

EEO PUBLIC FILE REPORT

For the 12-Month Period Ending May 31, 2018

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 Filled</u>
1. Production/On-air KTQM	08/31/17	09/21/17
2. Advertising Sales KCLV	09/08/17	10/24/17
3. Advertising Sales KCLV/KTQM	03/31/18	04/13/18

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 Clovis, NM	Heather Lovato	575-769-2811
2. New Mexico Workforce Solutions	418 Main Street Clovis, NM	Kathy Romero	575-762-7714
3. Eastern New Mexico University	Portales, NM	Duane Ryan	575-562-1011
4. NM Broadcasters Asso.	Albuquerque, NM	Susan Strong	505-881-4444

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|----|------------|----------------------|-------------|--------------|
| 5. | KWKA/KTQM | 710 CR K, Clovis, NM | Bob Coker | 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. Production/On-air KTQM	Word of Mouth
2. Salesman KCLV	On air announcements KCLV
3. Salesman KTQM/KCLV	On air announcements KCLV

D. During the previous 12 months, there were a total of 8 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	4
2. KWKA/KTQM	2
3. NM Broadcaster Asso.	1
4. Word of Mouth	1

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

1. Participated in Eastern New Mexico University Fall 2017 Job Fair on October 27, 2017. Bob Coker, station manager of KWKA/KTQM, attended for Zia Broadcasting talking to college students about a career in broadcasting.
2. Participated in ENM Job Fair Apr. 12, 2017 at the Clovis Civic Center. Bob Coker, station manager of KWKA/KTQM, attended for Zia Broadcasting talking to attendees about a career in broadcasting.
3. Participated in Eastern New Mexico University 2018 Student Worker Job Fair on January 18, 2018 for part-time jobs. Bob Coker, station manager of KWKA/KTQM, attended for Zia Broadcasting talking to college students about a career in broadcasting.

Date: 5/31/18