

KRQE, KASA, KBIM, KREZ EEO PUBLIC FILE REPORT

June 1, 2013 - May 31, 2014

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
Reporter	1-4, 7-8, 13-14, 20-27, 29-30, 33, 38-44, 47	42
Reporter	1-4, 7-8, 13-14, 20-27, 29-30, 33, 38-44, 47	23
Producer	1-4, 7-8, 13-14, 20-27, 29, 33, 38-44, 47	42
Producer	1-4, 7-8, 13-14, 20-27, 29, 33-34, 38-44, 47	42
Producer	1-4, 7-8, 13-14, 20-27, 29, 33-34, 38-44, 47	23
Bureau Multimedia Journalist	1-4, 7-8, 13-14, 20-22, 24-27, 29, 33-34, 38-44	42
Editor	1-5, 7-8, 13-15, 20-23, 25-27, 31, 33, 38-44	23
Multimedia News Producer	1-5, 7-8, 13-14, 19-27, 29, 31, 33-34, 38-41, 43-45	19
Multimedia Journalist - Albuquerque	1-5, 7-8, 13-14, 20-27, 29, 33-34, 38-43, 45	42
Promotion Coordinator	1-5, 7-9, 13-15, 19-27, 29, 33, 36, 38-43, 45	15
Master control operator	1-5, 7-9, 11, 13-15, 18, 20-22, 24-27, 29, 33, 38-43, 45	11
Master control operator	1-5, 7-9, 11, 13-15, 18, 20-22, 24-27, 29, 33, 38-43, 45	42
Account Manager	1-5, 7-8, 13-15, 20-27, 29, 33, 38-43, 45	15
Account Manager	1-5, 7-8, 13-15, 20-27, 29, 33, 38-43, 45	15
Sales Assistant	1, 3-5, 7-8, 13-15, 20-21, 23-27, 29, 33, 35, 38-43	15
Promotion Producer/Editor	1, 3-5, 7-9, 13-15, 20-27, 29, 33, 35, 38-41, 43	15
Program Anchor/Host	1, 3-5, 7-8, 13-14, 17, 20-22, 24-26, 29, 31, 33, 35, 38-40, 42-43	31
Promotion Assistant	1, 3-5, 7-8, 10, 13-15, 20-27, 29, 33, 35, 38-43	10
News Photographer	1, 3-5, 7-8, 13-15, 20-27, 29, 33, 35, 38-43	15
Producer	1, 3-5, 7-8, 13-15, 20-22, 24-27, 29, 33, 35, 38-41, 43	15
News Photographer	1, 3-4, 6-8, 13-14, 20, 22-27, 29, 31, 33, 35, 38-43	23

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10PM News Producer	1, 3-4, 7-8, 13-14, 20, 22-27, 29, 33, 35, 38-43	23
Multimedia Journalist - Albuquerque	1, 3-4, 7-8, 13-14, 20, 22-27, 29, 33, 35, 38-43	42
Weekday Assignment Desk Editor	1, 3-4, 7-9, 11, 13-14, 20, 22, 24-27, 29, 33, 35, 38-43	11
Editor	1, 3-4, 7-8, 13-14, 20, 22-27, 29, 33, 35, 38-43	23
Style Show Producer	1, 3-4, 7-9, 13-14, 20, 22-27, 29, 33, 35, 38-41, 43	24
Digital Content Producer	1, 3-5, 7-8, 13-14, 19-20, 22-27, 29, 33, 35, 38-41, 43	23
Account Manager	1, 3-4, 7-8, 13-15, 20-22, 24-27, 29, 33, 35, 38-43	15
News Producer	1, 3-5, 7-8, 13-14, 20-27, 29, 32-33, 35, 38-41, 43	23
Weekday Assignment Desk Editor	1, 3-5, 7-9, 11-12, 14, 16, 20, 22, 24- 29, 32-33, 35, 37-41, 43, 46	11

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 602-954-8373 Email : slizik@602communications.com Sandy Lizik	N	0
2	Albuquerque Hispano Chamber of Commerce 1309 Fourth Street SW Albuquerque, New Mexico 87102 Phone : 505-842-9003 Email : phil_castillo@ahcnm.org Phil Castillo	N	0
3	American Broadcasting School 712 N. Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	N	0
4	American Indian Graduate Center 4520 MONTGOMERY BLVD. NE, SUITE 1B Albuquerque, New Mexico 87109 Phone : 505-881-4584 Email : marveline@aigcs.org Marveline Vallo-Gabbard	N	0
5	Career Services @ Fort Lewis College 1000 Rim Drive 3rd Floor Reed Library Durango, Colorado 81301-3999 Phone : (970) 247-7562 Allyn Talg Manual Posting	N	0
6	Career Services at Western New Mexico University 1000 W. College St., Student Affairs Silver City, New Mexico 88062 Phone : 575-538-6109 Email : careerserv@wnmu.edu Marie Leck	N	0
7	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9595 Email : bille@michaelsmedia.com Michael Bille	N	0

