

## EEO PUBLIC FILE REPORT

This report covers full time vacancy recruitment data for the period May 26, 2022 – May 25, 2023.

**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:**

<b>Mailing Address:</b>  619 North Turner Hobbs, New Mexico 88240	<b>Telephone Number: 575.397.4969</b>
	<b>Contact Person: Aaron Forrister</b>
	<b>E-mail Address: aaron@noalmark.com</b>

**4) Vacancies Filled:**

<u>Job Title</u>	<u>Recruitment Source</u>
1) Account Executive	1

**5) Job Title: Account Executive**  
**Source: 10**

**Hire Date: 10/3/22**  
**Interviewees: 6**

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		No
New Mexico Broadcasters Association	Suzan Strong	2333 NE Wisconsin Albuquerque, New Mexico 87110	505.881.4444		No
On-Air Announcements Noalmark Broadcasting Corporation KZOR-KIXN-KPZA-KLEA-KEJL	TJ Miracle	619 North Turner Hobbs, New Mexico 88240	575.397.4969		No
All Access.com	Joel Denver	28955 Pacific Coast Highway, Ste. 210 Malibu, CA 90265	310.457.6616		No
Career Page.org	Suzan Strong	2333 NE Wisconsin Albuquerque, New Mexico 87110	505.881.4444		No
Walk in Applicants	Aaron Forrister	619 North Turner Hobbs, New Mexico 88240	575.397.4969	6	No
University of the Southwest	Quint Thurman	6610 North Lovington Highway Hobbs, New Mexico 88240	575.392.6561		No
Facebook.com/kix103hobbs	TJ Miracle	619 N. Turner Hobbs, New Mexico 88240	575.397.4969		No
Facebook.com/z94kzor	TJ Miracle	619 N. Turner Hobbs, New Mexico 88240	575.397.4969		No
Facebook.com/kool957	TJ Miracle	619 N. Turner Hobbs, NM 88240	575.397.4969		No
Facebook.com/classicrockeagle100.5	TJ Miracle	619 N. Turner Hobbs, NM 88240	575.397.4969		No
Facebook.com/lazeta1037	TJ Miracle	619 N. Turner Hobbs, NM 88240	575.397.4969		No
Hobbsamerica.com	Heather Canterbury	202 West 19 <sup>th</sup> Street El Dorado, AR	870.862.0202		No
New Mexico Department of Labor	Richard Hunt	204 W. Park Hobbs, New Mexico 88240	575.393.5188		No
New Mexico Junior College	Christine Saucer	5317 Lovington Highway Hobbs, New Mexico 88240	575.392.4510		No

**6) Total # of interviewees referred:** For the period from May 26, 2022 through May 25, 2023 this Employment Unit interviewed   6   interviewees for   1   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 have one female intern that is a student at Hobbs High School.

**(B) Initiative: Management EEO Training**

A training session was held with upper level management on September 26, 2022. The session entailed a comprehensive review of the FCC EEO regulations and the Company's ongoing compliance efforts.

**(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](http://www.careerpage.org), [www.allaccess.com](http://www.allaccess.com), and [www.hobbsamerica.com](http://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](http://www.tab.org), which is the Texas Broadcasters Association website and the [www.nmba.org](http://www.nmba.org) which is the New Mexico Broadcasters Association website.

**(D) Initiative: EEO & Sexual Harassment Staff Meeting**

A Staff meeting was held on April 25, 2023. 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 job fair on Saturday, January 21, 2023. "24" businesses and government entities participated along with the radio stations. Radio and newspaper advertising was done in Hobbs and the surrounding area.