

KOAT-TV

EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

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
Executive Producer Open Date: 12/2/2015 Hire Date: 3/27/2017	1-2, 4, 6-11, 14-18, 20, 22-25, 27-29, 31, 33-37, 40-49, 51-52, 55-57, 60-61, 63, 66-67, 69, 71-77	14
Digital Media Manager Open Date: 3/3/2016 Hire Date: 6/13/2016	2, 4, 6-11, 14-20, 22-23, 25, 27-29, 32- 34, 36-37, 39-49, 51-54, 58-67, 69, 71- 72, 74-78	28
Photographer/Editor Open Date: 3/22/2016 Hire Date: 9/26/2016	1-2, 4, 6-10, 12, 14-18, 20, 22-25, 27, 29-35, 37, 39-42, 44-49, 55-57, 60-63, 66-67, 69, 72, 74-77	32
Account Executive Open Date: 4/12/2016 Hire Date: 6/20/2016	1-2, 4, 6-7, 9, 14-17, 19-20, 22-23, 25, 27, 29, 31, 33-34, 37, 39-49, 51-66, 71- 72, 74-78	14
News Producer Open Date: 4/28/2016 Hire Date: 8/15/2016	2, 4, 6-11, 14-18, 20, 22-23, 25, 27-29, 31-37, 39-53, 55-57, 59-61, 63, 66-67, 69, 71-72, 74-78	32
News Producer Open Date: 4/28/2016 Hire Date: 6/13/2016	2, 4-11, 14-18, 20, 22-23, 25, 27, 29, 31 -37, 39-49, 51-53, 55-57, 60-61, 65-67, 69, 71-72, 74-78	14
Local Sales Manager Open Date: 4/29/2016 Hire Date: 8/1/2016	1-2, 4, 6-8, 14-20, 22-25, 27-29, 31-34, 40-42, 44-49, 51, 55-57, 60-61, 63, 66, 71-77	19
Production Assistant Open Date: 5/3/2016 Hire Date: 6/12/2016	2, 4, 6-7, 9-10, 14-17, 19-20, 22-23, 25, 27, 29, 31, 33-34, 39-49, 51-57, 59-61, 63, 66, 69, 71-72, 74-78	19
Nightside Executive Producer Open Date: 5/3/2016 Hire Date: 3/30/2017	2, 4-11, 14-18, 20, 22-25, 27, 29, 31- 37, 39-49, 51-57, 60-61, 63, 66-67, 69, 71-72, 74-78	24
Newscast Director Open Date: 5/19/2016 Hire Date: 7/3/2016	1-2, 4-5, 7, 9-10, 14-16, 19-20, 22-23, 25, 27-29, 33-34, 39-49, 51-52, 55, 57, 60-66, 69, 71-72, 74-78	19
Local Sales Assistant Open Date: 5/26/2016 Hire Date: 6/30/2016	1-2, 4-5, 7, 9-10, 14-16, 20, 22-25, 27- 29, 32-34, 39-49, 51-52, 60-61, 64-66, 69, 71-72, 74-78	5
Multimedia Journalist Open Date: 5/26/2016 Hire Date: 8/2/2016	2, 4-5, 7-11, 14-16, 18, 20, 22-23, 25, 27, 29, 33-37, 39-42, 44-49, 51-52, 60- 63, 65-67, 69, 71-72, 74-78	74
Production Assistant Open Date: 6/2/2016 Hire Date: 6/27/2016	2, 4, 7, 9-10, 14-16, 19-20, 22-23, 25, 27, 29, 31-34, 39-49, 51-52, 60-61, 64- 66, 69, 71-72, 74-78	14
Reporter Open Date: 6/9/2016 Hire Date: 9/26/2016	2, 4, 7-11, 14-18, 20, 22-23, 25, 27, 29, 31, 33-37, 39-52, 60-61, 63-67, 69, 71- 72, 74-78	74

