

EEO PUBLIC FILE REPORT

FOR

STATION KOAT-TV, ALBUQUERQUE NEW MEXICO,
KOCT-TV, CARLSBAD NEW MEXICO,
KOVTV, SILVER CITY NEW MEXICO,
KOFT-DT, FARMINGTON, NEW MEXICO

This EEO Public File Report
Covers March 10, 2003 through
May 31, 2003

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station **KOAT-TV's** public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

Beginning **March 10th, 2003** and ending May 31st, 2003 the station filled the following full-time vacancies:

News Director
Photographer/Editor
2- Sales Account Executives

The station interviewed a total of 15 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
KOAT & Web-site (thenewmexicochannel.com)	16
KOAT Career Line (1-800-984-6293)	
HATV Job Posting Database	15
B-Rollnet.com (web-site)	2
TVJobs.com (web-site)	12
Media Line (Job Line & web-site)	
American Women in Radio & Television (web-site)	
National Association of Broadcasters (web-site)	
New Mexico Broadcasters Association (web-site & fax)	
National Academy of Television Arts & Sciences NATAS (web-site)	1
RTNDA (web-site)	2
Spots & Dots (weekly ad & web-site)	
Talent Dynamics (web-site)	1
Adelante Development Center, Inc.	
African American Student Service UNM	
Alamo Navajo School Board	
Albuquerque Hispano Chamber of Commerce	
All Indian Pueblo Council	
All Indian Pueblo Cultural Center	
American Heart Association	
American Indian Graduate Center	
BIA Northern Pueblo Agency	
BIA/Southern Pueblos Agency	
Bates College	
Broadcast Media Placement Leadership Institute	
Bureau of Indian Affairs	
California Chicano News Media Jobs	
Career Center (Roswell)	
Career Services of New Mexico (Albuquerque)	
Career Services of New Mexico (Socorro)	
Clovis Community College	
Cochiti Education Department	
Crownpoint Institute of technology	
Department of Vocational Rehabilitation (Santa Fe)	
Division of Vocational Rehabilitation	
Eastern NM University (Portales)	

Recruitment Source

Total Number of Interviewees Referred

Eastern NM University (Roswell)	
Eight Northern Indian Pueblos Council	
Faith in Christ Lutheran Church	
G I Forum	
Hispanic Council of Aging	
Hispano Chamber of Commerce	
I M A G E	
Isleta Pueblo	
Kirtland AFB/Career Focus Program	
L U L A C (National Chapter)	
Luna Vocational Technical Institute (Las Vegas)	
Mediacasting (Internet Marketing Services)	
Mt. Olive Baptist Church	
NAACP	
NPPA (The Baton Rouge Advocate)	1
Nambe Pueblo Gov's Office	
National Association of Black Journalists	
National Association of Hispanic Journalists	
National Black Media Coalition	
National Council of Negro Women	
National Indian Youth Council	
New Mexico Department of Labor	
New Mexico Highlands University (Career Services)	
New Mexico Highlands University (Mass Communications)	
New Mexico State University (Grants)	
New Mexico State University (Hobbs)	
New Mexico State University (Las Cruces)	1
Picuris Pueblo	
Pojoaque Pueblo	
Pueblo of Acoma	
Pueblo de Cochiti	
Pueblo de Jemez	
Pueblo de Laguna	
Pueblo de Zia	
Pueblo of Zuni	
Rehabilitation Management Services, Inc.	
Roswell Hispano Chamber of Commerce	
SW Indian Polytechnical Institute	
St. John's College	
San Felipe Pueblo	
San Ildefonso Pueblo	
San Juan Pueblo	
Sandia Pueblo	
Santa Clara Pueblo	
Santo Domingo Pueblo	
Society of Professional Journalists	
State of New Mexico Employment	
Talent Dynamics	
Taos Pueblo	
Television Bureau of Advertising TVB	
University of New Mexico - Anderson School of Management	
University of New Mexico - Career Services	
University of New Mexico - Communication & Journalism Dept)	

