



Bravo Mic Communications, LLC
 101 Perkins Drive
 Las Cruces, New Mexico 88005
 Phone: 575.527.1111
 Fax: 575.527.1100
www.bravomic.com

May 6, 2024

VIA ONLINE PUBLIC INSPECTION FILE

Elizabeth E. Goldin
 Assistant Chief, Investigations & Hearings Division
 Enforcement Bureau
 Federal Communications Commission
 45 L Street, NE
 Washington, DC 20554

RE: **KXPZ, Las Cruces, NM (Facility ID No. 63453)**
 EEO Audit Letter

Dear Ms. Goldin:

Bravo Mic Communications, LLC (“Bravo Mic”) licensee of full power FM station KXPZ, Las Cruces, NM (Facility ID No. 63453) hereby responds to your March 22, 2024 letter requesting information and materials in connection with audit of the EEO program of KXPZ announced in a Public Notice, DA 24-179, released that same day by the Commission’s Enforcement Bureau (the “EEO Audit Letter”).

Bravo Mic hereby provides information for its Station Employment Unit (the “Employment Unit”), which in addition to KXPZ, includes KVLC, Hatch, NM (Facility ID No. 31530), KOTS, Deming, NM (Facility ID No. 39244), KDEM, Deming, NM (Facility ID No. 39245), KOBE, Las Cruces, NM (Facility ID No. 54945), and KMVR, Mesilla Park, NM (Facility ID No. 54946) (collectively, the “Stations”).

In preparing this response, Bravo Mic has relied upon an examination of its files and records and due inquiry of current employees who are knowledgeable of employment-related issues at the Employment Unit. The responses below correspond to paragraphs as set forth in the EEO Audit Letter.

Paragraph 2:

Paragraph 2(a):





Bravo Mic Communications, LLC
 101 Perkins Drive
 Las Cruces, New Mexico 88005
 Phone: 575.527.1111
 Fax: 575.527.1100
www.bravomic.com

N/A. The Employment Unit has more than five full-time employees (defined by Section 73.2080(e)(1) as employees regularly assigned to work 30 hours a week or more).

Paragraph 2(b)(i):

Attachment A hereto contains the Employment Unit’s two most recent EEO Public File Reports, covering the period May 21, 2021-May 20, 2022 (the “2021-22 EEO Report”) and the period May 21, 2022-May 20, 2023 (the “2022-23 EEO Report” and together with the 2021-22 EEO Report, the “EEO Public File Reports”). Copies of the EEO Public File Reports are included in the Stations’ online public inspection files. A copy of the most recent EEO public file report is also available on the Stations’ websites.

Paragraph 2(b)(ii):

Below are the web addresses for each station’s website and the location of the current EEO report link on each station’s website:

Station	Station Website	Location of EEO Report Link on Station’s Website
KVLC	https://101gold.com/	Front page, bottom
KXPZ	https://ziacountry.com/	Front page, bottom
KMVR	https://magic1049fm.com/	Front page, bottom
KOBE	https://talkdoneright.com/	Front page, bottom
KDEM	https://kdemfm.com/	Front page, bottom
KOTS	https://kotsam.com/	Front page, bottom

Paragraph 2(b)(iii):

The date of hire for each full-time hire listed in each report is as follows:

2021-2022 EEO Report Hire Dates

#	Vacancy	Hire Date
1.	Media Consultant	11/8/2021
2.	Media Consultant	12/13/2021
3.	Media Consultant	3/16/2022
4.	Media Consultant	3/21/2022
5.	Director of Sales	8/2/2021
6.	Digital Content Coordinator	10/18/2021



Bravo Mic Communications, LLC
101 Perkins Drive
Las Cruces, New Mexico 88005
Phone: 575.527.1111
Fax: 575.527.1100
www.bravomic.com

2022-2023 EEO Report Hire Dates

#	Vacancy	Hire Date
1.	Media Consultant	9/12/2022
2.	Media Consultant	1/10/2023

Attachment B hereto and Attachment C hereto contain copies of advertisements, bulletins, letters, faxes, e-mails or other communications announcing the full-time positions filled during the 2021-22 and the 2022-23 reporting periods, respectively. Copies of on-air announcements or advertisements during the 2021-2022 and 2022-2023 EEO reporting periods are also included. Vacancy notifications were sent to multiple sources as listed in the EEO Public File Reports included at Attachment A hereto. No organization notified the Employment Unit that it wanted to be notified of Employment Unit job openings. It is the policy of the Employment Unit to retain copies of all notices sent to all sources used. In preparing this Response, however, Bravo Mic discovered that copies of some notices were inadvertently deleted from Bravo Mic’s electronic records. Those deletions resulted from the departure from the company of certain department heads who had responsibility for posting and saving copies of each notice. In accordance with standard Bravo Mic business practice, the accounts of these departed employees were deleted from Bravo Mic’s servers, inadvertently sweeping up the EEO-related records therein. Beginning in June 2023, responsibility for posting all job vacancies was centralized in the Media Coordinator position and a new system was implemented to help ensure that copies of all job vacancy postings and notices to recruitment sources are retained in multiple formats.

Paragraph 2(b)(iv):

2021-2022 EEO Report:

Vacancy 1 – Media Consultant

Referral Source	# of Interviewees
On-Air Advertisement	2
Indeed.com	1
Total	3

Vacancy 2 – Media Consultant

Referral Source	# of Interviewees
Referral	2
Total	2



Bravo Mic Communications, LLC
 101 Perkins Drive
 Las Cruces, New Mexico 88005
 Phone: 575.527.1111
 Fax: 575.527.1100
www.bravomic.com

Vacancy 3 – Media Consultant

Referral Source	# of Interviewees
On-Air Advertisement	2
Indeed.com	3
Total	5

Vacancy 4 – Media Consultant

Referral Source	# of Interviewees
On-Air Advertisement	1
Total	1

Vacancy 5 – Director of Sales

Referral Source	# of Interviewees
On-Air Advertisement	1
Referral	1
Total	2

2022-2023 EEO Report:

Vacancy 1 – Media Consultant

Referral Source	# of Interviewees
On-Air Advertisement	1
Indeed.com	2
Total	3

Vacancy 2 – Media Consultant

Referral Source	# of Interviewees
Indeed.com	1
Total	1



Bravo Mic Communications, LLC
101 Perkins Drive
Las Cruces, New Mexico 88005
Phone: 575.527.1111
Fax: 575.527.1100
www.bravomic.com

Paragraph 2(b)(v):

As of the date of the EEO Audit Letter, March 22, 2024, the total number of full-time employees of the Employment Unit was 16, and the population of the Las Cruces-Deming market in which the Employment Unit operates was less than 250,000. Based on these two factors, 47 C.F.R. §§ 73.2080(c)(2) and (e)(3) calls for the Employment Unit to perform two outreach initiatives within a two-year period.

The Employment Unit personnel (by title) involved in the recruitment initiatives performed by the Employment Unit during each of the 2021-2022 and 2022-2023 EEO reporting periods is as follows:

2021-2022 EEO Report Supplemental Recruitment Activities

#	Activity	Personnel Involved
1	Mentoring Program	Director of Sales
2	Mayfield High School Beautification Day	On-Air Talent
3	Community Action Agency Kids Can Fiesta de la Primavera	On-Air Talent
4	Internship Program with New Mexico Broadcaster's Association	Program Director, Director of Sales, General Manager
5	Media Magnet Program at Sierra Middle School	Employee
6	NMBA Special Seminar on Stimulus Checks for Broadcasters	Sales and Production Department employees
7	NMBA Workshop on Local Broadcast Sales Online	Sales Department employees
8	NMBA Workshop on Local Broadcast Sales Online: Skillfully Building and Improving Relationships	Sales Department employees
9	Windows Server Bootcamp	Engineering staff
10	Las Cruces Chamber of Commerce Education Update Luncheon	Employees
11	Peak Behavioral Community Partner Holiday Social	Employees
12	Las Cruces Chamber of Commerce Education Update Luncheon	Employees



Bravo Mic Communications, LLC
 101 Perkins Drive
 Las Cruces, New Mexico 88005
 Phone: 575.527.1111
 Fax: 575.527.1100
www.bravomic.com

12	Las Cruces Chamber of Commerce Golf Tournament	Employees
13	Premier of Green Ghost and the Masters of the Stone	Production Manager and On-Air Personality
14	National Association of Broadcasters NAB Show	President and CEO
15	Membership on Executive Board of New Mexico Broadcasters Association and NMBA Board Retreat	President and CEO
16	Joint Job Fair with NMBA	Employees

2022-2023 EEO Report Supplemental Recruitment Activities

#	Activity	Personnel Involved
1	Mentoring Program	Director of Sales
3	Community Action Agency Kids Can The Around the World and Home Again International youth Market and Business Contest	On-Air Talent
4	Monte Vista Elementary School Career Day	On-Air Talent
5	Community Action Agency Kids Can Youth Career Expo	On-Air Talent
6	Internship Program with NMBA	Engineering Department employees
7	Media Magnet Program at Sierra Middle School	Employee
8	NMBA Summer Convention	Sales and Production Department employees
9	P1 Learning Workshop	Sales Department employees
10	Simpli.fi Bullseye: Introduction to Targeted Advertising	Sales Department employees
11	Simpli.fi Bullseye: Advanced Targeted Advertising Training Course	Sales Department employees
12	Local Broadcast Sales Workshop	Sales Department employees
13	Las Cruces Chamber of Commerce In the Know Luncheon	Employees
14	Las Cruces Chamber of Commerce Annual Gala	Employees
15	Community Foundation of Southern New Mexico Spirit of Giving Annual Gala	Employees



Bravo Mic Communications, LLC
101 Perkins Drive
Las Cruces, New Mexico 88005
Phone: 575.527.1111
Fax: 575.527.1100
www.bravomic.com

16	Deming Rotary Club	Employees
17	Las Cruces International Film Festival	President and CEO
18	National Association of Broadcasters NAB Show	President and CEO
19	Membership on Executive Board of New Mexico Broadcasters Association and NAB State Leadership Conference	President and CEO
20	Joint Job Fair with NMBA	Employees

A full description of the above recruitment initiatives is included in each of the EEO Public File Reports, as provided in Attachment A hereto. Attachment D hereto contains documentation demonstrating the Employment Unit's performance of its supplemental recruitment initiatives during the period encompassed by the EEO Public File Reports.

Paragraph 2(b)(vi):

To Bravo Mic's knowledge, there have been no pending or resolved complaints involving the Stations filed during the Stations' current license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices in the Employment Unit on the basis of race, color, religion, national origin, or sex.

