

# FCC EEO Combined Public File Report

For the Reporting Period: 06/01/2020 to 05/31/2021

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

## Full Time Positions Filled During the Reporting Period

Position	Date Filled	Recruitment Sources Utilized to Fill Vacancy [by Code Number]	Person Hired Source
KOB-TV.Master Control Operator(20-1152)	08/06/2020	9000	5000
KOB-TV.KOB Master Control Media Prep Operator(20-1165)	09/09/2020	379, 1030, 1033, 1035, 1039, 1041, 1042, 1044, 1046, 1048, 1049, 1052, 1053, 1054, 1058, 1060, 1063, 1065, 1067, 1070, 1072, 1076, 1082, 1084, 1085, 1086, 1090, 1097, 1098, 1099, 1102, 1104, 1107, 1108, 1111, 1113, 1117, 1121, 1123, 1125, 1128, 1130, 1131, 1135, 1143, 1162, 1163, 1200, 1221, 1229, 1269, 1435, 1446, 1447, 1450, 1461, 1462, 1463, 2092, 2107, 2115, 2226, 3000, 3014, 3076, 5000	5000
KOB-TV.KOB-TV Master Control Media Prep Operator(20-1256)	12/01/2020	379, 923, 1030, 1033, 1035, 1039, 1041, 1042, 1044, 1046, 1048, 1049, 1052, 1053, 1054, 1058, 1060, 1063, 1065, 1067, 1070, 1072, 1076, 1082, 1084, 1085, 1086, 1090, 1097, 1098, 1099, 1102, 1104, 1107, 1108, 1113, 1117, 1121, 1123, 1125, 1128, 1130, 1131, 1135, 1143, 1162, 1200, 1221, 1229, 1269, 1446, 1447, 1450, 1462, 1463, 2092, 2107, 2226, 3000, 3014, 3076, 5000	923
KOB-TV.KOBF Production Technician(20-1259)	12/07/2020	379, 1030, 1033, 1035, 1039, 1041, 1042, 1044, 1046, 1048, 1049, 1052, 1053, 1054, 1058, 1060, 1063, 1065, 1067, 1070, 1072, 1076, 1082, 1084, 1085, 1086, 1090, 1097, 1098, 1099, 1102, 1104, 1107, 1108, 1113, 1117, 1121, 1123, 1125, 1128, 1130, 1131, 1135, 1143, 1162, 1200, 1221, 1229, 1269, 1446, 1447, 1450, 1462, 1463, 2092, 2107, 2226, 3000, 3014, 3076, 5000	5000
KOB-TV.KOBR-TV Bureau Reporter(21-1039)	03/01/2021	379, 923, 1030, 1033, 1035, 1039, 1041, 1042, 1044, 1046, 1048, 1049, 1052, 1053, 1054, 1058, 1060, 1063, 1065, 1067, 1070, 1072, 1076, 1082, 1084, 1085, 1086, 1090, 1097, 1098, 1099, 1102, 1104, 1107, 1108, 1113, 1117, 1121, 1123, 1125, 1128, 1130, 1131, 1135, 1143, 1162, 1163, 1200, 1221, 1229, 1269, 1435, 1446, 1447, 1450, 1457, 1460, 1462, 1463, 2092, 2107, 2226, 3000, 3014, 3076, 5000	1457
KOB-TV.KOB-TV Executive Producer(21-1093)	04/20/2021	379, 493, 654, 923, 1030, 1033, 1035, 1039, 1041, 1042, 1044, 1046, 1048, 1049, 1052, 1053, 1054, 1058, 1060, 1063, 1065, 1067, 1070, 1072, 1076, 1082, 1084, 1085, 1086, 1090, 1097, 1098, 1099, 1102, 1104, 1107, 1108, 1113, 1117, 1121, 1123, 1125, 1128, 1130, 1131, 1135, 1143, 1162, 1163, 1200, 1221, 1229, 1269, 1435, 1447, 1450, 1460, 1462, 1463, 2092, 2107, 2226, 3000, 3014, 3076, 5000	3000