KOAT-TV

EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
National Sales Manager Open Date: 6/21/2016 Hire Date: 9/19/2016	1-2, 4, 7, 9-10, 14-17, 19-20, 22-23, 25, 27, 29, 31, 33-34, 39-42, 44-49, 51-52, 60-61, 64-65, 69-72, 74-78	19
News Producer Open Date: 7/5/2016 Hire Date: 8/29/2016	2, 4, 7-11, 14-20, 22-23, 25, 27, 29, 31, 33-37, 39-49, 51-52, 60-65, 67, 69, 71-72, 74-78	19
Technical Director/Master Control Operator Open Date: 7/6/2016 Hire Date: 8/28/2016	2, 4, 7, 9-10, 14-17, 19-20, 22-25, 27-29, 31, 33-34, 39-49, 51-52, 60-61, 64-65, 68-69, 71-72, 74-78	19
Assistant Creative Services Director Open Date: 7/14/2016 Hire Date: 12/5/2016	2, 4-5, 7, 9-10, 14-17, 20-23, 25, 27-29, 31-34, 39-49, 51-52, 59-61, 64-66, 69, 71-78	21
Traffic Sales Assistant Open Date: 7/14/2016 Hire Date: 8/15/2016	2, 4-5, 7, 9-10, 14-17, 20, 22-25, 27, 29, 31, 33-34, 39-49, 51-52, 60-66, 69, 71-78	24
Reporter Open Date: 7/19/2016 Hire Date: 10/17/2016	2, 4, 7-11, 14-18, 20, 22-23, 25, 27, 29, 31, 33-37, 39-49, 51-52, 60-61, 64-65, 67, 69, 71-72, 74-78	14
Anchor/Reporter Open Date: 7/19/2016 Hire Date: 5/10/2017	2, 4, 7-11, 13-20, 22-25, 27-29, 31, 33-49, 51-52, 60-61, 67, 69, 71-72, 74-78	74
Traffic Sales Assistant Open Date: 8/16/2016 Hire Date: 9/1/2016	1-2, 4, 7, 9-10, 14-17, 20, 22-23, 25, 27-29, 33-34, 39-54, 60-61, 67, 71-72, 74-78	50
Production Assistant Open Date: 8/24/2016 Hire Date: 9/27/2016	2, 4, 7, 9-10, 13-17, 20, 22-23, 25, 27, 29, 33-34, 40-49, 51-52, 60-62, 67, 71-78	14
Photographer/Editor Open Date: 10/6/2016 Hire Date: 12/12/2016	2-4, 7-9, 12, 14-18, 20, 22-23, 25, 27-30, 33-35, 37, 40-42, 44-49, 55-57, 60-61, 63, 66-67, 69, 71-72, 74-75, 77	28
Photographer/Editor Open Date: 10/17/2016 Hire Date: 12/27/2016	2-4, 7, 9-10, 14-17, 20, 22-23, 25, 27-29, 33-35, 39-49, 51-52, 60-61, 63, 66, 71-72, 74-78	28
Reporter Open Date: 10/24/2016 Hire Date: 4/17/2017	3-4, 7-11, 14-16, 18-20, 22-23, 25-27, 29, 34-37, 39-49, 51, 60-61, 67, 69, 71-72, 74-78	14
Assignment Editor Open Date: 10/24/2016 Hire Date: 12/27/2016	2-4, 7-11, 14-18, 20, 22-23, 25, 27, 29-30, 33-37, 39-49, 51-52, 60-61, 67, 69, 71-72, 74-78	14
Photographer/Editor Open Date: 12/28/2016 Hire Date: 3/27/2017	2-4, 7-11, 14-18, 20, 22-25, 27-29, 33-37, 39-49, 51-52, 57, 60-61, 63, 66, 71-72, 74-78	24

