

KOAT-TV
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

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
Photographer Editor Open Date: 8/18/2021 Hire Date: 8/1/2022	2, 4-15, 17-20, 22-29, 31-49, 51-55, 57-58, 60-65	23
Photographer Editor Open Date: 8/18/2021 Hire Date: 9/6/2022	2, 4-15, 17-19, 22, 24-29, 31-49, 51-55, 57-58, 60-65	11
Technical Director Open Date: 10/8/2021 Hire Date: 10/31/2022	1-22, 24-29, 31-41, 43-49, 51-55, 57-58, 60-65	16
Account Executive Open Date: 1/14/2022 Hire Date: 11/7/2022	2-7, 11, 13-14, 17-19, 21, 24-26, 28-29, 33-36, 38, 40-41, 43-49, 52-53, 55-56, 58, 60, 62-65	11
Digital Editor Open Date: 3/1/2022 Hire Date: 6/6/2022	2-7, 10-15, 17-21, 24-29, 33-36, 38-41, 43-45, 47-49, 52-53, 55, 58, 60-65	11
Assistant Creative Services Director Open Date: 3/1/2022 Hire Date: 11/14/2022	2-7, 10-15, 17-19, 21, 23-29, 32-36, 38-41, 43-45, 47-49, 52-53, 55-56, 58, 60-65	11
Editor Open Date: 3/17/2022 Hire Date: 6/6/2022	2-15, 17-22, 24-41, 43-45, 47-56, 58, 60-65	11
Reporter Open Date: 4/20/2022 Hire Date: 8/1/2022	1-15, 17-19, 21-22, 24-41, 43-49, 51-56, 58, 60-65	11
Editor Open Date: 4/21/2022 Hire Date: 6/13/2022	1-15, 17-22, 24-41, 43-49, 51-56, 58, 60-65	20
Photographer Editor Open Date: 4/21/2022 Hire Date: 10/31/2022	1-15, 17-41, 43-49, 51-56, 58, 60-65	11
Producer Open Date: 4/21/2022 Hire Date: 7/5/2022	1-15, 17-19, 21-22, 24-41, 43-49, 51-56, 58, 60-65	11
Technical Director Open Date: 4/21/2022 Hire Date: 6/20/2022	1-7, 9-19, 21-22, 24-29, 31, 33, 35-41, 43-50, 52-56, 58, 60-65	16
Producer Open Date: 4/27/2022 Hire Date: 6/27/2022	2-15, 17-19, 21-29, 32-41, 43-49, 51-56, 58, 60-65	11
Meteorologist Open Date: 5/5/2022 Hire Date: 2/13/2023	1-15, 17-19, 21-31, 33-41, 43-49, 51-56, 58, 60-65	23

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Assignment Editor Open Date: 5/5/2022 Hire Date: 8/4/2022	1-15, 17-22, 24-31, 33-41, 43-49, 51-56, 58, 60-65	20
Producer Open Date: 5/16/2022 Hire Date: 8/15/2022	1-15, 17-19, 21-22, 24-31, 33-41, 43-49, 51-54, 56, 58, 60-65	11
Newscast Director Open Date: 6/21/2022 Hire Date: 11/28/2022	1-10, 12-22, 24-31, 33-41, 43-49, 51-56, 58-65	16
Full Time Production Assistant Open Date: 6/21/2022 Hire Date: 9/12/2022	1-15, 17-19, 21-22, 24-31, 33-41, 43-56, 58-65	11
Assignment Editor Open Date: 6/29/2022 Hire Date: 10/3/2022	1-15, 17-22, 24-29, 33, 35-41, 43-49, 51-56, 58-65	20
Anchor/Reporter Open Date: 7/14/2022 Hire Date: 7/18/2022	1-9, 12-19, 21-22, 24-29, 31, 33-41, 43-49, 51-56, 58-65	16
Newscast Director Open Date: 7/18/2022 Hire Date: 8/8/2022	1-10, 12-19, 21-22, 24-29, 33, 35-41, 43-49, 51-56, 58-65	16
Executive Producer Open Date: 7/18/2022 Hire Date: 10/3/2022	1-10, 12-19, 21-22, 24-29, 33-41, 43-49, 51-56, 58-65	16
Assistant News Director Open Date: 7/29/2022 Hire Date: 11/21/2022	1-9, 11-19, 21-22, 24-31, 34-41, 43-49, 51-56, 58-65	16
Full Time Production Assistant Open Date: 8/8/2022 Hire Date: 9/26/2022	1-9, 11-15, 17-19, 21-22, 24-29, 31, 33-41, 43-49, 51-56, 58-65	11
Reporter Open Date: 8/8/2022 Hire Date: 1/17/2023	1-9, 11-15, 17-19, 21-22, 24-29, 31, 33-41, 43-49, 51-56, 58-65	11
Reporter Open Date: 8/8/2022 Hire Date: 1/16/2023	1-9, 11-19, 21-22, 24-29, 31, 33-41, 43-49, 51-56, 58-65	16
Photographer Editor Open Date: 8/12/2022 Hire Date: 10/31/2022	1-9, 12-15, 17-19, 21-29, 31, 33-41, 43-49, 51-56, 58-65	23
Producer Open Date: 9/21/2022 Hire Date: 1/2/2023	1-9, 11-15, 17-19, 21-22, 24-29, 31, 33-41, 43-49, 51-56, 58-65	11

