

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, 2016 – May 31, 2017

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	3/16/17	3	Artesia Daily Press	Position 1, Artesia Daily Press
2*	Sales Representative	5/01/17	3	Roswell Daily Record	Position 2, Radio Ads
			4	Radio Ads	
			1	NMBA.org Web Site	
			1	NM Workforce Connections	
			1	Carlsbad Current-Argus	

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

* Two Sales Representatives were hired from the same interviewee pool. The referral source for the 3/16/2017 hiree #1 was the Artesia Daily Press, the referral source for the 5/1/2017 hiree #2 was Radio Ads on the Pecos Valley Broadcasting stations.

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	CareerBuilder.com	Flexads@careerbuilder.com	www.careerbuilder.com	866-725-1501	0
3	NM Center Workforce Connection – Artesia (Labor Department) *		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	Artesia Downtown Lions Club		PO Box 736, Artesia, NM 88211	575-746-2744	0
6	Rotary Club of Artesia	Ben Harvey	PO Box 1614, Artesia, NM 88210		0
7	Artesia Chamber of Commerce Web Site	Debbie Van Der Veen-Edwards	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	Roswell Hispano Chamber of Commerce	Sylvia Henson	327 N. Main Street Roswell, NM 88201-4727	575-624-0889	0
10	Artesia Arts Council	Laurie Schotz	PO Box 301, Artesia, NM 88210	575-746-4473	0
11	Radio Ads	Tana Steinback	317 W. Quay, Artesia, NM 88210	575-746-2751	4
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	0
14	Roswell Daily Record Newspaper & Web Site	Andrea Marquez	2301 North Main Street, Roswell, NM 88201	(575) 622-7710	3

15	Association of Commerce and Industry	Dr. Beverley McClure	PO Box 9706, Albuquerque, NM 87119	505-842-0644	0
16	Certified John Maxwell Speaker, Trainer and Leadership-Business Coach	Dr. Beth Smith	3200 Bandolina, Roswell, NM 88201	575-915-2405	0
17	Chaves County J.O.Y. Centers, Inc.	Charlotte Phillips	1822 N. Montana Ave., Roswell, NM 88201	575-623-4866	0
18	Family Resource & Referral, Inc.		118 East 4 th Street, Roswell, NM 88201	575-622-9000	0
19	Friends of the Roswell Zoo		PO Box 2427, Roswell, NM 88201	575-623-8860	0
20	Habitat for Humanity of Roswell		905 W. Wildy St., Roswell, NM 88203	575-624-2138	0
21	Leadership Roswell Alumni Association	Judy Stubbs	PO Box 2959, Roswell, NM 88202	575-626-4298	0
22	Life Changer Studies	Pastor Rick Hale	2910 Alhambra #B, Roswell, NM 88201	575-626-0118	0
23	Roswell Fine Arts League		107 E. 5 th St., Roswell, NM 88201	575-625-5263	0
24	Roswell Refuge for Battered Adults		1306 W. College Blvd., Roswell, NM 88201	575-627-8361	0
25	Salvation Army	Lt. Joe West	612 W. College Blvd, Roswell, NM 88201	575-622-8700	0
26	United Blood Services		3 Grand Avenue Plaza, Roswell, NM 88201	888-676-5433	0
27	United Way of Chaves County		400 N. Pennsylvania Ave. #300, Roswell, NM 88201	575-622-4150	0

* 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), 23 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

