

KABQ, KBQI, KOLZ, KPEK, KTEG, KZRR**EEO PUBLIC FILE REPORT****June 1, 2018 - May 31, 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 |
|---------------------------------|--|-------------------------------|
| Outside Sales Account Executive | 13, 16 | 16 |
| Senior Account Executive | 1-12, 14-15, 17-30 | 12 |

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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 | Albuquerque Job Corps 1500 Indian School Rd NW Albuquerque, New Mexico 87104 Phone : 5052224243 Url : https://albuquerque.jobcorps.gov/ Joann Lopez Manual Posting | N | 0 |
| 4 | 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 |
| 5 | Collins College 1140 South Priest Drive Tempe, Arizona 85281 Phone : 480 446 1111 Elizabeth Bakken Manual Posting | N | 0 |
| 6 | Colorado Media School 404 S Upham St Lakewood, Colorado 80226 Phone : 3039377070 T Cuff Manual Posting | N | 0 |
| 7 | 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 |

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|------------------|---|--|---|
| 8 | Community Cable Channel 27 415 Tijeras NW Albuquerque, New Mexico 87102 Phone : 505 243-0027 John Ortiz Manual Posting | N | 0 |
| 9 | Eastern New Mexico University 1200 W. University Portales, New Mexico 88130 Phone : 505 624-7032 Margaret Kirby Manual Posting | N | 0 |
| 10 | Eastern New Mexico University-KENW KENW-TV Station 52 Portales, New Mexico 88130 Phone : (505) 562-2112 Sean Moore Manual Posting | N | 0 |
| 11 | 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 | 0 |
| 12 | 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 | 1 |
| 13 | Indeed.com | N | 1 |
| 14 | ITT Technical Institute 5100 Masthead NE Albuquerque, New Mexico 87109 Phone : 505 828-1114 Karen Hemsing Manual Posting | N | 0 |

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|------------------|--|--|---|
| 15 | John Marshall Multi-Service Center 1500 Walter, SE Albuquerque, New Mexico 87102 Phone : 505-848-1345 Timo Alvidrez Manual Posting | N | 0 |
| 16 | LinkedIn / Word of Mouth | N | 1 |
| 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 Paula Maes Manual Posting | N | 0 |

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|------------------|---|--|---|
| 22 | San Juan Basin Technical College P.O. Box 970 Cortez, Colorado 81321 Phone : 970-565-8457 Tony Corona Manual Posting | N | 0 |
| 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 | UNM - Dept of Communications and Journalism MSC 03 2240 1 University of New Mexico Albuquerque, New Mexico 87131 Phone : 5052772819 A Dang 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 |

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|--|--|--|---|
| 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 | 2 |
| 30 | www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 5 |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|--|--|-------------------------------------|--|
| 1 | 6/7/2018 | Establishment of a mentoring program | During this reporting period, our Engineer Dept participated in a seminar at New Mexico Broadcasters Association Convention titled "SBE Engineering Conference" It was designed to inform Engineers of rules and practices to stay FCC compliant. | 1 | Engineer |
| 2 | 6/7/2018 | Establishment of training programs for station personnel | During this reporting period, Account Executives participated in a seminar at New Mexico Broadcasters Association Convention, titled "Enhancing Digital Sales". It was designed to help AEs to think out of the box when pitching digital to advertisers who normally only buy commercial schedules. | 4 | Account Executive Account Executive Account Executive Account Executive |
| 3 | 6/7/2018 | Establishment of a mentoring program | During this reporting period, Senior AEs and Sales Managers participated in a seminar at New Mexico Broadcasters Association Convention titled "2020 Vision: Attracting Millennial and GenZ Employees. It was designed to help stations hire younger people in broadcasting and get them excited about its future. | 3 | Area Manager DOS AE |
| 4 | 11/12/2018 | Co Sponsoring Job Fair | During the week of November 12, 2018 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 |
| 5 | 1/28/2019 | Co Sponsoring Job Fair | During the week of January 28, 2019 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 GSM |

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|---|-------------|--|---|-------------------------------------|--------------------------|
| 6 | 4/22/2019 | Co Sponsoring Job Fair | During the week of April 22, 2019 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 GSM |