

EEO PUBLIC FILE REPORT

This report covers full time vacancy recruitment data for the period May 28, 2020 – May 25, 2021.

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</u>
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1) On-Air	On-air radio ads
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6) Total # of interviewees referred: For the period from May 28, 2020 through May 26, 2021 this Employment Unit interviewed 35 interviewees for 1 full time position.

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 have 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 December 10, 2020 in conjunction with the Company's strategic planning and professional education annual meeting. Due to the COVID-19 pandemic, this meeting was held on-line via ZOOM. The session entailed a comprehensive review of the FCC EEO regulations and the Company's comprehensive compliance program.

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

Jobs are posted on some or all of the following websites, depending on the job: www.careerpage.org, www.allaccess.com, and www.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 the www.tab.org, which is the Texas Broadcasters Association website and the www.nmba.org which is the New Mexico Broadcasters Association website.

(D) Initiative: EEO & Sexual Harassment Staff Meeting

A Staff meeting was held on May 6, 2021. All employees were required to be at this meeting. During the meeting, FCC Rules and Regulations regarding EEO and the company's Sexual Harassment Policy were reviewed.

(E) Initiative: Annual Job Fair

KZOR/KIXN/KPZA/KEJL/KLEA hosted a virtual job fair from Monday January 25, 2021 to Saturday February 6, 2021 at hobbsamerica.com. 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 virtual job fair to answer a critical need for employees in the Hobbs employment market. During the fair over 1,300 prospective job seekers logged into event. Many were hired by a variety of employers during the event.