

**KOAT-TV**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2020 - May 31, 2021**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
News Anchor/Sports Anchor Open Date: 7/18/2019 Hire Date: 1/25/2021	2-3, 5, 7-8, 10-16, 18-19, 21, 23, 25-26, 28-35, 38-50, 52-61, 63-72	16
Anchor Reporter Open Date: 9/24/2019 Hire Date: 8/31/2020	2-3, 5, 7-15, 18-19, 21, 23, 25-26, 28- 32, 34-35, 37-61, 63-72	67
Executive Producer Open Date: 11/14/2019 Hire Date: 9/21/2020	2-3, 5, 7-15, 18-19, 21, 23-26, 28-34, 38-45, 50-52, 55-58, 60-61, 63-72	24
Reporter Open Date: 1/8/2020 Hire Date: 10/19/2020	2-3, 5, 7-15, 18-21, 23, 25-26, 28-34, 38-46, 48-61, 63-70, 72	11
Reporter Open Date: 2/10/2020 Hire Date: 4/19/2021	2-5, 7-13, 15, 17-19, 21, 23, 25-26, 28- 34, 36-50, 52-61, 63-72	11
News Director Open Date: 2/24/2020 Hire Date: 6/22/2020	2-5, 7-13, 15-16, 18-19, 21, 23, 25-34, 38-44, 46-50, 52-61, 63-72	16
Photographer Editor Open Date: 5/19/2020 Hire Date: 6/1/2020	2-5, 7-13, 15, 18-19, 21, 23-26, 28-34, 36, 38-44, 46-50, 52-61, 63-72	11
News Producer Open Date: 5/29/2020 Hire Date: 9/14/2020	1-5, 7-13, 15, 18-19, 21, 23, 25-26, 28- 34, 38-44, 46-50, 52-61, 63-72	11
Technical Director Open Date: 7/17/2020 Hire Date: 8/31/2020	2-5, 7-13, 15-16, 18-19, 21, 23-26, 28- 30, 32-34, 37-44, 46-50, 52-72	16
Photographer Editor Open Date: 7/21/2020 Hire Date: 9/23/2020	2-5, 7-13, 15, 18-23, 25-26, 28-34, 36, 38-44, 46-50, 52-61, 63-72	22
FT Production Assistant Open Date: 8/31/2020 Hire Date: 11/2/2020	2-5, 7-13, 15, 18-19, 21, 23-26, 28-34, 37-44, 47, 50, 52, 55-56, 58, 60-61, 63- 72	24
Producer Open Date: 9/16/2020 Hire Date: 4/5/2021	2-5, 7-8, 11-13, 18-19, 21, 23-26, 28- 34, 38-43, 46, 48-50, 52-59, 61, 63-70, 72	11
Assignment Editor Open Date: 10/29/2020 Hire Date: 1/4/2021	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	11
Producer Open Date: 10/29/2020 Hire Date: 12/7/2020	1-5, 7-13, 15, 17-19, 23, 25-26, 29-34, 38-44, 46, 48, 52, 54-55, 57-58, 60-61, 63-67, 69-72	11

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News Editor Open Date: 11/10/2020 Hire Date: 1/4/2021	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	24
Reporter Open Date: 4/19/2021 Hire Date: 5/24/2021	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	11

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	602 Communications Graeme Newell 4349 E. Colter Street Phoenix, Arizona 85018 Phone : (602) 954-8373 Url : <a href="http://tvspy.com/">http://tvspy.com/</a> Email : <a href="mailto:slizik@602communications.com">slizik@602communications.com</a> 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 : <a href="mailto:rebecca@ahcnm.org">rebecca@ahcnm.org</a> Rebecca Sanchez	N	0
4	Albuquerque Indian Center 105 Texas SE Cochiti Pueblo Albuquerque, New Mexico 87108 Phone : 505-268-1751 Email : <a href="mailto:abqindiancenter@gmail.com">abqindiancenter@gmail.com</a> Bernard Suina	N	0
5	American Business Women's Association 2834 South Roanoke Springfield, Missouri 65807 Phone : 417-883-2259 Email : <a href="mailto:mba@mbaweb.org">mba@mbaweb.org</a> 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 : <a href="https://eoss.asu.edu/cs">https://eoss.asu.edu/cs</a> 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	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 : <a href="http://journalism.berkeley.edu/jobs/submit/">http://journalism.berkeley.edu/jobs/submit/</a> 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

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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 : <a href="http://www.enmu.edu/services/counseling/">http://www.enmu.edu/services/counseling/</a> 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

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21	Equality Magazines 13351 Riverside Dr #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Url : <a href="http://www.equalitymagazines.com/index.php">http://www.equalitymagazines.com/index.php</a> Jeff Palmatier Manual Posting	N	0
22	Facebook 1 Hacker Way Menlo Park, California 94025 Phone : 650-543-4800 Url : <a href="http://www.facebook.com">www.facebook.com</a> Human Resources Manual Posting	N	1
23	G.I. Forum 625 Gabaldon NW Albuquerque, New Mexico 87104 Phone : 505-247-4910 Email : <a href="mailto:agifnat@gmail.com">agifnat@gmail.com</a> Karen Borch	N	0
24	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 203-328-2691 Url : <a href="http://www.indeed.com">www.indeed.com</a> Careers Services Manual Posting	N	6
25	Isleta Pueblo PO Box 1270 Isleta, New Mexico 87022 Phone : 505-869-7589 Email : <a href="mailto:poi70103@isletapueblo.com">poi70103@isletapueblo.com</a> Fax : 1-505-869-5796 Carol Jiron	N	0
26	JournalismJobs.com P.O. Box 7294 Berkeley, California 94707 Phone : 510-524-2007 Url : <a href="http://www.journalismjobs.com">www.journalismjobs.com</a> Email : <a href="mailto:contact@journalismjobs.com">contact@journalismjobs.com</a> Career Services	N	0