Paragraph 2(b)(vii):

The management of the Employment Unit works to take positive steps to eliminate any systematic discrimination from personnel practices, to ensure that the Employment Unit employs and develops a workforce representative of the local labor force, and to create an environment that encourages further opportunities for growth and promotion for all Employment Unit employees. The President of Bravo Mic holds ultimate responsibility for ensuring enforcement of the Employment Unit's EEO policies and oversees the implementation of the Employment Unit's EEO policies and procedures. The station General Manager also works directly with the President of Bravo Mic to ensure compliance with the Employment Unit's EEO policies and procedures.

The President of Bravo Mic is responsible for ensuring compliance with all federal and state laws and Employment Unit EEO policies and procedures and for providing overall support to department heads and managers. The President of Bravo Mic and the General Manager work



Bravo Mic Communications, LLC
101 Perkins Drive
Las Cruces, New Mexico 88005
Phone: 575.527.1111
Fax: 575.527.1100
www.bravomic.com

to ensure that the Employment Unit's EEO policies and procedures are followed, that all job vacancy notices are distributed through broad channels, and that all interviews and hires are logged. The President of Bravo Mic is primarily responsible for widely disseminating information for each full-time vacancy, keeping accurate and detailed recruitment and hiring records, working to help ensure that Employment Unit personnel participate in supplemental recruitment initiatives, and preparing the Employment Unit's annual EEO public file report. It is the responsibility of the General Manager to work with the President of Bravo Mic to ensure compliance with federal and state laws and compliance with the Employment Unit's EEO policies and procedures.

The Employment Unit informs job applicants of the Employment Unit's EEO policies and program on the Bravo Mic Communications Employment Application and on all job vacancy notices. The Bravo Mic's Communications Employment Application states that,

Bravo Mic Communications LLC, its stations, and entities do not discriminate in accepting and reviewing applications submitted by candidates interested in seeking an available employment position on the basis of race, ethnicity, age, disability, or sex (including pregnancy, sexual orientation, and gender identity).

On all job vacancy notices, the Employment Unit states that Bravo Mic and the Stations "are equal opportunity employers" and encourages all qualified applicants to apply. Copies of job postings noting that Bravo Mic is an equal opportunity employer are included at Attachments B and C hereto.

The Employment Unit informs employees of the Employment Unit's EEO policies and program at the time of hire when employees are provided with a copy of the Bravo Mic Employee Handbook. Additional copies of the Employee Handbook are available in the Employment Unit's Human Resources office. Section Four in the Employee Handbook states that Bravo Mic is an equal opportunity employer and informs employees of the Employment Unit's EEO policies and program, Bravo Mic's affirmative action program, and employee rights if they believe they have been subject to discrimination. Employees are encouraged to bring any questions or concerns about any type of discrimination to the attention of an immediate supervisor, the General Manager, and/or the President of Bravo Mic.

Paragraph 2(b)(viii):

The Employment Unit evaluates its EEO recruitment program on a regular basis, pursuant to 47 C.F.R. § 73.2080(c)(3), to ensure that its outreach efforts are effective in reaching all segments of the communities served by the Employment Unit. The Employment Unit conducts these evaluations annually at the time its EEO public file report is prepared and placed in the public file.



Bravo Mic Communications, LLC
101 Perkins Drive
Las Cruces, New Mexico 88005
Phone: 575.527.1111
Fax: 575.527.1100
www.bravomic.com

The President of Bravo Mic retains ultimate responsibility for ensuring that the Employment Unit's EEO recruitment program is effective and for making sure that any problems with the recruitment program are resolved appropriately. This includes systematized implementation of the Employment Unit EEO practices and procedures.

The President of Bravo Mic has primary responsibility for ensuring that the Employment Unit's EEO recruitment program is effective on a day-to-day basis and for taking action to address any problems with recruitment. The Employment Unit sends notice of every vacancy to both the local and larger statewide/national lists of recruitment sources in an effort to more widely disseminate notice of vacancies at the Employment Unit. Furthermore, the Employment Unit, when appropriate based on the type of position, also sends notice of certain vacancies to industry-specific organizations including the New Mexico Broadcast Association.

Paragraph 2(b)(ix):

The Employment Unit regularly analyzes the effectiveness of its EEO practices and policies in an effort to ensure that they provide equal opportunity and do not have a discriminatory effect, pursuant to 47 C.F.R. § 73.2080(c)(4). Bravo Mic is committed to employing a workforce that is representative of the composite labor force. The President of Bravo Mic annually examines employee pay, benefits, and promotions to ensure that they provide equal opportunity and do not have a discriminatory effect. The Employment Unit makes all pay and promotion decisions based on the skills, ability, experience, and performance of the applicant, and the Employment Unit does not consider race, color, religion, sex, national origin, age, disability, or any other characteristic protected by law. The Employee Handbook states that:

Bravo Mic Communications LLC, its stations, and entities strive to meet and comply with applicable Federal civil rights laws and do not discriminate based on race, ethnicity, age, disability, or sex (including pregnancy, sexual orientation, and gender identity) in all areas including, but not limited to, hiring, promotion, pay, benefits, responsibilities, and evaluations.

Additionally, it is Bravo Mic's policy that all hiring, promotion, and termination decisions are reviewed and/or approved by the President of Bravo Mic. The hiring salary for each full-time vacancy must be approved by the President of Bravo Mic.

The Employment Unit has not entered into an agreement with a union, and therefore the requirement to periodically review cooperation with the union is not applicable.



Bravo Mic Communications, LLC
101 Perkins Drive
Las Cruces, New Mexico 88005
Phone: 575.527.1111
Fax: 575.527.1100
www.bravomic.com

Paragraph 2(b)(ix):

Bravo Mic is not a religious broadcaster; therefore this paragraph is not applicable.

Paragraphs 3-4:

The Employment Unit Stations are not party to any time brokerage agreement.

[Signature on following page]



Bravo Mic Communications, LLC
101 Perkins Drive
Las Cruces, New Mexico 88005
Phone: 575.527.1111
Fax: 575.527.1100
www.bravomic.com

Should any questions arise regarding this information, please contact the undersigned or Bravo Mic's counsel, Dennis P. Corbett at 202.789.3115 or dcorbett@tlp.law.

I certify under penalty of perjury that the foregoing is true, correct and complete. Executed on May 6, 2024.

Respectfully submitted,

/s/ Michael Smith

Michael Smith
President and CEO
Bravo Mic Communications, LLC



Attachment A

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: **May 21, 2021 – May 20, 2022.**

1) Employment Unit: Bravo Mic Communications

- 2) Unit Members (Stations and Communities of License):** **KVLC (FM), Hatch, NM**
KXPZ (FM), Las Cruces, NM
KMVR (FM), Mesilla Park, NM
KOBE (AM), Las Cruces, NM
KDEM (FM), Deming, NM
KOTS (AM), Deming, NM

3) EEO Contact Information for Employment Unit:

Mailing Address: 101 Perkins Drive Las Cruces, New Mexico 88005	Telephone Number: (575) 527-1111
	Contact Person/Title: Michael Smith/ President & CEO
	E-mail Address: Msmith@bravomic.com

4) Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title	Recruitment Source Referring Hiree
(a) Media Consultant	On-Air Advertisement
(b) Media Consultant	Referral
(c) Media Consultant	On-Air Advertisement
(d) Media Consultant	On-Air Advertisement
(e) Director of Sales	Referral
(f) Digital Content Coordinator	Employee Promotion*

***This part-time employee was promoted to full-time status during this EEO reporting period. This employee was first hired to this technical position by the Employment Units to fill a part-time role in 2018 using standard EEO recruitment outreach.**

{00162863;v1}Stations KVLC(FM), KXPZ(FM), KMVR(FM), KOBE(AM), KDEM (FM), and KOTS (AM) are Equal Opportunity Employers.

5) Job Title: Media Consultant

Referral Source(s) of Hire: On-Air Advertisement

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
On – Air Advertisement	A. Criswell	101 Perkins Drive Las Cruces, NM 88005	(575)527-1111	2	No
Station Websites	A. Criswell	101 Perkins Drive Las Cruces, NM 88005	(575)527-1111	0	No
Company Social Media - Facebook	A. Criswell	https://www.facebook.com/BravoMic/	(575)527-1111	0	No
Referral (Industry, Personal, Employee)	A. Criswell	101 Perkins Drive Las Cruces, NM 88005	(575)527-1111	0	No
New Mexico Broadcasters Association (Sends to 22 Additional Recruitment Sources, please see attached)	Suzan Strong	2333 Wisconsin St., NE Albuquerque, NM 87110	(505)881-4444	0	No
New Mexico State University	Donald Gass	https://app.joinhandshake.com/	(575)646-1631	0	No
Dona Ana Community College	Donald Gass	https://app.joinhandshake.com/	(575)646-1631	0	No
New Mexico Institute of Mining and Technology	Tristine Hayward	https://app.joinhandshake.com/	(575)835-5022	0	No
Indeed.com		https://www.indeed.com/rc/clk?jk=9f19ddcf a0ae44c3&fccid=eff9979d87c9bba6&vjs=3		1	No

Job Title: Media Consultant

Referral Source(s) of Hire: Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
On – Air Advertisement	A. Criswell	101 Perkins Drive Las Cruces, NM 88005	(575)527-1111	0	No
Station Websites	A. Criswell	101 Perkins Drive Las Cruces, NM 88005	(575)527-1111	0	No
Company Social Media - Facebook	A. Criswell	https://www.facebook.com/BravoMic/	(575)527-1111	0	No
Referral (Industry, Personal, Employee)	A. Criswell	101 Perkins Drive Las Cruces, NM 88005	(575)527-1111	2	No
New Mexico Broadcasters Association (Sends to 22 Additional Recruitment Sources, please see attached)	Suzan Strong	2333 Wisconsin St., NE Albuquerque, NM 87110	(505)881-4444	0	No
New Mexico State University	Donald Gass	https://app.joinhandshake.com/	(575)646-1631	0	No
Dona Ana Community College	Donald Gass	https://app.joinhandshake.com/	(575)646-1631	0	No

{00162863;v1}Stations KVLC(FM), KXPZ(FM), KMVR(FM), KOBE(AM), KDEM (FM), and KOTS (AM) are Equal Opportunity Employers.