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8	Creative Jobs Central 325 West 38th Street New York, New York 10018 Phone : 646-202-9538 Email : support@creativejobscentral.com Creative Jobs Central	N	0
9	Current Employee Erika Gonzales	N	10
10	Current Employee - Transfer/Promotion	N	1
11	Current Employee/Internal Promotion Erika Gonzales	N	3
12	Eastern New Mexico University Counseling & Career Services ENMU Station 34, 1500 S. Ave. K Portales, New Mexico 88130 Phone : 575-562-2211 Email : career.services@enmu.edu Jessica Walker	N	0
13	Eastern New Mexico University 1200 W. University Portales, New Mexico 88130 Phone : 575-562-2211 Email : career.services@enmu.edu Susan Larsen	N	0
14	Eastern New Mexico University-KENW KENW-TV Station 52 Portales, New Mexico 88130 Phone : (505) 562-2112 Email : orlando.ortega@enmu.edu Orlando Ortega	N	0
15	Employee Referral	N	21
16	Film and TV Pro USA 131/132 Upper Street Islington, London, District of Columbia N1 1QP Phone : 347-534-1417 Email : claire@filmandtvpro.com Chris Timms	N	0
17	Former Employee	N	1
18	Former Intern Erika Gonzales	N	1

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19	Indeed.com Erika Gonzales	N	5
20	ITT Technical Institute 5100 Masthead NE Albuquerque, New Mexico 87109 Phone : 505-828-1114 Email : wsalazar@itt-tech.edu Waldy Salazar	N	0
21	John Marshall Multi-Service Center 1500 Walter, SE Albuquerque, New Mexico 87102 Phone : 505-848-1345 Email : TAlvidrez@Cabq.gov Timo Alvidrez	N	0
22	KASA-TV 13 Broadcast Plaza SW Albuquerque, New Mexico Phone : 505-764-5289 Email : erika.gonzales@krqe.com Erika Gonzales	N	1
23	KRQE-TV 13 Broadcast Plaza SW Albuquerque, New Mexico Phone : 5057645289 Email : erika.gonzales@krqe.com Erika Gonzales	N	44
24	LIN-TV One West Exchange St., Suite 5A Providence, Rhode Island Phone : 512-831-7557 Email : anna.ingram@linmedia.com Anna Ingram	N	5
25	LULAC National Educational Service Centers, Inc 2000 L Street, NW; Suite 610 Washington, District of Columbia 20036 Phone : 202-835-9646 Email : jmoya@lnesc.org J. Moya	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
26	Media Matched 8112 1/2 West 3rd St. Suite A Los Angeles, California 90048 Phone : 323-284-5589 Email : info@media-match.com Tammy Romaniuk	N	0
27	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0
28	National Academy of Television Arts & Sciences PO Box 74116 Rocky Mountain Chapter Phoenix, Arizona 85087 Phone : 602-345-1532 Email : lara.gates@rockymountainemmy.org Lara Gates	N	0
29	National Alliance State Broadcasters Association 2333 Wisconsin Street NE Albuquerque, New Mexico 87110 Phone : 505-881-4444 Email : suzanstrong@nmba.org Suzan Strong	N	0
30	National Hispanic Media Coalition 1201 W. 5th Street Suite T-205 Los Angeles, California 90017-2019 Phone : (213) 534-3026 Email : nhmc@nhmc.org Claudia Flores	N	0
31	New Mexico Broadcasters Association 2333 Wisconsin NE Albuquerque, New Mexico 87110 Phone : 505-881-4444 Email : suzanstrong@nmba.org Suzan Strong	N	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	New Mexico State University 3024 South Locust Street Las Cruces, New Mexico 88003 Phone : 575-646-1631 Anthony Marin Manual Posting	N	0
33	New Mexico Tech 801 Leroy Place, Fidel Center c/o Student Affairs Socorro, New Mexico 87801 Phone : 575-835-5022 Url : http://www.nmt.edu Email : kfleming@admin.nmt.edu Kathryn Fleming	N	0
34	New Mexico Workforce Connection State Office 4360 Albuquerque, New Mexico 87102 Phone : 1-877-664-6984 Unknown Unknown Manual Posting	N	0
35	New Mexico Workforce Connection 661 Quantum Road NE Rio Rancho, New Mexico 87124 Phone : 505-771-2160 Email : lorraine.ruggles@state.nm.us Lorraine Ruggles	N	0
36	Previous Employee Erika Gonzales	N	1
37	Radio Television News Director Association 1025 F.Street NW, 7th Floor Washington, District of Columbia Phone : 202-467-5256 Email : taras@rtnda.org Tara Sheehan	N	0
38	San Juan College 4601 College Blvd. Farmington, New Mexico 87402 Phone : (505) 566-3579 Email : lobatosa@sanjuancollege.edu Sandy Labato	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
39	Social Media (Facebook & Twitter posts) 13 Broadcast Plaza SW Albuquerque, New Mexico 87104 Phone : 505-998-9539 Hawa Konte Manual Posting	N	0
40	Society of Professional Journalists - Rio Grande Chapter 125 Lincoln Ave., Suite 400 Lincoln Plaza Santa Fe, New Mexico 87501 Email : bmodel@betsymodel.com Betsy Model	N	0
41	TV and Radio Jobs 27034 Helmond Drive Calabasas, California Phone : 818-879-0858 Michael Madden Manual Posting	N	0
42	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	55
43	University of New Mexico Student Services Center #220 Albuquerque, New Mexico 87131 Phone : (505) 277-2531 Email : jobpost@unm.edu Leslye Ellison	N	0
44	University of New Mexico C-J Building #235W Albuquerque, New Mexico 87131 Phone : (505) 277-9556 Email : schaefer@unm.edu Richard Schaefer	N	0