A. NMBA Recruitment Sources

Gregoria Cavazos	Communication & Journalism, Univ. of New Mexico Albuquerque, NM 87131 277-1903 cjadvice@unm.edu
Mark Shilstone	Medialine Pacific Grove, CA 93950 800-237-8073 medialine@medialine.com
Timo Alvidrez	John Marshall Multi-Service Center Albuquerque, NM 87102 505-848-1345 TAlvidrez@Cabq.gov
Mary Montano	University of New Mexico Office of Career Services Albuquerque, NM 87131 505-277-2531 jobpost@unm.edu
Elizabeth Bakken	Collins College Tempe , AZ 85281 480 446 1111 ebakken@collinscollege.edu
Stephanie Herrera	Eastern New Mexico University-Roswell Roswell, NM 88202 505-624-7032 stephanie.herrera@roswell.enmu.edu
Sandy Lobato	San Juan College Farmington, NM 87402 (505) 566-3579 lobatosa@sanjuancollege.edu
Antoinette Fontenelle	Albuquerque Indian Center Albuquerque, NM 87108 (505) 268-4418 toni_m629@hotmail.com
Anna Lopez	National Association of Hispanic Journalists Washington, DC 20045 (202) 662-7145 jobbank@nahj.org Career Services at Western New Mexico University Silver City,, NM 88062 505-538-6336 careerserv@wnmu.edu
R. Sandler	John Marshall Multi-Service Center Albuquerque, NM 87102 (505) 848-1345 rsandler@cabq.gov

Margaret Kirby	Eastern New Mexico University Portales, NM 88130 margaret.kirby@enmu.edu
Angie Ludi	Women's Housing Coalition Albuquerque, NM 87110 (505) 884-8856 whcabq@att.net
Leslye Ellison	University of New Mexico Albuquerque, NM 87131 (505) 277-2531 jobpost@unm.edu
Lovie McGee	African American Cultural Association Albuquerque, NM 87185-8043 (505) 299-7910 lovejil@aol.com
Sean Moore	Eastern New Mexico University-KENW Portales, NM 88130 (505) 562-2112 sean.moore@enmu.edu
Richard Schaefer	University of New Mexico Albuquerque, NM 87131 (505) 277-9556 schaefer@unm.edu
Tony Corona	San Juan Basin Technical College Cortez, CO 81321 970-565-8457 Tcorona@sjbtc.edu
Veronica Mendez-Cruz	UNM El Centro de la Raza 1 University of New Mexico Albuquerque, NM (505) 277-5020 elcentro@unm.edu
Stacy Sacco	SASacco & Associates Albuquerque, NM 87123 (505) 489-2311 stacy@sasacco.com
John Ortiz	Community Cable Channel 27 Albuquerque, NM 87102 505243-0027 John@quote-unquote.org LULAC National Educational Service Centers, Inc Washington, DC , 20036 202-835-9646 jmoya@lnesc.org

Karen Hemsing

ITT Technical Institute

Albuquerque, NM 87109

505.828.1114

khemsing@itt-tech.edu

National Alliance of State Broadcasters Associations

www.careerpage.org,

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.

Pecos Valley Broadcasting Company participated in a Virtual Job Fair July 25th, 2016 through the 29th, 2016 in conjunction with the New Mexico Broadcasters Association (www.broadcastersvirtualjobfair.com). 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, we encouraged persons to submit resumes in the event positions open in the future. Any resumes received were immediately e-mailed to General Manager Gene Dow, who was able to respond to the employment inquiry.

Pecos Valley Broadcasting Company participated in a Virtual Job Fair February 13th, 2017 through the 17th, 2017 in conjunction with the New Mexico Broadcasters Association (www.broadcastersvirtualjobfair.com). 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, we encouraged persons to submit resumes for the open sales position being recruited for and in the event positions open in the future. Any resumes received were immediately e-mailed to General Manager Gene Dow, who was able to respond to the employment inquiry.

Pecos Valley Broadcasting Company participated in a Baby Boomer Business Expo Saturday, February 25, 2017. As a Major Sponsor, Pecos Valley Broadcasting Company aired commercials for the event, interviewed event originators and broadcast live from the event. Pecos Valley Broadcasting Company provided space on the station web site to list sponsor and vendor information. General Manager Gene Dow and Sales Manager Thomas Beard were in attendance at the event to accept applications and conduct interviews. A banner was posted in the booth announcing that we are looking for applicants.

On Tuesday, May 9th, 2017, 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, News Director, 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 and other EEO-related issues. The goal of the session was to provide continuing education and training to station personnel on EEO-related matters.