KOAT-TV EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Producer Open Date: 2/9/2017 Hire Date: 3/31/2017	2-4, 7-11, 14-18, 20, 22-23, 25, 27, 29, 33-37, 39-49, 51-52, 55-57, 60-61, 63- 67, 69, 71-78	14
Production Assistant Open Date: 2/16/2017 Hire Date: 3/1/2017	2-4, 7, 9-10, 14-17, 19-20, 22-25, 27- 29, 33-34, 40-49, 51-52, 55-57, 60-63, 66, 71-72, 74-78	19
News Editor Open Date: 2/16/2017 Hire Date: 3/3/2017	2-4, 7-11, 14-20, 22-23, 25, 27-29, 33- 37, 39-49, 52, 55-57, 60-61, 63, 66-67, 69, 71, 74-78	19
RF Engineer Open Date: 3/16/2017 Hire Date: 4/28/2017	2-4, 7, 9-10, 14-17, 20, 22-23, 25, 27- 29, 33-34, 39-49, 51-52, 59-66, 68, 71- 72, 74-78	28
General Sales Manager Open Date: 4/20/2017 Hire Date: 5/22/2017	1-4, 7, 9-10, 14-17, 19-20, 22-23, 25, 27, 29, 33-34, 40-49, 51-52, 55-57, 60- 61, 63, 66, 71-72, 74-78	19

KOAT-TV
EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

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	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 Rebecca Sanchez Manual Posting	N	0
4	Albuquerque Indian Center 105 Texas SE Cochiti Pueblo Albuquerque, New Mexico 87108 Phone : 505-268-1751 Email : bsuina@yahoo.com Bernard Suina	N	0
5	Albuquerque Journal 7777 Jefferson Street NE Albuquerque, New Mexico 87109 Phone : 505-823-7861 Url : http://www.abqjournal.com/ Yvonne Hults Manual Posting	N	2
6	All Indian Pueblo Cultural Center 2401 12th Street NW Albuquerque, New Mexico 87102 Phone : 505-843-7270 Fax : 1-505-842-6959 Career Services	N	0

KOAT-TV
EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

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
7	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
8	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
9	Asian American Journalist Association 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Marcia Santillan Manual Posting	N	1
10	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@bates.etc.edu Ken Witkoe	N	0
11	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
12	Broadcasting and Cable 275 Washington Street 4th floor Newton, Massachusetts 02458 Phone : (617) 558-4481 Email : nandrews@chaners.com Fax : 1-888-560-4274 Neil Andrews	N	2

KOAT-TV
EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

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
13	CareerBuilder.com 200 N. LaSalle St Chicago, Illinois 60601 Phone : (773) 527-3600 Career Services Manual Posting	N	2
14	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Email : htv.careers@hearst.com HTV Careers	N	59
15	Central New Mexico Community College 525 Buena Vista SE Albuquerque, New Mexico 87106 Phone : 505-224-3077 Rhonda Ross Manual Posting	N	0
16	Clovis Community College 417 Schepps Blvd Clovis, New Mexico 88101 Phone : 575-769-4085 Email : felecia.teneyck@clovis.edu Felecia Ten Eyck	N	0
17	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
18	Columbia University 2950 Broadway, Rm 201E New York, New York 10027 Phone : 212-854-9198 Julie Hartenstein Manual Posting	N	0
19	Current Employee	N	17

KOAT-TV
EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

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
20	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 : 1-505-843-1991 Armenella Vinson	N	0
21	Dolan Media Management 3 North Court St Frederick, Maryland 21701 Phone : 301-668-1511 Url : http://www.smartrecruit.com/ Tom Dolan Manual Posting	N	1
22	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 : Career.Services@enmu.edu Fax : 1-575-562-2215 Nikki Bonner	N	0
23	Eastern New Mexico-Broadcast Department 1500 S Ave K Portales, New Mexico 88130 Phone : 575-561-2112 Email : Sean.Moore@enmu.edu Sean Moore	Y	0
24	Employee Referral	N	12
25	Equality Magazines 13351 Riverside Dr #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Url : http://www.equalitymagazines.com/index.php Jeff Palmatier Manual Posting	N	0
26	Former Employee	N	1

