

Exhibit 1

Bravo Mic Communications LLC's Two Most Recent Annual EEO Reports

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: May 23, 2019 – May 22, 2020.

1) Employment Unit: Bravo Mic Communications

**2) Unit Members (Stations and Communities of License): KVLG (FM), Hatch, NM
KXPZ (FM), Las Cruces, NM
KMVR (FM), Mesilla Park, NM
KOBG (AM), Las Cruces, 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:

| Job Title | Recruitment Source Referring Hiree |
|----------------------|---|
| (a) Media Consultant | Employee Referral |
| (b) On-Air Talent | Employee Rehire |
| (c) Engineer | Employee Promotion* |

*** This part-time engineer was promoted to full-time status during this EEO reporting period. This engineer was first hired to this technical position by the Employment Units's prior ownership to fill a part-time role more than 10 years ago. The EEO Unit has no EEO recruitment records from that period.**

{00162863;v1} Stations KVLG(FM), KXPZ(FM), KMVR(FM) and KOBG(AM) are Equal Opportunity Employers.

5) Job Title: Media Consultant**Referral Source(s) of Hire: Employee Referral**

| 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 | M. Smith | 101 Perkins Drive Las Cruces, NM 88005 | (575)527-1111 | 1 | No |
| Station Websites | M. Smith | 101 Perkins Drive Las Cruces, NM 88005 | (575)527-1111 | 1 | No |
| Company Social Media - Facebook | M. Smith | https://www.facebook.com/BravoMic/ | (575)527-1111 | 0 | No |
| Referral (Industry, Personal, Employee) | M. Smith | 101 Perkins Drive Las Cruces, NM 88005 | (575)527-1111 | 2 | No |
| New Mexico Broadcasters Association (Sends to 22 Additional Recruitment Sources, please see attached) | Suzan Strong | 2333 Wisconsin St., NE Albuquerque, NM 87110 | (505)881-4444 | 0 | No |
| New Mexico State University | Donald Gass | https://app.joinhandshake.com/ | (575)646-1631 | 0 | No |
| Dona Ana Community College | Donald Gass | https://app.joinhandshake.com/ | (575)646-1631 | 0 | No |
| New Mexico Institute of Mining and Technology | Tristine Hayward | https://app.joinhandshake.com/ | (575)835-5022 | 0 | No |
| Indeed.com | | https://www.indeed.com/jobs?q=Media+Consultant&l=Las+Cruces%2C+NM | | 2 | No |

Job Title: On-Air Talent**Referral Source(s) of Hire: Employee Rehire**

| 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 | M. Smith | 101 Perkins Drive Las Cruces, NM 88005 | (575)527-1111 | 1 | No |
| Station Websites | M. Smith | 101 Perkins Drive Las Cruces, NM 88005 | (575)527-1111 | 0 | No |
| Company Social Media - Facebook | M. Smith | https://www.facebook.com/BravoMic/ | (575)527-1111 | 0 | No |
| Referral (Industry, Personal, Employee) | M. Smith | 101 Perkins Drive Las Cruces, NM 88005 | (575)527-1111 | 3 | No |
| New Mexico Broadcasters Association (Sends to 22 Additional Recruitment Sources, please see attached) | Suzan Strong | 2333 Wisconsin St., NE Albuquerque, NM 87110 | (505)881-4444 | 0 | No |
| New Mexico State University | Donald Gass | https://app.joinhandshake.com/ | (575)646-1631 | 0 | No |
| Dona Ana Community College | Donald Gass | https://app.joinhandshake.com/ | (575)646-1631 | 0 | No |
| New Mexico Institute of Mining and Technology | Tristine Hayward | https://app.joinhandshake.com/ | (575)835-5022 | 0 | No |

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- 6) **Total # of Interviewees Referred:** During the period from May 23, 2019 through May 22, 2020, this Employment Unit interviewed 10 individuals.

7) **Supplemental Recruitment Initiatives**

(a) Mentoring Program

Bravo Mic Communications sales manager makes himself available to go on calls, help with presentation ideas and assist in all aspects of the sales process, as a mentor. The production director and program director mentor the sales team and are called upon to present reports and ideas at Monday sales meetings. The sales manager, production director and program director make themselves available to attend client appointments along with any additional mentoring support.

(b) Participation in Educational Programs and Events

Bravo Mic Communications On-Air talent Juan Medrano attended the Hillrise Elementary School career day in October 2019. He provided explanations on how radio and programming functions to three separate classes throughout the day.

