## I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reporter</td>
<td>2-3, 5, 7-15, 18-21, 23, 25-26, 28-34, 38-46, 48-61, 63-70, 72</td>
<td>11</td>
</tr>
<tr>
<td>Reporter</td>
<td>2-5, 7-13, 15, 17-19, 21, 23, 25-26, 28-34, 36-50, 52-61, 63-72</td>
<td>11</td>
</tr>
<tr>
<td>News Director</td>
<td>2-5, 7-13, 15-16, 18-19, 21, 23, 25-34, 38-44, 46-50, 52-61, 63-72</td>
<td>16</td>
</tr>
<tr>
<td>Photographer Editor</td>
<td>2-5, 7-13, 15, 18-19, 21, 23-26, 28-34, 36, 38-44, 46-50, 52-61, 63-72</td>
<td>11</td>
</tr>
<tr>
<td>News Producer</td>
<td>1-5, 7-13, 15, 18-19, 21, 23, 25-26, 28-34, 38-44, 46-50, 52-61, 63-72</td>
<td>11</td>
</tr>
<tr>
<td>Technical Director</td>
<td>2-5, 7-13, 15-16, 18-19, 21, 23-26, 28-30, 32-34, 37-44, 46-50, 52-72</td>
<td>16</td>
</tr>
<tr>
<td>Photographer Editor</td>
<td>2-5, 7-13, 15, 18-23, 25-26, 28-34, 36, 38-44, 46-50, 52-61, 63-72</td>
<td>22</td>
</tr>
<tr>
<td>FT Production Assistant</td>
<td>2-5, 7-13, 15, 18-19, 21, 23-26, 28-34, 37-44, 47, 50, 52, 55-56, 58, 60-61, 63-72</td>
<td>24</td>
</tr>
<tr>
<td>Producer</td>
<td>2-5, 7-8, 11-13, 18-19, 21, 23-26, 28-34, 38-43, 46, 48-50, 52-59, 61, 63-70, 72</td>
<td>11</td>
</tr>
<tr>
<td>Assignment Editor</td>
<td>1-5, 7-13, 15, 18-19, 23, 25-26, 29-32, 34, 37-44, 46, 48, 52, 54-55, 57-58, 60-61, 63-72</td>
<td>11</td>
</tr>
</tbody>
</table>
I. VACANCY LIST

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</thead>
<tbody>
<tr>
<td>News Editor</td>
<td>1-5, 7-9, 11-13, 15, 18-19, 23-24, 26, 28-30, 32-34, 38-44, 46, 48, 50, 52, 54-55, 57-61, 63-70, 72</td>
<td>24</td>
</tr>
<tr>
<td>Open Date: 11/10/2020</td>
<td>Hire Date: 1/4/2021</td>
<td></td>
</tr>
<tr>
<td>Reporter</td>
<td>2, 4-13, 15, 18-19, 23, 26, 28-30, 32-34, 38-40, 42-44, 46, 48, 50, 52, 54-55, 57-61, 63-70, 72</td>
<td>11</td>
</tr>
<tr>
<td>Open Date: 4/19/2021</td>
<td>Hire Date: 5/24/2021</td>
<td></td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification?</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 1         | 602 Communications  
Graeme Newell 4349 E. Colter Street  
Phoenix, Arizona 85018  
Phone: (602) 954-8373  
Url: http://tvspy.com/  
Email: slizik@602communications.com  
Career Services | N | 0 |
| 2         | Adelante Development Center, Inc.  
