

EEO PUBLIC FILE REPORT

For the 12-Month Period Ending May 31, 2020

Prepared by: Zia Broadcasting, Inc.

This report cover the following employment unit:

<u>Call Sign</u>	<u>Faciliy 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>
	none	

Since there were no hires to fulltime positions during the applicable period sections B, C, & D are inapplicable.

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

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:

D. During the previous 12 months, there were a total of 0 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:

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

1. Participated in Eastern New Mexico University 2020 Student Worker Off Campus Job Fair on September 4, 2020 for full-time jobs. Jan Chairez, Zia sales manager, attended for Zia Broadcasting talking to college students about a career in broadcasting.
2. Participated in ENMU Job Fair Feb. 5, 2020. Jan Chairez, Zia sales manager, attended for Zia Broadcasting talking to attendees about a career in broadcasting.
3. Participated in Eastern New Mexico University 2020 Career Fair on Feb. 26, 2020 for part-time jobs. Jan Chairez, Zia sales manager, attended for Zia Broadcasting talking to college students about a career in broadcasting.
4. Participated in ENM Job Fair at the Clovis Civic Center. Jan Chairez, Zia sales manager attended for Zia Broadcasting encouraging applicants to seek a vocation in broadcasting.
5. Had a paid intern for the summer of 2019. Intern watched daily operations of station including on-air, production, and office personnel in their duties. Returned to board op football games in the fall.
6. Had a paid intern for the fall of 2014. Intern watched daily operations of station including on-air, production, and office personnel in their duties.

Date: 5/31/2020