Bravo Mic Communications employees in the Sales Department, Production Department, and On-Air talent attended and participated in Las Cruces Public School System Stuff-the-Bus Family Field Day in July 2020 to help encourage donations as well as conduct outreach about careers in broadcasting and marketing.

Bravo Mic employee Vanessa Dabovich teaches a media magnet program at Sierra Middle School. She also hosted a career day at Sierra Middle School in December 2019.

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

1. Training Program – NMBA Seminar

Bravo Mic employees in Sales attended the Swagginar Seminar presented by Derron Steenbergen and the New Mexico Broadcasters Association at the Inn of the Mountain Gods in November 2020. Topics included how to change selling approach, re-evaluating relationships with clients, and the “baggage claim” comparison.

2. Training Program – NMBA Workshops

Bravo Mic employees in the Sales Department participated in the New Mexico Broadcast Association Online Workshop in June 2019. Course attended: A Back to Basics Reset with Derron Steenbergen.

Bravo Mic employees in the Sales Department participated in the New Mexico Broadcast Association Online Workshop in August 2019. Course attended: Custom Proposals – Why They Work

Bravo Mic employees in the Sales Department participated in the New Mexico Broadcast Association Online Workshop in October 2019. Course attended: Understanding Why People Buy.

Bravo Mic employees in the Sales Department participated in the New Mexico Broadcast Association Online Workshop in December 2019. Courses attended: Keeping Yourself Motivated

Bravo Mic employees in the Sales Department participated in the New Mexico Broadcast Association Online Workshop in January 2020. Course attended: Political Broadcasting

Bravo Mic employees in the Sales Department participated in the New Mexico Broadcast Association Online Workshop in January 2020. Course attended: Multi-Generational Marketing – Part 1

Bravo Mic employees in the Sales Department participated in the New Mexico Broadcast Association Online Workshop in February 2020. Course attended: Multi-Generational Marketing – Part 2

3. Training Program – Music Master

Bravo Mic employees in the Production Department participated in the Music Master Genius Session online workshop in March 2020. Course attended: Ask Anything Open Clinic.

Bravo Mic employees in the Production Department participated in the Music Master Genius Session online workshop in April 2020. Course attended: Music with Special Sets.

Bravo Mic employees in the Production Department participated in the Music Master Genius Session online workshop in May 2020. Course attended: Advanced Format Clock Elements.

4. Training Program – Nielsen

Bravo Mic employees in the Sales Department participated in onsite Nielsen live web training in February 2020. Courses attended: – TAPSCAN 100-Welcome to TAPSCAN, TAPSCAN 101-Composition Reports, TAPSCAN 105-TAPSCAN Scheduling, Qualitative 101-Qualitative Fundamentals, TAPSCAN 103- Instant Qualitative Profile, TAPSCAN 104-Target Profile Report.

Bravo Mic employees in the Sales Department participated in on-site training presented by Geri Rupert. Topics covered: TAPSCAN 101-Composition Reports (a follow-up), TAPSCAN 102-Retail Spending Power. Scheduling 101-Scheduling Concepts for Local/Direct Clients, TAPSCAN 105-TAPSCAN Scheduling, Marketing 201-Overcoming Objections to Buying Radio, TAPSCAN 103-Instant Qualitative Profile (IQP).

(d) Participation in Professional Networking

National Association of Broadcasters

Bravo Mic owner Mike Smith attended the National Association of Broadcasters Radio Show Convention in Dallas, Texas in September 2019. Special Events included: Attention is the New Currency; Marconi Radio Awards & Dinner.

NMBA Recruitment Sources

Lovie McGee
African American Cultural Association

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(505) 299-7910
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National Alliance of State Broadcasters Associations

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National Association of Hispanic Journalists

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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

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: May 22, 2020 – May 21, 2021.

1) **Employment Unit: Bravo Mic Communications**

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

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:**

| Job Title | Recruitment Source Referring Hiree |
|----------------------|---|
| (a) Media Consultant | On-Air Advertisement |