KOAT-TV
EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

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
27	G.I. Forum 625 Gabaldon NW Albuquerque, New Mexico 87104 Phone : 505-247-4910 Email : agifnat@gmail.com Karen Borch	N	0
28	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : . Url : www.indeed.com Careers Services Manual Posting	N	20
29	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
30	JournalismJobs.com P.O. Box 7294 Berkeley, California 94707 Phone : 510-524-2007 Url : www.journalismjobs.com Contact Contact Manual Posting	N	3
31	Kirtland Air Force Base 1451 4th Street SE Kirtland AFB, New Mexico 87116 Phone : 505-853-1714 Email : diane.keays@kirtland.af.mil Diane Keays	N	0
32	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : 650-387-3600 Career Services Manual Posting	N	9

KOAT-TV
EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

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
33	LULAC National 500 Second Street NW Albuquerque, New Mexico 87102 Phone : 505-243-3787 Fax : 1-505-243-7850 Career Services	N	0
34	Luna Community College 366 Luna Drive Las Vegas, New Mexico 87701 Phone : 505-454-2503 Email : cachavez@luna.edu Carolyn Chaves	N	0
35	Media Line Box 51909 Pacific Grove, California 93950 Phone : 831-648-5200 Email : medialine@medialine.com Career Services	N	0
36	Medill School of Journalism Northwestern University 1845 Sheridan Rd 107 Evanston, Illinois 60208 Phone : 847-467-7393 Url : https://medill-northwestern-csm.symplicity.com/emp Loraine Hasebe Manual Posting	N	0
37	Missouri School of Journalism 76 Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0373 Email : mujourcareerservices@missouri.edu Career Services	N	0
38	N. S. Beinstock, Inc. 250 West 57th Street Suite 333 New York, New York 10107 Phone : 212-765-3040 .. Manual Posting	N	2
39	Nambe Pueblo Gov's Office Route1, Box 117-BB Santa Fe, New Mexico 87501 Phone : 505-455-0142 Career Services Manual Posting	N	0

KOAT-TV
EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

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
40	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
41	National Association of Hispanic Journalists California Chicano News Media Jobs 300 S. Grand Ave, Suite 3950 Los Angeles, California 90071 Phone : 213-437-4408 Url : nahj.org Recruiter . Manual Posting	N	1
42	National Indian Youth Council, Inc. 318 Elm Street SE Albuquerque, New Mexico 87102 Phone : 505-247-2251 Fax : 1-505-247-4251 Norman Ration	N	0
43	National Society of Black Engineers 1454 Duke Street Alexandria, Virginia 22314 Phone : (703) 549-2207 Url : www.nsbe.org Email : info@nsbe.org Fax : (703) 683-5312 Director of Placement	N	0
44	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	4
45	New Mexico Career Services Institute of Mining & Technology 801 Leroy Pl. Socorro, New Mexico 87801 Email : careerservices@admin.nmt.edu Career Services	N	0

KOAT-TV
EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

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
46	New Mexico Highlands University Campus/Mass Communications Box 9000 Las Vegas, New Mexico 87701 Phone : 505-425-7511 Email : maxinesalas@nmhu.edu Maxine Salas	N	0
47	New Mexico Junior College 5317 Lovington Hwy Hobbs, New Mexico 88240 Phone : 575-392-4510 Email : rturner@nmjc.edu R. Turner	N	0
48	New Mexico State University 1780 E University Ave Las Cruces, New Mexico 88003 Phone : 505-646-2006 P Ment Manual Posting	N	0
49	New Mexico Workforce Connection 661 Quantum Rd Rio Rancho, New Mexico 87124 Phone : 505-771-2160 x223 Email : lorraine.ruggles@state.nm.us Fax : 1-505-771-2541 Lorraine Ruggles	Y	1
50	Non-Employee Referral	N	3
51	Northwestern University 633 Clark Street Evanston, Illinois 60208 Phone : 847-491-3741 Dianne Siekmann Manual Posting	N	0
52	NWT Group 2110 Elmwood Bryan, Texas 77802 Phone : 817-987-3600 Fax : 1-888-374-7907 ..	N	0

