

2) Job Title: Sales

Hire Date: 12/3/18

Referral Source(s) of Hire: KBIM/KKBE Radio **Interviewees:** 6

Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	# of Interviews Referred	Did Recruitment Source Request notification?
New Mexico Broadcasters Assn.	Paula Maes	Web Site	505-881-4440	1	no
Texas Association of Broadcasters	Ann Arnold	Web Site	512-623-0014	1	no
Radio On-Line	n/a	Web Site	n/a	2	no
KBIM/KKBE Radio	Darryl Burkfield	1301 N Main Roswell NM	575 623 9100	0	no
Walk-In	Darryl Burkfield	1301 North Main Roswell, NM	575-623-9100	2	no

1) Job Title: On-Air Morning Show Host
Referral Source(s) of Hire: All Access

Hire Date: 11/1/18
Interviewees:15

3) Job Title: On-Air Morning Show Host
Referral Source(s) of Hire: All Access

Hire Date: 2/19/19
Interviewees:15

4) Job Title: On-Air Morning Show Host
Referral Source(s) of Hire: All Access

Hire Date: 2/19/19
Interviewees:15

Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	# of Interviews Referred	Did Recruitment Source Request notification?
New Mexico Broadcasters Assn.	Paula Maes	Web Site	505-881-4440	0	no
Texas Association of Broadcasters	Ann Arnold	Web Site	512-623-0014	0	no
Radio On-Line	n/a	Web Site	n/a	0	no
KBIM/KKBE Radio	Darryl Burkfield	1301 N Main Roswell NM	575 623 9100	0	no
Walk-In	Darryl Burkfield	1301 North Main Roswell, NM	575-623-9100	2	no
All Access	n/a	Web site	n/a	13	no

5) Total # of interviewees referred: For the period from May 31, 2018-May 30, 2019 this Employment Unit interviewed 21 interviewees for 2 full time positions.

6) Supplemental Recruitment Initiatives: List and briefly describe the Supplemental Recruitment Initiatives undertaken during the preceding twelve (12) months.

(A) Initiative: Community Outreach

There were no formal job fairs in Roswell or Chaves County. KBIM and KKBE participated in a virtual job fair made available through The New Mexico Broadcasters Association. 14 resumes were submitted and 0 interviews were conducted.

(B) Participation in general outreach efforts through jobs banks, internet programs & similar programs

All jobs are posted on some or all of the following websites sites: www.nmba.org which is the New Mexico Broadcast Association, www.tab.org, which is the Texas Association of Broadcaster, www.allaccess.com, and www.radio-online.com. Jobs openings are also broadcast on this unit's broadcast stations including KBIM-FM which covers multiple markets and reaches a large pool of potential applicants.

(C) Initiative: Management EEO Training

A training session was held for all upper level management of Noalmark Broadcasting Corporation on September 21, 2018 in Hobbs, New Mexico in conjunction with the Company's strategic planning and professional education annual meeting. The session entailed a comprehensive review of the FCC EEO regulations and the Company's ongoing compliance efforts

(D) Initiative: EEO & Sexual Harassment Staff Meeting

A Staff Seminar meeting was held on April 15, 2018. All employees were required to be at this meeting. During the meeting, FCC Rules and Regulations regarding EEO and the company's Sexual Harassment Policy were reviewed.