

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, 2017 – May 31, 2018

Pecos Valley Broadcasting Company Is An Equal Opportunity Employer

Pecos Valley Broadcasting Company did not recruit for nor hire ANY Full Time employees during the reporting period. There was a reduction in staff during the reporting period.

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.

NOTE: Recruitment sources which requested job notification announcements: None

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 December 4th, 2017 through the 9th, 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 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 Chief Engineer Michael Montgomery attended a conference by the New Mexico Society of Broadcast Engineers (SBE) at the June Convention of the New Mexico Broadcasters Association in Albuquerque. The conference centered on IP issues including new standards and security issues related to radio stations networked systems, EAS and on air systems.

On Tuesday, May 22nd, 2018, Pecos Valley's Vice President/General Manager (who also serves as the station's EEO Officer) conducted a 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 and other EEO-related issues. The goal of the session was to provide continuing education and training to station personnel on EEO-related matters.