

FCC EEO Public File Report

Call Sign	Type of Station	Location: City/State	Facility ID
KOB-TV	TV	Albuquerque, NM	35313
For the reporting period: 06/01/09 to 05/31/10			

Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
AM Executive Producer	10/19/2009	Internal,National,P Except for: 1435	1120
AM News Producer	10/13/2009	Internal,National,P	369
AM Photographer	07/29/2009	Internal,National,P	1069
Associate Producer	10/13/2009	Internal	369
Audio Operator	04/07/2010	Internal,National,P	1050
Audio Operator	05/24/2010	Internal,National,P	1050
Broadcast Maintenance Technician	02/10/2010	Internal,National,T	1050
Director	04/07/2010	Internal,National,P	369
FCP Editor/Director	09/23/2009	Internal,National,P	1051
KOBF Reporter/Photographer	07/29/2009	Internal,National,P Except for: 1435	1435
KOBR Reporter/Photographer	07/29/2009	Internal,National,P Except for: 1435	1435
News Director	02/19/2010	Internal,National,P	1069
Photographer	02/23/2010	Internal,National,P	1138
Photographer	03/12/2010	Internal	369
Photographer	04/12/2010	Internal,National,P	1050
Producer	02/03/2010	Internal,National,P	1069
Promotion Writer/Producer	07/13/2009	Internal,National,P	369
Reporter	07/15/2009	Internal	369
Reporter	11/18/2009	Internal,National,P	1120
Reporter	11/18/2009	Internal,National,P	1138
Senior Executive Producer	06/19/2009	Internal,National,P Except for: 1270	369
Tape Editor	04/30/2010	Internal,National,P	1050
Technical Director	04/30/2010	Internal	369
Video Tape Operator	04/19/2010	Internal,National,P	369
Video Tape Operator	08/26/2009	Internal,National,P	369

List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
369	16	893	1	1050	7	1051	1
1069	14	1098	1	1106	1	1112	1
1120	9	1138	2	1435	2		

List of Recruitment Sources that requested postings

1041 1059 1098 1100 1103 1111 1121 1122 1128 1142 1144 1163 1165 1194 1200 1223
1229 1269 1293

Recruitment Source Groups

Group Name	Ending Date: Members of this group
Internal	Current: 307 369 402 408 416 546 555 843 865 893 905 911 912 913 1213 1270
National	Current: 253 254 255 452 487 608 644 651 657
P=Professional	Current: 1034 1037 1045 1046 1047 1048 1050 1051 1055 1056 1057 1059 1060 1066 1067 1069 1071 1073 1081 1084 1085 1094 1095 1098 1100 1101 1102 1103 1105 1109 1111 1112 1120 1122 1123 1125 1126 1128 1130 1134 1138 1144 1163 1165 1200 1223 1229 1269 1293 1435 08/28/09: 1043 INACTIVE 1078 INACTIVE 1194 INACTIVE 07/29/09: 1435 ADDED 03/03/10: 1127 INACTIVE 1129 INACTIVE
Paid	Current: 1030 1033 1038 1042 1049 1052 1054 1058 1070 1072 1076 1082 1083 1086 1088 1090 1097 1104 1106 1107 1108 1114 1119 1221 1290
S=Support	Current: 1034 1035 1036 1037 1039 1041 1046 1048 1050 1051 1053 1055 1056 1057 1059 1060 1063 1065 1066 1067 1069 1071 1073 1075 1081 1084 1085 1094 1096 1100 1101 1103 1105 1109 1111 1112 1113 1115 1117 1120 1125 1126 1128 1130 1134 1135 1136 1137 1138 1143 1144 1200 1223 1269

08/28/09: 1078 INACTIVE 1087 INACTIVE 1194 INACTIVE

03/03/10: 1127 INACTIVE 1129 INACTIVE

T=Technical **Current:** 1034 1035 1036 1037 1039 1041 1046 1048 1050 1051 1053 1056 1057 1059 1060 1063 1065 1066 1067 1069 1071 1073 1075 1081
1084 1085 1094 1096 1098 1099 1100 1101 1102 1103 1105 1110 1111 1112 1113 1117 1120 1121 1122 1123 1125 1126 1128 1130 1131
1134 1135 1138 1142 1143 1144 1163 1200 1223 1229 1269
08/28/09: 1043 INACTIVE 1078 INACTIVE 1087 INACTIVE 1194 INACTIVE
03/03/10: 1127 INACTIVE 1129 INACTIVE