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
New Mexico Institute of Mining and Technology	Tristine Hayward	https://app.joinhandshake.com/	(575)835-5022	0	No
Indeed.com		https://www.indeed.com/rc/clk?jk=9f19ddcf a0ae44c3&fccid=eff9979d87c9bba6&vjs=3		1	No

Job Title: Media Consultant Referral Source(s) of Hire: On-Air Advertisement

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
On – Air Advertisement	A. Criswell	101 Perkins Drive Las Cruces, NM 88005	(575)527-1111	2	No
Station Websites	A. Criswell	101 Perkins Drive Las Cruces, NM 88005	(575)527-1111	0	No
Company Social Media - Facebook	A. Criswell	https://www.facebook.com/BravoMic/	(575)527-1111	0	No
Referral (Industry, Personal, Employee)	A. Criswell	101 Perkins Drive Las Cruces, NM 88005	(575)527-1111	0	No
New Mexico Broadcasters Association (Sends to 22 Additional Recruitment Sources, please see attached)	Suzan Strong	2333 Wisconsin St., NE Albuquerque, NM 87110	(505)881-4444	0	No
New Mexico State University	Donald Gass	https://app.joinhandshake.com/	(575)646-1631	0	No
Dona Ana Community College	Donald Gass	https://app.joinhandshake.com/	(575)646-1631	0	No
New Mexico Institute of Mining and Technology	Tristine Hayward	https://app.joinhandshake.com/	(575)835-5022	0	No
Indeed.com		https://www.indeed.com/rc/clk?jk=9f19ddcf a0ae44c3&fccid=eff9979d87c9bba6&vjs=3		3	No

Job Title: Media Consultant Referral Source(s) of Hire: On-Air Advertisement

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
On – Air Advertisement	A. Criswell	101 Perkins Drive Las Cruces, NM 88005	(575)527-1111	1	No
Station Websites	A. Criswell	101 Perkins Drive Las Cruces, NM 88005	(575)527-1111	0	No
Company Social Media - Facebook	A. Criswell	https://www.facebook.com/BravoMic/	(575)527-1111	0	No
Referral (Industry, Personal, Employee)	A. Criswell	101 Perkins Drive Las Cruces, NM 88005	(575)527-1111	0	No

{00162863;v1}Stations KVLC(FM), KXPZ(FM), KMVR(FM), KOBE(AM), KDEM (FM), and KOTS (AM) are Equal Opportunity Employers.

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
New Mexico Broadcasters Association (Sends to 22 Additional Recruitment Sources, please see attached)	Suzan Strong	2333 Wisconsin St., NE Albuquerque, NM 87110	(505)881-4444	0	No
New Mexico State University	Donald Gass	https://app.joinhandshake.com/	(575)646-1631	0	No
Dona Ana Community College	Donald Gass	https://app.joinhandshake.com/	(575)646-1631	0	No
New Mexico Institute of Mining and Technology	Tristine Hayward	https://app.joinhandshake.com/	(575)835-5022	0	No
Indeed.com		https://www.indeed.com/rc/clk?jk=9f19ddcf a0ae44c3&fccid=eff9979d87c9bba6&vjs=3		0	No

Job Title: Director of Sales

Referral Source(s) of Hire: Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
On – Air Advertisement	M. Smith	101 Perkins Drive Las Cruces, NM 88005	(575)527-1111	1	No
Station Websites	M. Smith	101 Perkins Drive Las Cruces, NM 88005	(575)527-1111	0	No
Company Social Media - Facebook	M. Smith	https://www.facebook.com/BravoMic/	(575)527-1111	0	No
Referral (Industry, Personal, Employee)	M. Smith	101 Perkins Drive Las Cruces, NM 88005	(575)527-1111	1	No
New Mexico Broadcasters Association (Sends to 22 Additional Recruitment Sources, please see attached)	Suzan Strong	2333 Wisconsin St., NE Albuquerque, NM 87110	(505)881-4444	0	No
New Mexico State University	Donald Gass	https://app.joinhandshake.com/	(575)646-1631	0	No
Dona Ana Community College	Donald Gass	https://app.joinhandshake.com/	(575)646-1631	0	No
New Mexico Institute of Mining and Technology	Tristine Hayward	https://app.joinhandshake.com/	(575)835-5022	0	No
Indeed.com		https://www.indeed.com/rc/clk?jk=9f19ddcf a0ae44c3&fccid=eff9979d87c9bba6&vjs=3		0	No

6) Total # of Interviewees Referred: During the period from May 21, 2021 through May 20, 2022, this Employment Unit interviewed 14 individuals.

7) Supplemental Recruitment Initiatives

(a) Mentoring Program

{00162863;v1}Stations KVLC(FM), KXPZ(FM), KMVR(FM), KOBE(AM), KDEM (FM), and KOTS (AM) are Equal Opportunity Employers.

Bravo Mic Communications sales manager (Director of Sales) makes himself available to go on calls, help with presentation ideas and assist in all aspects of the sales process, as a mentor. The promotions director and operations manager mentor the sales team and are called upon to present reports and ideas at Tuesday promotions meetings. The Director of Sales, promotions director and operations manager make themselves available to attend client appointments along with any additional mentoring support.

(b) Participation in Educational Programs and Events

Bravo Mic Communications On-Air talent Ricky Tarin attended the Mayfield High School Beautification Day on May 3rd, 2022. Ricky spent time with students answering questions about careers in radio and broadcasting.

Bravo Mic Communications On-Air talent Ricky Tarin attended the Community Action Agency Kids Can Fiesta de la Primavera on Saturday, May 14th, 2022. Ricky talked about radio and broadcasting technology and career opportunities.

Bravo Mic Communications, with support from the New Mexico Broadcasters Association, awarded a broadcasting internship during the months of June through August 2021. Eligible high school seniors and undergraduate university students interested in pursuing broadcasting, journalism, mass communications, video and graphic design, or information technologies were invited to submit a two-minute audio or video demo highlighting the area of interest in media, how it incorporates into the local community, and the career expectations of the designated area of interest.

Bravo Mic employee Vanessa Dabovich teaches a media magnet program at Sierra Middle School.

(c) Participation in Training Programs Designed to Enable Acquisition of Job Skills

1. Training Program – NMBA Special Seminar

Bravo Mic employees in the Sales and Production Departments attended the NMBA Virtual Convention “The Reality of Stimulus Checks for Broadcasters” presented by the New Mexico Broadcasters in September 2021. Virtual sessions included workshops on copywriting, digital sales and media, improved sales techniques, and demonstrating the value of available tools.

2. Training Program – NMBA Workshops

Bravo Mic employees in the Sales Department participated in the Local Broadcast Sales Online Workshop in November 2021 and March 2022. Course attended: Sales 101

Bravo Mic employee in the Sales Department participated in the Local Broadcast Sales Online Workshop in March 2022. Course attended: Skillfully Building and Improving Relationships

3. Training Program – Windows Server Certification

Bravo Mic engineer attended the Windows Server 2019 Bootcamp in Sarasota, Florida in January of 2022.

(d) Participation in Professional Networking

Bravo Mic employees attended the Las Cruces Chamber of Commerce Education Update Luncheon on June 25th, 2021.

Bravo Mic employees attended the Peak Behavioral Community Partner Holiday Social on December 10th, 2021.

{00162863;v1}Stations KVLC(FM), KXPZ(FM), KMVR(FM), KOBE(AM), KDEM (FM), and KOTS (AM) are Equal Opportunity Employers.

Bravo Mic employees attended the Las Cruces Chamber of Commerce Education Update Luncheon on April 22nd, 2022.

Bravo Mic employees attended and participated in the 2022 Las Cruces Chamber of Commerce Golf Tournament in May 2022.

El Paso Premiere of “Green Ghost and the Masters of the Stone”

Bravo Mic production manager and on-air personality Jack Lutz attended the special premiere of “Green Ghost and the Masters of the Stone” motion picture in April 2022 along with members of the Sales Department at the invitation of the film’s producer and star.

National Association of Broadcasters

Bravo Mic owner and CEO Mike Smith attended the 2022 National Association of Broadcasters 2022 NABShow in Las Vegas, Nevada in April 2022. Special events and seminars included NABA Radio In-Car User Experience, Hybrid Station Opportunities, and How to Develop Successful Business Opportunities.

New Mexico Association of Broadcasters

Bravo Mic owner and CEO Mike Smith serves on the Executive Board of the New Mexico Broadcasters Association and attended the NMBA Board Retreat in Santa Fe, New Mexico March 2022.

(e) Job Fair

Bravo Mic and the New Mexico Broadcasters Association hosted a virtual job fair in November 2021 to inform and recruit for career opportunities in business administration, engineering, and sales.

NMBA Recruitment Sources

Lovie McGee
African American Cultural Association

PO Box 18043
Albuquerque, NM 87185-8043
(505) 299-7910
lovejll@aol.com

Antoinette Fontenelle
Albuquerque Indian Center

105 Texas SE

{00162863;v1}Stations KVLC(FM), KXPZ(FM), KMVR(FM), KOBE(AM), KDEM (FM), and KOTS (AM) are Equal Opportunity Employers.

Albuquerque, NM 87108
(505) 268-4418
toni_m629@hotmail.com

Career Services at Western New Mexico University

1000 W. College St.
Silver City,, NM 88062
505-538-6336
careerserv@wnmu.edu

***Terry Cuff
Colorado Media School***

404 S. Upham St.
Lakewood, CO 80226
303-937-7070
tcuff@beonair.com

***Georgia Cavazos
Communication & Journalism, Univ. of New Mexico***

MSC03 2240, 1 University of New Mexico
Albuquerque, NM
505-277-1903
cjadvice@unm.edu

***John Ortiz
Community Cable Channel 27***

415 Tijeras NW
Albuquerque, NM 87102
505243-0027
John@quote-unquote.org

***Adan Garcia M.Ed.
Dept. of Communication and Journalism***

UNM Redono Dr., NE
Albuquerque, NM 87106
505-277-2819
adang25@unm.edu

Margaret Kirby
Eastern New Mexico University

1200 W. University
Portales, NM 88130

margaret.kirby@enmu.edu

Sean Moore
Eastern New Mexico University-KENW

KENW-TV Station 52
Portales, NM 88130
(505) 562-2112
sean.moore@enmu.edu

R. Sandler
John Marshall Multi-Service Center

1500 Walter SE
Albuquerque, NM 87102
(505) 848-1345
rsandler@cabq.gov

LULAC National Educational Service Centers, Inc

2000 L Street, NW; Suite 610
Washington, DC , 20036
202-835-9646
jmoya@lnesc.org

Mark Shilstone
Medialine

PO Box 51909
Pacific Grove, CA 93950
800-237-8073
medialine@medialine.com

National Alliance of State Broadcasters Associations

www.careerpage.org,

{00162863;v1}Stations KVLC(FM), KXPZ(FM), KMVR(FM), KOBE(AM), KDEM (FM), and KOTS (AM)
are Equal Opportunity Employers.

careerpage@nasbaonline.net

Anna Lopez
National Association of Hispanic Journalists

PO Box 226722
Washington, DC 20045
(202) 662-7145
jobbank@nahj.org

Suzan Strong
NMBA

2333 Wisconsin St., NE
Albuquerque, NM 87110

suzanstrong@nmba.org

Tony Corona
San Juan Basin Technical College

P.O. Box 970
Cortez, CO 81321
970-565-8457
Tcorona@sjbtc.edu

Sandy Lobato
San Juan College

4601 College Blvd.
Farmington, NM 87402
(505) 566-3579
lobatosa@sanjuancollege.edu

Stacy Sacco
SASacco & Associates

1201 Cannonade Ct SE
Albuquerque, NM 87123
(505) 489-2311
stacy@sasacco.com

Richard Schaefer
University of New Mexico

C-J Building #235W

{00162863;v1}Stations KVLC(FM), KXPZ(FM), KMVR(FM), KOBE(AM), KDEM (FM), and KOTS (AM)
are Equal Opportunity Employers.

