

**KNML(AM), KKOB(AM), KTBL(AM), KMGA(FM), KKOB-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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
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”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	<p>New Mexico Broadcasters Association Contact: Suzan Strong suzanstrong@nmba.org 2333 Wisconsin NE Albuquerque, NM 87110 505-881-4444</p>	No	4
2	<p>SaSacco & Associates Contact: Stacy Sacco Stacy@sasacco.com 1201 Cannonade Ct SE Albuquerque, NM 87123</p>	No	0
3	<p>Hispanic Chamber of Commerce Bea@ahcnm.org</p>	No	0
4	<p>Lulac National Educational jmoya@lnesc.org 2000 L Street NW, Suite 610 Washington, DC 20036 202-8359646</p>	No	0
5	<p>Communication & Journalism, UNM Contact: George Cavazos cjadvice@unm.edu MSC03 2240, 1 University of New Mexico Albuquerque, NM 87131 505-277-1903</p>	No	0
6	<p>Colorado Media School Contact: Terry Cuff tcuff@beonair.com 404 S. Upham Street Lakewood, CO 80226 303-937-7070</p>	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Veterans Administration Contact: Keith Rollins keith.rollins2@va.gov P.O. Box 900 Albuquerque, NM 87103 505-346-3984	No	1
8	University of New Mexico Contact: Richard Schaefer Schaefer@unu.edu C-J Building #235W Albuquerque, NM 87131 505-277-9556	No	0
9	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
10	All Access Website www.allaccess.com	No	1
11	Zip Recruiter Website www.ziprecruiter.com	No	0
12	Craig's List www.albuquerque.craigslist.org	No	0
13	Employee/Self-Referral	No	16
14	Monster Website www.monster.com	No	0
15	On-Air Announcements (<i>one or more SEU stations</i>)	No	6
16	Word-of-Mouth Referral	No	4
17	SEU Job Fair(s) (<i>see Section III</i>)	No	2
18	Cumulus Website http://www.cumulus.com/careers	No	8
19	Facebook www.facebook.com	No	0
20	Glass Door www.glassdoor.com	No	0
21	Link Up www.linkup.com	No	0

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

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Virtual Job Fair	<p>From January 28th – February 1st, 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.</p>
2	Participate in Job Fair	<p>On Wednesday, July 18th, 2018, our SEU participated in the Senator Michael Padilla 6th annual Job Fair. We had 5 department heads on site throughout the day, and over 4,100 job seekers attended the event.</p>
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.