KOAT-TV
EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

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
53	Picuris Pueblo PO Box 127 Penasco, New Mexico 87553 Phone : 575-587-2519 Career Services Manual Posting	N	0
54	Pojoaque Pueblo 39 Camino Del Rincol #3 Santa Fe, New Mexico 87506-8718 Phone : 505-819-2276 Career Services Manual Posting	N	0
55	Pueblo of Acoma PO Box 348 Acoma, New Mexico 87034 Phone : 505-552-6728 Fax : 1-505-552-6771 Career Services	N	0
56	Pueblo of Cochiti PO Box 70 Cochiti Pueblo, New Mexico 87072 Phone : 505-465-1135 Fax : 1-505-465-1135 Naomi Chavez	N	0
57	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
58	Pueblo of Sandia 481 Sandia Loop Bernalillo, New Mexico 87004 Phone : 505-996-7600 Career Services Manual Posting	N	0
59	Pueblo of Zia 135 Capital Square Drive Zia Pueblo, New Mexico 87053-6013 Phone : 505-867-3304 Career Services Manual Posting	N	0

KOAT-TV
EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

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
60	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
61	Roswell Workforce 108 East Bland Street Roswell, New Mexico 88203 Phone : 575-624-6040 Fax : 1-575-627-5822 Career Services	N	0
62	San Felipe Pueblo PO Box 4339 San Felipe, New Mexico 87001 Phone : 505-867-3381 Career Services Manual Posting	N	0
63	San Ildefonso Pueblo Route 5, Box 315A Santa Fe, New Mexico 87501 Phone : 505-455-4112 Email : labeyta@sanipueblo.org Linda Abeyta	N	0
64	San Juan Pueblo PO Box 1099 San Juan, New Mexico 87566 Phone : 505-852-4400 Career Services Manual Posting	N	0
65	Santa Clara Pueblo PO Box 580 Española, New Mexico 87532 Phone : 505-753-7330 Career Services Manual Posting	N	0
66	Santo Domingo Tribe Santo Domingo Pueblo PO Box 99 Santo Domingo, New Mexico 87052 Phone : 505-465-2214 x 213 Email : nmjc_sf@yahoo.com Fax : 1-505-465-2688 Career Services	N	0

KOAT-TV
EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

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
67	Scripps University of Ohio 106 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2591 Email : foxr1@ohio.edu Becky Fox	N	0
68	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
69	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
70	Spots N Dots 137 Oakdale Road Johnson City, New York 13790 Phone : 888-884-2630 Url : http://www.spotsndots.com/ Emily McKay Manual Posting	N	1
71	St. Johns College 1160 Camino Cruz Blanca Santa Fe, New Mexico 87505 Phone : 505-984-6067 Career Services Manual Posting	N	0
72	Syracuse University 900 South Crouse Ave Suite 344 Syracuse, New York 13244 Phone : 315-443-1941 Don Edwards Manual Posting	N	0

KOAT-TV
EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

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
73	Taos Pueblo PO Box 1846 Taos, New Mexico 87571 Phone : 505-758-8626 Email : dtrujillo@taospueblo.com D. Trujillo	N	0
74	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 877-988-9808 Url : http://www.tvjobs.com/postjobs Mark Holloway Manual Posting	N	7
75	TVB 120 Wall St, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	1
76	University of Colorado Boulder 1511 University Ave. 478 UCBU Colorado University Journalism and Mass Comm. Boulder, Colorado 80309-0478 Phone : 303-492-5007 Email : Christine.Mahoney@Colorado.edu Christine Mahoney	N	0
77	University of New Mexico Mesa Vista Hall North Albuquerque, New Mexico 87131 Phone : 505-277-5644 Career Services Manual Posting	N	0
78	US Jobs 9002 N. Purdue Road, Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Recruiter . Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			149