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45	UNM Anderson School of Management 1 University of New Mexico MSC05 3090 - Career Services Albuquerque, New Mexico 87131 Phone : 505-277-8870 Email : nmead60@unm.edu Natalie Mead	N	0
46	Veterans Business Outreach Center 5201 Eagle Rock NE, Suite 2A Albuquerque, New Mexico 87113 Phone : 505-383-2402 Email : richardl.coffel@state.nm.us Richard Coffel	N	0
47	Women's Housing Coalition 3005 San Pedro NE Albuquerque, New Mexico 87110 Phone : (505) 884-8856 Email : whcabq@att.net Angie Ludi	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			152

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	6/1/2013	Establishment of an intern program designed to assist members of the community	During the period of June 1, 2013 through May 31, 2014, the station employment unit offered academic internships to college students of two and four year colleges. Internships are one academic term in length. Interns will perform a minimum of 10 - 15 hours per week serving. Interns receive no pay except for the hands-on experience and college credit.	4	Sports Director Executive Producer Operations Manager Digital Media Manager	1.00
2	6/7/2013	Establishment of training programs for station personnel	a workshop hosted by the Society of Broadcast Engineers, Mike Langdallier and the NM Broadcasters Association for technical engineers. Topic included Emergency Alert System (EAS) during the NMBA Convention on June 7, 2013.	3	Director of Engineering Chief Engineer Maintenance Engineer	1.00
3	6/8/2013	Establishment of training programs for station personnel	The New Mexico Broadcaster's Association offered informative broadcast sales seminars during their annual convention; guest speakers included Pat Bryson, Kennen Willians, Victoria Lim, Stephen Warley and Paul Weyland. These workshops are offered to account executives. Participants will learn to quickly to build lasting rapport w/prospects, clients and co-workers, prevent costly misunderstandings, create trust, or get a difficult relationship "unstuck" and productive again. Other topics included TV Sales, Multi Platform Writing to Digital Sales selling techniques.	4	Account Executive Account Executive Account Executive Account Executive	1.00
4	6/8/2013	Participation in job banks, internet programs and other programs designed to promote outreach	A virtual job fair co-sponsored by the New Mexico Broadcasters Association and this employment unit every quarter. The event date occurred July 8, 2013 - July 12, 2013. Applicants are driven to the NMBA website via station promotion venues such as social media or a mention during the morning News or 2 KASA NM program. Applicants have the ability to post their resume & apply directly online.	2	General Manager Business Administrator	1.00

