

# EEO PUBLIC FILE REPORT

For the 12-Month Period Ending May 31, 2019

Prepared by: Zia Broadcasting, Inc.

This report cover the following employment unit:

| <u>Call Sign</u> | <u>Facility ID Number</u> | <u>Type of Station</u> | <u>Location (City/State)</u> |
|------------------|---------------------------|------------------------|------------------------------|
| KCLV-FM          | 74563                     | FM                     | Clovis, New Mexico           |
| KCLV             | 74565                     | AM                     | Clovis, New Mexico           |
| KTQM-FM          | 14749                     | FM                     | Clovis, New Mexico           |
| KWKA             | 14748                     | AM                     | Clovis, New Mexico           |

A. The following is a list of all full-time positions filled during the previous 12 months.

| <u>Job Title</u>                  | <u>Date of Opening</u> | <u>Date Fille</u> |
|-----------------------------------|------------------------|-------------------|
| 1. Advertising Sales<br>KCLV/KTQM | 09/15/18               | 10/01/18          |

B. During the previous 12 months, the following recruitment sources were contacted as vacancies by the stations:

| <u>Recruitment Source</u>            | <u>Address</u>                 | <u>Contact Person</u> | <u>Telephone No.</u> |
|--------------------------------------|--------------------------------|-----------------------|----------------------|
| 1. Clovis Community College          | 417 Schepps Blvd<br>Clovis, NM | Heather Lovato        | 575-769-2811         |
| 2. New Mexico Workforce<br>Solutions | 418 Main Street<br>Clovis, NM  | Kathy Romero          | 575-762-7714         |
| 3. Eastern New Mexico<br>University  | Portales, NM                   | Duane Ryan            | 575-562-1011         |
| 4. NM Broadcasters Asso.             | Albuquerque, NM                | Susan Strong          | 505-881-4444         |
| 5. KWKA/KTQM                         | 710 CR K, Clovis, NM           | Rick Keefer           | 575-763-4411         |
| 6. KCLV AM/FM                        | 710 CR K, Clovis, NM           | Rick Keefer           | 575-763-4401         |

C. The following is a list of the full-time job shown in Section A above and the recruitment source which provided the hiree for the position:

| <u>Job Title</u>      | <u>Recruitment Source</u> |
|-----------------------|---------------------------|
| 1. Salesman KTQM/KCLV | Word of mouth             |

D. During the previous 12 months, there were a total of 6 persons interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:

| <u>Recruitment Source</u> | <u>Total Number of Interviewees</u> |
|---------------------------|-------------------------------------|
| 1. KCLV                   | 3                                   |
| 2. KWKA/KTQM              | 1                                   |
| 3. Word of Mouth          | 2                                   |

E. During the last 12 months, the stations employment unit engaged in the following initiatives:

1. Participated in Eastern New Mexico University Spring 2019 Career Fair on March 29, 2019. Jan Salazar-Chairez, sales manager for Zia Broadcasting attended talking to college students about a career in broadcasting.
2. Participated in ENM Job Fair Apr. 12, 2019 at the Clovis Civic Center. Jan Salazar-Chairez, sales manager for Zia Broadcasting, attended talking to attendees about a career in broadcasting.
3. Participated in the NM Workforce Connection Spring Job Fair on April 17, 2019. Jan-Salazar Chairez, attended talking to participants about a career in broadcasting.
4. Participated in Eastern New Mexico University 2019 Student Worker Job Fair on January 17, 2019 for part-time jobs. Jan Salazar-Chairez, sales manager of Zia Broadcasting, attended talking to college students about a career in broadcasting.

Date: 5/31/19