

## FCC EEO Combined Public File Report

Call Sign	Type of Station	Location: City/State	Facility ID
KOB	TV	Albuquerque, NM	35313
KOBF	TV	Farmington, NM	35321
KOBR	TV	Roswell, NM	62272

For the reporting period: 06/01/10 to 05/31/11

### Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
KOB.Account Executive	11/24/2010	Internal,National,P	1069
KOB.Account Executive	03/10/2011	Internal,National,P Except for: 1446 1447	1050
KOB.Anchor/Reporter-Weekend	04/14/2011	Internal,National,P Except for: 1446 1447	1106
KOB.Broadcast Operations Technician	01/10/2011	Internal,National,P	369
KOB.Broadcast Operations Technician	01/10/2011	Internal,National,P	1069
KOB.Broadcast Operations Technician	01/10/2011	Internal,National,P	1069
KOB.Broadcast Operations Technician	01/10/2011	Internal,National,P	1069
KOB.Broadcast Technologist	05/09/2011	Internal,National,T	1069
KOB.Chief Photographer	08/09/2010	Internal,National,P	369
KOB.Director of Engineering	12/22/2010	Internal,National,T	1120
KOB.Executive Producer	06/03/2010	Internal,National,P Except for: 1446 1447	1069
KOB.FCP Editor/Director	06/08/2010	Internal,National,P	369
KOB.Floor Director	08/13/2010	Internal,P	369
KOB.Information Systems Administrator	06/15/2010	Internal,National,P	1069
KOB.IT/Broadcast Technologist	05/18/2011	Internal	369
KOB.KOBF Reporter/Photographer	08/31/2010	Internal,National,P	1435
KOB.Master Control Operator	05/25/2011	Internal,National,P	369
KOB.Morning Anchor	12/03/2010	Internal,National,P	1069
KOB.News Director	05/09/2011	Internal,National,P Except for: 1446 1447	1050
KOB.Photographer	05/09/2011	Internal,National,P Except for: 1446 1447	1050
KOB.Producer	04/14/2011	Internal,National,P Except for: 1446 1447	1069
KOB.Producer	03/10/2011	Internal,National,P	1050
KOB.Producer	03/10/2011	Internal,National,P	1050
KOB.Promotion Writer/Producer	08/31/2010	Internal,National,P	1120
KOB.Reporter	01/10/2011	Internal,National,P	1138
KOB.Reporter	01/10/2011	Internal,National,P	1050
KOB.Sales Assistant	09/27/2010	Internal,National,S	1103
KOB.Senior Online News Producer	08/27/2010	Internal,National,P	1138
KOB.Tape Editor	06/25/2010	Internal,National,P	1069
KOB.Tape Editor	11/15/2010	Internal,National,P	1069
KOBF.Sales Account Executive	06/21/2010	Internal,National,P	1050
KOBF.Sales Account Executive	09/02/2010	Internal,National,P	1138

### List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
369	17	452	1	1038	1	1050	10
1069	31	1088	1	1098	1	1103	2
1106	2	1120	4	1138	5	1435	1

### List of Recruitment Sources that requested postings

1041 1059 1098 1100 1103 1111 1121 1122 1128 1142 1144 1163 1165 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: 254 255 452 487 608 644 651 657

03/04/11: 253 INACTIVE

P=Professional	<b>Current:</b> 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 1446 1447 <b>04/13/11:</b> 1446 ADDED 1447 ADDED
Paid	<b>Current:</b> 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	<b>Current:</b> 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
T=Technical	<b>Current:</b> 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

## 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	KTMY-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
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	1053	Farmington Indian Center 100 West Elm St

