

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:

Position	Job Title	Date Filled	Total # of People Interviewed	Source(s) Which Referred Interviewees	Hiree Referral Source
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 st 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. 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.