

Annual EEO Public File Report

AGM-Nevada LLC- Albuquerque

Covering the Period from June 1, 2016 to May 31, 2017

Stations Comprising Station Employment Unit:

KABG FM, KHFM FM, KARS AM, KLVO FM, KAGM FM, KDLW FM, KSFE FM

Vacancy Information

| Full-time Positions Filled by Job Title | DOE | Total # Interviewed | Recruitment Source of Hire | Recruitment Sources Utilized |
|---|-----------|---------------------|----------------------------|---|
| General Sales Manager | 7/11/2016 | 6 | Referral | 2,3,5,6,19,20,23,24,25,26,27,28,30,31,32,34,35,36,37,38,39,41,42,43,44,45,46,47,48,49 |
| Account Executive | 9/6/2016 | 7 | Internal Posting | 1,6,19,20,23,24,25,26,27,28,30,31,32,34,35,36,37,38,39,41,42,43,44,45,46,47,48,52,53 |
| Program Director | 1/1/2017 | 1 | Internal Posting | Position Filled by Current Full-Time Employee |
| Account Executive | 2/1/2017 | 12 | Direct Contact | 1,6,19,20,23,24,25,26,27,28,30,31,32,34,35,36,37,38,39,41,42,43,44,45,46,47,48,52,53 |
| Account Executive | 3/1/2017 | 6 | Craig's List | 1,3,9,19,20,23,24,25,26,27,28,30,31,32,33,34,35,36,37,38,39,41,42,43,44,45,46,47,48 |

Total Number of Persons Interviewed During Applicable Period:

32

Recruitment Sources:

#Interviews

| <u>Radio Announcements</u> | <u>Contact</u> | <u>Address</u> | <u>Method of Contact</u> | <u>from Source</u> |
|--------------------------------------|----------------|-----------------------------------|--------------------------|--------------------|
| 1 KABG, KHFM, KLVO, KDLW, KKIM, KAGM | Cathy Eden | 4125 Carlisle NE, Albuquerque, NM | 505-878-0980 | 1 |
| <u>Internet Site:</u> | | | | |
| 2 Allaccess.com | None | www.allaccess.com | self post | 4 |
| 3 Americangeneralmedia.com | Andrea Hays | ahays@agmgroupp.biz | self post | |
| 4 Big985.com | None | www.big985.com | self post | |
| 5 Broadcast Jobs | Susan Strong | broadcastjobs@broadcasterjobs.com | 505-881-4444 | |
| 6 Carreer Page | Susan Strong | www.carreerpage.org | 505-881-4444 | 1 |
| 7 ClassicalKHFM.com | None | www.classicalkhfm.com | self post | |
| 8 Inside Radio | None | www.insideradio.com | Ads@insideradio.com | |
| 9 Craigslist.com | None | www.craigslist.com | self post | 2 |
| 10 LinkedIn | None | www.linkedin.com | self post | |

| | | | | |
|----|------------------|-----------|------------------------------------|--------------|
| 11 | Media Recruiter | None | www.mediarecruiter.com | self post |
| 12 | Power1067.com | None | www.power1067.com | self post |
| 13 | RBR | None | www.rbr.com | self post |
| 14 | Radio Ink | None | www.radioink.com | self post |
| 15 | Radio-online.com | Ron Chase | 3500 Tripp Ave, Amarillo, TX 79121 | 806-352-7503 |
| 16 | Spots-N-Dots | None | www.spotsndots.com | self post |

Newspapers:

| | | | | |
|----|--------------------------------|----------------|--|--------------|
| 17 | Albuquerque Publishing Company | | PO Box 95777 Albuquerque, NM 87199-5777 | 505-823-4444 |
| 18 | Bakersfield Californian | Dustyn Wagoner | Bakersfield, CA / dwagoner@bakersfield.com | |

Community Services:

| | | | | |
|----|--|-----------------------|---|--------------|
| 19 | African American Cultural Association | Lovie McGee | P. O. Box 18043, Albuquerque, NM 87185-8043 | 505-299-7910 |
| 20 | Albuquerque Indian Center | Antionette Fontenelle | 105 Texas, SE, Albuquerque, NM | 505-268-4418 |
| 21 | City of Albuquerque | | City/County Bldg 7th flr, Albuquerque, NM 87103 | 505-768-3700 |
| 22 | CNM Community Connection | None | cnm-csm.symplicity.com | self post |
| 23 | Community Cable Channel 27 | John Ortiz | 415 Tijeras NW, Albuquerque, NM 87102 | 505-243-0027 |
| 24 | John Marshall Multi-Service Center | Timo Alvidrez | 1500 Walter SE, Albuquerque, NM | 505-848-1345 |
| 25 | John Marshall Multi-Service Center | R. Sandler | 1500 Walter SE, Albuquerque, NM | 505-848-1345 |
| 26 | LULAC National Educational Service Centers, Inc. | | 2000 L Street NW Ste 610 Washington DC 20036 | 202-835-9646 |
| 27 | Medialine | Mark Shilstone | P. O. Box 51909, Pacific Grove, CA 93950 | 800-237-8073 |
| 28 | National Assoc. of Hispanic Journalists | Anna Lopez | P. O. Box 226722, Washington, DC 20045 | 202-662-7145 |
| 29 | New Mexico Workforce Connection | | 501 Mountain Road NE, Albuquerque, NM 87102 | 505-843-1990 |
| 30 | NMBA | Susan Strong | 8014 Manual NE, Albuquerque, NM | 505-881-4444 |
| 31 | S.A. Sacco & Associates | Stacy Sacco | 1201 Cannonade Ct SE, Albuquerque, NM 87123 | 505-489-2311 |
| 32 | Women's Housing Coalition | Angei Ludi | 3005 San Pedro NE 87110 | 505-884-8856 |

