

**EEO PUBLIC FILE REPORT**

This Report covers full-time vacancy recruitment data for the period: May 21, 2025 – May 20, 2026.

- 1) **Employment Unit: Bravo Mic Communications, LLC**
  
- 2) **Unit Members (Stations and Communities of License):** **KVLC (FM), Hatch, NM**  
**KXPZ (FM), Las Cruces, NM**  
**KMVR (FM), Mesilla Park, NM**  
**KOBE (AM), Las Cruces, NM**  
**KDEM (FM), Deming, NM**  
**KOTS (AM), Deming, NM**

3) **EEO Contact Information for Employment Unit:**

Mailing Address:  101 Perkins Drive Las Cruces, New Mexico 88005	Telephone Number: (575) 527-1111
	Contact Person/Title: Michael Smith/ President & CEO
	E-mail Address: Msmith@bravomic.com

4) **Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
(a) Media Consultant	On-Air Advertisement

{00242837;v1}Stations KVLC(FM), KXPZ(FM), KMVR(FM), KOBE(AM), KDEM (FM), and KOTS (AM) are Equal Opportunity Employers.

5) Job Title: Media Consultant

Referral Source(s) of Hire: On-Air Advertisement

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
On – Air Advertisement	C. Aguilar-Beard	101 Perkins Drive Las Cruces, NM 88005	(575)527-1111	2	No
Handshake	C. Aguilar-Beard	www.joinhandshake.com	(575)527-1111	3	No
Indeed	C. Aguilar-Beard	www.indeed.com	(575)527-1111	1	No
LinkedIn	C. Aguilar-Beard	www.linkedin.com	(575)527-1111	0	No

6) **Total # of Interviewees Referred:** During the period from May 21, 2025, through May 20, 2026, this Employment Unit interviewed 6 individuals.

7) **Supplemental Recruitment Initiatives**

**(a) Mentoring Program**

Bravo Mic Communications management (Operations Manager, Promotions Director, and CEO) makes themselves available to lead and mentor staff. Operations Manager works closely with multimedia staff, making himself available for one on one or team training along with reviews of the latest programming and social media standards, techniques, and processes. Promotions Director and CEO are available to guide managers on best practices as well as assist sales staff by helping prepare and coordinate interactions with clients through special events.

**(b) Participation in Educational Programs and Events**

Bravo Mic Communications On-Air employees attended the Central Elementary Career Day on March 27<sup>th</sup>, 2026. Bravo Mic staff had multiple presentations throughout the day, explaining the different careers in radio.

Bravo Mic Communications On-Air employees attended the Fairacres Elementary School Career Day event for students on February 12<sup>th</sup>, 2025. Bravo Mic staff made multiple presentations during the morning sessions with student groups focusing on careers in broadcasting.

Bravo Mic Digital Specialist, Kaylee Huston attended Sonoma Ranch Elementary’s 20<sup>th</sup> Birthday celebration the share insights on the radio industry with children and their parents.

Bravo Mic Communications participated in the 2025 Summer Enrichment Internship Program sponsored by the New Mexico Public Education Department and Dona Ana County. Bravo Mic hosted three interns from June to December 2025. They were given the chance to work in and learn about the various roles and responsibilities associated with broadcasting, sales, digital marketing, and event coordination.

**(c) Participation in Training Programs Designed to Enable Acquisition of Job Skills**

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1. In-House Training

Bravo Mic Digital Specialist Kaylee Huston held classes on digital advertising for sales staff every Wednesday starting in January of 2026.

2. Training Program – Simpli.fi

Bravo Mic employee successfully completed the Simpli.fi Platform Certification learning course in January of 2026.

Bravo Mic employee successfully completed the Simpli.fi Platform Certification learning course in January 2026.

**(d) Participation in Professional Networking**

Bravo Mic employees attended the 17<sup>th</sup> annual Taste of Las Cruces event on June 5<sup>th</sup>, 2025.

Bravo Mic Operations Manager participated in the Las Cruces Chamber of Commerce Leadership Las Cruces as an advisor for the 2025-2026 year.

Bravo Mic sales employees attended The Association Women’s Group Her Impact Conference on March 6<sup>th</sup>, 2026.

Bravo Mic owner and CEO Mike Smith attended the National Association of Broadcasters State Leadership Conference as part of the NMBA delegation in Washington DC on March 3<sup>rd</sup>, 2026.

## NMBA Recruitment Sources

***Lovie McGee***  
***African American Cultural Association***

PO Box 18043  
Albuquerque, NM 87185-8043  
(505) 299-7910  
lovejll@aol.com

***Antoinette Fontenelle***  
***Albuquerque Indian Center***

105 Texas SE  
Albuquerque, NM 87108  
(505) 268-4418  
toni\_m629@hotmail.com

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***Career Services at Western New Mexico University***

1000 W. College St.  
Silver City, NM 88062  
505-538-6336  
careerserv@wnmu.edu

***Terry Cuff  
Colorado Media School***

404 S. Upham St.  
Lakewood, CO 80226  
303-937-7070  
tcuff@beonair.com

***Georgia Cavazos  
Communication & Journalism, Univ. of New Mexico***

MSC03 2240, 1 University of New Mexico  
Albuquerque, NM  
505-277-1903  
cjadvice@unm.edu

***John Ortiz  
Community Cable Channel 27***

415 Tijeras NW  
Albuquerque, NM 87102  
505243-0027  
John@quote-unquote.org

***Adan Garcia M.Ed.  
Dept. of Communication and Journalism***

UNM Redono Dr., NE  
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***Margaret Kirby  
Eastern New Mexico University***

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***Sean Moore***  
***Eastern New Mexico University-KENW***

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sean.moore@enmu.edu

***R. Sandler***  
***John Marshall Multi-Service Center***

1500 Walter SE  
Albuquerque, NM 87102  
(505) 848-1345  
rsandler@cabq.gov

***LULAC National Educational Service Centers, Inc***

2000 L Street, NW; Suite 610  
Washington, DC , 20036  
202-835-9646  
jmoya@lnesc.org

***Mark Shilstone***  
***Medialine***

PO Box 51909  
Pacific Grove, CA 93950  
800-237-8073  
medialine@medialine.com

***National Alliance of State Broadcasters Associations***

www.careerpage.org,

careerpage@nasbaonline.net

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***Anna Lopez***  
***National Association of Hispanic Journalists***

PO Box 226722  
Washington, DC 20045  
(202) 662-7145  
jobbank@nahj.org

***Suzan Strong***  
***NMBA***

2333 Wisconsin St., NE  
Albuquerque, NM 87110

suzanstrong@nmba.org

***Tony Corona***  
***San Juan Basin Technical College***

P.O. Box 970  
Cortez, CO 81321  
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Tcorona@sjbtc.edu

***Sandy Lobato***  
***San Juan College***

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Farmington, NM 87402  
(505) 566-3579  
lobatosa@sanjuancollege.edu

***Stacy Sacco***  
***SASacco & Associates***

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***Richard Schaefer***  
***University of New Mexico***

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***Madeline Richards***  
***University of New Mexico***

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***Veronica Mendez-Cruz***  
***UNM El Centro de la Raza***

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***Angie Ludi***  
***Women's Housing Coalition***

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Albuquerque, NM 87110  
(505) 884-8856  
whcabq@att.net