

**Pecos Valley Broadcasting Company**  
**Stations KTZA (FM) and KSVP (AM)**  
**Artesia, New Mexico**  
**KPZE (FM)**  
**Carlsbad, New Mexico**  
**KEND (FM)**  
**Roswell, New Mexico**

**EEO PUBLIC FILE REPORT**  
**June 1, 2018 – May 31, 2019**

**Pecos Valley Broadcasting Company Is An Equal Opportunity Employer**

**Full Time Job Vacancies/Interviewee Data:**

<b>Position</b>	<b>Job Title</b>	<b>Date Filled</b>	<b>Total # of People Interviewed</b>	<b>Source(s) Which Referred Interviewees</b>	<b>Hiree Referral Source</b>
1	Sales Representative	03/01/2019	1	RS2 - Carlsbad Current-Argus	RS13 - Employee Referral
2	Announcer	3/25/2019	3 1 1 1 4 1 1	RS1 - Artesia Daily Press RS11 - Radio Ads RS15 - CareerBuilder.com RS8 - NMBA.org RS14 - Roswell Daily Record RS3 - NM Workforce Connections RS13 - Employee referral	RS11 - Radio Ads

Total number of interviewees for all full-time positions: 13

There is attached hereto a list of the recruitment sources utilized by Pecos Valley Broadcasting Company and the total number of interviewees referred by each recruitment source (Attachment A).

**Notice:** Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request Pecos Valley Broadcasting Company to provide them with information about full-time openings at the stations. Such requests must include the organization's name, mailing address, e-mail address if applicable, telephone number and contact person, and identify the category or categories of job openings for which it requests notices. Requests should be directed to Gene Dow, General Manager, Pecos Valley Broadcasting Company, 317 W. Quay Avenue, Artesia, New Mexico 88210. Pecos Valley Broadcasting Company is an Equal Opportunity Employer.

## Attachment A

### List of Recruitment Sources and Total Number Interviewees Referred By Each Recruitment Source

No.	Source	Contact	Address	Telephone	Total No. of Interviewees Referred
1	Artesia Daily Press	Celia Perches	P.O. Box 190, Artesia, NM 88210	575-746-3524	3
2	Carlsbad Current-Argus	Debra Vasquez	500 W Overland, Ste. 150, El Paso, TX 79901	915-546-6210	1
3	NM Center Workforce Connection – Artesia (Labor Department) *	Noreen Teel	www.jobs.state.nm.us		1
4	Roswell Chamber of Commerce Web Site	Marysa Cordova	327 N. Main Street, Roswell, NM 88210	575-624-0889	0
5	Altrusa Club of Artesia	Brianna Goodloe	PO Box 652, Artesia, NM 88210	575-746-2744	0
6	Desk & Derrick Club of Artesia	Nancy Elrod	P.O. Box 1602, Artesia, NM 88211-1602	575-746-4261	0
7	Artesia Chamber of Commerce Web Site	Vickie Grousneck	107 N 1 <sup>st</sup> Street, Artesia, NM 88210	575-746-2744	0
8	NMBA.org web site **	Suzan Strong	2333 Wisconsin, NE, Albuquerque, NM 87110	505-881-4444	1
9	Artesia Hispanic Heritage Club	Santiago Calderon	P.O. Box 1593, Artesia, NM 88210	575-748-6282	0
10	Women of the Moose	Wanda Long	PO Box 301, Artesia, NM 88210	575-746-4473	0
11	Radio Ads	Tana Steinback	317 W. Quay, Artesia, NM 88210	575-746-2751	1
12	Pecos Valley Broadcasting Web Site	Gene Dow	317 W. Quay, Artesia, NM 88210	(575)-746-2751	0
13	Pecos Valley Broadcasting Employee Referral	Gene Dow	317 W. Quay, Artesia, NM 88210	(575) 746-2751	1
14	Roswell Daily	Andrea Marquez	2301 North Main	(575) 622-	4

	Record Newspaper & Web Site		Street, Roswell, NM 88201	7710	
15	ZipRecruiter.com	Jennifer Pitts	www.ZipRecruiter.com	480-372- 2680	1

\* In addition to the job opening being posted in the local office in Artesia, the job opening was also posted in other local offices throughout the state.

\*\* Once the job opening was posted with the New Mexico Broadcasters Association (NMBA.org), 22 additional recruitment sources identified on the attached list were notified of the job opening at Pecos Valley Broadcasting Company.

NOTE: Recruitment sources which requested job notification announcements: None

## *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**

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,  
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  
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

### **Supplemental EEO Outreach Activities:**

Pecos Valley Broadcasting Company conducts an Intern Broadcast Tech Program in conjunction with Artesia High School. Pecos Valley Broadcasting has developed a pool of 12 to 15 high school students during the reporting period. During this paid internship, each student was trained on various aspects of broadcasting including operation of video and audio equipment used for high school sports broadcasts, board operation during special events and sports broadcasts, remote events and local news coverage. This is a standard program at Pecos Valley Broadcasting Company.

General Manager Gene Dow attended the New Mexico Broadcasters Association Annual Convention in June 18, 2018. At the convention, Mr. Dow attended the NMBA Scholarship Breakfast, key note speaker luncheon and the Excellence in Broadcasting Awards Dinner. Mr. Dow attended the seminar "Ask A Lawyer" with a communications attorney and a NAB representative to learn about issues regarding the FCC. Other workshops attended by Mr. Dow focused on effectively communicating with employees and treating employees fairly and nondiscrimination as well as assistance available from the NMBA for recruitment and for scholarships for potential employees.

Station Engineer Mike Montgomery attended the New Mexico Broadcasters Association Annual Convention in June 18, 2018. At the convention, Mr. Montgomery attended the NMBA Scholarship Breakfast, key note speaker luncheon and the Excellence in Broadcasting Awards Dinner. Mr. Montgomery attended the seminar "SBE Engineering Conference" to learn about technical issues regarding the FCC as well as how to improve the EAS System in New Mexico.

Pecos Valley Broadcasting Company participated in a Virtual Job Fair August 20, 2018 through the 26th, 2018 in conjunction with the New Mexico Broadcasters Association. The Virtual Job Fair was promoted through a series of radio commercials that aired on all of the Pecos Valley Broadcasting stations as well as a web site banner ad that linked to the NMBA Virtual Job Fair web site. During the Job Fair, a listing of open positions was listed with the site [www.broadcastersvirtualjobfair.com](http://www.broadcastersvirtualjobfair.com). Any applications for the positions listed were immediately e-mailed to General Manager Gene Dow, who was able to respond to the employment inquiry within 24 hours.

On Tuesday, May 28th, 2019, Pecos Valley's Vice President/General Manager (who also serves as the station's EEO Officer) conducted an refresher EEO education and training workshop for station personnel. The attendees included the station's Office Manager, Operations Manager, Public Affairs Director and Sales Manager. A wide range of EEO topics were covered at the session including recruitment and hiring, methods of ensuring non-discrimination in the workplace, EEO outreach initiatives, recordkeeping, monitoring of the EEO practices for compliance, the effectiveness of the station's EEO practices, review of recent FCC EEO audit and other EEO-related issues. The goal of the session was to provide continuing education and training to station personnel on EEO-related matters.