

# KRQE, KASA, KBIM, KREZ

## EEO PUBLIC FILE REPORT

June 1, 2015 - May 31, 2016

### 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
Multi Platform Journalist - Albuquerque	1, 3-4, 6, 8-12, 17, 19-20, 22-27, 30-32, 34-35, 37-40	20
Reporter	1, 3-4, 6, 8-9, 11-12, 15, 17-19, 22-27, 30-32, 34-35, 37, 39-40	15
Director of Sales	1-6, 8-12, 14, 17, 19-20, 22-27, 30-32, 34-37, 39-40	36
Chief Photographer	1, 3-4, 6, 8-12, 17, 19-20, 22-27, 30-32, 34-35, 37, 39-40	20
Multi Platform Journalist - Albuquerque	1-6, 8-13, 16-20, 22-27, 29-32, 34-35, 37-40	34
Morning Executive Producer	1-6, 8-12, 15, 17, 19, 22-27, 30-32, 34-35, 37, 39-40	15
Multi Platform Journalist - Albuquerque	1-6, 8-12, 17, 19-20, 22-27, 29-32, 34-35, 37-40	20
Multi Platform Journalist - Albuquerque	1-6, 8-12, 17, 19-20, 22-27, 29-32, 34-35, 37-40	38
Promotions Producer/Editor	1-6, 8-13, 17, 19-20, 22-27, 29-32, 34-35, 37, 39-40	20
Account Executive	1-6, 8-12, 17, 19-20, 22-27, 30-32, 34-35, 37, 39-40	20
Account Executive	1-6, 8-12, 17, 19-20, 22-27, 30-32, 34-35, 37, 39-40	20
Senior Morning Producer	1-6, 8-12, 17, 19-20, 22-27, 29-32, 34-35, 37-40	38
Photographer	1-13, 15, 17, 19, 22-27, 29-32, 34-35, 37, 39-40	15
Account Executive	1-12, 17, 19-20, 22-30, 32, 34-35, 37, 39-40	20
10pm Producer	1-6, 8-12, 15, 17, 19, 22-32, 34-35, 37-40	15
Multimedia Web Producer	1-6, 8-13, 17, 19-20, 22-27, 29-32, 34-35, 37, 39-40	20
Editor	1-6, 8-11, 17, 19-20, 22-35, 37-40	20
Digital Media Account Executive	1-4, 6, 8-11, 17, 19, 21-28, 30-35, 37, 39-40	21
News Producer	1-6, 8-11, 17, 19-20, 22-27, 29-35, 37-40	38
Promotions Producer/Editor	1-6, 8-11, 14, 17, 19-20, 22-27, 30-35, 37, 39-40	20

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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	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 602-954-8373 Email : slizik@602communications.com Sandy Lizik	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	American Indian Center 4520 MONTGOMERY BLVD. NE, SUITE 1B Albuquerque, New Mexico 87109 Phone : 505-268-4418 Email : toni_m629@hotmail.com Antoninette Fontenelle	N	0
5	Broadcast Education Association 1771 N. Street NW Washington, District of Columbia 20036 Phone : 202-602-0584 Heather Birks Manual Posting	N	0
6	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
7	CNM Job Connection 525 Buena Vista Drive SE Albuquerque, New Mexico 87106 Phone : 505-224-3000 Rhonda Ross Manual Posting	N	0

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8	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9595 Email : bille@michaelsmedia.com Michael Bille	N	0
9	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
10	Eastern New Mexico University Counseling & Career Services ENMU Station 34, 1500 S. Ave. K Portales, New Mexico 88130 Phone : 575-562-2211 Email : career.services@enmu.edu Jessica Walker	N	0
11	Eastern New Mexico University-KENW KENW-TV Station 52 Portales, New Mexico 88130 Phone : (505) 562-2112 Email : sean.moore@enmu.edu Sean Moore	N	0
12	Film and TV Pro USA 132 Upper Street, 2nd Floor Islington, London, District of Columbia N1 1QP Phone : 347-534-1417 Chris Timms Manual Posting	N	0
13	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
14	Internal Candidate	N	3
15	Internal Transfer/Promotion	N	4

