

EEO PUBLIC FILE REPORT

For the 12-Month Period Ending May 31, 2014

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. Traffic/ Office Manager KWKA/KTQM	08/01/13	08/05/13

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
5. KWKA/KTQM	710 CR K, Clovis, NM	Bob Coker	575-763-4411
6. Texas Workforce Connection	203 Main Street Muleshoe, TX	Ann Williams	806-272-7540

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. Traffic/Office Manager KWKA/KTQM	On air announcements KWKA/KTQM

D. During the previous 12 months, there were a total of 3 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. KWKA/KTQM	3

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

1. Participated in Eastern New Mexico University 2013 Job Fair on September 9, 2013 for full-time jobs. Bob Coker, station manager of KWKA/KTQM, attended for Zia Broadcasting talking to college students about a career in broadcasting.
2. Participated in NMBA Virtual Job Fair July 8 thru July 12, 2013 This is an internet job fair. Grant McGee from KTQM coordinated for Zia Broadcasting with the NMBA.
3. Participated in ENM Job Fair Apr. 29, 2014 at the Clovis Civic Center. Bob Coker, station manager of KWKA/KTQM, attended for Zia Broadcasting talking to attendees about a career in broadcasting and a part time sales position opening on KCLV.
4. Participated in Eastern New Mexico University 2013 Job Fair on January 3, 2014 for part-time jobs. Bob Coker, station manager of KWKA/KTQM, attended for Zia Broadcasting talking to college students about a career in broadcasting.
5. Participated in NMBA Virtual Job Fair Jan. 6 thru Jan. 10, 2014. This is an internet job fair. Grant McGee from KTQM coordinated for Zia Broadcasting with the NMBA.
6. Had a paid intern for the summer of 2013.

Date: 5/31/14

EEO PUBLIC FILE REPORT

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<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 2014 Student Worker Off Campus Job Fair on September 4, 2014 for full-time jobs. Bob Coker, station manager of KWKA/KTQM, attended for Zia Broadcasting talking to college students about a career in broadcasting.
2. Participated in ENMU Job Fair Feb. 5, 2015. 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 2015 Career Fair on Feb. 26, 2015 for part-time jobs. Bob Coker, station manager of KWKA/KTQM, attended for Zia Broadcasting talking to college students about a career in broadcasting.
4. Participated in ENM Job Fair at the Clovis Civic Center. Bob Coker, station manager of KTQM attended for Zia Broadcasting encouraging applicants to seek a vocation in broadcasting.
5. Had a paid intern for the summer of 2014. 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: 5/31/15

EEO PUBLIC FILE REPORT

For the 12-Month Period Ending May 31, 2016

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>
1. Production/On-air KCLV	7/24/15	01/04/16
2. Advertising Sales KTQM	3/1/16	4/5/16

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
5. KWKA/KTQM	710 CR K, Clovis, NM	Bob Coker	575-763-4411

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 KCLV	NMBA on-line job posting
2. Salesman KWKA/KTQM	On air announcements KWKA/KTQM

D. During the previous 12 months, there were a total of 3 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	2
2. KWKA/KTQM	3

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

1. Participated in Eastern New Mexico University 2016 Job Fair on February 4, 2016 for part-time jobs. 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. 16, 2016 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 2016 Job Fair on March 31, 2016 for full-time jobs. Bob Coker, station manager of KWKA/KTQM, attended for Zia Broadcasting talking to college students about a career in broadcasting.

Date: 5/31/16