

KOAT-TV

EEO PUBLIC FILE REPORT

June 1, 2019 - May 31, 2020

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 Open Date: 2/25/2019 Hire Date: 11/11/2019	2-9, 12-16, 18-20, 22, 25-44, 46-47, 51-53, 56-59, 62-63, 66-73, 75-76	26
Producer Open Date: 4/12/2019 Hire Date: 7/8/2019	2-10, 12-16, 18-22, 25, 27-28, 30-44, 46-47, 49-51, 53-63, 66-73, 75	21
Digital Editor Open Date: 4/12/2019 Hire Date: 6/10/2019	1-9, 12-20, 22, 25-44, 46-47, 49-63, 66-73, 75	17
Executive Producer Open Date: 4/17/2019 Hire Date: 9/16/2019	2-9, 12-16, 18-20, 22, 25, 27-28, 30-44, 46-47, 49-63, 66-73, 75	12
Technical Director Open Date: 4/19/2019 Hire Date: 7/8/2019	2-9, 12-22, 25-28, 30-44, 46-47, 49-63, 65-73, 75	17
Account Executive Open Date: 4/19/2019 Hire Date: 10/1/2019	1-9, 12-14, 16, 18-22, 25, 27-28, 30-44, 46-47, 49-63, 66-73, 75	21
Business Manager Open Date: 4/24/2019 Hire Date: 6/16/2019	2-3, 5-8, 12-20, 22, 25, 27-28, 30-32, 35-44, 46-47, 49-51, 53-63, 67-73, 75	17
Production Assistant Open Date: 5/8/2019 Hire Date: 7/15/2019	2-3, 5-9, 12-14, 16, 19-22, 25, 27-28, 30-37, 39-44, 46-63, 66-73, 75	12
Creative Services Director Open Date: 5/13/2019 Hire Date: 8/19/2019	1-3, 5-9, 12-17, 19-22, 25, 27-28, 31-44, 46-63, 66-73, 75	17
Editor Open Date: 7/10/2019 Hire Date: 8/2/2019	1-3, 5-9, 12-16, 19-20, 22, 25-28, 30-37, 39-44, 46-63, 66-75	12
News Producer Open Date: 7/10/2019 Hire Date: 2/17/2020	2-3, 5-9, 12-16, 19-22, 25-37, 39-44, 46-63, 66-75	29
Producer Open Date: 7/18/2019 Hire Date: 2/3/2020	1-3, 5-7, 9, 12-16, 19-22, 25, 27-37, 39-44, 46-63, 66-75	29
Assignment Editor Open Date: 7/22/2019 Hire Date: 9/30/2019	1-3, 5-7, 9, 12-16, 19-22, 25, 27-28, 30-37, 39-44, 46-63, 66-75	21
Production Assistant Open Date: 7/22/2019 Hire Date: 7/22/2019	2-3, 5-7, 9, 12-17, 19-20, 22, 25, 27-28, 30-44, 46-63, 66-75	17

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Newscast Director Open Date: 8/14/2019 Hire Date: 9/30/2019	2-3, 5-7, 9, 12-17, 19-20, 22, 25-28, 30-44, 46-48, 51-53, 56-59, 63, 66-75	17
Assistant Creative Services Director Open Date: 9/10/2019 Hire Date: 3/9/2020	1-3, 5-7, 9, 12-17, 19-20, 22, 24-25, 27-28, 30-37, 39-44, 46-48, 51-52, 56-63, 66-75	24
Producer Open Date: 9/13/2019 Hire Date: 1/21/2020	1-3, 5-7, 9, 12-16, 19-20, 22, 25, 27-37, 39-44, 46-50, 53, 56-57, 59, 62-63, 66-75	29
Local Sales Manager Open Date: 9/16/2019 Hire Date: 12/1/2019	1-3, 5-7, 9, 12-14, 16-17, 19-20, 22, 25, 27-28, 30-37, 39-44, 46-63, 66-75	17
Client Service Specialist Open Date: 9/16/2019 Hire Date: 10/28/2019	1-3, 5-7, 9, 12-16, 19-20, 22, 25, 27-28, 30-37, 39-44, 46-62, 66-75	12
Assignment Editor Open Date: 9/24/2019 Hire Date: 12/2/2019	2-3, 5-9, 12-16, 19-20, 22, 25, 27-28, 30-37, 39-44, 46-62, 66-75	12
Account Executive Open Date: 9/26/2019 Hire Date: 12/31/2019	1-3, 5-9, 12-16, 19-20, 22, 25, 27-37, 39-63, 66-75	29
Technical Director Open Date: 10/31/2019 Hire Date: 12/30/2019	2-9, 12-22, 25, 27-28, 30-36, 38-44, 46-63, 65-74	21
Technical Director Open Date: 10/31/2019 Hire Date: 11/25/2019	2-7, 9, 12-20, 22, 25, 27-28, 30-32, 35-44, 46-47, 51-53, 56-59, 62-63, 66-74	17
Photographer Editor Open Date: 11/25/2019 Hire Date: 3/9/2020	3, 5-9, 12-16, 19-22, 25, 27-28, 30-36, 38-44, 46-47, 50-51, 53, 56-57, 59-63, 66-75	21
News Editor Open Date: 11/25/2019 Hire Date: 3/20/2020	1, 3, 5-9, 12-16, 19-20, 22, 25, 27-28, 30-36, 38-44, 46-47, 51-53, 56-63, 66-75	12
Production Assistant Open Date: 12/12/2019 Hire Date: 1/20/2020	2-3, 5-9, 12-17, 19-20, 22, 25-28, 30-36, 38-44, 46-47, 49-63, 65-75	17
Account Executive Open Date: 12/12/2019 Hire Date: 2/17/2020	1-3, 5-9, 11-16, 19-20, 22, 25, 27-28, 30-36, 38-44, 46-47, 49-63, 66-75	12
Ad Operations Assistant Open Date: 12/12/2019 Hire Date: 2/24/2020	1-3, 5-9, 11-17, 19-22, 25, 27-28, 30-36, 38-44, 46-47, 49-63, 66-75	17