Albuquerque, NM 87131
(505) 277-9556
schaefer@unm.edu

Madeline Richards
University of New Mexico

Student Services Center, Room 220
Albuquerque, NM
505-277-2531
jobpost@unm.edu

Veronica Mendez-Cruz
UNM El Centro de la Raza

Mesa Vista Hall #1153, MSC 06 3830
1 University of New Mexico
Albuquerque, NM
(505) 277-5020
elcentro@unm.edu

Angie Ludi
Women's Housing Coalition

3005 San Pedro NE
Albuquerque, NM 87110
(505) 884-8856
whcabq@att.net

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: **May 21, 2022 – May 20, 2023.**

1) **Employment Unit: Bravo Mic Communications, LLC**

2) **Unit Members (Stations and Communities of License): KVLC (FM), Hatch, NM
KXPZ (FM), Las Cruces, NM
KMVR (FM), Mesilla Park, NM
KOBE (AM), Las Cruces, NM
KDEM (FM), Deming, NM
KOTS (AM), Deming, NM**

3) **EEO Contact Information for Employment Unit:**

Mailing Address: 101 Perkins Drive Las Cruces, New Mexico 88005	Telephone Number: (575) 527-1111
	Contact Person/Title: Michael Smith/ President & CEO
	E-mail Address: Msmith@bravomic.com

4) **Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

Job Title	Recruitment Source Referring Hiree
(a) Media Consultant	Indeed.com
(b) Media Consultant	Indeed.com

{00162863;v1}Stations KVLC(FM), KXPZ(FM), KMVR(FM), KOBE(AM), KDEM (FM), and KOTS (AM) are Equal Opportunity Employers.

5) Job Title: Media Consultant

Referral Source(s) of Hire: Indeed.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
On – Air Advertisement	A. Criswell	101 Perkins Drive Las Cruces, NM 88005	(575)527-1111	1	No
Station Websites	A. Criswell	101 Perkins Drive Las Cruces, NM 88005	(575)527-1111	0	No
Company Social Media - Facebook	A. Criswell	https://www.facebook.com/BravoMic/	(575)527-1111	0	No
Referral (Industry, Personal, Employee)	A. Criswell	101 Perkins Drive Las Cruces, NM 88005	(575)527-1111	0	No
New Mexico Broadcasters Association (Sends to 22 Additional Recruitment Sources, please see attached)	Suzan Strong	2333 Wisconsin St., NE Albuquerque, NM 87110	(505)881-4444	0	No
New Mexico State University	Donald Gass	https://app.joinhandshake.com/	(575)646-1631	0	No
Dona Ana Community College	Donald Gass	https://app.joinhandshake.com/	(575)646-1631	0	No
New Mexico Institute of Mining and Technology	Tristine Hayward	https://app.joinhandshake.com/	(575)835-5022	0	No
Indeed.com	A. Criswell	https://www.indeed.com/q-bravo-mic-l-las-cruces,-nm-jobs.html?vjk=cee20e8b27d86bd2	(575)527-1111	2	No

Job Title: Media Consultant

Referral Source(s) of Hire: Indeed.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
On – Air Advertisement	A. Criswell	101 Perkins Drive Las Cruces, NM 88005	(575)527-1111	0	No
Station Websites	A. Criswell	101 Perkins Drive Las Cruces, NM 88005	(575)527-1111	0	No
Company Social Media - Facebook	A. Criswell	https://www.facebook.com/BravoMic/	(575)527-1111	0	No
Referral (Industry, Personal, Employee)	A. Criswell	101 Perkins Drive Las Cruces, NM 88005	(575)527-1111	0	No
New Mexico Broadcasters Association (Sends to 22 Additional Recruitment Sources, please see attached)	Suzan Strong	2333 Wisconsin St., NE Albuquerque, NM 87110	(505)881-4444	0	No
New Mexico State University	Donald Gass	https://app.joinhandshake.com/	(575)646-1631	0	No
Dona Ana Community College	Donald Gass	https://app.joinhandshake.com/	(575)646-1631	0	No

{00162863;v1}Stations KVLC(FM), KXPZ(FM), KMVR(FM), KOBE(AM), KDEM (FM), and KOTS (AM) are Equal Opportunity Employers.

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
New Mexico Institute of Mining and Technology	Tristine Hayward	https://app.joinhandshake.com/	(575)835-5022	0	No
Indeed.com	A. Criswell	https://www.indeed.com/q-bravo-mic-l-las-cruces,-nm-jobs.html?vjk=cee20e8b27d86bd2	(575)527-1111	1	No

6) **Total # of Interviewees Referred:** During the period from May 21, 2022 through May 20, 2023, this Employment Unit interviewed 4 individuals.

7) **Supplemental Recruitment Initiatives**

(a) Mentoring Program

Bravo Mic Communications sales manager (Director of Sales) makes himself available to go on calls, help with presentation ideas and assist in all aspects of the sales process, as a mentor. The promotions director and operations manager mentor the sales team and are called upon to present reports and ideas at quarterly promotions meetings. The Director of Sales, promotions director and operations manager make themselves available to attend client appointments along with any additional mentoring support.

(b) Participation in Educational Programs and Events

Bravo Mic Communications On-Air talent Ricky Tarin attended the Community Action Agency Kids Can The Around the World and Home Again International Youth Market and Business Contest on Saturday, December 3rd, 2022. Ricky talked about radio and broadcasting technology and career opportunities while also participating in event activities.

Bravo Mic Communications On-Air talents Ricky Tarin and Donna Dollar attended the Monte Vista Elementary School’s Career Day event for 3rd-5th grade students on Thursday, April 13th, 2023. Ricky and Donna made multiple presentations on careers in broadcasting and participated in question-and-answer sessions.

Bravo Mic Communications On-Air talent Ricky Tarin attended the Community Action Agency Kids Can Youth Career Expo on Saturday, April 29th, 2023. Ricky talked about radio and broadcasting technology and career opportunities while also participating in event activities.

Bravo Mic Communications, with support from the New Mexico Broadcasters Association, awarded a broadcast engineering internship for June through December 2022 to Cooper Harrison.

Bravo Mic employee Vanessa Dabovich teaches a media magnet program at Sierra Middle School.

(c) Participation in Training Programs Designed to Enable Acquisition of Job Skills

1. Training Program – NMBA Summer Convention

Bravo Mic employees in the Sales and Production Departments attended the NMBA Summer Convention presented by the New Mexico Broadcasters Association in August 2022. Workshops and seminars attended included “Regaining Your Swagger”, “The Future of Radio in Vehicles”, “State of Local Media and its Future”, “Re-Tool and Re-Work Tired Ideas”, and “Your Digital Strategy”.

{00162863;v1}Stations KVLC(FM), KXPZ(FM), KMVR(FM), KOBE(AM), KDEM (FM), and KOTS (AM) are Equal Opportunity Employers.

2. Training Program – P1 Learning

Bravo Mic employee in the Sales Department participated in the P1 Learning P1 Plus Broadcast Sales Course, September – October 2022.

Bravo Mic employees in the Sales Department participated in the P1 Learning P1 Plus Broadcast Sales Course, March – May 2023.

3. Training Program – Simpli.fi Bullseye

Bravo Mic employees in the Sales Department participated in the Simpli.fi Bullseye 101: Introduction to Targeted Advertising Course in September 2022.

Bravo Mic employees in the Sales Department participated in the Simpli.fi Bullseye 201: Advanced Targeted Advertising Training Course in September 2022.

4. Training Program – Local Broadcast Sales

Bravo Mic employees in the Sales Department participated in the Local Broadcast Sales (LBS) online webinar: “How to Quadruple Your Local Direct Sales” on November 8th, 2022.

(d) Participation in Professional Networking

Bravo Mic employees attended the Las Cruces Chamber of Commerce In The Know: Pulse of the City Luncheon on September 23, 2022.

Bravo Mic employees attended the Las Cruces Chamber of Commerce Annual Chamber Gala & Choice Awards on September 29, 2022.

Bravo Mic employees attended the Community Foundation of Southern New Mexico Spirit of Giving Annual Gala on October 8, 2023.

Bravo Mic employee attended the Deming, NM Rotary Club meetings on behalf of Bravo Mic, January – May 2023.

Bravo Mic owner and CEO attended the Las Cruces International Film Festival Poster Party on Saturday, February 23, 2023.

National Association of Broadcasters

Bravo Mic owner and CEO Mike Smith attended the National Association of Broadcasters 2023 NABShow in Las Vegas, Nevada in April 2023. Special events and seminars included Small and Medium Market Radio Forum, Focus on Leadership, roundtables, and field workshops.

New Mexico Association of Broadcasters

Bravo Mic owner and CEO Mike Smith serves on the Executive Board of the New Mexico Broadcasters Association and attended the NMBA State Leadership Conference in Washington DC, February 27th – March 2nd, 2023 that included a leadership dinner event and meetings with elected representatives.

(e) Job Fair

{00162863;v1}Stations KVLC(FM), KXPZ(FM), KMVR(FM), KOBE(AM), KDEM (FM), and KOTS (AM) are Equal Opportunity Employers.

Bravo Mic and the New Mexico Broadcasters Association hosted a virtual job fair in February 2023 to inform and recruit for career opportunities in business administration, engineering, and sales.

NMBA Recruitment Sources

Lovie McGee
African American Cultural Association

PO Box 18043
Albuquerque, NM 87185-8043
(505) 299-7910
lovejll@aol.com

Antoinette Fontenelle
Albuquerque Indian Center

105 Texas SE
Albuquerque, NM 87108
(505) 268-4418
toni_m629@hotmail.com

Career Services at Western New Mexico University

1000 W. College St.
Silver City,, NM 88062
505-538-6336
careerserv@wnmu.edu

Terry Cuff
Colorado Media School

404 S. Upham St.
Lakewood, CO 80226
303-937-7070
tcuff@beonair.com

Georgia Cavazos
Communication & Journalism, Univ. of New Mexico

{00162863;v1}Stations KVLC(FM), KXPZ(FM), KMVR(FM), KOBE(AM), KDEM (FM), and KOTS (AM) are Equal Opportunity Employers.

