

**KNML(AM), KKOB(AM), KTBL(AM), KMGA(FM), KOBQ(FM),
KRST(FM), and KDRF(FM)
EEO PUBLIC FILE REPORT
June 1st, 2019 – May 31st, 2020**

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
Operations Manager	1-9, 12,14-21	9
Engineering Manager	1-9, 12,14-21	12
Traffic Reporter	1-9, 12,14-21	12
On-Air Talent	1-9, 12,14-21	15
Program Manager	1-9, 12,14-21	15
National Sales Assistant	1-9, 12,14-21	21

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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	New Mexico Broadcasters Association Contact: Suzan Strong suzanstrong@nmba.org 2333 Wisconsin NE Albuquerque, NM 87110 505-881-4444	No	9
2	SaSacco & Associates Contact: Stacy Sacco Stacy@sasacco.com 1201 Cannonade Ct SE Albuquerque, NM 87123	No	0
3	Hispanic Chamber of Commerce Bea@ahcnm.org	No	0
4	Lulac National Educational jmoya@lnesc.org 2000 L Street NW, Suite 610 Washington, DC 20036 202-8359646	No	0
5	Communication & Journalism, UNM Contact: George Cavazos cjadvise@unm.edu MSC03 2240, 1 University of New Mexico Albuquerque, NM 87131 505-277-1903	No	0
6	Veterans Administration Contact: Keith Rollins keith.rollins2@va.gov P.O. Box 900 Albuquerque, NM 87103 505-346-3984	No	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	University of New Mexico Contact: Richard Schaefer Schaefer@unu.edu C-J Building #235W Albuquerque, NM 87131 505-277-9556	No	3
8	Station Website Postings (<i>all SEU stations</i>) www.610thesportsanimal.com www.770kkob.com www.1050talk.com www.923krst.com www.kobfm.com www.995magicfm.com www.edfm.com	No	0
9	All Access Website www.allaccess.com	No	10
10	Zip Recruiter Website www.ziprecruiter.com	No	0
11	Craig's List www.albuquerque.craigslist.org	No	0
12	Employee/Self-Referral	No	4
13	Monster Website www.monster.com	No	0
14	On-Air Announcements (<i>one or more SEU stations</i>)	No	5
15	Word-of-Mouth Referral	No	4
16	SEU Job Fair(s) (<i>see Section III</i>)	No	3
17	Cumulus Website http://www.cumulus.com/careers	No	12
18	Facebook www.facebook.com	No	0
19	Glass Door www.glassdoor.com	No	0
20	Link Up www.linkup.com	No	0
21	Indeed www.indeed.com	No	12
TOTAL INTERVIEWEES OVER REPORTING PERIOD			64

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Virtual Job Fairs	Our SEU participated in the New Mexico Broadcast Association (NMBA) Virtual Job Fairs in both Q2 and Q4. We had 9 candidates apply for positions that were open at the time of the virtual job fairs (6.27.19-7.3.19 and 10.21.19-10.25.19). These events were promoted on one or more SEU stations. Over 2,000 job seekers visited the site during the job fairs. Jeff Berry, our Market Manager, along with Jason Martinez and Julia Miera, our Sales Managers, monitored the site during the job fairs and replied to the applicants timely as required by the NMBA.
2	Participate in Job Fair	On Wednesday, July 10 th , 2019, our SEU participated in the Senator Michael Padilla 7 th annual Job Fair. We had 5 department heads on site throughout the day, and over 4,300 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 promotions and programming as their personal interests were focused in that direction. Our Production Director, Randy Savage, spent a considerable amount of time with them on producing commercial spots. Our Promotions Director Mandi Vaquera worked side by side with them at concerts and events like Balloon Fiesta.</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),</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
		KNML(AM) and KOBQ (FM) and were taught how to: operate the audio boards; prepare for and implement 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.