

# **ATTACHMENT A**

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period:

May 23, 2018 –  
May 22, 2019

1) Employment Unit: Ramar Communications – Albuquerque, NM

2) Unit Members (Stations and Communities of License):

KRTN-TV, Durango, CO  
KRTN-LD, Albuquerque, NM  
KTEL-TV, Carlsbad, NM  
KTEL-CD, Albuquerque, NM  
KUPT-TV, Hobbs, NM  
KUPT-LD, Albuquerque, NM  
KASA-TV, Santa Fe, NM

3) EEO Contact Information for Employment Unit:

Mailing Address:	Telephone Number:
Ramar Communications, Inc.	(505)884-5353 x 202
2400 Monroe St., NE	Contact Person/Title:
Albuquerque, NM 87110	Brad Moran/President
	E-mail Address:
	<a href="mailto:bmoran@ramarcom.com">bmoran@ramarcom.com</a>
	<a href="mailto:SGonzales@ramarcom.com">SGonzales@ramarcom.com</a>

4) Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

<u>Job Title</u>	<u>RS Referring Hiree</u>
1. Reception/Sales Coordinator	Employee Referral (RS #5)

Stations KRTN-TV, KRTN-LD, KTEL-TV, KTEL-CD, KUPT, KUPT-LD, KASA-TV are Equal Opportunity Employers.

**KASA-TV, KRTN-TV, KTEL-TV, KTEL-CD, KUPT-TV, KRTN, LD, KUPT LD****EEO PUBLIC FILE REPORT****May 23, 2018 - May 22, 2019****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>
Reception/Sales Coordinator	1-10	5

**KASA-TV, KRTN-TV, KTEL-TV, KTEL-CD, KUPT-TV, KRTN, LD, KUPT LD****EEO PUBLIC FILE REPORT****May 23, 2018 - May 22, 2019****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	African American Cultural Center PO Box 18043 Albuquerque, New Mexico 87185-8043 Phone : 505-299-7910 Email : lovej1@aol.com Lovie McGee	N	0
2	Albuquerque Hispano Chamber of Commerce 1309 Fourth Street SW Albuquerque, New Mexico 87102 Phone : 505-842-9003 Email : james@ahcnm.org James Copeland	N	0
3	Career Services at New Mexico Tech 801 Leroy Place Socorro, New Mexico 87801 Phone : 505-835-5011 Email : careerservices@admin.nmt.edu Attn: Job Placement	N	0
4	Eastern New Mexico University-KENW KENW-TV Station 52 Portales, New Mexico 88130 Phone : 505-562-2112 Email : patricia.dobson@enmu.edu Patricia Dobson	N	0
5	Employee Referral	N	1
6	KTEL Telemundo 2400 Monroe NE Albuquerque, New Mexico 87110 Phone : 505-884-5353 Email : sgonzales@ramarcom.com Fax : 1-806-748-2424 Susie Gonzales	N	0
7	New Mexico Broadcasters Association 2333 Wisconsin, NE Albuquerque, New Mexico 87110 Phone : 505-881-4444 Email : suzanstrong@nmba.org Fax : 1-505-881-5353 Suzan Strong	N	0

**KASA-TV, KRTN-TV, KTEL-TV, KTEL-CD, KUPT-TV, KRTN, LD, KUPT LD****EEO PUBLIC FILE REPORT****May 23, 2018 - May 22, 2019****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>
8	Ramar Communications-Human Resources 9800 University Ave Lubbock, Texas 79423 Phone : 806-745-3434 Email : <a href="mailto:kkerr@ramarcom.com">kkerr@ramarcom.com</a> Keith Kerr	N	0
9	UNM El Centro de la Razo Mesa Vista Hall #1153, MSC 06 3830 1 University of New Mexico Albuquerque, New Mexico 87131 Phone : 505-277-5020 Email : <a href="mailto:elcentro@unm.edu">elcentro@unm.edu</a> Veronica Mendez-Cruz	N	0
10	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>1</b>

