

EEO PUBLIC FILE REPORT

This report covers full time vacancy recruitment data for the period May 28, 2019 – May 27, 2020.

1) Employment Unit: Noalmark Broadcasting Corporation, Hobbs, New Mexico

- 2) Unit Members (Stations and Communities of License):** KIXN – Hobbs, New Mexico
KPZA – Jal, New Mexico
KZOR – Hobbs, New Mexico
KLEA – Hobbs, New Mexico
KEJL – Humble City, New Mexico

3) EEO Contact Information for Unit Member:

Mailing Address: 619 North Turner Hobbs, New Mexico 88240	Telephone Number: 575.397.4969
	Contact Person: Aaron Forrister
	E-mail Address: aaron@1radiosquare.com

4) Vacancies Filled:

<u>Job Title</u>	<u>Recruitment Source Referring Hiree</u>
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| 1) On-Air | All-Access |
| 2) Account Executive | Walk-In |

5) Job Title: On-Air
Source: All-Access.com

Hire Date: 8/1/19
Interviewees: 35

Recruitment Sources Notified of Job Vacancy	Source Contact Person	Source Address	Source Phone Number	Number of Interviewees	Did Source Request Notification?
Iradiosquare.com	TJ Miracle	619 N. Turner Hobbs, New Mexico 88240	575.397.4969	1	No
New Mexico Broadcasters Association	Suzan Strong	2333 NE Wisconsin Albuquerque, New Mexico 87110	505.881.4444	5	Yes
On-Air Announcements Noalmark Broadcasting Corporation KZOR-KIXN- KPZA-KLEA-KEJL	TJ Miracle	619 North Turner Hobbs, New Mexico 88240	575.397.4969	1	Yes
All Access.com	Joel Denver	28955 Pacific Coast Highway, Ste. 210 Malibu, CA 90265	310.457.6616	21	No
Career Page.org	Suzan Strong	2333 NE Wisconsin Albuquerque, New Mexico 87110	505.881.4444	2	No
Walk in Applicants	Aaron Forrister	619 North Turner Hobbs, New Mexico 88240	575.397.4969	1	Yes
University of the Southwest	Quint Thurman	6610 North Lovington Highway Hobbs, New Mexico 88240	575.392.6561	0	No
Facebook.com/kix103hobbs	TJ Miracle	619 N. Turner Hobbs, New Mexico 88240	575.397.4969	1	No
Facebook.com/z94kzor	TJ Miracle	619 N. Turner Hobbs, New Mexico 88240	575.397.4969	1	No
Facebook.com/kool957	TJ Miracle	619 N. Turner Hobbs, NM 88240	575.397.4969	1	No
Facebook.com/classicrockeagle100.5	TJ Miracle	619 N. Turner Hobbs, NM 88240	575.397.4969	0	No
Facebook.com/lazeta1037	TJ Miracle	619 N. Turner Hobbs, NM 88240	575.397.4969	1	No
Hobbsamerica.com	Heather Canterbury	202 West 19 th Street El Dorado, AR	870.862.0202	0	No
New Mexico Department of Labor	Richard Hunt	204 W. Park Hobbs, New Mexico 88240	575.393.5188	0	No
New Mexico Junior College	Christine Saucer	5317 Lovington Highway Hobbs, New Mexico 88240	575.392.4510	0	No