## List of Recruitment Sources

**\*An asterisk next to the name of the source indicates a source that requested our postings.**

Code	Recruitment Source	Address	Contact Person	Candidates Interviewed
379	Job Fair			0
493	Syracuse University	215 University Place Syracuse New York, 13244	Handshake 3154431209	0
654	National Academy of Television Arts & Sciences	111 W 57th St #600 New York New York, 10019	Bob Behrens 2125868424	0
923	TV Jobs	PO Box 4116 Oceanside California, 920524116	Mark C Holloway 7607548177	3
1030	Carlsbad Current Argus	PO Box 1629 Carlsbad New Mexico, 88220	Linda Carter 5056285528	0
1033	Freedom Newspaper of New Mexico	PO Box 1689 Clovis New Mexico, 88102	Clovis Media, inc 5757633431	0
1035	University of the Southwest Student Placement	6610 Lovington Hwy T-30 Hobbs New Mexico, 88240	Brian Arnold 5753926561	0
1039	Crownpoint Institute of Technology	PO Box 849 Crownpoint New Mexico, 87313	Juanita Tom 5057864181	0
1041	Dine College Placement Office	1228 Yucca St PO Box 580 Shiprock New Mexico, 87420	Reeverson Descheny 5053683625	0
1042	Durango Herald	1275 Main Ave Durango Colorado, 81301	Amanda Campbell 9703754535	0
1044	Eastern New Mexico University Career Svcs	Career Services Station 34 Portales New Mexico, 88130	Melissa Yazzie 5755622211	0
1046	Eastern New Mexico University KENW	52 Broadcast Center, 1500 Ave K Portales New Mexico, 88130	Duane Ryan 5755622112	0

1048	Eastern New Mexico University Roswell	Student Service Bldg PO Box 6000 Roswell New Mexico, 88202	Veronica Medina 5756247032	0
1049	El Paso Times	PO Box 20 El Paso Texas, 79999	Valerie Ulery 9155466100	0
1052	Farmington Daily Times	PO Box 450 Farmington New Mexico, 87401	Cameo Williford 5055644563	0
1053	Farmington Indian Center	100 West Elm St Farmington New Mexico, 87401	Shauna Dee 5053276296	0
1054	Gallup Independent	PO Box 1210 Gallup New Mexico, 87305	Melissa Haines 5058636811	0
1058	Hispanic Link News Service	1420 N St NW Washington Dist. Columbia, 20005	Carlos Erickson 2022340280	0
1060	Hobbs Daily News Sun	201 N Thorp PO Box 860 Hobbs New Mexico, 88240	Veronica Moreno 5053932123	0
1063	Institute of American Indian Arts	108 Cathedral Place Sante FE New Mexico, 87501	Judith Sweet 5054242317	0
1065	Jicarilla Apache JTPA	PO Box 507 Dulce New Mexico, 87528	Annacita Crow 5056348581	0
1067	John Marshall Multi Service Center	1500 Walter SE Albuquerque New Mexico, 87102	A Loggins	0
1070	Las Cruces Sun	PO Box 1749 Las Cruces New Mexico, 88004	Cindy Medrano 5055234581	0
1072	Lubbock Avalanche Journal	PO Box 491 Lubbock Texas, 79408	Inez Lopez 8067668646	0
1076	Midland Reporter Telegram	PO Box 1650 Midland Texas, 79702	Tammy Brown 4326878812	0
1082	Portales News Tribune	PO Box 848 Portales New Mexico, 88130	Kasey Estridge 5053564481	0
1084	National Indian Youth Council			