3900 Osuna Rd NE  
Albuquerque, New Mexico 87109  
Phone: 505-341-2000  
Fax: 1-505-341-2001  
Melinda Garcia | N | 0 |
| 3         | Albuquerque Hispano Chamber of Commerce  
1309 4th Street SW  
Albuquerque, New Mexico 87102  
Phone: 505-842-9003  
Email: rebecca@ahcnm.org  
Rebecca Sanchez | N | 0 |
| 4         | Albuquerque Indian Center  
105 Texas SE Cochiti Pueblo  
Albuquerque, New Mexico 87108  
Phone: 505-268-1751  
Email: abqindiancenter@gmail.com  
Bernard Suina | N | 0 |
| 5         | American Business Women's Association  
2834 South Roanoke  
Springfield, Missouri 65807  
Phone: 417-883-2259  
Email: mba@mbaweb.org  
Fax: 1-417-883-2259  
Donnie Harris | N | 0 |
| 6         | Arizona State University  
1151 S. Forest Ave  
Tempe, Arizona 85287  
Phone: (480) 965-2350  
Url: https://eoss.asu.edu/cs  
Career Services  
Manual Posting | N | 0 |
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<thead>
<tr>
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
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</tr>
</thead>
</table>
| 7         | Arizona State University-Walter Cronkite School of Journalism  
555 N. Central Ave Suite # 302  
Phoenix, Arizona 85004  
Phone : 602-496-5555  
Email : Mike.wong@asu.edu  
Mike Wong | N | 0 |
| 8         | Asian American Journalists Association  
5 Third Street Suite 1108  
San Francisco, California 94103  
Phone : 415-346-2051  
Marcia Santillan  
Manual Posting | N | 0 |
| 9         | Bates College Broadcast/Production Program  
1101 S Yakima Ave  
Tacoma, Washington 98405  
Phone : 253-680-7761  
Email : rrobinson@batestech.edu  
Roland Robinson | N | 0 |
| 10        | Berkeley Graduate School of Journalism  
121 North Gate Hall  
Berkeley, California 94708  
Phone : 510-643-9215  
Url : http://journalism.berkeley.edu/jobs/submit/  
Career Services  
Manual Posting | N | 0 |
| 11        | Careers.HearstTelevision.com  
214 N. Tryon St  
Charlotte, North Carolina 28202  
Phone :  
Email : htv.careers@hearst.com  
HTV Careers | N | 31 |
| 12        | Central New Mexico Community College  
525 Buena Vista SE  
Albuquerque, New Mexico 87106  
Phone : 505-224-3077  
Rhonda Ross  
Manual Posting | N | 0 |
### II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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</tr>
</thead>
</table>
| 13        | Clovis Community College  
417 Schepps Blvd  
Clovis, New Mexico 88101  
Phone: 575-769-4085  
Email: felecia.teneyck@clovis.edu  
Felecia Ten Eyck | N | 0 |
| 14        | Cochiti Education Department  
PO Box 70  
Cochiti Pueblo, New Mexico 87072  
Phone: 505-465-2244  
Email: info@pueblodecochiti.org  
Fax: 1-505-465-1135  
Joseph Quintana | N | 0 |
| 15        | Columbia University  
2950 Broadway, Rm 201E  
New York, New York 10027  
Phone: 212-854-9198  
Julie Hartenstein  
Manual Posting | N | 0 |
| 16        | Current Employee | N | 4 |
| 17        | Department of Workforce Solutions/New Mexico Workforce Connection  
501 Mountain Road NE  
Albuquerque, New Mexico 87102  
Phone: 505-843-1932  
Email: armenella.vinson@state.nm.us  
Fax: 1-505-843-1990  
Armenella Vinson | N | 0 |
| 18        | Eastern New Mexico University  
ENMU Station 34, Student Academic Services, Rm. 232  
Portales, New Mexico 88130  
Phone: 575.562.2211  
Url: http://www.enmu.edu/services/counseling/  
Nikki Bonner  
Manual Posting | N | 0 |
| 19        | Eastern New Mexico University-Broadcast Department  
1500 S Ave K  
Portales, New Mexico 88130  
Phone: 575-562-2140  
Email: Patricia.Dobson@enmu.edu  
Patricia Dobson | Y | 0 |
| 20        | Employee Referral | N | 2 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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<thead>
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</tr>
</thead>
</table>
| 21        | Equality Magazines  
13351 Riverside Dr #514  
Sherman Oaks, California 91423  
Phone : 818.654.0870  
Jeff Palmatier  
Manual Posting | N | 0 |
| 22        | Facebook  
1 Hacker Way  
Menlo Park, California 94025  
Phone : 650-543-4800  
Url : www.facebook.com  
Human Resources  
Manual Posting | N | 1 |
| 23        | G.I. Forum  
625 Gabaldon NW  
Albuquerque, New Mexico 87104  
Phone : 505-247-4910  
Email : agifnat@gmail.com  
Karen Borch | N | 0 |
| 24        | Indeed.com  
177 Broad Street 6th Floor  
Stamford, Connecticut 06901  
Phone : 203-328-2691  
Url : www.indeed.com  
Careers Services  
Manual Posting | N | 6 |
| 25        | Isleta Pueblo  
PO Box 1270  
Isleta, New Mexico 87022  
Phone : 505-869-7589  
Email : poi70103@isletapueblo.com  
Fax : 1-505-869-5796  
Carol Jiron | N | 0 |
| 26        | JournalismJobs.com  
P.O. Box 7294  
Berkeley, California 94707  
Phone : 510-524-2007  
Url : www.journalismjobs.com  
Email : contact@journalismjobs.com  
Career Services | N | 0 |
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</thead>
<tbody>
<tr>
<td>27</td>
<td>LinkedIn.com</td>
