

EEO PUBLIC FILE REPORT

This report covers full time vacancy recruitment data for the period May 28, 2019 - May 27, 2020

1) Employment Unit: Noalmark Broadcasting Corporation, Roswell, NM

2) Unit Members (Stations and Communities of License): KBIM-FM-Roswell, NM
KKBE-AM-Roswell, NM

3) EEO Contact Information for Unit Member:

Mailing Address: PO Box 1953 Roswell, NM 88202	Telephone Number: 575-623-9100
	Contact Person: Darryl Burkfield
	E-mail Address: darryl.burkfield@noalmark.com

4) Vacancies Filled:

<u>Job Title</u>	<u>Recruitment Source Referring Hiree</u>
1) Account Executive	Walk-in
2) Office/Traffic Manager	Walk-in

1) Job Title: Account Executive
Referral Source(s) of Hire: Walk-In

Hire Date: 9/18/19
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	3	no
Texas Association of Broadcasters	Ann Arnold	Web Site	512-623-0014	1	no
Radio On-Line	n/a	Web Site	n/a	1	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	1	no

2) Job Title: Office/Traffic Manager
Referral Source(s) of Hire: Walk-In

Hire Date: 5/18/2020
Interviewees: 4

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
Hobbsamerica.com	Heather Canterbury	Web Site	870-862-7777	0	no
All-access	n/a	Web Site	n/a	3	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	1	no

5) Total # of interviewees referred: For the period from May 28, 2019 – May 27, 2020 this Employment Unit interviewed 10 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. There were no virtual job fairs offered by the New Mexico Broadcasters Association.

(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 25, 2019 in Dallas, Texas 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. Management also attended the NAB Radio Show held September 24-27, 2019 in Dallas, Texas.

(D) Initiative: EEO & Sexual Harassment Staff Meeting

A Staff Seminar meeting was held on January 22, 2020. 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.