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27	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : 650-387-3600 Career Services Manual Posting	N	1
28	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
29	Luna Community College 366 Luna Drive Las Vegas, New Mexico 87701 Phone : 505-454-2503 Email : rmaestas@luna.edu Renee Maestas	N	0
30	MediaBistro 825 Eighth Avenue, 29th Floor New York, Nebraska 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
31	Medill School of Journalism Northwestern University 1845 Sheridan Rd 107 Evanston, Illinois 60208 Phone : 847-467-7393 Url : <a href="https://medill-northwestern-csm.symplicity.com/emp">https://medill-northwestern-csm.symplicity.com/emp</a> Loraine Hasebe Manual Posting	N	0
32	Missouri School of Journalism 76 Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0373 Email : career@missouri.edu Career Services	N	0

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33	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
34	NATAS/Emmy On-Line P.O. Box 74116 Phoenix, Arizona 85087 Phone : 602-345-1532 Url : <a href="http://jobbank.emmyonline.org/">http://jobbank.emmyonline.org/</a> Email : lara.gates@rockymountainemmy.org Lara Gates	N	0
35	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
36	National Press Photographers 3200 Croasdaile Dr Ste 306 Durham, North Carolina 27705 Phone : 919-383-7246 Url : <a href="http://www.nppa.org/member_services/job_bank/view_Jim_Straight">http://www.nppa.org/member_services/job_bank/view_Jim_Straight</a> Manual Posting	N	0
37	National Society of Black Engineers 1454 Duke Street Alexandria, Virginia 22314 Phone : 703-549-2207 Url : <a href="http://www.nsbe.org">www.nsbe.org</a> Email : info@nsbe.org Fax : 1-703-683-5312 Placement Director	N	0



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38	New Mexico Broadcasters Association 8014 Menaul Blvd NE Albuquerque, New Mexico 87110 Phone : 505-881-4444 Url : <a href="http://www.newmexicobroadcasters.org/NMBAMembers/">http://www.newmexicobroadcasters.org/NMBAMembers/</a> Email : <a href="mailto:suzanstrong@nmba.org">suzanstrong@nmba.org</a> 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 : <a href="mailto:careerservices@admin.nmt.edu">careerservices@admin.nmt.edu</a> Career Services	N	0
40	New Mexico Highlands University Campus/Mass Communications Box 9000 Las Vegas, New Mexico 87701 Phone : 505-425-7511 Email : <a href="mailto:careerservices@nmhu.edu">careerservices@nmhu.edu</a> Career Services	N	0
41	New Mexico Junior College 5317 Lovington Hwy Hobbs, New Mexico 88240 Phone : 575-392-4510 Email : <a href="mailto:rturner@nmjc.edu">rturner@nmjc.edu</a> 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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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 : sofsthage@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

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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 : POEmployment@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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57	San Felipe Pueblo PO Box 4339 San Felipe, New Mexico 87001 Phone : 505-867-3381 Email : info@sfpueblo.com Career Services	N	0
58	San Ildefonso Pueblo Route 5, Box 315A Santa Fe, New Mexico 87501 Phone : 505-455-4112 Email : labeyta@sanipueblo.org Linda Abeyta	N	0
59	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
60	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
61	Scripps University of Ohio 106 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2591 Email : foxr1@ohio.edu Becky Fox	N	0
62	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

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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 : <a href="http://www.tvjobs.com/postjobs">http://www.tvjobs.com/postjobs</a> 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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70	University of New Mexico Mesa Vista Hall North Albuquerque, New Mexico 87131 Phone : 505-277-5644 Career Services Manual Posting	N	0
71	US Jobs 9002 N. Purdue Road, Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Career Services Manual Posting	N	0
72	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>47</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	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
2	Ongoing Event	Listing of each upper-level category opening in a job bank or newsletter	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.	1	President and General Manager
3	6/2/2020	Establishment of training programs for station personnel	Poynter Training-This seminar, "Virtual TV Power Reporting" 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.	3	Reporter Producer Reporter
4	9/23/2020	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	Assistant News Director Research Director of Multiple Mkts.

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5	12/17/2020	Provision of training to management	<p>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.</p> <p>The session will be facilitated by Rolando Garcia.</p>	7	President and General Manager News Director Chief Engineer Operations Manager
6	1/6/2021	Establishment of training programs for station personnel	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.	4	News Operation Manager Photographer Photographer Photographer
7	2/22/2021	Participation in Job Fairs	New Mexico Broadcasters Association Virtual Job Fair	1	News Director
8	2/23/2021	Establishment of training programs for station personnel	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.	3	News Operation Manager Photographer Photographer
9	4/1/2021	Participation in other activities designed by the station employment unit	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.	1	President and General Manager