<td>N</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>2029 Stierlin Court, Mountain View, California 94043</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 650-387-3600</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Career Services</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Manual Posting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>28</td>
<td>LULAC Council  #8100</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>500 Second Street NW, Albuquerque, New Mexico 87102</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 505-243-3787</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email: <a href="mailto:lulacflorgc@gmail.com">lulacflorgc@gmail.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Fax: 1-505-243-7850</td>
<td></td>
<td></td>
</tr>
<tr>
<td>29</td>
<td>Luna Community College</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>366 Luna Drive, Las Vegas, New Mexico 87701</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 505-454-2503</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email: <a href="mailto:rmaestas@luna.edu">rmaestas@luna.edu</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Renee Maestas</td>
<td></td>
<td></td>
</tr>
<tr>
<td>30</td>
<td>MediaBistro</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>825 Eighth Avenue, 29th Floor, New York, Nebraska 10019</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: (800) 205-7792</td>
<td></td>
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<tr>
<td></td>
<td>Career Services</td>
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<tr>
<td></td>
<td>Manual Posting</td>
<td></td>
<td></td>
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<tr>
<td>31</td>
<td>Medill School of Journalism</td>
<td>N</td>
<td>0</td>
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<tr>
<td></td>
<td>Northwestern University 1845 Sheridan Rd 107, Evanston, Illinois 60208</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 847-467-7393</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url: <a href="https://medill-northwestern-csm.symplicity.com">https://medill-northwestern-csm.symplicity.com</a></td>
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<tr>
<td></td>
<td>Loraine Hasebe</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Manual Posting</td>
<td></td>
<td></td>
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<tr>
<td>32</td>
<td>Missouri School of Journalism</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>76 Gannett Hall, Columbia, Missouri 65211</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 573-882-0373</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email: <a href="mailto:career@missouri.edu">career@missouri.edu</a></td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Career Services</td>
<td></td>
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<tbody>
<tr>
<td>33</td>
<td>Nambe Pueblo&lt;br&gt;15A NP 102 West&lt;br&gt;Santa Fe, New Mexico 87501&lt;br&gt;Phone: 505-455-4410&lt;br&gt;Email: <a href="mailto:Itgovernor@nambepueblo.org">Itgovernor@nambepueblo.org</a>&lt;br&gt;Fax: 1-505-455-2038&lt;br&gt;Career Services</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>34</td>
<td>NATAS/Emmy On-Line&lt;br&gt;P.O. Box 74116&lt;br&gt;Phoenix, Arizona 85087&lt;br&gt;Phone: 602-345-1532&lt;br&gt;Url: <a href="http://jobbank.emmyonline.org/">http://jobbank.emmyonline.org/</a>&lt;br&gt;Email: <a href="mailto:lara.gates@rockymountainemmy.org">lara.gates@rockymountainemmy.org</a>&lt;br&gt;Lara Gates</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>35</td>
<td>National Association of Hispanic Journalists&lt;br&gt;California Chicano News Media Jobs 300 S. Grand Ave, Suite 3950&lt;br&gt;Los Angeles, California 90071&lt;br&gt;Phone: 213-437-4408&lt;br&gt;Url: nahj.org&lt;br&gt;Career Services&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>36</td>
<td>National Press Photographers&lt;br&gt;3200 Croasdaile Dr Ste 306&lt;br&gt;Durham, North Carolina 27705&lt;br&gt;Phone: 919-383-7246&lt;br&gt;Url: <a href="http://www.nppa.org/member_services/job_bank/view_Jim">http://www.nppa.org/member_services/job_bank/view_Jim</a> Straight&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>37</td>
<td>National Society of Black Engineers&lt;br&gt;1454 Duke Street&lt;br&gt;Alexandria, Virginia 22314&lt;br&gt;Phone: 703-549-2207&lt;br&gt;Url: <a href="http://www.nsbe.org">www.nsbe.org</a>&lt;br&gt;Email: <a href="mailto:info@nsbe.org">info@nsbe.org</a>&lt;br&gt;Fax: 1-703-683-5312&lt;br&gt;Placement Director</td>
<td>N</td>
<td>0</td>
</tr>
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</thead>
</table>
| 38        | New Mexico Broadcasters Association  
8014 Menaul Blvd NE  
Albuquerque, New Mexico 87110  
Phone : 505-881-4444  
Url : [http://www.newmexicobroadcasters.org/NMBAMembers/](http://www.newmexicobroadcasters.org/NMBAMembers/)  
Email : suzanstrong@nmba.org  
Suzan Strong | N | 0 |
| 39        | New Mexico Career Services  
Institute of Mining & Technology 801 Leroy Pl.  