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16	Investigative Reporters & Editors, Inc. 141 Neff Annex Columbia, Montana 65211 Phone : 573-884-7902 Heather Feldmann Henry Manual Posting	N	0
17	ITT Technical Institute 5100 Masthead NE Albuquerque, New Mexico 87109 Phone : 505-828-1114 Email : RWhite2@itt-tech.edu Roberta White	N	0
18	John Marshall Multi-Service Center 1500 Walter, SE Albuquerque, New Mexico 87102 Phone : 505-848-1345 Email : TAlvidrez@Cabq.gov Timo Alvidrez	N	0
19	KASA-TV 13 Broadcast Plaza SW Albuquerque, New Mexico Phone : 505-764-5289 Email : erika.gonzales@krqe.com Erika Gonzales	N	0
20	KRQE-TV 13 Broadcast Plaza SW Albuquerque, New Mexico Phone : 5057645289 Email : erika.gonzales@krqe.com Erika Gonzales	N	34
21	Linked In 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Jeff Weiner Manual Posting	N	1
22	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

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23	Media General (a/k/a LIN TV) 701 Brazos Suite 800 Austin, Texas 78701 Phone : 512-831-7557 Email : aingram@mediageneral.com Anna Ingram	N	1
24	Media Matched 8112 1/2 West 3rd St. Suite A Los Angeles, California 90048 Phone : 323-284-5589 Email : info@media-match.com Tammy Romaniuk	N	0
25	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0
26	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
27	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
28	National Press Photographers Association 3200 Croasdaile Drive Suite 306 Durham, North Carolina 27705 Phone : 919-383-7246 Sarah McGregor Manual Posting	N	0

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29	New Mexico State University 3024 South Locust Street Las Cruces, New Mexico 88003 Phone : 575-646-1631 Anthony Marin Manual Posting	N	0
30	New Mexico Tech 801 Leroy Place, Fidel Center c/o Student Affairs Socorro, New Mexico 87801 Phone : 575-835-5022 Url : <a href="http://www.nmt.edu">http://www.nmt.edu</a> Email : <a href="mailto:kfleming@admin.nmt.edu">kfleming@admin.nmt.edu</a> Kathryn Fleming	N	0
31	New Mexico Workforce Connection 301 Rail Runner Ave. Bernalillo, New Mexico 87004 Phone : 505-771-2160 Email : <a href="mailto:lorraine.ruggles@state.nm.us">lorraine.ruggles@state.nm.us</a> Lorraine Ruggles	N	0
32	San Juan College 4601 College Blvd. Farmington, New Mexico 87402 Phone : (505) 566-3579 Email : <a href="mailto:lobatosa@sanjuancollege.edu">lobatosa@sanjuancollege.edu</a> Sandy Labato	N	0
33	Santa Fe Community College 6401 Richards Ave. Santa Fe, New Mexico 87508 Phone : 505-428-1406 Url : <a href="http://www.sfcc.edu/career_services/employer_services">www.sfcc.edu/career_services/employer_services</a> Email : <a href="mailto:patty.armstrong@sfcc.edu">patty.armstrong@sfcc.edu</a> Patty Armstrong	N	0
34	Social Media (Facebook & Twitter posts) 13 Broadcast Plaza SW Albuquerque, New Mexico 87104 Phone : 505-998-9539 Email : <a href="mailto:paulette.mastio@krqe.com">paulette.mastio@krqe.com</a> Paulette Mastio	N	1

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35	Society of Professional Journalists - Rio Grande Chapter 125 Lincoln Ave., Suite 400 Lincoln Plaza Santa Fe, New Mexico 87501 Phone : 000-00-0000 Email : megankamerick@gmail.com Megan Kamerick	N	0
36	The Cheyenne Group 60 East 42nd Street Suite 2821 New York, New York 10165 Phone : 212-471-5008 Peter Herrick Manual Posting	N	1
37	TV and Radio Jobs 27034 Helmond Drive Calabasas, California Phone : 818-879-0858 Michael Madden Manual Posting	N	0
38	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Mark Holloway Manual Posting	N	14
39	University of New Mexico Student Services Center #220 Albuquerque, New Mexico 87131 Phone : (505) 277-1903 Email : cjadvice@unm.edu Gregoria Cavazos	N	0
40	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>59</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	6/1/2015	Establishment of an intern program designed to assist members of the community	Academic internships are offered to students of 2 and 4 year colleges at this employment unit, KRQE-TV, Albuquerque. Internships are one academic term in length while performing a minimum of 10-15 hours per week as an intern. Interns do not receive no pay except the hands-on experience and college credit upon successfully completing the program. The employment unit hosted five internships during June 1, 2015 through May 31, 2016. Each student completed their internship program successfully.	4	Executive Producer Sports Director News Director Creative Services Director
2	6/5/2015	Establishment of a mentoring program	A training workshop for technical engineers hosted by the Society of Broadcast Engineers, Mike Langdallier and the NM Broadcasters Association. Topics & demonstrations during the convention included The New Dashboard w/Paul Jacobs, and NPR Satellite Services with Darlene Chapman-Holmes.	3	Chief Engineer RF Engineer Maintenance Engineer
3	6/7/2015	Establishment of a mentoring program	An informative workshop, the 7 Key Lessons of the Leadership Institute lead by Jeff Schmidt & Chris Lytle. Topics included the "rules of coaching" you violate at your own risk, how to set new standards to surpass old limits, what mentors do & why you need to do more, the real role of sales management, managing people through massive changes, and using social media to recruit top talent.	2	Local Sales Manager Local Sales Manager
4	7/5/2015	Establishment of training programs for station personnel	The New Mexico Broadcaster's Association offered informative sales seminars during their annual convention. Guest speaker Bryan Dodge spoke to account executives about "Negotiation Skills" during the workshop. Participants learned keys to successful negotiation tactics and how to sort through the chaos as a sales professional. Followed by a great team building workshop for Sales Managers called, Buidling a Team that Works without You.	8	Account Executive Account Executive Account Executive Account Executive



