

## Exhibit 1

The Zia Employment Unit/ Clovis New Mexico, uses the following outreach for employment.

We post full time positions with:

Clovis Community College,

Eastern New Mexico University (Portales campus),

New Mexico Workforce Connections,

New Mexico Broadcasters Association which has 21 places they post for us,

On Air announcements on all stations- at least 25 announcements on each station,

And Word of Mouth.

In year 2020 no job fairs were held because of Covid-19 and no students allowed on campus at Eastern New Mexico University. Local job fairs were cancelled everywhere in our area and region.

With the New Mexico Broadcasters we did participate in a job fair on July 13<sup>th</sup> through the 18<sup>th</sup>, and on November 9<sup>th</sup> through the 14<sup>th</sup> 2020.