	653 W Broadway Farmington New Mexico, 87401	Christina Clark 5053275341	0
1085	African American Cultural Association	PO Box 18043 Albuquerque New Mexico, 871858043	Lovie McGee 5052568306 0
1086	Alamogordo Daily News	518 24th St Alamogordo New Mexico, 88310	Donna Temples 5054377120 0
1090	Artesia Daily Press	PO Box 190 Artesia New Mexico, 88211	Christina 5057463924 0
1097	Navajo Times	PO Box 310 Window Rock Arizona, 86515	Josephine Carl 9288717360 0
1098	New Mexico Broadcasters Association	PO Box 21760 Albuquerque New Mexico, 871541760	Suzan Strong 5058814444 0
1099	New Mexico Institute of Mining & Technology Career Services	Wells Hall 111/103 801 Leroy Pl Socorro New Mexico, 87801	Chelsea Buffington 5058355780 0
1102	New Mexico State University Las Cruces	Dept of Journalism PO Box 3001 MSC 3J Las Cruces New Mexico, 88003-800	Dr. Hwiman Chung 5756464403 0
1104	Odessa American	PO Box 2952 Odessa Texas, 79760	Rocio Berjarano 4323337777 0
1107	Roswell Daily Record	PO Box 1897 Roswell New Mexico, 88202	Saralei Fajardo 5756227710 1
1108	Ruidoso News	PO Box 128 Ruidoso New Mexico, 88355	Donna Brant 5052574001 0
1111	San Juan College	4601 College Blvd Room 1717 Farmington New Mexico, 87402	Jill Bishop 5055663423 0
1113	Shiprock Workforce Center	PO Box 1870 Shiprock New Mexico, 87420	Dwayne Johnson 5053681105 0
1117	St John's College		0
1121	Central New Mexico Community	525 Buena Vista SE Albuquerque New Mexico, 87106	Marla Cox 5052243077 0

1123	University of New Mexico College of Fine Arts	College of Fine Arts Albuquerque New Mexico, 87132	Handshake 5052773831	0
1125	University of New Mexico Gallup	705 Gurley Ave Gallup New Mexico, 87301	Handshake 5058637500	0
1128	University of New Mexico Career Services	Student Services Center #220 Albuquerque New Mexico, 87131209	Handshake 5052772531	0
1130	University of New Mexico El Centro de las Raza	1153 Mesa Vista Hall MSC063830 Albuquerque New Mexico, 87131	Handshake 5052775020	0
1131	University of New Mexico NAPCOE	Farris Engineering Center #213 Albuquerque New Mexico, 87131	Handshake 5052771403	0
1135	Navajo Department of Workforce Development	PO Box 1889 Window Rock Arizona, 86515	Roselyn Shirley	0
1143	Workforce Investment Act, Jicarilla Apache Nation	PO Box 507 Dulce New Mexico, 87528	Annacita Crow 5056348581	0
1162	Wayne State University Journalism Institute for Media Diversity	191 Manoogain Hall Detroit Michigan, 48201	Alicia Nails 3135776304	0
1163	*LSU Manship School of Mass Communication	211 Journalism Building Baton Rouge Louisiana, 70803	Sadie Wilks 2257886215	0
1200	Eastern New Mexico University College of Liberal Arts & Sciences	1515 W 18th St #8 Portales New Mexico, 88130	Dr. Christopher Stasheff 5055622841	0
1221	Navajo Hopi Observer	2224 E Cedar Ave #2 Flagstaff Arizona, 86004	Jeff Brostrom 9282269696	0
1229	Eastern New Mexico University Career Svcs2	1500 S Avek, ENMU Station #34, SAS 232 Portales New Mexico, 88130	Susan Larsen 5755622211	0
1269	New Mexico State NAACP Conference of Branches	2603 Coventry Rd Las Cruces New Mexico, 88011	Michael L. Davis 5055212644	0
1435	Arizona State University	1151 S Forest Ave Tempe Arizona, 85281	Handshake 4809652100	0