Socorro, New Mexico 87801  
Phone : 575-835-5022  
Email : careerservices@admin.nmt.edu  
Career Services | N | 0 |
| 40        | New Mexico Highlands University  
Campus/Mass Communications Box 9000  
Las Vegas, New Mexico 87701  
Phone : 505-425-7511  
Email : careerservices@nmhu.edu  
Career Services | N | 0 |
| 41        | New Mexico Junior College  
5317 Lovington Hwy  
Hobbs, New Mexico 88240  
Phone : 575-392-4510  
Email : rturner@nmjc.edu  
R. Turner | N | 0 |
| 42        | New Mexico State University  
1780 E University Ave  
Las Cruces, New Mexico 88003  
Phone : 505-646-2006  
P Ment  
Manual Posting | N | 0 |
| 43        | New Mexico Workforce Connection  
301 Piedra Lisa  
Bernalillo, New Mexico 87004  
Phone : 505-771-2160 x223  
Career Services  
Manual Posting | Y | 0 |
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</table>
| 44        | Northwestern University  
633 Clark Street  
Evanston, Illinois 60208  
Phone: 847-491-3741  
Dianne Siekmann  
Manual Posting | N | 0 |
| 45        | NWT Group  
2110 Elmwood  
Bryan, Texas 77802  
Phone: 817-987-3600  
Fax: 1-888-374-7907  
Career Services | N | 0 |
| 46        | Ohkay Owingeh  
PO Box 1099  
Ohkay Owingeh, New Mexico 87566  
Phone: (505)852-4400  
Email: info@ohkay.org  
Career Services | N | 0 |
| 47        | OTA Talent  
969 South University Blvd  
Littleton, Colorado 80163  
Phone: 719-388-9765  
Jeff Marcu | N | 0 |
| 48        | Picuris Pueblo  
PO Box 127  
Penasco, New Mexico 87553  
Phone: 575-587-2519  
Email: tribalsecretary@picurispueblo.org  
Career Services | N | 0 |
| 49        | Pojoaque Pueblo  
78 Cities of Gold Road  
Santa Fe, New Mexico 87506-8718  
Phone: (505) 455-5052  
Email: sofstehage@puebloofpojoaque.org  
Career Services | N | 0 |
| 50        | Pueblo of Acoma  
PO Box 348  
Acoma, New Mexico 87034  
Phone: 505-552-6728  
Email: mavallo@poamail.org  
Fax: 1-505-552-6771  
Career Services | N | 0 |
# KOAT-TV
## EEO PUBLIC FILE REPORT
June 1, 2020 - May 31, 2021

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</tr>
</thead>
</table>
| 51        | Pueblo of Cochiti  
PO Box 70  
Cochiti Pueblo, New Mexico 87072  
Phone: 505-465-1135  
Fax: 1-505-465-1135  
Naomi Chavez | N | 0 |
| 52        | Pueblo of Laguna  
PO Box 207  
Laguna, New Mexico 87026  
Phone: 505-552-9675  
Email: POLemployment@lagunapueblo-nsc.com  
Fax: 1-505-552-6941  
Kathleen Smith | N | 0 |
| 53        | Pueblo of Sandia  
481 Sandia Loop  
Bernalillo, New Mexico 87004  
Phone: 505-996-7600  
Career Services  
Manual Posting | N | 0 |
| 54        | Pueblo of Zia  
135 Capital Square Drive  
Zia Pueblo, New Mexico 87053-6013  
Phone: 505-867-3304  
Email: education@ziapueblo.org  
Fax: 1-505-867-3308  
Career Services | N | 0 |
| 55        | RecruitMilitary  
422 West Loveland Ave  
Loveland, Ohio 45140  
Phone: 5136835020  
Robert Walker  
Manual Posting | N | 0 |
| 56        | Roswell Workforce  
108 East Bland Street  
Roswell, New Mexico 88203  
Phone: 575-624-6040  
Fax: 1-575-627-5822  
Career Services | N | 0 |
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</tr>
</thead>
<tbody>
<tr>
<td>57</td>
<td>San Felipe Pueblo PO Box 4339 San Felipe, New Mexico 87001 Phone: 505-867-3381 Email: <a href="mailto:info@sfpueblo.com">info@sfpueblo.com</a> Career Services</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>58</td>
<td>San Ildefonso Pueblo Route 5, Box 315A Santa Fe, New Mexico 87501 Phone: 505-455-4112 Email: <a href="mailto:labeyta@sanipueblo.org">labeyta@sanipueblo.org</a> Linda Abeyta</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>59</td>
