

**KNML(AM), KKOB(AM), KTBL(AM), KMBA(FM), KKOB-FM,
KRST(FM), KDRF(FM) and KBZU(FM)
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 |
|------------------------------|--|-------------------------------|
| Administrative Assistant | 1-9, 11, 13-19, 21 | 13 |
| Account Executive | 1-9, 11, 13-19, 21 | 19 |
| Webmaster | 1-9, 11, 13-19, 21 | 17 |
| On-Air Announcer | 1, 10, 13, 21 | 13 |
| On-Air Announcer | 1, 10, 13, 21 | 13 |
| Account Executive | 1-9, 11, 13-19, 21 | 13 |
| On-Air Announcer | 1, 10, 13, 21 | 13 |
| Director of Special Projects | 1-9, 11, 13-19, 21 | 17 |
| Traffic Director | 1-9, 11, 13-21 | 13 |
| Account Executive | 1-9, 11, 13-19, 21 | 13 |
| Account Executive | 1-9, 11, 13-19, 21 | 11 |
| Business Manager | 1-9, 19, 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 strong@nmba.org 2333 Wisconsin NE Albuquerque, NM 87110 505-841-4444 | No | 5 |
| 2 | Barelas Economic Opportunity Center mcasias@ahcnm.org | No | 0 |
| 3 | Hispanic Chamber of Commerce Bea@ahcnm.org | No | 0 |
| 4 | Lulac National Educational jmoya@lnesc.org 500 2 nd Street NW Albuquerque, NM 87102 828-1114 | No | 0 |
| 5 | New Mexico Workforce Solutions avinson@state.nm.us 501 Mountain Road. NE Albuquerque, NM 87102 505-841-8920 | No | 3 |
| 6 | New Mexico Highlands University Contact: Maxine Salas maxinesalas@nmhu.edu P. O. Box 9000 Las Vegas, NM 87701 505-454-3188 | No | 0 |
| 7 | Veterans Administration Contact: Keith Rollins keith.rollins2@va.gov 217 San Pablo Street SE Albuquerque, NM 87108 505-268-7557 | No | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|--|---|--|
| 8 | Workforce Connection Contact: Gayle Romero gromero@wccnm.org 505-843-1905 | Yes | 0 |
| 9 | Station Website Postings (all SEU stations) www.610thesportsanimal.com; www.770kkob.com; www.1050talk.com; www.923krst.com; www.kobfm.com; www.995magicfm.com; www.edfm.com | No | 6 |
| 10 | All Access Website www.allaccess.com | No | 1 |
| 11 | Zip Recruiter Website www.ziprecruiter.com (Internet-based job board and secondary posting service to more than 25 additional on-line job banks, eg. diversityjobs.com, monster.com and topusajobs.com) | No | 3 |
| 12 | Craig's List www.albuquerque.craigslist.org | No | 0 |
| 13 | Employee Referral | No | 10 |
| 14 | Indeed Website www.indeed.com | No | 1 |
| 15 | Linked In Website www.monster.com | No | 4 |
| 16 | Albuquerque Journal rep53@abqpubco.com P. O. Box 95777 Albuquerque, NM 87199-5777 505-823-4444 | No | 1 |
| 17 | On-Air Announcements (one or more SEU stations) | No | 8 |
| 18 | Word-of-Mouth Referral | No | 2 |
| 19 | SEU Job Fair(s) (see Section III) | No | 3 |
| 20 | Traffic Director's Guild of America Contact: Larry Keene www.tdga.org 26000 Avenida Aeropuerto, Building 114 San Juan Capistrano, CA 92675 | No | 0 |
| 21 | Cumulus Website www.cumulus.com/careers | No | 4 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 51 |

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III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|----------|---|---|
| 1 | Participate in Job Fair | On August 20, 2013, our SEU participated in and was the media sponsor of the Gobs of Jobs career fair. SEU representatives spoke with attendees about career opportunities in broadcasting and job openings within the SEU. SEU participants included our AM and FM Operations Managers, FM Program Director, Chief Engineer, Business Manager and General Manager. This event was promoted on one or more SEU stations. |
| 2 | Participate in Job Fair | On October 23, 2013, our SEU participated in and was the media sponsor of the Gobs of Jobs career fair. SEU representatives spoke with attendees about career opportunities in broadcasting and job openings within the SEU. SEU participants included our AM Operations Manager, FM Program Director, Executive Assistant, Human Resources Manager, Business Manager and Chief Engineer. This event was promoted on one or more SEU stations. |
| 3 | Participate in Job Fair | On February 11, 2014, our SEU participated in and was the media sponsor of the Gobs of Jobs career fair. SEU representatives spoke with attendees about career opportunities in broadcasting and job openings within the SEU. SEU participants included our Market Manager, AM and FM Sales Managers, FM Operations Manager, Business Manager, Chief Engineer and Human Resources Manager. This event was promoted on one or more SEU stations. |
| 4 | Host event/program sponsored by a community organization related to careers in broadcasting | On March 7, 2014, our SEU hosted a luncheon for 200 Boy Scouts and their families during which our Morning Drive Personality spoke about career opportunities in broadcasting as well as what it is like to be an on-air personality with a radio group. Following this presentation, the Scouts were encouraged to participate in a question-and-answer session. |

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|---|--|---|
| 5 | Internship Program | <p>Our SEU hosts a well-established 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 with the managers of each department to learn about all aspects of the business.</p> <p>During this reporting period, our SEU hosted three (3) student interns from the University of New Mexico. These students spent the majority of their time assisting the Programming Department. Aside from obtaining a general overview of the workings of a radio station and its different departments, these interns received specialized instruction about the music and programming philosophy for three SEU stations - KRST(FM), KMG(A) (FM) and KOB (FM). They learned how to: operate the audio boards; prepare for and implement radio shows; produce commercial spots; and, handle radio station imaging and digital editing. They also assisted with the promotional aspects of live remote broadcasts and concerts and were able to attend some of these events with SEU staff members.</p> |
| 6 | Provide training to as to methods of ensuring equal employment opportunities and preventing discrimination | <p>On June 8, 2014, our SEU's Chief Engineer and two assistants attended a Broadcast Seminar sponsored by the New Mexico Broadcasters Association conducted by Frank Jazzo, a Washington DC attorney, and Chris Melias, with the National Association of Broadcasters. This seminar included a workshop called Coffee, Tea or FCC during which our SEU employees received valuable information about issues that will affect broadcasting on a federal level through 2013 and 2014. Equal employment opportunity was one of the topics discussed.</p> |