Recruitment Source

Total Number of Interviewees Referred

University of New Mexico - Student/Career Services)
University of New Mexico - Women's Center
VA Medical Center (Employment)
Western New Mexico University (Silver City)

Attachment A contains the following information for each full-time vacancy:

- < The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- < The recruitment source that referred the hiree for each full-time vacancy;
- < The total number of persons interviewed for each full-time vacancy; and
- < The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

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ATTACHMENT A

EEO INFORMATION FOR FULL-TIME VACANCIES

FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy: Photographer/Editor

Recruitment Source That Referred the Hire: NM State University Las Cruces

Date Vacancy Opened: 1/06/2003

Total Number of Persons Interviewed for the Vacancy: - 7 -

Date Vacancy Filled: 3/12/2003

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NM State Univ Las Cruces Professor	Career Services Dept #3509 Box 30001 Las Cruces, NM 88003	Yvonne Franco	505-646-1631	1	
B-Roll.net NPPA	227 6 th Street NE Washington, DC 20002	Kevin Johnson	757-535-4459	2	
thenewmexicochannel.com	KOAT-TV 3801 Carlisle Blvd NE Albuquerque, NM 87107	Rose Gallegos Personnel Director	505-884-6344	2	
nppa.org Nat'l Press Photographers Association	3200 Croasdaile Dr/Suite 306 Durham, NC 27705	Mike Hults @ The Baton Rouge Advocate	225-388-0280	1	
tvjobs.com	Broadcast Employment Services PO Box 4116 Oceanside, CA 92052	Mark C. Holloway	800-374-0119	1	

FULL-TIME VACANCY EEO INFORMATION
[Fill out for each full-time vacancy]

Job Title of Vacancy: 2 - Sales Account Executive

Recruitment Source That Referred the Hire: KOAT Emple / Sherri Trujillo & Gene Cunningham/Fox TV

Date Vacancy Opened: 2/06/2003

Total Number of Persons Interviewed for the Vacancy: - 6 -

Date Vacancy Filled: 4/07/2003

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KOAT Employees	3801 Carlisle Blvd NE Albuquerque, NM 87107	Sherri Turjillo/AE Laura Hargis/GSM	505-884-7777	1	
Gene Cunningham VP/Research	Fox 5 WNYW 205 East 67th Street New York, NY 10021	Gene Cunningham	212-452-5555	1	
Mike Hayes/GSM Hearst Station	WLWT-TV 140 West Ninth Street Cincinnati, OH 45202	Mike Hayes	513-352-5056	1	
KOB-TV Employee	KOB-TV 4 Broadcast Plaza SW Albuquerque, NM 87104	Elianna Carrillo/AE	505-243-4411	1	
Albuquerque Journal	7777 Jefferson NE Albuquerque, NM 87102	Dianne	505-823-4444	1	

ATTACHMENT B
MENU OPTION ACTIVITIES

MENU OPTION ACTIVITIES

Station KOAT-TV has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
Career Day #10	Marissa Maes (Morning Anchor) Career Day 5/30/2003 at Susie Reyes-Marmon Elementary School in Albuquerque, New Mexico	gave a speech to 5 th grade students on staying in school and a career in Journalism. She also answered questions from students after the speech
Career Fair #10	Jose DeLeon (News Tape Editor) Career Fair 3/18/2003 at Roosevelt Middle School in Tijeras, NM	Speech about careers in TV news to small group (4-5 Eighth graders) and was interviewed by the children afterward. Lasted from 8:30-10:30am
Internship Program #5	3 Newsroom Interns - acquiring skills needed for broadcast employment	Susan Yara, Angela Heisel and Tommy Noel, all from University of New Mexico interned during Spring Semester in 2003 (1/ 13-5/ 9/03)
Training Program #8	On-going Training Program	James Lawrence, PT Production Assistant cross-trained in News Editing
Job Bank & Web-sites #6 & #12	American Women in Radio & Television California Chicano News Media Jobs, National Association of Hispanic Journalists, National Association of Black Journalists, BIA- Bureau of Indian Affairs	postings targeted at Women and Minorities

* For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;

14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;

Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.