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Senior Producer (Creative Services) Open Date: 11/2/2022 Hire Date: 12/5/2022	1-9, 11-15, 17-19, 21-22, 24-29, 31, 33-41, 43-49, 51-56, 58-65	11
Technical Director Open Date: 11/7/2022 Hire Date: 12/19/2022	1-9, 12-16, 18-19, 21-22, 24-29, 31, 33-41, 43-56, 58-65	16
Photographer Editor Open Date: 11/14/2022 Hire Date: 1/1/2023	1-19, 21-22, 24-30, 33, 35-41, 43-49, 51-56, 58-65	16
Chief Photographer Open Date: 11/14/2022 Hire Date: 1/9/2023	1-19, 21-30, 33, 35-41, 43-49, 51-56, 58-65	16
Technical Director Open Date: 12/8/2022 Hire Date: 1/30/2023	1-9, 12-16, 18-19, 21-22, 24-29, 31, 33-41, 43-56, 58-65	16
News Editor Open Date: 12/19/2022 Hire Date: 1/30/2023	1-9, 11-15, 18-19, 21-22, 24-29, 31, 33-41, 43-49, 51-56, 58-65	11
Production Assistant Open Date: 12/20/2022 Hire Date: 2/6/2023	1-9, 11-15, 18-19, 21-22, 24-29, 31, 33-41, 43-49, 51-56, 58-65	11
Photographer Editor Open Date: 2/7/2023 Hire Date: 5/15/2023	1-15, 17-22, 24-31, 33, 35-41, 43-49, 51-56, 58-65	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 Graeme Newell 4349 E. Colter Street Phoenix, Arizona 85018 Phone : (602) 954-8373 Url : http://tvspy.com/ Email : gnewell@602tv.graemenewell.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 : daniel@ahcnm.org Daniel Serrano	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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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	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : rrobinson@batestech.edu Roland Robinson	N	0
9	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
10	California State University, Long Beach 1250 Bellflower Boulevard Long Beach, California 90840 Phone : (562) 985-4151 Career Services Manual Posting	N	0
11	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : 704-208-2342 Email : htv.careers@hearst.com HTV Careers	N	87
12	Central New Mexico Community College 525 Buena Vista SE Albuquerque, New Mexico 87106 Phone : 505-224-3077 Rhonda Ross Manual Posting	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Chapman University 342 N. Glassell Orange, California 92866 Phone : (714) 997-6942 Career Services Manual Posting	N	0
14	Clovis Community College 417 Schepps Blvd Clovis, New Mexico 88101 Phone : 575-769-4085 Email : felecia.teneyck@clovis.edu Felecia Ten Eyck	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	13
17	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/ Email : Susan.Larsen@enmu.edu Susan Larsen	N	0
18	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
19	G.I. Forum 625 Gabaldon NW Albuquerque, New Mexico 87104 Phone : 505-247-4910 Email : agifnat@gmail.com Karen Borch	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
20	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 203-328-2691 Url : www.indeed.com Careers Services Manual Posting	N	10
21	Isleta Pueblo PO Box 1270 Isleta, New Mexico 87022 Phone : 505-869-7587 Email : poiemployment@isletapueblo.com Fax : 1-505-869-5796 Stephanie Wilson	N	0
22	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
23	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : 650-387-3600 Career Services Manual Posting	N	7
24	LULAC Council #8100 500 Second Street NW Albuquerque, New Mexico 87102 Phone : 505-243-3787 Email : lulacflorycantotreasurer@gmail.com Fax : 1-505-243-7850 Career Services	N	0
25	Luna Community College 366 Luna Drive Las Vegas, New Mexico 87701 Phone : 505-454-2503 Email : rmaestas@luna.edu Renee Maestas	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	MediaBistro 825 Eighth Avenue, 29th Floor New York, Nebraska 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
27	Missouri School of Journalism 76 Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0373 Email : career@missouri.edu Career Services	N	0
28	Nambe Pueblo 15A NP 102 West Santa Fe, New Mexico 87501 Phone : 505-455-4410 Email : ltgovernor@nambepueblo.org Fax : 1-505-455-2038 Career Services	N	0
29	NATAS/Emmy On-Line P.O. Box 74116 Phoenix, Arizona 85087 Phone : 602-345-1532 Url : http://jobbank.emmyonline.org/ Email : lara.gates@rockymountainemmy.org Lara Gates	N	0
30	National Press Photographers 3200 Croasdaile Dr Ste 306 Durham, North Carolina 27705 Phone : 919-383-7246 Url : http://www.nppa.org/member_services/job_bank/view_Jim_Straight Manual Posting	N	0
31	National Society of Black Engineers 1454 Duke Street Alexandria, Virginia 22314 Phone : 703-549-2207 Url : www.nsbe.org Email : info@nsbe.org Fax : 1-703-683-5312 Placement Director	N	0