		Farmington, NM 87401 Cameo Williford (505) 564-4563	Farmington, NM 87401 Edward Smiley (505) 327-6296
1054	Gallup Independent PO Box 1210 Gallup, NM 87305 Melissa Haines (505) 863-6811	1055 Ft Lewis College-Career Services 1000 Rim Dr, 230 Miller Student Services Bldg Durango, CO 81301 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
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
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 McCleneghan (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 4601 College 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 525 Buena Vista SE Albuquerque, NM 87106 Marla Cox (505) 224-3077	1122	University of New Mexico-Dept of Communication & Journalism 1 University of New Mexico, MSC03 2240 Albuquerque, NM 87131 Mary Lawton Bibeau (505) 277-1903	1123	University of New Mexico-College of Fine Arts 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	1128	University of New Mexico-Career Services Student Services Center #220 Albuquerque, NM 87131209 Jenna Crabb (505) 277-2531
1130	University of New Mexico-EI 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
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 Guilliame (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	1446	Syracuse University 215 Archbold Syracuse, NY 13244 Chris Tuohey (315) 443-4118	1447	University of Missouri 230 Jesse Hall Columbia, MO 65211 Kent Collins (573) 882-1957

## Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
Station Tours 2010-2011	Numerous sources from community groups	06/01/2010 - 05/31/2011	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.	The tours broaden the community awareness and provide education about news gathering & reporting.
Central New Mexico Community College Class Interview	Juan Elvarado, teacher	06/22/2010 - 06/22/2010	A teacher and students from Central New Mexico Community College interviewed two KOB Photographers about their jobs. Some of the questions asked were about how they chose their careers and where they received their training. The two Photographers also talked about how important writing is for their job.	
Asian American Association of NM	Community relations coordinator for the association	09/01/2010 - 09/01/2010	A KOB Anchor/Reporter discussed his job and news gathering process at KOB with fellow players at the Asian American Association of NM golf tournament.	
Internships - News	Karolyn Cannata-	01/15/2011	KOB offered internships to college students working on the station's	The internship program is ongoing

Website	Winge, UNM Journalism & Mass Comm	- 05/31/2011	community websites. The interns updated the website and wrote stories related to community news in the KOB, KOBF & KOBR viewing areas. Interns have the ability to further their experience in the TV industry and apply for open positions at KOB.	throughout the year.
School Weather Discussions	Cyndi Garcia, Rhoda Lopez, Sharon Hitch, teachers	01/27/2011 - 02/17/2011	The Chief Meteorologist spoke to students at various schools about weather forecasting, how to become a meteorologist, the work involved in his position at KOB, and the importance of learning in school.	The schools that participated were : El Dorado Elementary School, Corrales International School, and Mark Twain Elementary School.
Leadership San Juan Media Day 2011	Scott Michlin - Event Coordinator	03/11/2011 - 03/11/2011	The Station Manager spoke with the Farmington business community about media in the community and news coverage of the Four Corners Area. He also spoke about how the industry has changed in the last 5 years, how TV jobs have evolved, and how over-the-air TV changed with the HD conversion.	This is a great forum to recruit new TV sales people.
US Justice Dept. National Victim Academy	Carroll Ellis, Office for Victims of Crime	03/16/2011 - 03/16/2011	A KOB Reporter delivered a speech about the news profession and TV journalism to approximately 200 professionals from the US, District of Columbia, Puerto Rico, Virgin Islands and other US territories .	
Student Project-Mock Interview	UNM student	03/25/2011 - 04/01/2011	A KOB Reporter and the Good Day New Mexico Host spent time with a UNM student for her class project. The student was interviewed and also was able to ask questions about obtaining a job in TV.	The student reached out to other professionals at KOB afterwards.
Utah High School	Jesse Nelson, Journalism Teacher	04/08/2011 - 04/08/2011	A KOB Reporter conducted a tour of the station with journalism students from Utah High School. She also answered questions about news, how to become a reporter, what a reporter does, and how news is gathered.	
Marketing Project-West Mesa High School	Steven Medina, Teacher	05/11/2011 - 05/11/2011	A KOB Anchor/Reporter discussed his job at KOB and the station's role in the community. He also told them about job shadowing and other opportunities for students at KOB.	