-17, 2020, November 9-13, 2020, February 21-26, 2021, and May 17-21, 2021). Our Market Manager, along with our Sales Managers, monitored the site throughout these periods and replied to the applicants timely, as required by the NMBA. Each of these Virtual Job Fairs were promoted on one or more SEU stations.
<b>2</b>	Participate in Virtual Job Fair	On October 1, 2020, our SEU's Sales Managers attended a virtual job fair hosted by the University of New Mexico (UNM). The event was called the UNM Sales Center Speed Networking event, specifically targeting Sales candidates.
<b>3</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020, our Market and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, "The FCC's Equal Employment Opportunity Rules, Your Guide to Compliance." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
<b>4</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	Our SEU's Market and Business Managers attended a webinar hosted by the New Mexico Broadcasters Association on March 24, 2021, entitled "Staying on Top of Your Broadcast FCC EEO Obligations". The webinar consisted of a review of the obligations of radio licensees to abide by FCC EEO rules as well as a discussion about how to disseminate information about job openings and train employees for job advancement when job openings are not available - all while staying within FCC EEO guidelines.