Recruitment Sources

ID	Source	ID	Source	ID	Source
253	Emma L Bowen Foundation-CA 4024 Radford Ave #300 Studio City, CA 91604 Norma P Pichardo (818) 655-5708	254	Emma L Bowen Foundation-DC 1299 Pennsylvania Ave NW, 11th Flr Washington, DC 20004 Phylis Eagle Oldson (202) 637-4494	255	Emma L Bowen Foundation-NY 524 W 57th St New York, NY 10019 Sandra Rice (212) 975-2545
307	KSTP-TV 3415 University Ave St Paul, MN 55114 Dixie Hansen (651) 642-5555	369	Internal Applicant	402	WDIO-TV 10 Observation Rd Duluth, MN 55811 Peggy Scandin (218) 727-6864
408	WHEC-TV 191 East Ave Rochester, NY 14604 Kathy Knox (585) 546-0745	416	WNYT-TV 15 N Pearl St Albany, NY 12204 Christine Kimball (518) 436-4791	452	Society of Broadcast Engineers 9247 N Meridian St #305 Indianapolis, IN 46260 Scott Jones (317) 846-9000
487	Society of Professional Journalists 3909 N Meridian St Indianapolis, IN 46208 Greg Jones (317) 927-8000	546	KSAX-TV 415 Filmore St Alexandria, MN 56308 Melissa Matthews (320) 763-5729	555	KSTC-TV 3415 University Ave St Paul, MN 55114 Glenna Sorensen (651) 523-7301
608	Medialine PO Box 51909 Pacific Grove, CA 93950 Mark Shilstone (831) 648-5200	644	National Association of Broadcasters 1771 N St NW Washington, DC 200362891 Karen Hunter (202) 429-5498	651	National Association of Hispanic Journalists PO Box 226722 Washington, DC 20045 Marco Botero (202) 662-7145
657	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988	843	KOBF-TV 825 W Broadway Farmington, NM 87401 Deb Kelly (505) 326-1141	865	KAAL-TV 1701 10th Place NE Austin, MN 55912 Bonnie Broden (507) 437-6666
893	KOB-TV 4 Broadcast Plaza SW Albuquerque, NM 87104 Lori Lung (505) 243-4411	905	KOBR-TV 124 E 4th St Roswell, NM 88201 Isabel Castillo (505) 625-8888	911	KSTP-AM 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989
912	KSTP-FM 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989	913	WFMP-FM 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989	1030	Carlsbad Current Argus PO Box 1629 Carlsbad, NM 88220 Linda Carter (505) 628-5528
1033	Freedom Newspaper of New Mexico PO Box 1689 Clovis, NM 88102 Michelle Chavez/Loretta/Edie (505) 763-3431	1034	College of Santa Fe 1600 St Michaels Dr Santa Fe, NM 87505 Andrew Lovato (505) 473-6294	1035	University of the Southwest-Student Placement 6610 Lovington Hwy T-30 Hobbs, NM 88240 Yvette Vasquez (575) 392-6561
1036	Community Options 4401A Lomas NE Albuquerque, NM 87110 Keith Dunning (505) 265-7936	1037	Community Organization-General	1038	Consulting Firm
1039	Crownpoint Institute of Technology PO Box 849 Crownpoint, NM 87313 Juanita Tom (505) 786-4181	1041	Dine College-Placement Office PO Box 580 Shiprock, NM 87420 Lillie Peterman (505) 368-3536	1042	Durango Herald 1275 Main Avenue Durango, CO 81301 Amanda Campbell (970) 375-4535
1043	Eastern New Mexico University - Dept of Communicative Arts & Sciences Station #27 Portales, NM 88130 Anthony B Schroeder & Christopher Stasheff (505) 562-2114	1045	Eastern New Mexico University-Journalism Journalism Department Portales, NM 88130 Janet Roehl (505) 562-2113	1046	Eastern New Mexico University-KENW KENW-TV Station 52 Portales, NM 88130 Orlando Ortega (505) 562-2112
1047	Eastern New Mexico University-MC Mass Communications Portales, NM 88130 Lee Scanlon (505) 562-2415	1048	Eastern New Mexico University-Roswell Student Service Bldg PO Box 6000 Roswell, NM 88202 Veronica Medina (575) 624-7032	1049	El Paso Times PO Box 20 El Paso, TX 79999 Valerie Ulery (915) 546-6100
1050	Employee-Current	1051	Employee-Former	1052	Farmington Daily Times PO Box 450 Farmington, NM 87401 Cameo Williford (505) 564-4563
1053	Farmington Indian Center 100 West Elm St Farmington, NM 87401	1054	Gallup Independent PO Box 1210 Gallup, NM 87305	1055	Ft Lewis College-Career Services 1000 Rim Dr, 230 Miller Student Services Bldg Durango, CO 81301