<td>Santa Clara Pueblo PO Box 580 Espanola, New Mexico 87532 Phone: 505-753-7330 Email: <a href="mailto:governor@santaclarapueblo.org">governor@santaclarapueblo.org</a> Fax: 1-505-753-7330 Career Services</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>60</td>
<td>Santo Domingo Tribe Santo Domingo Pueblo PO Box 99 Santo Domingo, New Mexico 87052 Phone: 505-465-2214 x 213 Email: <a href="mailto:SDTHumanResources@kewa-nsn.us">SDTHumanResources@kewa-nsn.us</a> Fax: 1-505-465-2688 Career Services</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>61</td>
<td>Scripps University of Ohio 106 Scripps Hall Athens, Ohio 45701 Phone: 740-593-2591 Email: <a href="mailto:foxr1@ohio.edu">foxr1@ohio.edu</a> Becky Fox</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 63        | Society of Professional Journalists  
Lincoln Plaza 125 Lincoln Ave/Suite 400  
Santa Fe, New Mexico 87501  
Phone: 505-466-2770  
Email: betsymodel@gmail.com  
Betsy Model | N | 0 |
| 64        | St. Johns College  
1160 Camino Cruz Blanca  
Santa Fe, New Mexico 87505  
Phone: 505-984-6067  
Career Services  
Manual Posting | N | 0 |
| 65        | Syracuse University  
900 South Crouse Ave Suite 344  
Syracuse, New York 13244  
Phone: 315-443-1941  
Don Edwards  
Manual Posting | N | 0 |
| 66        | Taos Pueblo  
PO Box 1846  
Taos, New Mexico 87571  
Phone: 505-758-8626  
Email: ptrujillo@taospueblo.com  
Patricia Trujillo | N | 0 |
| 67        | TV Jobs  
PO Box 4116  
Oceanside, California 92052  
Phone: 877-988-9808  
Url: http://www.tvjobs.com/postjobs  
Email: jobs@tvjobs.com  
Mark Holloway | N | 2 |
| 68        | TVB  
120 Wall St, 15th Floor  
New York, New York 10005  
Phone: 212-935-5631  
Email: htv.careers@hearst.com  
Career Services | N | 0 |
| 69        | University of Colorado - Boulder  
2010 Willard Loop Dr  
Boulder, Colorado 80309  
Phone: 303-492-5480  
Christine Mahoney  
Manual Posting | Y | 0 |
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<tbody>
<tr>
<td>70</td>
<td>University of New Mexico&lt;br&gt;Mesa Vista Hall North&lt;br&gt;Albuquerque, New Mexico 87131&lt;br&gt;Phone: 505-277-5644&lt;br&gt;Career Services&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
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<tr>
<td>71</td>
<td>US Jobs&lt;br&gt;9002 N. Purdue Road, Suite 100&lt;br&gt;Indianapolis, Indiana 46268&lt;br&gt;Phone: 866-268-6206&lt;br&gt;Career Services&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
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<tr>
<td>72</td>
<td><a href="http://www.mediagignow.com">www.mediagignow.com</a>&lt;br&gt;300 South Riverside Plaza Suite 800&lt;br&gt;Chicago, Illinois 60606&lt;br&gt;Phone: 336-553-0620&lt;br&gt;Url: <a href="http://www.mediagignow.com">http://www.mediagignow.com</a>&lt;br&gt;Email: <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a>&lt;br&gt;MediaGigNow.com</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
</table>

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 47
## III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ongoing</td>
<td>Establishment of training programs for station personnel</td>
<td>The Hearst Sales Development Program - Client Service Specialist. This sales development program is a comprehensive 10-12 month training with a defined training program outline and milestone goals. A person who participated in this program was hired to the position of Client Service Specialist in October 2019.</td>
<td>1</td>
<td>Client Service Specialist</td>
</tr>
<tr>
<td>Ongoing</td>
<td>Listing of each upper-level category opening in a job bank or newsletter</td>