## KASA-TV, KRTN-TV, KTEL-TV, KTEL-CD, KUPT-TV, KRTN, LD, KUPT LD

## EEO PUBLIC FILE REPORT

May 23, 2018 - May 22, 2019

## III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/20/2018	Participation in Job Fairs	Station Employment Unit participated in New Mexico's Broadcasters Virtual Job Fair the week of August 20, 2018.	1	General Manager
2	9/11/2018	Participation in Job Fairs	Station Unit General Manager participated in Albuquerque Job Fair X on September 11, 2018 from 11:00am-2:00pm. The platform for this event is for easy access for job seekers to meet face to face with hiring managers. It also allows management to meet possible job candidates that match qualifications for open job positions. General Manager spoke to job seekers about current open positions at employment unit.	1	General Manager
3	11/12/2018	Participation in Job Fairs	Station Employment Unit participated in New Mexico's Broadcasters Virtual Job Fair the week of November 12, 2018.	1	General Manager
4	1/24/2019	Participation in Job Fairs	Station Unit General Manager participated in Choice Career Fair on January 24, 2019. The platform for this event is for easy access for job seekers to meet face to face with hiring managers. It also allows management to meet possible job candidates that match qualifications for open job positions. General Manager spoke to job seekers about current open positions at employment unit.	1	General Manager
5	1/28/2019	Participation in Job Fairs	Station Employment Unit participated in New Mexico's Broadcasters Virtual Job Fair the week of January 28, 2019	1	General Manager
6	3/28/2019	Participation in Job Fairs	Station Unit General Manager participated in Albuquerque Choice Career Fair on March 28, 2019 from 11:00am-2:00pm. The platform for this event is for easy access for job seekers to meet face to face with hiring managers. It also allows management to meet possible job candidates that match qualifications for open job positions. General Manager spoke to job seekers about current open positions at employment unit.	1	General Manager

**KASA-TV, KRTN-TV, KTEL-TV, KTEL-CD, KUPT-TV, KRTN, LD, KUPT LD****EEO PUBLIC FILE REPORT****May 23, 2018 - May 22, 2019****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>
7	4/18/2019	Hosting of Job Fair	Station Employment Unit hosted a job fair on Thursday, April 18, 2019 from 2:00pm-5:00pm at their offices located at 2400 Monroe NE, Albuquerque, New Mexico. This event was hosted to allow the community to come and learn about the job opportunities that could be available to them in the broadcast business. Job fair was promoted on three TV stations in both English and Spanish.	2	Interim General Manager Sales Coordinator
8	4/22/2019	Participation in Job Fairs	Station Employment Unit participated in New Mexico's Broadcasters Virtual Job Fair the week of April 22, 2019.	1	General Manager
9	5/16/2019	Participation in Job Fairs	Station Unit General Manager participated in Albuquerque Career Fair on May 16, 2019 from 11:00am-2:00pm. The platform for this event is for easy access for job seekers to meet face to face with hiring managers. It also allows management to meet possible job candidates that match qualifications for open job positions. General Manager spoke to job seekers about current open positions at employment unit.	1	General Manager

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**May 22, 2020**

1) **Employment Unit: Ramar Communications – Albuquerque, NM**

2) **Unit Members (Stations and Communities of License):**

KRTN-TV, Durango, CO  
KRTN-LD, Albuquerque, NM  
KTEL-TV, Carlsbad, NM  
KTEL-CD, Albuquerque, NM  
KUPT-TV, Hobbs, NM  
KUPT-LD, Albuquerque, NM  
KASA-TV, Santa Fe, NM

3) **EEO Contact Information for Employment Unit:**

Mailing Address:  Ramar Communications, Inc. 2400 Monroe St., NE Albuquerque, NM 87110	Telephone Number: (505)884-5353 x 202
	Contact Person/Title: Brad Moran/President
	E-mail Address: <a href="mailto:bmoran@ramarcom.com">bmoran@ramarcom.com</a>
	<a href="mailto:SGonzales@ramarcom.com">SGonzales@ramarcom.com</a>

4) **Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

<b><u>Job Title</u></b>	<b><u>RS Referring Hiree</u></b>
1. Account Executive	New Mexico Broadcasters Association (RS #8)
2. Spanish-language Multi-Media Journalist	E-Mail Inquiry (RS #4)
3. National Sales Coordinator/Admin Assistant	Employee Referral (RS #6)
4. Spanish-language Multi-Media Journalist	Employee Referral (RS #6)

**Stations KRTN-TV, KRTN-LD, KTEL-TV, KTEL-CD, KUPT, KUPT-LD, KASA-TV are Equal Opportunity Employers.**



**KASA-TV, KRTN-TV, KTEL-TV, KTEL-CD, KUPT-TV, KRTN-LD, KUPT-LD**  
**EEO PUBLIC FILE REPORT**  
**May 23, 2019 - May 22, 2020**

**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	1-3, 7-11	8
Spanish-language Multi-media Journalist	1-5, 7-11	4
National Sales Coordinator/Admin Assistant	1-3, 5-11	6
Spanish-language Multi-media Journalist	1-3, 5-11	6