MSC03 2240, 1 University of New Mexico
Albuquerque, NM
505-277-1903
cjadvise@unm.edu

John Ortiz
Community Cable Channel 27

415 Tijeras NW
Albuquerque, NM 87102
505243-0027
John@quote-unquote.org

Adan Garcia M.Ed.
Dept. of Communication and Journalism

UNM Redono Dr., NE
Albuquerque, NM 87106
505-277-2819
adang25@unm.edu

Margaret Kirby
Eastern New Mexico University

1200 W. University
Portales, NM 88130

margaret.kirby@enmu.edu

Sean Moore
Eastern New Mexico University-KENW

KENW-TV Station 52
Portales, NM 88130
(505) 562-2112
sean.moore@enmu.edu

R. Sandler
John Marshall Multi-Service Center

1500 Walter SE
Albuquerque, NM 87102
(505) 848-1345

rsandler@cabq.gov

LULAC National Educational Service Centers, Inc

2000 L Street, NW; Suite 610
Washington, DC , 20036
202-835-9646
jmoya@lnesc.org

***Mark Shilstone
Medialine***

PO Box 51909
Pacific Grove, CA 93950
800-237-8073
medialine@medialine.com

National Alliance of State Broadcasters Associations

www.careerpage.org,
careerpage@nasbaonline.net

***Anna Lopez
National Association of Hispanic Journalists***

PO Box 226722
Washington, DC 20045
(202) 662-7145
jobbank@nahj.org

***Suzan Strong
NMBA***

2333 Wisconsin St., NE
Albuquerque, NM 87110
suzanstrong@nmba.org

***Tony Corona
San Juan Basin Technical College***

P.O. Box 970

{00162863;v1}Stations KVLC(FM), KXPZ(FM), KMVR(FM), KOBE(AM), KDEM (FM), and KOTS (AM)
are Equal Opportunity Employers.

Cortez, CO 81321
970-565-8457
Tcorona@sjbtc.edu

Sandy Lobato
San Juan College

4601 College Blvd.
Farmington, NM 87402
(505) 566-3579
lobatosa@sanjuancollege.edu

Stacy Sacco
SASacco & Associates

1201 Cannonade Ct SE
Albuquerque, NM 87123
(505) 489-2311
stacy@sasacco.com

Richard Schaefer
University of New Mexico

C-J Building #235W
Albuquerque, NM 87131
(505) 277-9556
schaefer@unm.edu

Madeline Richards
University of New Mexico

Student Services Center, Room 220
Albuquerque, NM
505-277-2531
jobpost@unm.edu

Veronica Mendez-Cruz
UNM El Centro de la Raza

Mesa Vista Hall #1153, MSC 06 3830
1 University of New Mexico
Albuquerque, NM
(505) 277-5020
elcentro@unm.edu

Angie Ludi

{00162863;v1}Stations KVLC(FM), KXPZ(FM), KMVR(FM), KOBE(AM), KDEM (FM), and KOTS (AM)
are Equal Opportunity Employers.

Women's Housing Coalition

3005 San Pedro NE
Albuquerque, NM 87110
(505) 884-8856
whcabq@att.net

**{00162863;v1}Stations KVLC(FM), KXPZ(FM), KMVR(FM), KOBE(AM), KDEM (FM), and KOTS (AM)
are Equal Opportunity Employers.**

Attachment B

Bravo Mic Communications, Las Cruces' leading broadcast and digital marketing company, is seeking a full-time Media Consultant. If you're not afraid to get to know your community and use your resources to make Las Cruces and Southern New Mexico a stronger community, then we're looking for you. From selling broadcast airtime on Southern NM's favorite radio stations to digital ad placements for clients on Las Cruces' fastest growing online news source, your earning potential at Bravo Mic is unlimited.

We are looking for someone who is highly self-motivated, can multi-task, and is ready for the future of marketing. We offer a competitive benefits package, schedule flexibility, and a team atmosphere.

Duties:

The Media Consultant's duties include, but are not limited to, the solicitation of advertising orders from the servicing of accounts the company assigns (in sole judgment and discretion of the company) as well as the prospecting, contacting, and development of new clients/accounts, to the company. The Media Consultant performs duties under the general direction and control of the General Manager of the Station and any other person(s) so designated by the company.

The primary job of the media consultant is to sell the company's products which include, but are not limited to, the sale of the following products of the station/company: broadcast airtime, event sponsorships, website packages, and other sales promotion programs.

Qualifications:

- Previous sales experience preferred, but not required.
- Valid Driver License and dependable transportation.
- Minimum of High School graduate, College graduate preferred.
- Self Starter, with the ability to multitask and work independently.
- Creative thinking and analytical skills.
- Proficient in Microsoft Office Suite and internet.
- Competitive Benefit Package

Work Remotely:

No

Job Type:

Full-time

Pay:

Commission Based

Benefits:

401(k)

Dental insurance

Flexible schedule
Health insurance
Paid time off
Vision insurance

Schedule:

Monday to Friday

Ability to commute/relocate:

Las Cruces, NM 88005: Reliably commute or planning to relocate before starting work
(Required)

Work Location:

In person

License/Certification:

Driver's License (Preferred)

EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

Bravo Mic Communications LLC is looking for a new Director of Sales.

If you are someone who is self-motivated, can multi-task, has an understanding of the future of marketing, and is ready to lead a dedicated sales team, Bravo Mic is looking for you! We offer competitive benefits, schedule flexibility, and a team atmosphere.

A director of sales is responsible for managing all sales operations for the entire organization including broadcast and digital sales. Duties include drafting sales reports, meeting sales targets, and talented in negotiation and marketing.

Minimum 5+ years sales experience. Proficiency with Microsoft Word, PowerPoint, Outlook, and Excel. Demonstrable social media and digital marketing skills. Strong time management skills. Ability to lead a team of 3 or more.

Email resume to work@bravomic.com

This job closes on 07/16/2021

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

Date: 6/23/2021

Client Name: In House

Media Consultant: Justin

Spot Title: DOS Position

Spot Length: :30

COMMERCIAL COPY

Patricia: Calling all job seekers in Las Cruces and the Mesilla Valley!

Ricky: Bravo Mic Communications is hiring for a new Director of Sales.

Jack Lutz: If you're someone who is self-motivated, can multi-task, has an understanding on the future of marketing, and is ready to lead a dedicated sales team, Bravo Mic is looking for you!

Donna: We offer competitive benefits, schedule flexibility, and a team atmosphere. Visit BravoMic.com for full job description and to apply.

Magic Mike: Or, just email your resume to Work@BravoMic.com. That's Work@BravoMic.com for the new Director of Sales position.



Date: 6/24/2021

Client Name: In House

Media Consultant: Justin A

Spot Title: Hiring DoS

Spot Length: :30

COMMERCIAL COPY

Attention job seekers in Las Cruces and the Mesilla Valley! Bravo Mic Communications is hiring for a new Director of Sales. If you are someone who is self-motivated, can multi-task, has an understanding on the future of marketing, and is ready to lead a dedicated sales team, Bravo Mic is looking for you! We offer competitive benefits, schedule flexibility, and a team atmosphere. Visit BravoMic.com for full job description and to apply. Or, just email your resume to Work@BravoMic.com. That's Work@BravoMic.com for the new Director of Sales position.



Channels (Booked)	Channels (Placed)	Spot Status	Air Time	Day	Air Date	Start Date	End Date	Order Inventory	Description	Length	Ad-ID
[1] KXPZ	KXPZ	Placed	11:52 AM	W	6/30/2021	6/28/2021	7/4/2021	M-Su		:30	InHouse-Hiring DoS
[1] KXPZ	KXPZ	Placed	4:45 PM	W	6/30/2021	6/28/2021	7/4/2021	M-Su		:30	InHouse-Hiring DoS
[1] KXPZ	KXPZ	Placed	11:16 AM	Th	7/1/2021	6/28/2021	7/4/2021	M-Su		:30	InHouse-Hiring DoS
[1] KXPZ	KXPZ	Placed	6:19 AM	Th	7/1/2021	6/28/2021	7/4/2021	M-Su		:30	InHouse-Hiring DoS
[1] KXPZ	KXPZ	Placed	4:20 PM	F	7/2/2021	6/28/2021	7/4/2021	M-Su		:30	InHouse-Hiring DoS
[1] KXPZ	KXPZ	Placed	8:10 AM	F	7/2/2021	6/28/2021	7/4/2021	M-Su		:30	InHouse-Hiring DoS
[1] KXPZ	KXPZ	Placed	7:49 AM	Sa	7/3/2021	6/28/2021	7/4/2021	M-Su		:30	InHouse-Hiring DoS
[1] KXPZ	KXPZ	Placed	10:52 AM	Sa	7/3/2021	6/28/2021	7/4/2021	M-Su		:30	InHouse-Hiring DoS
[1] KXPZ	KXPZ	Placed	8:46 AM	Su	7/4/2021	6/28/2021	7/4/2021	M-Su		:30	InHouse-Hiring DoS
[1] KXPZ	KXPZ	Placed	11:21 AM	Su	7/4/2021	6/28/2021	7/4/2021	M-Su		:30	InHouse-Hiring DoS
[1] KXPZ	KXPZ	Placed	6:43 PM	M	7/5/2021	7/5/2021	7/11/2021	M-Su		:30	InHouse-Hiring DoS
[1] KXPZ	KXPZ	Placed	8:17 AM	M	7/5/2021	7/5/2021	7/11/2021	M-Su		:30	InHouse-Hiring DoS
[1] KXPZ	KXPZ	Placed	8:20 AM	Tu	7/6/2021	7/5/2021	7/11/2021	M-Su		:30	InHouse-Hiring DoS
[1] KXPZ	KXPZ	Placed	10:16 AM	Tu	7/6/2021	7/5/2021	7/11/2021	M-Su		:30	InHouse-Hiring DoS
[1] KXPZ	KXPZ	Placed	6:21 AM	W	7/7/2021	7/5/2021	7/11/2021	M-Su		:30	InHouse-Hiring DoS
[1] KXPZ	KXPZ	Placed	10:44 AM	W	7/7/2021	7/5/2021	7/11/2021	M-Su		:30	InHouse-Hiring DoS
[1] KXPZ	KXPZ	Placed	6:17 AM	Th	7/8/2021	7/5/2021	7/11/2021	M-Su		:30	InHouse-Hiring DoS
[1] KXPZ	KXPZ	Placed	6:19 PM	Th	7/8/2021	7/5/2021	7/11/2021	M-Su		:30	InHouse-Hiring DoS
[1] KXPZ	KXPZ	Placed	8:36 AM	F	7/9/2021	7/5/2021	7/11/2021	M-Su		:30	InHouse-Hiring DoS
[1] KXPZ	KXPZ	Placed	11:19 AM	F	7/9/2021	7/5/2021	7/11/2021	M-Su		:30	InHouse-Hiring DoS

Date: 9/15/2021

Client Name: In House

Media Consultant: Justin A

Spot Title: BMC is Hiring

Spot Length: :30

COMMERCIAL COPY

Are you someone who is self-motivated, can multi-task, and is ready for the future of marketing? Bravo Mic Communications, Las Cruces' leading local broadcast and digital marketing company, is seeking a full-time Media Consultant. From selling airtime on Southern NM's favorite radio stations to digital ad placements on Las Cruces' growing online news source, your earning potential is unlimited. We offer competitive benefits, schedule flexibility, and a team atmosphere. Visit BravoMic.com for full job description and to apply. Or email your resume to Work@BravoMic.com.