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5) Job Title: Media Consultant**Referral Source(s) of Hiree: 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 | M. Smith | 101 Perkins Drive Las Cruces, NM 88005 | (575)527-1111 | 2 | No |
| Station Websites | M. Smith | 101 Perkins Drive Las Cruces, NM 88005 | (575)527-1111 | 0 | No |
| Company Social Media - Facebook | M. Smith | https://www.facebook.com/BravoMic/ | (575)527-1111 | 0 | No |
| Referral (Industry, Personal, Employee) | M. Smith | 101 Perkins Drive Las Cruces, NM 88005 | (575)527-1111 | 0 | No |
| New Mexico Broadcasters Association (Sends to 22 Additional Recruitment Sources, please see attached) | Suzan Strong | 2333 Wisconsin St., NE Albuquerque, NM 87110 | (505)881-4444 | 0 | No |
| New Mexico State University | Donald Gass | https://app.joinhandshake.com/ | (575)646-1631 | 0 | No |
| Dona Ana Community College | Donald Gass | https://app.joinhandshake.com/ | (575)646-1631 | 0 | No |
| New Mexico Institute of Mining and Technology | Tristine Hayward | https://app.joinhandshake.com/ | (575)835-5022 | 0 | No |
| Indeed.com | | https://www.indeed.com/jobs?q=Media+Consultant&l=Las+Cruces%2C+NM | | 0 | No |

6) Total # of Interviewees Referred: During the period from May 22, 2020 through May 21, 2021, this Employment Unit interviewed 2 individuals.

7) Supplemental Recruitment Initiatives**(a) Mentoring Program**

Bravo Mic Communications sales manager makes himself available to go on calls, help with presentation ideas and assist in all aspects of the sales process, as a mentor. The promotions director and operations manager mentor the sales team and are called upon to present reports and ideas at Monday sales meetings. The sales manager, promotions director and operations manager make themselves available to attend client appointments along with any additional mentoring support.

(b) Participation in Educational Programs and Events

Bravo Mic Communications On-Air talents Ricky Tarin and Patricia Valencia attended the Mayfield High School Low Incidence Special Education Virtual Field Trip in January 2021. They provided explanations and demonstrations on how radio and programming functions to the class.

Bravo Mic Communications, with support from the New Mexico Broadcasters Association, awarded a \$1,200 broadcasting scholarship in September 2020 for the 2020-21 academic year. Eligible high school seniors and undergraduate university students interested in pursuing broadcasting, journalism, mass communications, video and graphic design, or information technologies were invited to submit a two-

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minute video highlighting the area of interest in media, how it incorporates into the local community, and the career expectations of the designated area of interest.

Bravo Mic employee Vanessa Dabovich teaches a media magnet program at Sierra Middle School.

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

1. Training Program– NMBA Special Seminar

Bravo Mic employees in the Sales Department attended the special Swagginar Virtual Seminar “The Reality of Stimulus Checks for Broadcasters” presented by Derron Steenbergen and the New Mexico Broadcasters in March 2021. Topics included how broadcasters and account executives can use the infusion of stimulus money into state to increase ad dollars.

2. Training Program– NMBA Workshops

Bravo Mic employees in the Sales Department participated in the New Mexico Broadcast Association Online Workshop in February 2021. Course attended: Relief and Hope for Local Auto Dealers presented by Local Broadcast Sales.

Bravo Mic operations manager participated in the New Mexico Broadcast Association Online Managerial Workshop in March 2021. Course attended: Emotional EQ Training-P1 National Broadcasters Management Training.

Bravo Mic employee in the Sales Department participated in the Local Broadcast Sales Online Workshop in April 2021. Course attended: Sales 101

Bravo Mic employee in the Sales Department participated in the Local Broadcast Sales Online Workshop in April 2021. Course attended: Skillfully Building and Improving Relationships

Bravo Mic employee in the Sales Department participated in the Local Broadcast Sales Online Workshop in April 2021. Course attended: Skillsets to Die For

3. Training Program– WordPress

Bravo Mic employees in the Production Department participated in the WordPress online workshop in July 2021. Course attended: Multi-Network Cross-Post Training.

4. Training Program– Nielsen

Bravo Mic employee in the Sales Department participated in Nielsen live web training presented by Geri Rupert in May 2021. Courses attended: – TAPSCAN 100-Welcome to TAPSCAN, TAPSCAN 101-Composition Reports, TAPSCAN 105-TAPSCAN Scheduling, Qualitative 101-Qualitative Fundamentals.

(d) Participation in Professional Networking

Las Cruces Premiere of “Walking With Herb” Benefitting Jardin de Los Niños

Bravo Mic production director and on-air personality Ricky Tarin attended the special premiere of “Walking With Herb” motion picture in April 2021. Ricky served as opening host and MC for benefit dinner attended by community and business leaders helping the mission of Jardin de Los Niños.

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
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toni_m629@hotmail.com

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Colorado Media School

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