## KASA-TV, KRTN-TV, KTEL-TV, KTEL-CD, KUPT-TV, KRTN-LD, KUPT-LD

## EEO PUBLIC FILE REPORT

May 23, 2019 - May 22, 2020

## 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	African American Cultural Center PO Box 18043 Albuquerque, New Mexico 87185-8043 Phone : 505-299-7910 Email : lovejll@aol.com Lovie McGee	N	0
2	Albuquerque Hispano Chamber of Commerce 1309 Fourth Street SW Albuquerque, New Mexico 87102 Phone : 505-842-9003 Email : james@ahcnm.org James Copeland	N	0
3	Career Services at New Mexico Tech 801 Leroy Place Socorro, New Mexico 87801 Phone : 505-835-5011 Email : careerservices@admin.nmt.edu Attn: Job Placement	N	0
4	E-mail Inquiry	N	1
5	Eastern New Mexico University-KENW KENW-TV Station 52 Portales, New Mexico 88130 Phone : 505-562-2112 Email : patricia.dobson@enmu.edu Patricia Dobson	N	0
6	Employee Referral	N	2
7	KTEL Telemundo 2400 Monroe NE Albuquerque, New Mexico 87110 Phone : 505-884-5353 Email : sgonzales@ramarcom.com Fax : 1-806-748-2424 Susie Gonzales	N	0
8	New Mexico Broadcasters Association 2333 Wisconsin, NE Albuquerque, New Mexico 87110 Phone : 505-881-4444 Email : suzanstrong@nmba.org Fax : 1-505-881-5353 Suzan Strong	N	1

# KASA-TV, KRTN-TV, KTEL-TV, KTEL-CD, KUPT-TV, KRTN-LD, KUPT-LD

## EEO PUBLIC FILE REPORT

May 23, 2019 - May 22, 2020

### 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
9	Ramar Communications-Human Resources 9800 University Ave Lubbock, Texas 79423 Phone : 806-745-3434 Email : kkerr@ramarcom.com Keith Kerr	N	0
10	UNM El Centro de la Razo Mesa Vista Hall #1153, MSC 06 3830 1 University of New Mexico Albuquerque, New Mexico 87131 Phone : 505-277-5020 Email : elcentro@unm.edu Veronica Mendez-Cruz	N	0
11	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>4</b>

# KASA-TV, KRTN-TV, KTEL-TV, KTEL-CD, KUPT-TV, KRTN-LD, KUPT-LD

## EEO PUBLIC FILE REPORT

May 23, 2019 - May 22, 2020

### III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	7/22/2019	Participation in Job Fairs	Station Employment Unit participated in New Mexico's Broadcasters Virtual Job Fair the week of July 22-29, 2019.	1	General Manager
2	Ongoing Event	Establishment of an intern program designed to assist members of the community	Ramar Communications offers internships in television news in both English and Spanish language to qualifying students who are currently enrolled in a two or four year college degree program. Students majoring in journalism, media and communications, public relations, and advertising can qualify for these positions. The intern is immersed in writing content and also assists multi-platform journalists on story assignments in the field. The intern is expected to have the skills to cover events and produce content that will air in the newscasts. The goal is to give the student actual work experience that will prepare him or her for employment in a news department. Our internship program is an ongoing event throughout the reporting period.	1	General Manager
3	9/12/2019	Participation in Job Fairs	Station Unit Sales Manager participated in Choice Career Fairs on September 12, 2019. The platform for this event is for easy access for job seekers to meet face to face with hiring managers. It also allows management to meet possible job candidates that match qualifications for open job positions. Sales Manager spoke to job seekers about current open positions at employment unit.	1	General Manager
4	10/21/2019	Participation in Job Fairs	Station Employment Unit participated in New Mexico's Broadcasters Virtual Job Fair the week of October 21-25, 2019.	1	General Manager
5	11/7/2019	Participation in Job Fairs	Station Unit Sales Manager participated in Choice Career Fairs on November 07, 2019. The platform for this event is for easy access for job seekers to meet face to face with hiring managers. It also allows management to meet possible job candidates that match qualifications for open job positions. Sales Manager spoke to job seekers about current open positions at employment unit.	1	General Manager

**KASA-TV, KRTN-TV, KTEL-TV, KTEL-CD, KUPT-TV, KRTN-LD, KUPT-LD****EEO PUBLIC FILE REPORT****May 23, 2019 - May 22, 2020****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>
6	1/20/2020	Participation in Job Fairs	Station Employment Unit participated in New Mexico's Broadcasters Association Virtual Job Fair the week of January 20-24, 2020.	1	General Manager