[1] KXPZ	KXPZ	Placed	4:33 PM F	10/29/2021	10/25/2021	10/31/2021	M-Su Broad Rotator	:30	BMC is Hiring
[1] KXPZ	KXPZ	Placed	1:57 PM F	10/29/2021	10/25/2021	10/31/2021	M-Su Broad Rotator	:30	BMC is Hiring
[1] KXPZ	KXPZ	Placed	6:22 PM F	10/29/2021	10/25/2021	10/31/2021	M-Su Broad Rotator	:30	BMC is Hiring
[1] KXPZ	KXPZ	Placed	5:11 PM Sa	10/30/2021	10/25/2021	10/31/2021	M-Su Broad Rotator	:30	BMC is Hiring
[1] KXPZ	KXPZ	Placed	6:54 AM Sa	10/30/2021	10/25/2021	10/31/2021	M-Su Broad Rotator	:30	BMC is Hiring
[1] KXPZ	KXPZ	Placed	7:50 AM Sa	10/30/2021	10/25/2021	10/31/2021	M-Su Broad Rotator	:30	BMC is Hiring
[1] KXPZ	KXPZ	Placed	10:34 AM Sa	10/30/2021	10/25/2021	10/31/2021	M-Su Broad Rotator	:30	BMC is Hiring
[1] KXPZ	KXPZ	Placed	10:12 AM Sa	10/30/2021	10/25/2021	10/31/2021	M-Su Broad Rotator	:30	BMC is Hiring
[1] KXPZ	KXPZ	Placed	2:43 PM Su	10/31/2021	10/25/2021	10/31/2021	M-Su Broad Rotator	:30	BMC is Hiring
[1] KXPZ	KXPZ	Placed	4:45 PM Su	10/31/2021	10/25/2021	10/31/2021	M-Su Broad Rotator	:30	BMC is Hiring
[1] KXPZ	KXPZ	Placed	3:45 PM Su	10/31/2021	10/25/2021	10/31/2021	M-Su Broad Rotator	:30	BMC is Hiring
[1] KXPZ	KXPZ	Placed	5:45 PM Su	10/31/2021	10/25/2021	10/31/2021	M-Su Broad Rotator	:30	BMC is Hiring
[1] KXPZ	KXPZ	Placed	11:18 AM Su	10/31/2021	10/25/2021	10/31/2021	M-Su Broad Rotator	:30	BMC is Hiring

Justin Adkins

From: Michael Smith
Sent: Wednesday, June 30, 2021 1:08 PM
To: Justin Adkins
Subject: FW: NMBA Job Posting: Director of Sales

Michael Smith

President & CEO

Bravo Mic Communications, LLC

☎ [575-527-1111](tel:575-527-1111)

✉ msmith@bravomic.com

📍 101 Perkins Drive, Las Cruces, NM 88005



NON-DISCRIMINATION POLICY: Bravo Mic Communications LLC. and its stations do not discriminate in advertising contracts on the basis of race or ethnicity, and will not accept any advertising which is intended to discriminate on the basis of race or ethnicity. Advertiser represents and warrants that it is not purchasing advertising time from Bravo Mic Communications LLC. or its station(s) that is intended to discriminate on the basis of race or ethnicity.

From: New Mexico Broadcasters Association <info@nmba.org>
Reply-To: Suzan Strong <suzanstrong@nmba.org>
Date: Wednesday, June 30, 2021 at 10:37 AM
To: Michael Smith <msmith@bravomic.com>
Cc: "suzanstrong@nmba.org" <suzanstrong@nmba.org>
Subject: NMBA Job Posting: Director of Sales



The following job has been posted to the New Mexico Broadcasters Association Job Bank. Thank you for participating in our Equal Employment Opportunity efforts. If you have any questions regarding our EEO efforts, please contact Suzan Strong at suzanstrong@nmba.org.

[Director of Sales](#)

posted by Bravo Mic Communications LLC on 06/30/2021

If you are someone who is self-motivated, can multi-task, has an understanding of the future of marketing, and is ready to lead a dedicated sales team, Bravo Mic is

looking for you! We offer competitive benefits, schedule flexibility, and a team atmosphere.

A director of sales is responsible for managing all sales operations for the entire organization including broadcast and digital sales. Duties include drafting sales reports, meeting sales targets, and talented in negotiation and marketing.

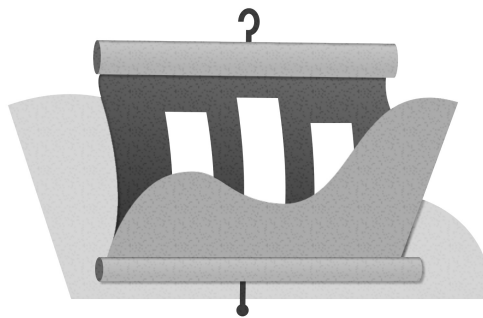
Minimum 5+ years sales experience. Proficiency with Microsoft Word, PowerPoint, Outlook, and Excel. Demonstrable social media and digital marketing skills. Strong time management skills. Ability to lead a team of 3 or more.

Email resume to work@bravomic.com

This job closes on 07/16/2021

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

Preview Job



By pressing confirm, you agree that this job will be posted and applications will be processed in accordance with Indeed's [Cookie Policy](#), [Privacy Policy](#) and [Terms of Service](#). You consent to Indeed informing a user that you have opened, viewed or made a decision regarding the user's application.

Job title

Edit

Media Consultant

Company

Edit

Bravo Mic Communications LLC

Job location

Edit

Multiple locations

Remote work allowed: No

Advertising location

Las Cruces, NM

Pay and Benefits

Edit

\$25,000.00 - \$100,000.00 per year

Benefits: 401(k), Dental insurance, Health insurance, Life insurance, Paid time off, Paid training, Vision insurance
Supplemental Pay: Commission pay

Job Type

[Edit](#)

Full-time

Job description

[Edit](#)

Bravo Mic Communications, Las Cruces' leading broadcast and digital marketing company, is seeking a full-time Media Consultant. If you're not afraid to get to know your community and use your resources to make Las Cruces and Southern New Mexico a stronger community, then we're looking for you. From selling broadcast airtime on Southern NM's favorite radio stations to digital ad placements for clients on Las Cruces' fastest growing online news source, your earning potential at Bravo Mic is unlimited.

The Media Consultant's duties include, but are not limited to, the solicitation of advertising orders and the servicing of accounts the company assigns (in sole judgment and discretion of the company) as well as the prospecting, contacting, and development of new clients/accounts, to the company. The Media Consultant performs duties under the general direction and control of the Director of Sales of the Station and any other person(s) so designated by the company.

The Media Consultant is to sell the company's products which include, but are not limited to, the following: broadcast airtime, event sponsorships, website packages, and other sales promotion programs.

Qualifications include:

- Valid driver's license and dependable transportation
- Minimum High School Diploma
- Creative thinking and analytical skills
- Ability to multitask
- Basic knowledge of Microsoft Office Suite (Word, Outlook, Edge, and PowerPoint)
- Previous sales or marketing experience preferred but not required
- Ability to read and speak Spanish a plus!

All staff are expected to act respectful, follow, and adhere to any mask or COVID-19 related policy in place at each client's place of business. Visitors to the Bravo Mic offices are asked to wear a mask when entering the building.

 0 photos/videos

Applicant qualifications

[Edit](#)

Application questions

You have requested that Indeed ask candidates the following questions:

Please list 2-3 dates and time ranges that you could do an interview.

Do you have a valid Driver's License? (Deal breaker)

Skills tests

Sales skills

Phone interview

Language

[Edit](#)

English

Advertiser Settings

[Edit](#)

Company: **Bravo Mic Communications LLC**

Company Size: **1-49**

Contact: **Justin Adkins**

Role: **Assistant or Office Manager**

How did you hear about us? **TV**

Industry

[Edit](#)

Media & Communication

Broadcast Media

Expected Hiring Date

[Edit](#)

2 to 4 weeks

Hires Needed

Edit

3

Schedule

Edit

Monday to Friday

Application settings

Edit

Apply method: **Email**

Send updates to: **justin@bravomic.com, work@bravomic.com, aaron@bravomic.com**

Employer Assist: **14 days**

Do you want applicants to submit a resume? **Yes**

Do you want to let applicants start the conversation? **Yes**

By clicking "Confirm", you agree to candidates appearing in your dashboard based on the preferences you've selected above. You also agree to our [Indeed Terms of Service](#).

Confirm

View Preview

Back

[Products](#) – [Resources](#) – [FAQ](#) – [Blog](#)

©2021 Indeed - [Cookies](#), [Privacy and Terms](#) - [Do Not Sell My Personal Information](#)

- [Contact](#)

Attachment C

Bravo Mic Communications in Las Cruces, NM is seeking an exceptional Media Consultant!

We offer a unique career opportunity: One where you are given a challenging mission, world-class tools to help you succeed, and the chance to realize your full potential as a Media Sales Professional. Bravo Mic Communications targets hundreds of local companies with a highly tuned business-category focus and introduces these companies to Bravo Mic Communications' large demographically distinct audiences via the power of radio. We hire passionate, driven, resourceful, organized, customer-focused problem solvers who have great communication skills and the ability to cultivate client relationships. If this sounds like you, please submit your resume for consideration.

Who we are:

Our local stations in Las Cruces and Deming include: 101 Gold, 99.5 Zia Country, Magic 104.9, News Talk KOBE, La Equis 96.7, The Mix 94.3 KDEM, KOTS New Country.

Our Opportunity:

Bravo Mic Communications is seeking an experienced Media Account Executive for the Las Cruces and Deming Markets.

This person is responsible for day-to-day sales of our radio station products portfolio and achieving monthly budget goals. This person will work independently to prospect and develop advertising relationships and help our clients grow their businesses.