17

Educational Institutions:

| | | | | |
|----|---|----------------------|--|--------------|
| 33 | Anderson School of Management | None | carreer4u@unm.edu | |
| 34 | Collins College | Elizabeth Bakken | 1140 South Priest Drive, Tempe, AZ 85281 | 480-446-1111 |
| 35 | Communication & Journalism, UNM | Gregoria Cavazos | MSC03 2240, 1 University of New Mexico, NM 87131 | 505-277-1903 |
| 36 | Eastern New Mexico University | Margaret Kirby | 1200 W. University Portales, NM 88130 | 505-562-2211 |
| 37 | Eastern New Mexico University - KENW | Orlando Ortega | KENW-TV Station 52 Portales, NM 88130 | 505-562-2112 |
| 38 | Eastern New Mexico University - Roswell | Stephanie Herrera | P. O. Box 6000, Rosewell, NM 88202 | 505-624-7032 |
| 39 | ITT Technical Institute | Karen Hemsing | 5100 Masthead NE, Albuquerque, NM | 505-828-1114 |
| 40 | ITT Technical Institute | Waldy Salazar | 5100 Masthead NE, Albuquerque, NM | 505-828-1114 |
| 41 | San Juan Basin Technical College | Tony Corona | P. O. Box 970, Cortez, CO 81321 | 970-565-8457 |
| 42 | San Juan College | Sandy Labato | 4601 College Blvd, Farmington, NM 87402 | 505-566-3579 |
| 43 | University of New Mexico | Mary Montano | Career Svcs., Rm. 220, Albuquerque, NM | 505-277-2531 |
| 44 | University of New Mexico | Leslye Ellison | Career Svcs., Rm. 220, Albuquerque, NM | 505-277-2531 |
| 45 | University of New Mexico | Richard Schaefer | C-J Building #235W Albuquerque, NM 87131 | 505-277-9556 |
| 46 | UNM - El Centro de la Raza | Veronica Mendez-Cruz | Mesa Vista Hall #1153, MSC 06- 3830 Albuquerque, N | 505-277-5020 |
| 47 | Western New Mexico University | Career Services | 1000 W. College St., Silver City, NM 88062 | 505-538-6336 |

Other:

| | | | | | |
|----|---------------------------------|--------------|------|--------|---|
| 48 | Internal Postings - Albuquerque | Cathy Eden | None | None | 2 |
| 49 | Referrals | None | None | None | 1 |
| 50 | Walk-In | None | None | None | |
| 51 | Word Of Mouth | None | None | None | |
| 52 | Direct Contact | None | None | None | 1 |
| 53 | Virtual Job Fair | Susan Strong | None | Online | 3 |

Total

 32

Outreach Initiatives

| | | | |
|----|--|---|---|
| 1) | Job Fair sponsored by Senator Michael Padilla June 15, 2016 | Participated in job fair by setting up booth at the job fair and spoke to individuals who inquired about possible job opportunities in broadcasting. Received resumes and job applications also. | Initiative 1: Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions. |
| 2) | Career Fair July 20, 2016 | Participated in job fair by setting up booth at the job fair and spoke to individuals who inquired about possible job opportunities in broadcasting. Received resumes and job applications also. | Initiative 1: Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions. |
| 3) | Virtual Job Fair July 25, 2016 - July 31, 2016 | Participated in job fair by posting pertinent hiring information on NM Broadcaster's Website and individuals then inquired about possible job opportunities. | Initiative 1: Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions. |
| 4) | Inter-Company Training Program August 1, 2016 - August 31, 2016 | Promotions Assistant participated in an inter-company training program to gain skills further skills within the Sales Dept. These skills will qualify him for a higher position within the company should one become available in the future. The Promotions Assistant was trained in writing contracts, spot rates, customer relations and other various skills. | Initiative 8: Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. |
| 5) | Job Fair sponsored by State Representative Sarah Barnes August 31, 2016 | Participated in job fair by setting up booth at the job fair and spoke to individuals who inquired about possible job opportunities in broadcasting. Received resumes and job applications also. | Initiative 1: Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions. |
| 6) | Internship Program September 26, 2016 - November 30, 2016 | Internship Program established for 3 students who received college credit at the University of New Mexico. | Initiative 5 – Establishment of an intern program designed to assist members of the community to acquire skills needed for broadcast employment. |
| 7) | Virtual Job Fair February 13, 2017 - February 19, 2017 | Participated in job fair by posting pertinent hiring information on NM Broadcaster's Website and individuals then inquired about possible job opportunities. | Initiative 1: Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions. |

8) Post to New Mexico Broadcasters Association

June 1, 2016 - May 31, 2017

Listing of full-time job openings on the Media Trade Group website of the New Mexico Broadcasters Association, which encourages the patronage of women and minorities within the Radio Broadcast Industry

Initiative 12: Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities