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
5	6/12/2013	Co Sponsoring Job Fair	This employment unit participated in the New Mexico Workforce Connection Job Fair on Wed., June 12, 2013 from 1pm - 4pm. Job seekers had an opportunity to apply for a job vacancy offered by the employment unit.	1	Local Sales Manager	1.00
6	6/30/2013	Participation in scholarship programs	The station employment unit contirbuted to the success of the University of New Mexico's endowment named after "Dick Knipfing Endowed Presidential Scholarship Fund." During the 2012-2013 fiscal year, the endowment return was 11.3% and UNM was in the top quartile of university endowments in the nation.	2	General Manager News Anchor	1.00
7	7/31/2013	Co Sponsoring Job Fair	LIN Media participated in the NABJ Convention & Career Fair held in Orlando, FL. HR Managers offered valuable time to speak with job fair attendees about various job vacancies throughout the company, including the opportunity to view & critique resume tapes is made available.	1	HR/Benefits Manager	1.00
8	9/7/2013	Establishment of a mentoring program	John Potter, VP of Training at the Radio Advertising Bureau facilitated a sales seminar in Ruidoso, NM. The workshop will offer effective skills to become a better presenter-seller, increase client receptivity, improve initial presentations, communicate value and close more sales. Other topics will include the critical elements of a good proposal, processes for selling in a changing media landscape and recognizing personality styles to sell more advertising.	2	Account Executive Account Executive	1.00

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9	9/18/2013	Participation in events or programs sponsored by educational institutions	KRQE Pilot/Reporter, Bob Martin visited with 1000 grade school students & teachers at the New Mexico Aviation Aerospace Career Expo. Bob Martin shared with the attendees about careers in television, aviation & aerospace from local aerospace companies & organizations. KRQE is the only station that provided their news helicopter as a "show & tell" among the 20 military and civilian aircraft on display.	1	Pilot/Reporter	0.25
10	10/14/2013	Participation in job banks, internet programs and other programs designed to promote outreach	A virtual job fair co-sponsored by the New Mexico Broadcasters Association and this employment unit every quarter. The event date occurred October 14, 2013 thru October 18, 2013. Applicants are driven to the NMBA website via station promotion venues such as social media or a mention during the morning News or 2 KASA NM program. Applicants have the ability to post their resume & apply directly online.	2	General Manager Business Administrator	1.00
11	1/6/2014	Participation in job banks, internet programs and other programs designed to promote outreach	A virtual job fair co-sponsored by the New Mexico Broadcasters Association and this employment unit every quarter. The event date occurred January 6, 2014 thru January 10, 2014. Applicants are driven to the NMBA website via station promotion venues such as social media or a mention during the morning News or 2 KASA NM program. Applicants have the ability to post their resume & apply directly online.	2	General Manager Business Administrator	1.00

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12	1/14/2014	Establishment of a mentoring program	This employment unit participated in the 2014 Political Broadcasting webinar hosted by Fletcher, Heald & Hidreth and the NM Broadcasters Association on Tues., Jan 14, 2014 at 1pm - 3pm. The webinar provided a refresher course on the ins & outs of the political broadcasting rules, including recent developments as well as the basic elements: who is entitled to demand political advertising time, what stations may charge for that time, and what record-keeping requirements apply. The presenters also discussed the impact of the Supreme Courts's Citizens United decision on the FCC's political rules.	2	National Sales Assistant National Sales Assistant	1.00
13	4/7/2014	Participation in job banks, internet programs and other programs designed to promote outreach	A virtual job fair co-sponsored by the New Mexico Broadcasters Association and this employment unit every quarter. The event date occurred April 7, 2014 thru April 11, 2014. Applicants are driven to the NMBA website via station promotion venues such as social media or a mention during the morning News or 2 KASA NM program. Applicants have the ability to post their resume & apply directly online.	2	General Manager Business Administrator	1.00
14	5/8/2014	Co Sponsoring Job Fair	This station unit participated in the NM Veterans Business Expo & Job Fair on Thursday, May 8 from 8:00 am - 4:00 pm. They had a successful event with 135 exhibitors and a turnout of almost 400 attendees. The event is hosted by the City of Albuquerque, NM Veterans Business Advocates and the Veteran's Procurement Assistance Center.	4	Local Sales Manager Local Sales Manager Digital Sales Manager	1.00
15	5/28/2014	Establishment of training programs for station personnel	LIN Media BA Summit – two day training session on May 28 - 29, 2014. The LIN Business Administrators convened in Austin, TX to receive training on HR compliance, financial systems, Insurance 101, employment & labor law relations, tax and finance issues, and other business matters. This training will enable professional development & growth for the Business Administrator within the company.	1	Business Administrator	1.00

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TOTAL POINTS OVER REPORTING PERIOD:						14.25