

**KNML(AM), KKO(AM), KTBL(AM), KMGA(FM), KKO-FM,  
KRST(FM), KDRF(FM) and KBZU(FM)  
EEO PUBLIC FILE REPORT  
June 1st, 2018 – May 31st, 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>
Account Executive	1-10, 13,15-22	15
Production Manager	1-10, 13,15-22	13
Operations Manager	1-10, 13,15-22	18
On-Air/Producer	1-10, 13,15-22	16
Receptionist	1-10, 13,15-22	22
On-Air Talent	1-10, 13,15-22	13
Account Executive	1-10, 13,15-22	1
Account Executive	1-10, 13,15-22	15

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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	4
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:cjadvice@unm.edu">cjadvice@unm.edu</a> MSC03 2240, 1 University of New Mexico Albuquerque, NM 87131 505-277-1903	No	0
6	<b>Colorado Media School</b> Contact: Terry Cuff <a href="mailto:tcuff@beonair.com">tcuff@beonair.com</a> 404 S. Upham Street Lakewood, CO 80226 303-937-7070	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	<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
8	<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	0
9	<b>Station Website Postings (all SEU stations)</b> <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
10	<b>All Access Website</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	No	1
11	<b>Zip Recruiter Website</b> <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	No	0
12	<b>Craig's List</b> <a href="http://www.albuquerque.craigslist.org">www.albuquerque.craigslist.org</a>	No	0
13	<b>Employee/Self-Referral</b>	No	16
14	<b>Monster Website</b> <a href="http://www.monster.com">www.monster.com</a>	No	0
15	<b>On-Air Announcements (one or more SEU stations)</b>	No	6
16	<b>Word-of-Mouth Referral</b>	No	4
17	<b>SEU Job Fair(s) (see Section III)</b>	No	2
18	<b>Cumulus Website</b> <a href="http://www.cumulus.com/careers">http://www.cumulus.com/careers</a>	No	8
19	<b>Facebook</b> <a href="http://www.facebook.com">www.facebook.com</a>	No	0
20	<b>Glass Door</b> <a href="http://www.glassdoor.com">www.glassdoor.com</a>	No	0
21	<b>Link Up</b> <a href="http://www.linkup.com">www.linkup.com</a>	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Indeed <a href="http://www.indeed.com">www.indeed.com</a>	No	6
TOTAL INTERVIEWEES OVER REPORTING PERIOD			48

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Participate in Virtual Job Fair	From January 28 <sup>th</sup> – February 1 <sup>st</sup> , 2019, our SEU participated in the New Mexico Broadcast Association (NMBA) Virtual Job Fair. We had 5 candidates apply for the open positions at that time (Account Executive). This event was promoted on one or more SEU stations. 1,139 job seekers visited the site during this time. Jason Martinez and Julia Miera, our Sales Managers, monitored the site during this time and replied to the applicants timely as required by the NMBA.
2	Participate in Job Fair	On Wednesday, July 18 <sup>th</sup> , 2018, our SEU participated in the Senator Michael Padilla 6 <sup>th</sup> annual Job Fair. We had 5 department heads on site throughout the day, and over 4,100 job seekers attended the event.
3	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 in each department, the managers and workers within to gain knowledge of the inner workings of that particular department.</p> <p>In the Fall of this reporting period, we had 3 student interns from the University of New Mexico (UNM). They spent time in sales, engineering, business office, traffic, promotions, production and programming. The majority of their time was spent in production and programming as their personal interests were focused in that direction. Our Production Director, David Bernard, spent a considerable amount of time with them on producing commercial spots. Our Operations Manager, Pat Frisch, and his direct reports, trained the interns on running an audit board and digital editing.</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 3 stations KRST (FM), KMGA (FM) and KKOB (FM) and were taught how to: operate the audio boards; prepare for and implement</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
		radio shows; produce commercial spots; and handle radio station imaging and digital editing. In addition, they worked on site at live remotes and concerts learning the promotional aspects of our industry.