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32	New Mexico Broadcasters Association 8014 Menaul Blvd NE Albuquerque, New Mexico 87110 Phone : 505-881-4444 Url : http://www.newmexicobroadcasters.org/NMBAMembers/ Email : suzanstrong@nmba.org Suzan Strong	N	0
33	New Mexico Highlands University Campus/Mass Communications Box 9000 Las Vegas, New Mexico 87701 Phone : 505-425-7511 Career Services Manual Posting	N	0
34	New Mexico Institute of Mining & Technology 801 Leroy Pl. Socorro, New Mexico 87801 Phone : 575-835-5022 Career Services Manual Posting	N	0
35	New Mexico State University 1780 E University Ave Las Cruces, New Mexico 88003 Phone : 505-646-2006 P Ment Manual Posting	N	0
36	New Mexico Workforce Connection 301 Piedra Lisa Bernalillo, New Mexico 87004 Phone : 505-771-2160 x223 Career Services Manual Posting	Y	0
37	Northwestern University 633 Clark Street Evanston, Illinois 60208 Phone : 847-491-3741 Dianne Siekmann Manual Posting	N	0

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38	Ohkay Owingeh PO Box 1099 Ohkay Owingeh, New Mexico 87566 Phone : (505)852-4400 Email : info@ohkay.org Career Services	N	0
39	Pepperdine University 24255 Pacific Coast Highway Malibu, California 90263 Phone : 310.506.4000 Career Services Manual Posting	N	0
40	Picuris Pueblo PO Box 127 Penasco, New Mexico 87553 Phone : 575-587-2519 Email : tribalsecretary@picurispueblo.org Career Services	N	0
41	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
42	Pueblo of Laguna PO Box 207 Laguna, New Mexico 87026 Phone : 505-552-9675 Email : POEmployment@lagunapueblo-nsc.com Fax : 1-505-552-6941 Kathleen Smith	N	0
43	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

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44	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
45	San Felipe Pueblo PO Box 4339 San Felipe, New Mexico 87001 Phone : 505-867-3381 Email : info@sfpueblo.com Career Services	N	0
46	San Ildefonso Pueblo Route 5, Box 315A Santa Fe, New Mexico 87501 Phone : 505-455-4112 Email : receptionist@sanipueblo.org Fax : 1-505-455-7351 Linda Abeyta	N	0
47	Santa Clara Pueblo PO Box 580 Española, New Mexico 87532 Phone : 505-753-7330 Email : governor@santaclarapueblo.org Fax : 1-505-753-7330 Career Services	N	0
48	Santo Domingo Tribe Santo Domingo Pueblo PO Box 99 Santo Domingo, New Mexico 87052 Phone : 505-465-2214 x 213 Email : SDTHumanResources@kewa-nsn.us Fax : 1-505-465-2688 Career Services	N	0
49	Scripps University of Ohio 106 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2591 Email : foxr1@ohio.edu Becky Fox	N	0

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50	Society of Broadcast Engineers 9102 North Meridian St. Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Scott Jones Manual Posting	N	0
51	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
52	Southern Methodist University 3140 Dyer Street, Suite 200 Dallas, Texas 75205 Phone : 214.768.2266 Career Services Manual Posting	N	0
53	St. Johns College 1160 Camino Cruz Blanca Santa Fe, New Mexico 87505 Phone : 505-984-6067 Career Services Manual Posting	N	0
54	Syracuse University 900 South Crouse Ave Suite 344 Syracuse, New York 13244 Phone : 315-443-1941 Don Edwards Manual Posting	N	0
55	Taos Pueblo PO Box 1846 Taos, New Mexico 87571 Phone : 505-758-8626 Email : ptrujillo@taospueblo.com Patricia Trujillo	N	0