KOAT-TV

EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	7/10/2016	Participation in events sponsored by community groups	Our meteorologist taught a class with teens ages 13-18 at a sanctioned Balloon Federation of America camp called the Rio Grande Balloon Camp. He taught students about weather patterns and the importance of meteorology and incorporated how to pursue a career in broadcast and meteorology.	1	Meteorologist
2	8/8/2016	Establishment of an intern program designed to assist members of the community	KOAT works with students at the various universities to provide an internship program allowing students to gain experience in broadcasting which counts towards their class credit. We had two interns over the summer of 2016. We provide training on producing, reporting, meteorology, digital aspects of broadcasting, and handling the assignment desk, depending on the students career interests.	1	Assignment Editor
3	10/18/2016	Participation in events or programs sponsored by educational institutions	Our meteorologist participated in Comanche Elementary's STEM day to promote careers in broadcast and meteorology.	1	Meteorologist
4	10/20/2016	Provision of training to management	Our Director of Engineering attended, in person, a training session in Omaha, Nebraska, held by the station's corporate parent. At the session, Hearst's Director of Veteran Recruiting provided training relating to the hiring of US Armed Forces veterans. Among the topics covered in the training session were: how to evaluate the past employment and duties of armed services personnel and the "transferability" or applicability of those skills and qualifications to a broadcast/newsgathering/digital business.	1	Director of Engineering
5	1/12/2017	Participation in events or programs sponsored by educational institutions	Our Meteorologist presented to students at The Montessori Middle School explaining meteorology and how it is interrelated to broadcasting. He encouraged the students to pursue careers in broadcasting.	1	Meteorologist

KOAT-TV

EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	2/8/2017	Participation in events or programs sponsored by educational institutions	Our Chief Meteorologist presented to 125 fourth grade students at Sunset View Elementary School. He covered topics such as the tools a meteorologist uses, weather patterns and predicting the weather and encouraged them in the fields of meteorology and broadcasting. He demonstrated in class ways he uses technology to present the weather.	1	Chief Meteorologist
7	2/10/2017	Participation in events or programs sponsored by educational institutions	Our Director of Engineering participated in the Central New Mexico Community College career day in conjunction with the New Mexico Broadcasters Association to highlight careers in the broadcast technical field. He provided the students with information on our industry and related them to the technical education and degree programs offered at CNM.	1	Director of Engineering
8	4/25/2017	Provision of training to management	Hearst's Director of Veteran Recruiting visited the station on April 25, 2017 to provide training relating to the hiring of US Armed Forces veterans. The station's hiring managers and all Department Heads attended, in person, the training session at the KOAT-TV facility in Albuquerque, New Mexico. Among the topics covered in the training session were: how to evaluate the past employment and duties of armed services personnel and the "transferability" or applicability of those skills and qualifications to a broadcast/newsgathering/digital business; the process and "pipeline" for identifying, interviewing, and attracting qualified candidates from the Armed Services pool; ensuring non-discrimination in the consideration and hiring of veterans and periodic leave status; and common misconceptions about veteran employment.	13	Creative Services Director Program Director Local Sales Manager General Manager

KOAT-TV
EEO PUBLIC FILE REPORT
June 1, 2016 - May 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	5/3/2017	Participation in events or programs sponsored by educational institutions	Our Meteorologist gave a presentation at Comanche Elementary to fourth grade students about the weather and meteorology. Further developing their understanding of the science of meteorology as well as how it relates to a career in broadcasting.	1	Meteorologist