1446	Syracuse University	215 Archbold Syracuse New York, 13244	Chris Tuohey 3154434118	0
1447	University of Missouri	230 Jesse Hall Columbia Missouri, 65211	Handshake 5738821957	0
1450	Indeed.com	Austin Texas,		2
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		3
1460	Media Match	8112 1/2 W 3rd St Los Angeles California, 90048	Tammy Romaniuk 3232845589	0
1461	University of New Mexico Department of Communication & Journalism	MSC 03 2240, 1 University of New Mexico Albuquerque New Mexico, 87112	Hazel Mendoza 5052772078	0
1462	NM Highlands Career Service	Box 9000 Felix Martinez #230 Las Vegas New Mexico, 87701	Director Garcia 5054543251	0
1463	Broadcast Engineering	9800 Metcalf Overland Park Kansas, 66212	Jennifer Shafer 9139671732	1
2092	Society of Professional Journalists	4 Broadcast Pl Albuquerque New Mexico, 87104	John Roby 5054006819	0
2107	MediaTalent	2515 Sparrow Crest Dr Katy Texas, 77494	Rick Iler 9132170685	0
2115	Society of Broadcast Engineers	9247 N Meridian St #305 Indianapolis Indiana, 46260	SCOTT JONES 3178469000	0
2226	Employee Referral			2
3000	HBI Career Site			2
3014	*NLGJA: The Association of LGBTQ Journalists	2120 L Street NW Washington Dist. Columbia, 20037	Elliot Ayres 2025889888	0
3076	*Colorado Media School			

404 S Upham Street  
Lakewood Colorado, 80226

Debbie Byrd  
3034794908

0

5000 Internal

4

9000 Exigent Circumstance

3415 University Avenue  
St. Paul Minnesota, 55114

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## Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
2021 UNM Virtual Career EXPO	Keith Hitz, Employer Outreach Manager	02/11/2021-02/11/2021	UNM Virtual Career Fair hosted through Handshake. KOB representatives were able to host group sessions that discussed various departments as well as individual 1:1 sessions with UNM students and alumni. We had 23 participants total in group sessions and 15 participants total in 1:1 sessions.
Guest Lecture for Luna Community College	Professor Rick Baca	10/29/2020-10/29/2020	A KOB-TV Investigative Journalist spoke to a community college class about critical thinking and other skills required for careers in journalism, the role of journalists in modern communities, and the importance of fact-driven reporting.
KOB Inspire Event	Michelle Donaldson	12/09/2020-12/09/2020	KOB Hosted an event for local business owners to learn how other businesses innovated to survive the pandemic, how to create a COVID-safe workspace, and where to access funds to help their businesses adapt.
Media Staffing Networks' 2021 Webinar Series	Susan Wrons, NMBA	02/04/2021-03/11/2021	KOB managers attended a weekly webinar series hosted by the NMBA and Media Staffing Network. Topics discussed included: Critical Steps to Assure Success in Attracting Prospective employees, Let's Talk Marketing- a Key Player in Recruitment and Retention, Tips and Tricks for a More Effective Interview, Compensation and Onboarding, Restructuring the Sales Team for Stronger Retention and Engagement, and The Talent Pipeline.
NMBA Rising Above Virtual Sales and Management Media Summit	Maryann Morton, NMBA	01/27/2021-01/28/2021	Rising Above: Climbing Higher event was a day and a half live virtual training event that taught, coached, inspired, and motivated attendees to rise above the challenges of the sales and management environment.

NMBA Virtual Job Fairs	Suzan Strong	06/01/2020-05/31/2021	KOB-TV, KOBR-TV and KOBF-TV regularly participate in NMBA Virtual Job Fairs. During the reporting period, NMBA hosted 4 virtual job fairs. Open positions were posted for each job fair and attendees had an opportunity to apply. Attendees were able to make contact with a hiring official at the station. Types of positions posted were: Assignment Editor and Floor Crew.
NMBF Scholarships	Charlie Blanco	08/23/2020-12/31/2020	With funds provided by the NMBA and NMBF, KOBF and KOBR created qualifications, an application process, and awarded over \$6,000 in scholarships to three New Mexico high school students.
School Weather Discussions	Rebecca Ilgen, teacher	06/01/2020-05/31/2021	KOB-TV's Chief Meteorologist and Weather Team members spoke to 5th grade students at White Mountain Elementary School. They spoke about weather forecasting, how forecasting affects everyone, how to become a meteorologist, the work involved in their positions at KOB-TV, and the importance of learning in school and STEM Programs.