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### III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	7/6/2015	Participation in job banks, internet programs and other programs designed to promote outreach	A virtual job fair co-sponsored by the New Mexico Broadcasters Association and this employment unit. Applicants are driven to the NMBA website via station promotion venues such as social media or a mention during the morning news program or 2 KASA program. Applicants have the ability to apply for employment Monday through Friday by submitting their resume online.	2	General Manager Business Administrator
6	8/27/2015	Co Sponsoring Job Fair	The station unit participated in the NM Veterans Business Expo & Job Fair. This was a successful turnout with over 130 exhibitors and almost 300 attendees seeking employment. The event is hosted by the City of Albuquerque, NM Veterans Business Advocates and the Veteran's Procurement Assistance Center.	3	Local Sales Manager Digital Sales Director Local Sales Manager
7	9/2/2015	Provision of training to management	The Business Administrator participated in a workshop hosted by Media General to gain knowledge of ensuring best practices of equal employment opportunity and preventing discrimination.	1	Business Administrator
8	10/5/2015	Participation in job banks, internet programs and other programs designed to promote outreach	A virtual job fair co-sponsored by the New Mexico Broadcasters Association and this employment unit. Applicants are driven to the NMBA website via station promotion venues such as social media or a mention during the morning news program or 2 KASA program. Applicants have the ability to apply for employment Monday through Friday by submitting their resume online.	2	General Manager Business Administrator
9	1/4/2016	Participation in job banks, internet programs and other programs designed to promote outreach	A virtual job fair co-sponsored by the New Mexico Broadcasters Association and this employment unit. Applicants are driven to the NMBA website via station promotion venues such as social media or a mention during the morning news program or 2 KASA program. Applicants have the ability to apply for employment Monday through Friday by submitting their resume online.	2	General Manager Business Administrator

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
10	3/10/2016	Participation in events or programs sponsored by educational institutions	KRQE News Anchor participated in the Student Television Network Annual Convention held in Atlanta, GA. More than 2,000 high school students and teachers attended the convention. Students participated in workshops and learned how to anchor, report, write, etc., to help them become professionals in the broadcast industry.	2	News Anchor News Photographer
11	4/11/2016	Participation in job banks, internet programs and other programs designed to promote outreach	A virtual job fair co-sponsored by the New Mexico Broadcasters Association and this employment unit. Applicants are driven to the NMBA website via station promotion venues such as social media or a mention during the morning news program or 2 KASA program. Applicants have the ability to apply for employment Monday through Friday by submitting their resume online.	2	General Manager Business Administrator
12	4/15/2016	Participation in events sponsored by community groups	KRQE News Reporter participated as a keynote speaker at The Society of Professional Journalists Conference. The topic included Crossover Journalism. In attendance were journalists, students and journalism educators from New Mexico, Utah, Wyoming and Colorado.	1	Reporter
13	4/25/2016	Establishment of training programs for station personnel	Media General BA Summit – a series of web ex training workshops scheduled the week of April 25 - 28, 2016. The Business Administrator of the station's employment unit received training in HR compliance, coaching, recruiting, employment & labor law relations, and other administrative topics were addressed.	1	Business Administrator