

KGRT-FM, KHQT-FM, KSNM-FM, KWML-FM

ANNUAL EEO PUBLIC FILE REPORT

June 1, 2022 – May 31, 2023

EEO PUBLIC FILE REPORT

FOR

ADAMS RADIO GROUP LAS CRUCES

Radio Stations

KGRT-FM LAS CRUCES, NM	FACILITY ID #63951
KHQT-FM LAS CRUCES, NM	FACILITY ID #33457
KSNM-FM TRUTH OR CONSEQUENCES, NM	FACILITY ID #60322
KWML-AM LAS CRUCES, NM	FACILITY ID #63950

This EEO Public File Report

Covers the 12-month Period Ending May 31, 2023

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The following is a list of all vacancies for full time positions during the previous 12 months:

Vacancy Job Title: Account Executives

Date vacancy opened: September 1, 2021      Date vacancy filled: on going – not filled

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
On Air Recruitment Ads	6
Employee Referral	0
Website	0

Stations are short staffed with regards to Account Executive positions. We are continuously looking for qualified candidates to fill these positions. We interviewed people but there were no viable candidates. Positions remain open and recruitment efforts are ongoing

STATION INITIATIVES

The following is a list and description of initiatives undertaken pursuant to the FCC's EEO rules during the time covered by this report

**OUTREACH**

May 3, 2023, Adams Radio sponsored a job fair hosted by New Mexico State University and Workforce Solutions Participant was Lensi Shakra – General Manager. Participants were 16 NMSU students for a class introduction to Advertising.

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April 5, 2023 Lensi Shakra – General Manager, represented Adams Radio Group by presenting “How to Sell Radio”.

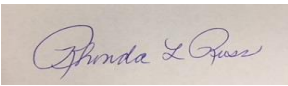
**TRAINING PROGRAMS**

Throughout the period the SEU has established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions,

- Sales Training – All Sales, New Mexico Broadcasters Association Seminars. Ongoing training to aid sales staff, with new tools to better be prepared to aid their clients.
- Diversity Training – All Employees of Adams Radio were required to complete training on Diversity in the workplace. Every employee had to watch a training video and complete the course by taking a quiz and obtaining a certificate.
- Harassment Training - Employees of Adams Radio were required to complete training on preventing Harassment in the workplace. Every employee had to watch a training video and complete the course by taking a quiz and obtaining a certificate.

Adams Radio Group remains committed to expanding its recruitment sources to allow for greater input from local and viable community, minority, and female sources.

Name of Respondent: Rhonda Russ

Signed: 

Title: Business Manager

Date: June 1, 2023

Telephone: 219-246-2665