Job Summary:

You are a high-energy, self-driven sales professional who can spin a lot of plates and thrive in a fast-paced working environment. By creating successful radio advertising campaigns for clients, the Media Account Executive ensures growth within the radio sales department and retains clients for future campaigns. The Media Account Executive keeps a full pipeline, manages sales activity, and communicates regularly with management.

Key Responsibilities & Competencies:

- Excel at prospecting and aggressively seeking new clientele by networking, cold calling, canvassing, referrals, or other means to build and maintain a full pipeline of sales prospects.
- Able to identify client business needs by gaining a deep understanding of their goals, objectives, and processes as well as their external environment including key market and consumer trends to proactively develop customized advertising solutions to meet client objectives.
- Creative spark - the ability to design, create and deliver customized advertising proposals/presentations and generate original ideas.
- Gain referral business by providing support, information, and guidance, qualitative research and recommending new opportunities for profit and/or service improvements.
- Deliver exceptional customer service.

- Follow all station and corporate procedures for preparing orders, resolving billing issues, submitting regular reports regarding sales, pipeline lists, forecasts, and competitive analysis.
- Stay abreast of the competitive landscape and emerging technologies to best position Bravo Mic Communications in the marketplace.

Requirements & Qualifications:

- 1-2 years Media Sales background and experience preferred/required.
- Proficient in Microsoft Office 365 and business networking platforms.
- Must be highly proficient with Word, PowerPoint, Excel, and Outlook.
- Must be highly proficient using online meeting tools; MS Teams and Zoom.
- Excellent communication skills.
- Experience developing new business relationships in an outside sales role.
- Excellent presenter to clients of sales opportunities and post-sale successes.
- Strong understanding of lead generation and ability to connect with viable prospects.
- Comprehension of sales metrics to fill a sales funnel and robust pipeline of residual business.
- Positive attitude with the willingness to get beyond the comfort zone to grow professionally.
- High energy and passion for the job.
- Flexible and creative.
- Bachelor's Degree in Business, Marketing, or related field is preferred/required.
- Recognized top sales performer with a track record of over-achieving sales goals.
- Consistently a Top Performer in closing new Business.
- Stay abreast of the competitive landscape and emerging technologies.
- Ability to perform independently in a fast-paced, hyper-competitive sales environment.
- Excellent interpersonal/communication skills; outgoing, sociable, and charismatic – you pride yourself on being able to strike up a conversation with anyone.
- Requires a valid driver's license and reliable transportation.

What we offer:

- Commission-based organization with uncapped earning potential.
- Supportive leadership, coaching, education, and training.
- Recognition and reward for outstanding performance.

- Medical, Dental & Vision Insurance coverage.
- 401K with company match to plan for the long term.
- Vacation & Holidays to enjoy the fruits of your labor.
- For immediate consideration, please visit work@bravomic.com

For more information about Bravo Mic Communications, visit our website at www.Bravomic.com

Bravo Mic Communications is proud to be an Equal Opportunity Employer (EOE).

[Back to jobs](#)

Media Consultant

Bravo Mic Communications – Deming, NM

Collapse

- [+ Create new](#)
- [Jobs](#)
- [Smart Sourcing](#) New
- [Candidates](#)
- [Interviews](#)
- [Analytics](#)
- [Tools](#)



This job must be sponsored in order to be shown on Indeed.

To ensure the best experience for our job seekers, certain types of jobs must be sponsored in order to be posted on our site.

[Sponsor](#)

Candidates

Awaiting review

21

Total (excluding rejected)

21

11 Rejected

Performance summary

Free post (data shown between Apr 1, 2024 - Apr 16, 2024)

For more detailed data, visit the [performance report](#).

0

Impressions

0

Clicks

0

Started applications

0

Applications

Sponsor job

Improve job description

Metrics over time ^

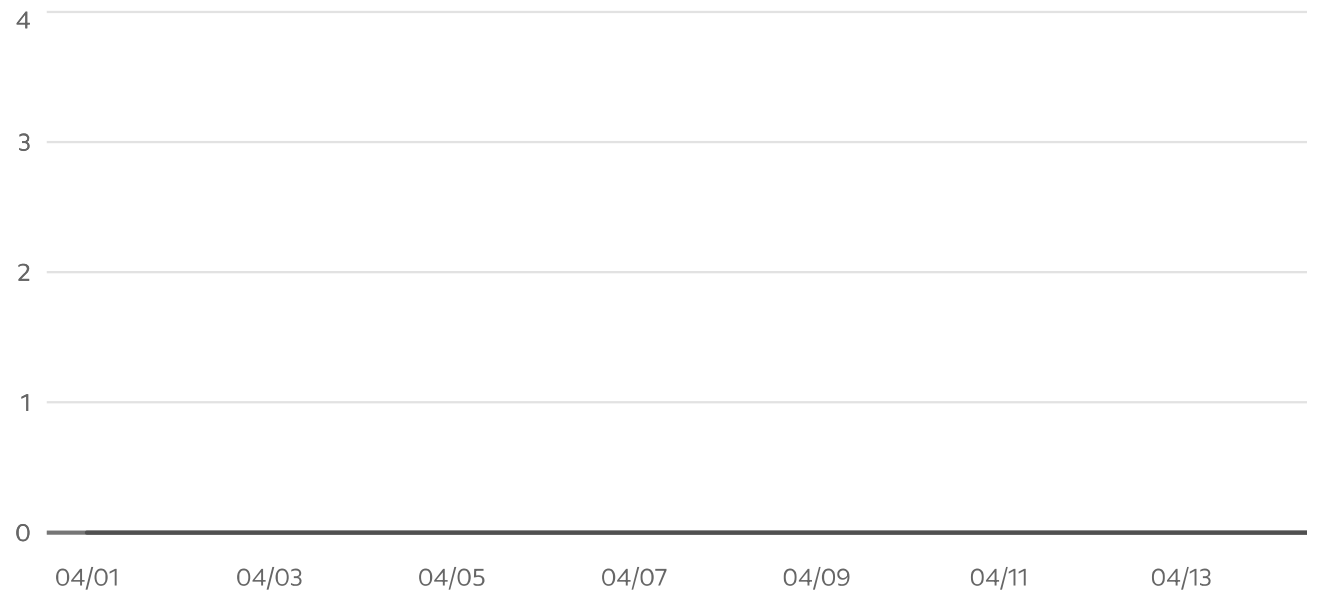
Day

Week

Applications



+ Add metric to compare



Job description

Bravo Mic Communications, Las Cruces' leading broadcast and digital marketing company, is seeking a full-time Media Consultant. If you're not afraid to get to know your community and use your resources to make Las Cruces and Southern New Mexico a stronger community, then we're looking for you. From selling broadcast airtime on Southern NM's favorite radio stations to digital ad placements for clients on Las Cruces' fastest growing online news source, your earning potential at Bravo Mic is unlimited.

We are looking for someone who is highly self-motivated, can multi-task, and is ready for the future of marketing. We offer a competitive benefits package, schedule flexibility, and a team atmosphere.

Duties:

The Media Consultant's duties include, but are not limited to, the solicitation of advertising orders from the servicing of accounts the company assigns (in sole judgment and discretion of the company) as well as the

prospecting, contacting, and development of new clients/accounts, to the company. The Media Consultant performs duties under the general direction and control of the General Manager of the Station and any other person(s) so designated by the company.

The primary job of the media consultant is to sell the company's products which include, but are not limited to the sale of the following products of the station/company: broadcast airtime, event sponsorships, website packages, and other sales promotion programs.

Qualifications:

- Previous sales experience preferred, but not required.
- Valid Driver License and dependable transportation.
- Minimum of High School graduate, College graduate preferred.
- Self Starter, with the ability to multitask and work independently.
- Creative thinking and analytical skills.
- Proficient in Microsoft Office Suite and internet.

Competitive Benefit Package

EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

Work Remotely

- No

Job Type: Full-time

Pay: \$15.00 - \$100.00 per hour

Benefits:

- Dental insurance
- Flexible schedule
- Health insurance
- Vision insurance

Schedule:

- Monday to Friday

Supplemental pay types:

- Commission pay

Ability to commute/relocate:

- Las Cruces, NM 88005: Reliably commute or planning to relocate before starting work (Preferred)

Experience:

- Marketing: 1 year (Preferred)

Work Location: In person

[Edit job](#)

Flagged



[View public job page](#)

Application Settings

Application method

Email

Require resume

Yes

Application updates

work@bravomic.com

Also send an individual email update each time someone applies.

Candidates contact you (email)

Yes, at email address provided

Details

Posted: June 24, 2022

Views: 0

Applications received: 32 total

[Add a candidate](#)

Budget

Job budget: Not sponsored

[Sponsor job](#)

Promote this job for more candidates:



All analytics data provided in this report is provided for informational purposes only and Indeed does not guarantee its accuracy. Values in the report may deviate from the actual charges. Indeed reserves the right to adjust the information in this report or change the method of measuring such figures at any time. This report does not constitute a contract.

©2024 Indeed

[Cookies, privacy and terms](#) –

[Privacy center](#) –

[Your privacy choices](#)  –

[Security](#) –

[Billing](#) –

[Contact](#)

Collapse



Help



Notifications



Messages



work@bravomic.com

- + Create new >
- Jobs
- Smart Sourcing New
- Candidates
- Interviews
- Analytics
- Tools

← Back to jobs

Local Deming Radio and Digital Advertising Expert

Bravo Mic Communications – Deming, NM



This job must be sponsored in order to be shown on Indeed.

To ensure the best experience for our job seekers, certain types of jobs must be sponsored in order to be posted on our site.

[Sponsor](#)

Candidates

Awaiting review

3

Total (excluding rejected)

3

40 Rejected

Performance summary

Free post (data shown between Apr 1, 2024 - Apr 16, 2024)

For more detailed data, visit the [performance report](#).

