

KABQ, KBQI, KOLZ, KPEK, KTEG, KZRR**EEO PUBLIC FILE REPORT****June 1, 2016 - May 31, 2017****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
Associate Account Executive	1-8, 10-13, 16, 21, 29	12
Associate Account Executive	1-8, 10-13, 16, 21, 29	13
Outside Sales Account Executive	1-11, 16, 21	16
Creative Production Designer	1-11, 13-15, 17-28	13

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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	African American Cultural Association PO Box 18043 Albuquerque, New Mexico 87131 Phone : (505) 299-7910 Lovie McGee Manual Posting	N	0
2	Albuquerque Indian Center 105 Texas SE Albuquerque, New Mexico 87108 Phone : (505) 268-4418 Antoinette Fontenelle Manual Posting	N	0
3	Career Services at Western New Mexico University 1000 W. College St. Silver City, New Mexico 88062 Phone : 505 881-4444 Suzan Strong Manual Posting	N	0
4	Collins College 1140 South Priest Drive Tempe, Arizona 85281 Phone : 480 446 1111 Elizabeth Bakken Manual Posting	N	0
5	Communication & Journalism, Univ. of NM MSC03 2240, 1 University of New Mexico Albuquerque, New Mexico 87131 Phone : 505 277-1903 Gregoria Cavazos Manual Posting	N	0
6	Community Cable Channel 27 415 Tijeras NW Albuquerque, New Mexico 87102 Phone : 505 243-0027 John Ortiz Manual Posting	N	0
7	Eastern New Mexico University 1200 W. University Portales, New Mexico 88130 Phone : 505 624-7032 Margaret Kirby Manual Posting	N	0

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8	Eastern New Mexico University-KENW KENW-TV Station 52 Portales, New Mexico 88130 Phone : (505) 562-2112 Sean Moore Manual Posting	N	0
9	Eastern New Mexico University-Roswell PO Box 6000 Roswell, New Mexico 88202 Phone : 505-624-7032 Stephanie Herrera Manual Posting	N	0
10	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	2
11	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
12	Indeed.com (<i>not directly contacted by SEU</i>)	N	3
13	Internal Transfer/Promotion	N	2
14	ITT Technical Institute 5100 Masthead NE Albuquerque, New Mexico 87109 Phone : 505 828-1114 Karen Hemsing Manual Posting	N	0
15	John Marshall Multi-Service Center 1500 Walter, SE Albuquerque, New Mexico 87102 Phone : 505-848-1345 Timo Alvidrez Manual Posting	N	0
16	Linked In (<i>not directly contacted by SEU</i>)	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	LULAC National Educational Service Centers, Inc. 2000 L Street, NW Suite 610 Washington, District of Columbia 20036 Phone : 202-835-9646 J Moya Manual Posting	N	0
18	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Mark Shilstone Manual Posting	N	0
19	National Alliance of State Broadcasters Associations 1771 N Street NW Washington, District of Columbia 20036 Phone : 800-622-2414 Url : www.careerpage.org Manual Posting	N	0
20	National Association of Hispanic Journalists PO Box 226722 Washington, District of Columbia 20045 Phone : 202 662-7145 Anna Lopez Manual Posting	N	0
21	NM Broadcasters Assoc. 2333 Wisconsin NE Albuquerque, New Mexico 87110 Phone : 505 881-4444 Url : www.nmba.org/jpbs Email : suzanstrong@nmba.org Fax : 1-505-881-5353 Paula Maes	N	0
22	San Juan Basin Technical College P.O. Box 970 Cortez, Colorado 81321 Phone : 970-565-8457 Tony Corona Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	San Juan College 4601 College Blvd Farmington, New Mexico 87402 Phone : (505) 566-3579 Sandy Lobato Manual Posting	N	0
24	SASacco & Associates 1201 Cannonade Ct SE Albuquerque, New Mexico 87123 Phone : 505 4892311 Url : sasacco.com Stacy Sacco Manual Posting	N	0
25	University of New Mexico Student Services Center #220 Albuquerque, New Mexico 87131 Phone : (505) 277-2531 Leslye Ellison Manual Posting	N	0
26	University of New Mexico Office of Career Services MSC 06 3710 University of New Mexico Albuquerque, New Mexico 87131 Phone : 505-277-2531 Mary Montano Manual Posting	N	0
27	UNM El Centro de la Raza Mesa Vista Hall #1153, MSC 063830 1 University of New Mexico Albuquerque, New Mexico 87131 Phone : (505) 277-5020 Veronica Mendez-Cruz Manual Posting	N	0
28	Women's Housing Coalition 3005 San Pedro NE Albuquerque, New Mexico 87110 Phone : (505) 884-8856 Angie Ludi Manual Posting	N	0
29	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			10

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/3/2016	Establishment of training programs for station personnel	During this reporting period, Account Executives participated in a seminar at the NMBA Convention, titled "Prospecting That Pays". It was designed to help AEs to think out of the box when prospecting for new advertisers.	4	Account Executive Account Executive Account Executive Account Executive
2	11/7/2016	Establishment of a mentoring program	During November 2016, our SEU's Director of Sales, Local Sales Manager and Area Manager worked with a Promotions Tech at the stations to mentor him in radio sales to enhance his career potential in the broadcast industry. The program included regular meetings to teach cold calling skills and sales software programs. In addition, our SEU offered the employee peer shadowing opportunities accompanying sales team members on client visits. We also provided daily training demonstrating how our Traffic, Production, and Promotion departments operate in tandem to help the Sales Department reach its goals.	3	Area Manager DOS LSM
3	11/13/2016	Participation in Job Fairs	On November 13-19, 2016 our stations participated in the Virtual Job Fair sponsored by the New Mexico Broadcasters Association. Our stations promoted the job fair with commercials directing people to the website for the event where jobs in broadcasting across New Mexico, including job opportunities at our stations were posted for individuals interested in broadcasting careers.	2	Area President DOS
4	1/31/2017	Establishment of a mentoring program	During February 2017, our SEU's Creative Services team at both the local and corporate levels worked with a part-time Promotion Coordinator at the stations to mentor him in the Production Department to enhance his career potential in the broadcast industry. The employee learned how to edit and dub commercials for broadcast and was taught the basics of copywriting. The program included hands-on work in the Production Studio and On-Air Studios.	1	Creative Services Director ABQ

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5	2/10/2017	Participation in events or programs sponsored by educational institutions	Our SEU participated in CNM's Career Day in Albuquerque, NM. Station participants included our Director of Engineering, who discussed careers in radio broadcasting, his background in engineering as well as in IT. Students were encouraged to ask questions about how radio works over the air and on internet as "streaming" stations. Students were also encouraged to explore the world of broadcasting through the iHeartMedia website.	1	Director of Engineering
6	2/13/2017	Participation in Job Fairs	On February 13-19, 2017 our stations participated in the Virtual Job Fair sponsored by the New Mexico Broadcasters Association. Our stations promoted the job fair with commercials directing people to the website for the event where jobs in broadcasting across New Mexico, including job opportunities at our stations were posted for individuals interested in broadcasting careers.	2	Area Manager DOS