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Maintenance Technician Open Date: 1/3/2020 Hire Date: 2/12/2020	2-3, 5-9, 12-16, 19-20, 22-23, 25, 27-28, 30-36, 38-44, 46-47, 49-63, 66-73, 75	23
Executive Assistant to the General Manager Open Date: 1/3/2020 Hire Date: 3/9/2020	2-3, 5-9, 12-16, 19-20, 22, 25-36, 39-44, 46-47, 49-64, 66-73, 75	44
Production Assistant Open Date: 1/21/2020 Hire Date: 2/10/2020	2-3, 5-9, 12-17, 19-20, 22, 25-28, 30-36, 38-44, 46-63, 65-75	17
Production Assistant Open Date: 1/27/2020 Hire Date: 2/24/2020	2-3, 5-9, 12-16, 19-20, 22, 25-36, 38-44, 46-63, 65-75	26
News Producer Open Date: 2/10/2020 Hire Date: 3/30/2020	2-9, 12-16, 18-23, 25-28, 30-36, 39-44, 46-51, 53-63, 66-75	21

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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 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-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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Asian American Journalists Association 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Marcia Santillan Manual Posting	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	Career Fair	N	1
11	CareerBuilder.com 200 N. LaSalle St Chicago, Illinois 60601 Phone : (773) 527-3600 Career Services Manual Posting	N	2
12	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Email : htv.careers@hearst.com HTV Careers	N	49
13	Central New Mexico Community College 525 Buena Vista SE Albuquerque, New Mexico 87106 Phone : 505-224-3077 Rhonda Ross 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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	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
16	Columbia University 2950 Broadway, Rm 201E New York, New York 10027 Phone : 212-854-9198 Julie Hartenstein Manual Posting	N	0
17	Current Employee	N	15
18	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 Armenella Vinson	N	0
19	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
20	Eastern New Mexico University-Broadcast Department 1500 S Ave K Portales, New Mexico 88130 Phone : 575-562-2140 Patricia Dobson Manual Posting	Y	0
21	Employee Referral	N	12
22	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Former Employee	N	2
24	Former Employee Referral	N	1
25	G.I. Forum 625 Gabaldon NW Albuquerque, New Mexico 87104 Phone : 505-247-4910 Email : agifnat@gmail.com Karen Borch	N	0
26	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 203-328-2691 Url : www.indeed.com Careers Services Manual Posting	N	21
27	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
28	JournalismJobs.com P.O. Box 7294 Berkeley, California 94707 Phone : 510-524-2007 Url : www.journalismjobs.com Email : contact@journalismjobs.com Career Services	N	4
29	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : 650-387-3600 Career Services Manual Posting	N	9
30	LULAC National 500 Second Street NW Albuquerque, New Mexico 87102 Phone : 505-243-3787 Fax : 1-505-243-7850 Career Services	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
31	Luna Community College 366 Luna Drive Las Vegas, New Mexico 87701 Phone : 505-454-2503 Email : rmaestas@luna.edu Renee Maestas	N	0
32	MediaBistro 825 Eighth Avenue, 29th Floor New York, Nebraska 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
33	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
34	Missouri School of Journalism 76 Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0373 Email : career@missouri.edu Career Services	N	0
35	Nambe Pueblo Gov's Office Route 1, Box 117-BB Santa Fe, New Mexico 87501 Phone : 505-455-0142 Career Services Manual Posting	N	0
36	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	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 Career Services Manual Posting	N	0
38	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
39	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
40	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
41	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
42	New Mexico Junior College 5317 Lovington Hwy Hobbs, New Mexico 88240 Phone : 575-392-4510 Email : rturner@nmjc.edu R. Turner	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
43	New Mexico State University 1780 E University Ave Las Cruces, New Mexico 88003 Phone : 505-646-2006 P Ment Manual Posting	N	0
44	New Mexico Workforce Connection 301 Piedra Lisa Bernalillo, New Mexico 87004 Phone : 505-771-2160 x223 Email : lorraine.ruggles@state.nm.us Fax : 1-505-841-4424 Lorraine Ruggles	Y	1
45	Non-Employee Referral	N	1
46	Northwestern University 633 Clark Street Evanston, Illinois 60208 Phone : 847-491-3741 Dianne Siekmann Manual Posting	N	0
47	NWT Group 2110 Elmwood Bryan, Texas 77802 Phone : 817-987-3600 Fax : 1-888-374-7907 Career Services	N	0
48	OTA Talent 969 South University Blvd Littleton, Colorado 80163 Phone : 719-388-9765 Jeff Marcu Manual Posting	N	0
49	Picuris Pueblo PO Box 127 Penasco, New Mexico 87553 Phone : 575-587-2519 Career Services Manual Posting	N	0