<td>During the reporting period, the employment unit listed upper-level (and other) positions with recruitment sources whose membership includes substantial participation of women and minorities, variously including AAJA, NAHJ, Equality Magazines, American Business Women’s Association, National Society of Black Engineers, and others.</td>
<td>1</td>
<td>President and General Manager</td>
</tr>
<tr>
<td>6/2/2020</td>
<td>Establishment of training programs for station personnel</td>
<td>Poynter Training—This seminar, &quot;Virtual TV Power Reporting&quot; was aimed at TV reporters, field producers, MMJs/VJs and photojournalists who want to improve their writing, reporting and enterprise skills. Instructors will help attendees adapt to the new realities of filing stories with limited access during the COVID-19 pandemic and prepare for the work ahead in what may be a forever changed work environment.</td>
<td>3</td>
<td>Reporter Producer Reporter</td>
</tr>
<tr>
<td>9/23/2020</td>
<td>Establishment of training programs for station personnel</td>
<td>Hearst Leadership Development Program: Employees attended a virtual learning class over 14 weeks to focus on becoming a better manager and leader. The content included in this program leverages research-based, proven learning resources (including articles, cases, and videos) from Harvard. Upon completion of this program, employees will be more confident, have expanded self-awareness, and an improved ability to lead teams.</td>
<td>2</td>
<td>Assistant News Director Research Director of Multiple Mkts.</td>
</tr>
</tbody>
</table>
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</thead>
<tbody>
<tr>
<td>5 12/17/2020</td>
<td>Provision of training to management</td>
<td>The Hearst Conscious Inclusion Program will provide the foundational skills necessary to address how biases can impact behaviors at work. This effort is the first formal program in a collective journey as we strive to create a more inclusive workplace environment. The session will be facilitated by Rolando Garcia.</td>
<td>7</td>
<td>President and General Manager President and General Manager News Director Chief Engineer Operations Manager</td>
</tr>
<tr>
<td>6 1/6/2021</td>
<td>Establishment of training programs for station personnel</td>
<td>Satellite truck training. Chris Fullam, News Operations Manager, conducted satellite truck training to selected photographers. Satellite truck training includes a clear understanding of the operation of the trucks and the associated electronic equipment.</td>
<td>4</td>
<td>News Operation Manager News Operation Manager Photographer Photographer-President Manager</td>
</tr>
<tr>
<td>7 2/22/2021</td>
<td>Participation in Job Fairs</td>
<td>New Mexico Broadcasters Association Virtual Job Fair</td>
<td>1</td>
<td>News Director</td>
</tr>
<tr>
<td>8 2/23/2021</td>
<td>Establishment of training programs for station personnel</td>
<td>Drone Training. Selected photographers participated in hours of drone training. Through the training, the employees will become aware of the laws and regulations for their own safety and the safety of others. Chris Fullam, News Operations Manager trained the photographers.</td>
<td>3</td>
<td>News Operation Manager News Operation Manager Photographer Photographer</td>
</tr>
<tr>
<td>9 4/1/2021</td>
<td>Participation in other activities designed by the station employment unit</td>
<td>Women Helping Women: A Dynamic Panel Discussion. Lori Waldon, President and General Manager of KOAT participated with a panel of women to discuss how women can support each other through mentorship, allyship and elevating their leadership.</td>
<td>1</td>
<td>President and General Manager</td>
</tr>
</tbody>
</table>