	Edward Smiley (505) 327-6296		Melissa Haines (505) 863-6811		Allyn Talg (970) 247-7562
1056	Haskell Indian Nations University 155 Indian Avenue Lawrence, KS 66046 Burgess Tapedo (785) 749-8485	1057	Roswell Hispano Chamber of Commerce 327 N Main Roswell, NM 88201 Juan Oropesu (505) 624-0889	1058	Hispanic Link News Service 1420 N St NW Washington, DC 20005 Carlos Erickson (202) 234-0280
1059	Hispano Chamber of Commerce 1309 4th St SW Albuquerque, NM 87102 Adriana Calderon (505) 842-9003	1060	Hobbs Daily News Sun 201 N Thorp PO Box 860 Hobbs, NM 88240 Veronica Moreno (505) 393-2123	1063	Institute of American Indian Arts 108 Cathedral Place Santa Fe, NM 875012027 Judith Sweet (505) 424-2317
1065	Jicarilla Apache JTPA PO Box 507 Dulce, NM 87528 Vicky Monarco (505) 759-3188	1066	Job Fair	1067	John Marshall Multi-Service Center 1500 Walter SE Albuquerque, NM 87102 Timo Alvidizez (505) 848-1345
1069	KOB-TV Website 4 Broadcast Plaza SW Albuquerque, NM 87104 Lori Lung (505) 764-2511	1070	Las Cruces Sun PO Box 1749 Las Cruces, NM 88004 Cindy Medrano (505) 523-4581	1071	Las Mujeres de Lulac PO Box 2203 Albuquerque, NM 87103 Melissa Armijo (505) 321-4228
1072	Lubbock Avalanche Journal PO Box 491 Lubbock, TX 79408 Inez Lopez (806) 766-8646	1073	Mana de Albuquerque 1305 Forrester NW Albuquerque, NM 87104 Janet Serino (505) 314-5324	1075	Mescalero Tribal Office-JPTA PO Box 227 Mescalero, NM 88340 Angelita Bob (505) 464-9265
1076	Midland Reporter - Telegram PO Box 1650 Midland, TX 79702 Tammy Brown (432) 687-8812	1078	NAACP Chaves County PO Box 194 Roswell, NM 88201 Florence Hamilton (505) 624-8569	1081	NAACP San Juan PO Box 3241 Shiprock, NM 87420 Earl Crisp (505) 326-6571
1082	Portales News Tribune PO Box 848 Portales, NM 88130 Kasey Estridge (505) 356-4481	1083	National Academy of Television Arts & Sciences 111 W 57th St #600 New York, NY 10019 Bob Behrens (212) 586-8424	1084	National Indian Youth Council 653 W Broadway Farmington, NM 87401 Christina Clark (505) 327-5341
1085	African American Cultural Association PO Box 18043 Albuquerque, NM 871858043 Lovie McGee (505) 256-8306	1086	Alamogordo Daily News 518 24th St Alamogordo, NM 88310 Donna Temples (505) 437-7120	1087	Albuquerque Indian Center 105 Texas SE Albuquerque, NM 87108 Antoinette Fontenelle (505) 268-4418
1088	Albuquerque Journal/Tribune PO Drawer J Albuquerque, NM 87103 Monica Baca (505) 823-3361	1090	Artesia Daily Press PO Box 190 Artesia, NM 88211 Cathy Lara (505) 746-3524	1094	Business Organization-General
1095	National Press Photographers Assoc-Reg Chapter 8 525 Lafayette St Baton Rouge, LA 708025494 Arthur D. Lauck (225) 388-0669	1096	Navajo Department of Workforce Development PO Box 1889 Window Rock, AZ 86515 Roselyn Shirley (928) 871-7707	1097	Navajo Times PO Box 310 Window Rock, AZ 86515 Josephine Carl (928) 871-7360
1098	New Mexico Broadcasters Association PO Box 21760 Albuquerque, NM 871541760 Suzan Strong (505) 881-4444	1099	New Mexico Institute of Mining & Technology- Career Services Wells Hall 111/103 801 Leroy Pl Socorro, NM 87801 Chelsea Buffington (505) 835-5780	1100	New Mexico Office of African Affairs 1015 Tijeras NW Albuquerque, NM 87102 Harold Bailey (505) 222-9405
1101	New Mexico State University-Alamogordo 2400 N Scenic Dr Alamogordo, NM 88310 Lesia Bryant-Gonzalez (505) 439-3627	1102	New Mexico State University-Las Cruces Dept of Journalism PO Box 3001 MSC 3J Las Cruces, NM 88003-800 Dr. J Sean McClenaghan (505) 646-2742	1103	New Mexico Department of Labor 501 Mountain Rd Albuquerque, NM 87102 Armenella Vinson (505) 222-4611
1104	Odessa American PO Box 2952 Odessa, TX 79760 Rocio Berjarano (432) 333-7777	1105	Publication	1106	Recruiter
1107	Roswell Daily Record PO Box 1897 Roswell, NM 88202 Jennifer Skeen (505) 622-7710	1108	Ruidoso News PO Box 128 Ruidoso, NM 88355 Donna Brant (505) 257-4001	1109	San Juan Basin Area Vocational Technical School-Broadcast Media PO Box 970 Cortez, CO 81321 Brandon Newman (970) 565-8457
1110	San Juan Basin Area Vocational Technical School-Electronic Media PO Box 970 Cortez, CO 81321 Anthony Valdez (970) 565-8457	1111	San Juan College-Placement Office 4601College Blvd Farmington, NM 87402 Sharen Glade (505) 566-3538	1112	Self Inquiry
1113	Shiprock Workforce Center PO Box 1870 Shiprock, NM 87420 Betty Morris (505) 368-1095	1114	TVSpy/Shop Talk 150 W 57th St 5th Flr New York, NY 100110 via internet sales (212) 366-4212	1115	South Broadway Cultural Center 1025 S Broadway SE Albuquerque, NM 87102 Linda Ulibarri (505) 848-1320
1117	St John's College 1160 Camino Cruz Blanca Santa Fe, NM 87505 Clare Davitt (505) 984-6066	1119	Television Week 740 Rush St Chicago, IL 60611 Robbie Ehrhardt (312) 649-5385	1120	TV Jobs PO Box 4116 Oceanside, CA 92056 Mark C Holloway (760) 754-8177
1121	Central New Mexico Community	1122	University of New Mexico-Dept of	1123	University of New Mexico-College of Fine Arts