**5) Job Title: Account Executive
Source: Walk In**

**Hire Date: 3/2/20
Interviewees: 5**

Recruitment Sources Notified of Job Vacancy	Source Contact Person	Source Address	Source Phone Number	Number of Interviewees	Did Source Request Notification?
Iradiosquare.com	TJ Miracle	619 N. Turner Hobbs, New Mexico 88240	575.397.4969	0	No
New Mexico Broadcasters Association	Suzan Strong	2333 NE Wisconsin Albuquerque, New Mexico 87110	505.881.4444	0	Yes
On-Air Announcements Noalmark Broadcasting Corporation KZOR-KIXN- KPZA-KLEA-KEJL	TJ Miracle	619 North Turner Hobbs, New Mexico 88240	575.397.4969	1	Yes
All Access.com	Joel Denver	28955 Pacific Coast Highway, Ste. 210 Malibu, CA 90265	310.457.6616	0	No
Career Page.org	Suzan Strong	2333 NE Wisconsin Albuquerque, New Mexico 87110	505.881.4444	0	No
Walk in Applicants	Aaron Forrister	619 North Turner Hobbs, New Mexico 88240	575.397.4969	1	Yes
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Facebook.com/kix103hobbs	TJ Miracle	619 N. Turner Hobbs, New Mexico 88240	575.397.4969	1	No
Facebook.com/z94kzor	TJ Miracle	619 N. Turner Hobbs, New Mexico 88240	575.397.4969	1	No
Facebook.com/kool957	TJ Miracle	619 N. Turner Hobbs, NM 88240	575.397.4969	1	No
Facebook.com/classicrockeagle10 0.5	TJ Miracle	619 N. Turner Hobbs, NM 88240	575.397.4969	0	No
Facebook.com/lazeta1037	TJ Miracle	619 N. Turner Hobbs, NM 88240	575.397.4969	0	No
Hobbsamerica.com	Heather Canterbury	202 West 19 th Street El Dorado, AR	870.862.0202	0	No
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6) Total # of interviewees referred: For the period from May 28, 2019 through May 27, 2020 this Employment Unit interviewed 40 interviewees for 2 full time positions.

7) Supplemental Recruitment Initiatives: List and briefly describe the Supplemental Recruitment Initiatives undertaken during the preceding twelve (12) months.

(A) Initiative: Internship Program

During the reporting period, Noalmark Broadcasting Corporation implemented an internship program. The internship program is designed to give students the opportunity to experience the careers available in the radio broadcasting industry. The internship program chooses interns from applicants who express an interest in the radio industry.

Interns are exposed to the various operations of a radio station which may include some combination of on-air work, show production, remote broadcasts, engineering, traffic, billing, administrative assistance, sales, commercial production and board operation, depending to some extent upon the interests of the intern and the needs of the station. We currently one female intern that is a student at New Mexico Junior College.

(B) Initiative: Management EEO Training

A training session was held for all upper level management of Noalmark Broadcasting Corporation on September 25, 2019 in Dallas, Texas in conjunction with the Company's strategic planning and professional education annual meeting. The session entailed a comprehensive review of the FCC EEO regulations and the Company's ongoing compliance efforts. Management also attended the NAB Radio Show held September 24-27, 2019 in Dallas, Texas.

(C) Participation in general outreach efforts through jobs banks, internet programs & similar programs

Jobs are posted on some or all of the following websites sites, depending on the job: careerpage.org, allaccess.com, hobbsamerica.com. These websites get thousands of hits each month, thereby getting the word out about the job openings to many individuals. Jobs are also listed on arkbroadcasters.org, which is the Arkansas Broadcasters Association website and nmba.org, which is the New Mexico Broadcasters Association website.

(D) Initiative: EEO & Sexual Harassment Staff Meeting

A Staff meeting was not held this year due to the COVID-19 Pandemic and State of New Mexico Social Distancing Orders. However, all employees were emailed the company EEO Policy and Anti-Harassment Policy to read and acknowledge that they understood and were aware of the policies.

(E) Initiative: Annual Job Fair

KZOR/KIXN/KPZA/KEJL/KLEA hosted a job fair on Saturday, January 18, 2020 at the Lea County Event Center from 9 am until 2 pm. Twenty-eight businesses and government entities participated along with the radio stations. Radio and newspaper advertising was done in Hobbs and the surrounding area.

KZOR/KIXN/KPZA/KEJL/KLEA partnered with the Economic Development Corporation of Lea County to create this regional job fair to answer a critical need for employees in the Hobbs employment market. On the day of the fair nearly 900 prospective job seekers showed up at the event. Some were hired on site that day.