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56	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 877-988-9808 Url : http://www.tvjobs.com/postjobs Mark Holloway Manual Posting	N	0
57	TVB 120 Wall St, 15th Floor New York, New York 10005 Phone : 212-935-5631 Email : hvt.careers@hearst.com Career Services	N	0
58	University of Colorado - Boulder 2010 Willard Loop Dr Boulder, Colorado 80309 Phone : 303-492-5480 Christine Mahoney Manual Posting	Y	0
59	University of Michigan 515 E Jefferson St Ann Arbor, Michigan 48109 Career Center Manual Posting	N	0
60	University of Nevada - Las Vegas 4505 S Maryland Parkway Las Vegas, Nevada Phone : 702-895-3495 Career Services Manual Posting	N	0
61	University of Nevada - Reno 1664 N. Virginia Street Reno, Nevada 89557 Phone : (775) 682-7114 Career Services Manual Posting	N	0
62	University of New Mexico Mesa Vista Hall North Albuquerque, New Mexico 87131 Phone : 505-277-5644 Career Services Manual Posting	N	0

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63	University of North Texas 1167 Union Circle Denton, Texas 76203 Phone : (940) 565-2105 Career Services Manual Posting	N	0
64	University of Texas 110 Inner Campus Drive Austin, Texas 78705 Phone : 512-471-2425 Career Services Manual Posting	N	0
65	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			118

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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	6/1/2022	Establishment of an intern program designed to assist members of the community	Summer 2022: KOAT welcomed an Emma Bowen Foundation Fellow to join their News department for 8 weeks. As an HTV Emma Bowen Fellow, the Fellow learned how a television station operates and contributed to the operation. The Emma Bowen Foundation program provides a multi-year internship to students of color at media companies where they gain significant on the job training in their field. Students are placed in all areas of the industry and focus on 3 programming tracks - Business of Media (Sales, Public Relations, Marketing, and Human Services); Content of Media (News Production, Broadcast Journalism, and Print Journalism); and Innovation of Media (Engineering, Software Development, Digital).	1	General Manager News Director Business Manager Operations Manager
2	10/20/2022	Participation in events or programs sponsored by educational institutions	Eastern New Mexico University: KOAT employees assisted college students, interested in broadcast journalism, on how to present, prepare and produce a live newscast.	4	Director of Engineering News Operations Manager Executive Producer Anchor

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3	11/28/2022	Provision of training to management	Hearst's Director of Veteran Recruiting visited the station to discuss Hearst's Veteran Recruiting Program, also known as "Operation Transition." This program provides training to hiring managers relating to the hiring of U.S. Armed Forces veterans. Topics covered in the session included: the impact of COVID-19 on veterans and veteran recruitment; how to evaluate the past employment and duties of armed services personnel and the "transferability" or applicability of those skills and qualifications to various broadcast careers; the process for identifying, interviewing, and attracting qualified candidates from the armed services pool; common values shared among military veterans and the culture of Hearst stations; ensuring non-discrimination in the consideration and hiring of veterans and periodic leave status; and common misconceptions about veteran employment. The training session also highlighted examples of the many contributions to the company made by existing veteran employees.	4	General Manager News Director Director of Engineering Creative Services Director
4	2/1/2023	Participation in events sponsored by organizations representing the community	University of Southern California: KOAT's President and General Manager, participated in a virtual meeting with college students regarding a profession in broadcast journalism.	1	President and General Manager
5	2/8/2023	Establishment of training programs for station personnel	An attorney conducted a legal seminar to all newsroom personnel. Employees were encouraged to ask questions regarding reporting fair and balanced news stories from a legal perspective. 40 newsroom employees attended the legal seminar.	40	News Director Assistant News Director News Operations Manager President and General Manager
6	3/15/2023	Participation in Job Fairs	La Cueva High School Career Fair: KOAT's Business Manager and various other employees recruited, and interviewed potential candidates interested in journalism careers.	4	Business Manager Assignment Manager Anchor Anchor

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7	3/20/2023	Establishment of training programs for station personnel	The Harvard Leadership Development Program is designed to train and develop hand selected managers and potential leaders for future career advancement and leadership roles within Hearst Television. This development program is a comprehensive 10-week training with defined training program topics and follow up coursework. Training program objectives are tracked by the human resources team and reported to corporate management. After successful completion of the Harvard Leadership Development Program, the participants will have the skills/experience necessary to qualify for career advancement and leadership roles.	2	Assistant Chief Engineer Assistant Creative Services Director
8	3/21/2023	Participation in events or programs sponsored by educational institutions	University of North Texas: KOAT's Business Manager, recruited and interviewed potential candidates interested in journalism careers.	1	Business Manager
9	4/20/2023	Participation in events or programs sponsored by educational institutions	Colorado State University: KOAT employees assisted college students, interested in broadcast journalism, on how to present, prepare and produce a live newscast.	4	Creative Services Director News Operations Manager Anchor Executive Producer