	525 Buena Vista SE Albuquerque, NM 87106 Marla Cox (505) 224-3077		Communication & Journalism 1 University of New Mexico, MSC03 2240 Albuquerque, NM 87131 Mary Lawton Bibeau (505) 277-1903		College of Fine Arts Albuquerque, NM 87132 Dennis Farber (505) 277-3831
1125	University of New Mexico-Gallup Job Placement Office, 200 College Rd Gallup, NM 87301 Brenda Gutierrez (505) 863-7538	1126	University of New Mexico-African American Student Svcs 1130 Mesa Vista Hall Albuquerque, NM 87131207 Bernadette Foster (505) 277-5645	1127	University of New Mexico-American Indian Studies 1119 Mesa Vista Hall Albuquerque, NM 87131 Pamela Agoya (505) 277-6343
1128	University of New Mexico-Career Services Student Services Center #220 Albuquerque, NM 87131209 Jenna Crabb (505) 277-2531	1129	University of New Mexico-Career Services Student Services Center #220 Albuquerque, NM 87131209 Mary Montano (505) 277-2351	1130	University of New Mexico-El Centro de las Raza 1153 Mesa Vista Hall MSC063830 Albuquerque, NM 87131 Theresa Gonzales (505) 277-5020
1131	University of New Mexico-NAPCOE Farris Engineering Center #213 Albuquerque, NM 87131 Ursula Bowi (505) 277-1403	1134	Website	1135	Navajo Department of Workforce Development PO Box 1889 Window Rock, AZ 86515 Roselyn Shirley (928) 871-7707
1136	Women Housing Coalition 3005 San Pedro NE Albuquerque, NM 87110 Angie Ludi (505) 884-8856	1137	Women's Community Association PO Box 25363 Albuquerque, NM 87125 Sharon Sanchez (505) 247-4219	1138	Word of Mouth
1142	ITT Technical Institute 5100 Masthead NE Albuquerque, NM 81321 Waldy Salazar (505) 796-7836	1143	Workforce Investment Act, Jicarilla Apache Nation PO Box 507 Dulce, NM 87528 E. Lynn Roanhorse (505) 759-3188	1144	New Mexico Trade 7712 Juneberry NW Albuquerque, NM 87120 Robert McDougal (505) 681-4066
1163	Louisiana State University Manship School of Communication 221 Journalism Building Baton Rouge, LA 70803 Helen Taylor (225) 578-2040	1165	Wayne State University Journalism Institute for Minorities 191 Manogain Hall Detroit, MI 48202 Jack Lessenberry (313) 993-4083	1194	Americans for Indian Opportunity 1001 Marquette Avenue NW Albuquerque, NM 87102 Laura Harris (505) 842-8677
1200	Eastern New Mexico University -- College of Liberal Arts and Sciences 1515 W. 18th Street #8 Portales, NM 88130 Dr. Christopher Stasheff (505) 562-2841	1213	F&F Productions 14333 Meyerlake Circle Clearwater, FL 33760 Donna Guillaume (727) 535-6776	1221	Navajo Hopi Observer 2224 E Cedar Ave Ste 2 Flagstaff, AZ 86004 Jeff Brostrom (928) 226-9696
1223	Brown College - Career Services 1440 Northland Drive Mendota Heights, MN 55120 Amber Luckie-Parks (651) 905-3465	1229	Eastern New Mexico University-Career Svcs2 1500 S Avenuek, ENMU Station #34, SAS 214 Portales, NM 88130 Susan Larcen (575) 562-2211	1269	New Mexico State NAACP Conference of Branches 2603 Coventry Road Las Cruces, NM 88011 Michael L. Davis (505) 521-2644
1270	ReelzChannel 5650 University Blvd SE Albuquerque, NM 87106 Jasmine DelCampo (505) 212-8800	1290	TheBiz.Variety.com 5700 Wilshire Blvd Suite 120 Los Angeles, CA 90036 paid web site (999) 999-9999	1293	Ohio Center For Broadcasting-Colorado Campus 1310 Wadsworth Blvd. Suite 100 Lakewood, CO 80214 Mark Lillie (303) 937-7070
1435	Arizona State University PO Box 87 Tempe, AZ 85287 Mike Wong (602) 496-7430				

Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
Station Tours 2009-2010	Numerous sources	06/01/2009 - 05/31/2010	Station tours are conducted on a regular basis for schools and community organizations interested in learning about the television industry and careers in broadcasting. During the tours participants see how a TV station works. An emphasis is placed on how to obtain positions in broadcasting, including educational requirements.	Various Groups: Albuquerque Academy Summer School, Title One School, La Petite Academy, Cub Scouts, Boy Scouts, Girl Scouts, Adult Community Groups.
FCC & EEO Program Compliance Training 2009	Michelle Ott, HBI Human Resources	06/18/2009 - 06/18/2009	Managers and supervisors of KOB, KOBR, & KOBF received training on the FCC's rules regarding equal employment opportunities. They also reviewed EEO laws and HBI's policy and program to ensure equal employment opportunities in the work place.	Managers also received and updated copy of the HBI FCC & EEO Program Compliance Manual
Job Shadowing 2009-2010	KOB-TV News Director	07/01/2009 - 05/14/2010	Once a week throughout the school year, a high school student spent time in the news room learning the business of television news. During the time at the station, the student learned how to write stories under the guidance of a producer and spent time with reporters in the field.	
Job Mentoring - NM commission for the blind	Gladys Martinez	01/04/2010 - 04/30/2010	The news staff mentored a legally blind UNM graduate student in producing newscasts. The student learned how to prepare for newscasts, research stories, gather information with the	The student is very interested in job opportunities in television broadcasting and during the time at

			anchor/reporter and better understand the development of a story from inception through when it is aired. The student also wrote segments for the daily news.	the station learned all aspects of the television business.
UNM Career Fair 2010	Mary Montano	02/11/2010 - 02/11/2010	KOB-TV's management staff attended the career fair at UNM. They spoke with students about careers in TV, open positions at KOB-TV and the satellite stations, and gave career advice.	
Leadership San Juan 10	Connie Pruitt	03/12/2010 - 03/12/2010	An Anchor spoke with the Farmington business community about TV news and the coverage of the 4 Corners Area. He also talked about careers in the TV industry and how TV news is produced.	
UNM College of Communications & Journalism Career Fair 2010	Deanna Alvarex 505-815-8197	04/13/2010 - 04/13/2010	Station management attended the UNM College of Communications & Journalism Career Fair to promote KOB's summer web producer internships. They spoke with students about the positions and encouraged them to apply on-line.	Information was given to about 40 students.
NABEF/RTNDA Career Fair 2010	Rumana Sultana, Project Coordinator	04/14/2010 - 04/14/2010	The station's General Manager attended the Career Fair in Las Vegas hosted by NABEF/RTNDA. He greeted job fair attendees and shared information regarding employment in the TV News industry. The career fair was part of the annual NAB Show and RTNDA Conference.	The station participated with other HBI stations.