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50	Pojoaque Pueblo 39 Camino Del Rincol #3 Santa Fe, New Mexico 87506-8718 Phone : 505-819-2276 Career Services Manual Posting	N	0
51	Pueblo of Acoma PO Box 348 Acoma, New Mexico 87034 Phone : 505-552-6728 Fax : 1-505-552-6771 Career Services	N	0
52	Pueblo of Cochiti PO Box 70 Cochiti Pueblo, New Mexico 87072 Phone : 505-465-1135 Fax : 1-505-465-1135 Naomi Chavez	N	0
53	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
54	Pueblo of Sandia 481 Sandia Loop Bernalillo, New Mexico 87004 Phone : 505-996-7600 Career Services Manual Posting	N	0
55	Pueblo of Zia 135 Capital Square Drive Zia Pueblo, New Mexico 87053-6013 Phone : 505-867-3304 Career Services Manual Posting	N	0
56	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0

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57	Roswell Workforce 108 East Bland Street Roswell, New Mexico 88203 Phone : 575-624-6040 Fax : 1-575-627-5822 Career Services	N	0
58	San Felipe Pueblo PO Box 4339 San Felipe, New Mexico 87001 Phone : 505-867-3381 Career Services Manual Posting	N	0
59	San Ildefonso Pueblo Route 5, Box 315A Santa Fe, New Mexico 87501 Phone : 505-455-4112 Email : labeyta@sanipueblo.org Linda Abeyta	N	0
60	San Juan Pueblo PO Box 1099 San Juan, New Mexico 87566 Phone : 505-852-4400 Career Services Manual Posting	N	0
61	Santa Clara Pueblo PO Box 580 Española, New Mexico 87532 Phone : 505-753-7330 Career Services Manual Posting	N	0
62	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
63	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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64	SimplyHired.com 370 San Aleso Ave Suite 200 Sunnyvale, California 94085 Phone : . Url : http://www.simplyhired.com/ . . Manual Posting	N	1
65	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
66	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
67	St. Johns College 1160 Camino Cruz Blanca Santa Fe, New Mexico 87505 Phone : 505-984-6067 Career Services Manual Posting	N	0
68	Syracuse University 900 South Crouse Ave Suite 344 Syracuse, New York 13244 Phone : 315-443-1941 Don Edwards Manual Posting	N	0
69	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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70	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 877-988-9808 Url : http://www.tvjobs.com/postjobs Mark Holloway Manual Posting	N	2
71	TVB 120 Wall St, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
72	University of Colorado - Boulder 2010 Willard Loop Dr Boulder, Colorado 80309 Phone : 303-492-5480 Christine Mahoney Manual Posting	Y	0
73	University of New Mexico Mesa Vista Hall North Albuquerque, New Mexico 87131 Phone : 505-277-5644 Career Services Manual Posting	N	0
74	US Jobs 9002 N. Purdue Road, Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Career Services Manual Posting	N	0
75	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

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76	YouTube.com 901 Cherry Ave San Bruno, California 94066 Phone : 1-650-253-0000 Staff Recruiter Manual Posting	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			122

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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	8/7/2019	Participation in events sponsored by community groups	National Association of Black Journalists-Employee attended a four day conference (8/6/19-8/12/19) that included full day education workshops designed to enhance journalism skills with a focus on diversity in Miami, FL.	1	Reporter
2	9/5/2019	Participation in events sponsored by community groups	Excellence in Journalism Conference-Employee attended a four day conference that included full day education workshops designed to enhance journalism skills with a focus on diversity. Sponsored by the Society of Professional Journalists in San Antonio, TX.	1	Reporter
3	9/16/2019	Participation in events or programs sponsored by educational institutions	KOAT's News Director attended a recruiting event at The Walter Cronkite School of Journalism at Arizona State University. He interviewed and met with several graduates from the school and discussed careers in broadcast journalism with them.	1	News Director
4	Ongoing Event	Establishment of training programs for station personnel	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.	1	Client Service Specialist
5	1/29/2020	Establishment of training programs for station personnel	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.	2	Business Manager Local Sales Manager