0

Impressions

0

Clicks

0

Started applications

0

Applications

Sponsor job

Improve job description

Metrics over time ^

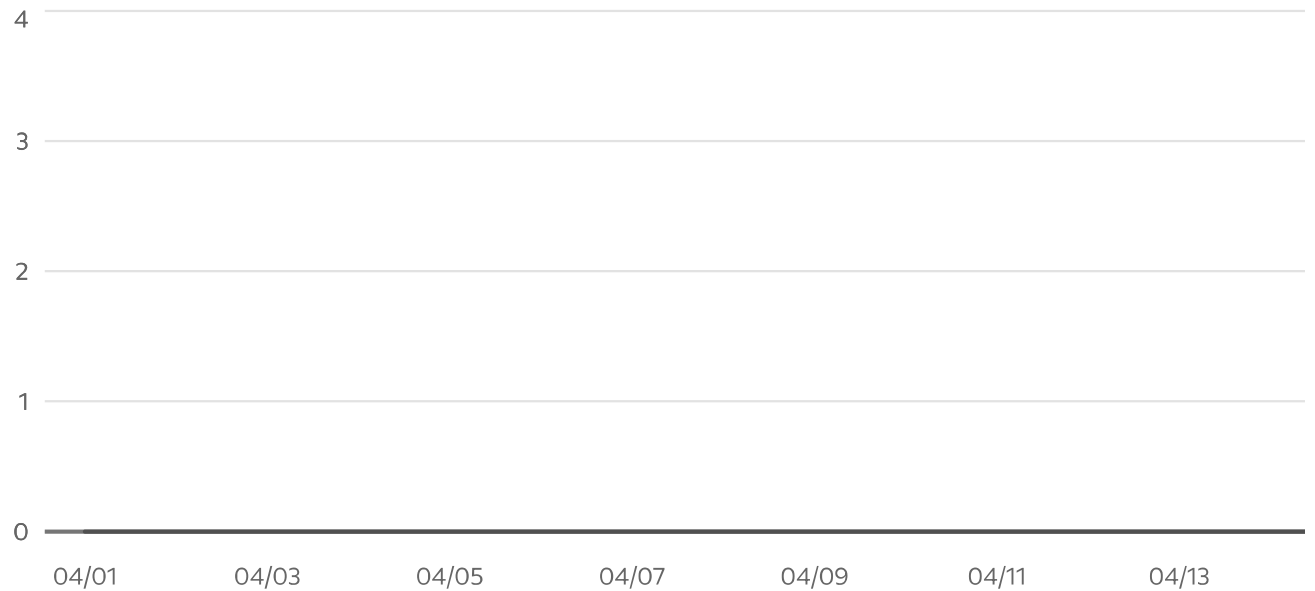
Day

Week

Applications



+ Add metric to compare



Job description

Bravo Mic Communications, DEMING's leading broadcast and digital marketing company, is seeking a full-time Local Deming Radio and Digital Marketing Expert.

This is a sales position. What are you selling? Marketing ideas to amplify local businesses messages using the power of KDEM and KOTS Radio Stations. Also, you will have every Digital Advertising tool available at your fingertips to provide measurable solutions.

This isn't a job for everyone, however, If you're not afraid to get to know your community and use your resources to make Deming and Southern New Mexico a stronger community, then we're looking for you. From selling broadcast airtime on Deming NM's favorite radio stations to digital advertising solutions via BravoMicDigital.com, your earning potential at Bravo Mic is unlimited.

We are looking for someone who lives in deming, NM, is highly self-motivated, can multi-task, and is ready for the future of marketing. We offer a competitive benefits package, schedule flexibility, and a

team atmosphere.

Duties:

The Local Deming Radio and Digital Marketing Expert duties include, but are not limited to, the solicitation of advertising orders from the servicing of accounts the company assigns (in sole judgment and discretion of the company) as well as the prospecting, contacting, and development of new clients/accounts, to the company. The Local Deming Radio and Digital Marketing Expert performs duties under the general direction and control of the Director of Sales of the Station and any other person(s) so designated by the company.

The primary job of the Local Deming Radio and Digital Marketing Expert is to sell the company's products which include, but are not limited to the sale of the following products of the station/company: broadcast airtime, event sponsorships, digital advertising and other sales promotion programs.

Qualifications:

- Previous sales experience preferred, but not required.
- Valid Driver License and dependable transportation.
- Minimum of High School graduate, College graduate preferred.
- Self Starter, with the ability to multitask and work independently.
- Creative thinking and analytical skills.
- Proficient in Microsoft Office Suite and internet.

Competitive Benefit Package

EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

Work Remotely

- No

Job Type: Full-time

Pay: \$15.00 - \$100.00 per hour

Benefits:

- 401(k)
- Dental insurance
- Flexible schedule

- Health insurance
- Paid time off
- Vision insurance

Schedule:

- Monday to Friday

Supplemental pay types:

- Commission pay

Ability to commute/relocate:

- Deming, NM 88030: Reliably commute or planning to relocate before starting work (Required)

License/Certification:

- Driver's License (Required)

Work Location: In person

[Edit job](#)

Flagged



[View public job page](#)

Application Settings

Application method

Email

Require resume

Yes

Application updates

work@bravomic.com

Also send an individual email update each time someone applies.

Candidates contact you (email)

Yes, at email address provided

Details

Posted: August 31, 2022

Views: 0

Applications received: 43 total

Add a candidate

Budget

Job budget: Not sponsored

Sponsor job

Promote this job for more candidates:





All analytics data provided in this report is provided for informational purposes only and Indeed does not guarantee its accuracy. Values in the report may deviate from the actual charges. Indeed reserves the right to adjust the information in this report or change the method of measuring such figures at any time. This report does not constitute a contract.

©2024 Indeed

[Cookies, privacy and terms](#) –

[Privacy center](#) –

[Your privacy choices](#)   –

[Security](#) –

[Billing](#) –

[Contact](#)

Collapse

- + Create new >
- Jobs
- Smart Sourcing New
- Candidates
- Interviews
- Analytics
- Tools

← Back to jobs

Media Consultant

Bravo Mic Communications – Las Cruces, NM

Candidates

Awaiting review
3

Total (excluding rejected)
13

87 Rejected

Performance summary

Data shown for Apr 1, 2024 - Apr 16, 2024

For more detailed data, visit the [performance report](#).

0

Impressions

0

Clicks

0

Started applications

0

Applications

Improve job description

Metrics over time ^

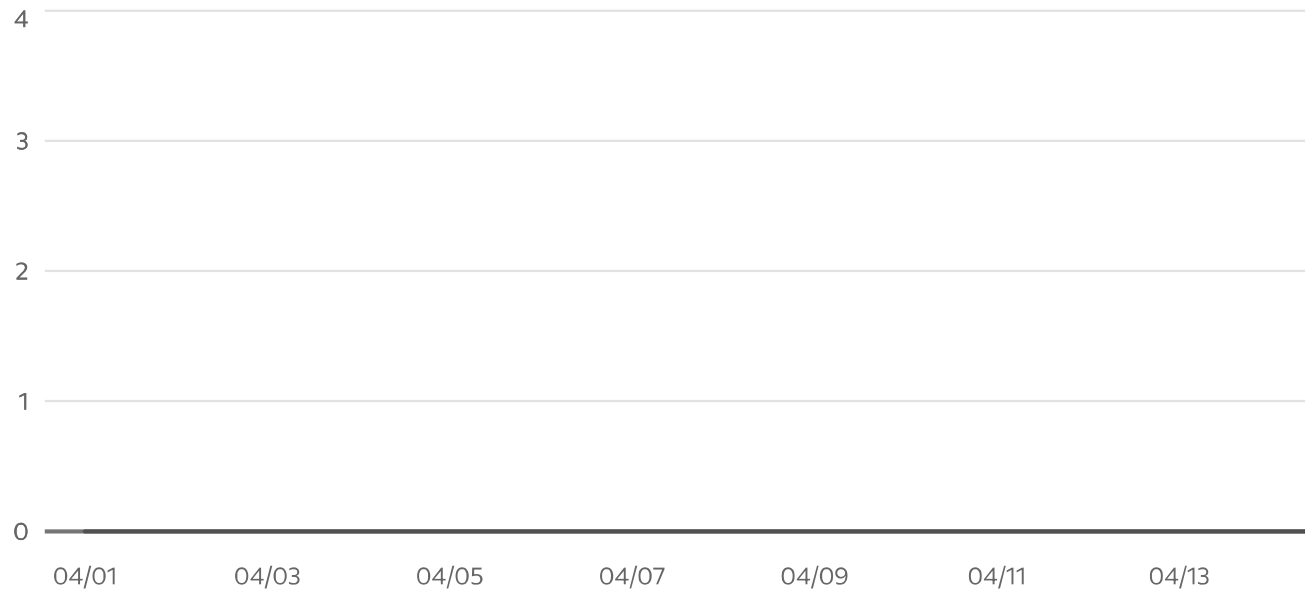
Day

Week

Applications



+ Add metric to compare



Job description

Bravo Mic Communications, Las Cruces' leading broadcast and digital marketing company, is seeking a full-time Media Consultant. If you're not afraid to get to know your community and use your resources to make Las Cruces and Southern New Mexico a stronger community, then we're looking for you. From selling broadcast airtime on Southern NM's favorite radio stations to digital ad placements for clients on Las Cruces' fastest growing online news source, your earning potential at Bravo Mic is unlimited.

We are looking for someone who is highly self-motivated, can multi-task, and is ready for the future of marketing. We offer a competitive benefits package, schedule flexibility, and a team atmosphere.

Duties:

The Media Consultant's duties include, but are not limited to, the solicitation of advertising orders from the servicing of accounts the company assigns (in sole judgment and discretion of the company) as well as the prospecting, contacting, and development of new clients/accounts, to the company. The Media Consultant performs duties under the general direction and control of the General Manager of the Station and any other person(s) so designated by the company.

The primary job of the media consultant is to sell the company's products which include, but are not limited to the sale of the following products of the station/company: broadcast airtime, event sponsorships, website packages, and other sales promotion programs.

Qualifications:

- Previous sales experience preferred, but not required.
- Valid Driver License and dependable transportation.
- Minimum of High School graduate, College graduate preferred.
- Self Starter, with the ability to multitask and work independently.
- Creative thinking and analytical skills.
- Proficient in Microsoft Office Suite and internet.

Competitive Benefit Package

EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

Work Remotely

- No

Job Type: Full-time

Pay: \$15.00 - \$100.00 per hour

Benefits:

- 401(k)
- Dental insurance
- Flexible schedule
- Health insurance
- Paid time off
- Vision insurance

Schedule:

- Monday to Friday

Supplemental pay types:

- Commission pay

Ability to commute/relocate:

- Las Cruces, NM 88005: Reliably commute or planning to relocate before starting work (Required)

License/Certification:

- Driver's License (Preferred)

Work Location: In person

Closed 

[View public job page](#)

Application Settings

Application method

Email

Require resume

Yes

Application updates

work@bravomic.com

Also send an individual email update each time someone applies.

Candidates contact you (email)

Yes, at email address provided

Details

Posted: June 24, 2022

Views: 0

Applications received: 100 total

Budget

Job budget: Not sponsored

Promote this job for more candidates:



All analytics data provided in this report is provided for informational purposes only and Indeed does not guarantee its accuracy. Values in the report may deviate from the actual charges. Indeed reserves the right to adjust the information in this report or change the method of measuring such figures at any time. This report does not constitute a contract.

©2024 Indeed

[Cookies, privacy and terms](#) –

[Privacy center](#) –

[Your privacy choices](#)   –

[Security](#) –

[Billing](#) –

Contact