

**KRWG-TV, KRWG-FM, KRXG-FM, LAS CRUCES, NM**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2022 – May 31, 2023**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Number of Interviewees</b>	<b>Recruitment Sources (“RS”) for Interviews</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Admin Asst,Sr	6	5 (1) - 1 (23)	1, 2, 23	1
Membership Coordinator	3	2 (1) - 1 (23)	1, 2, 3, 5, 6, 7, 8, 10, 19, 23	23
Mgr, Production	5	2 (1) - 1 (3) - 1 (8) - 1 (19)	1, 2, 3, 5, 7, 8, 10, 18, 19, 20	1
Admin Asst,Sr	5	5 (1)	1, 2, 19, 23, 24	1
Social Media Specialist	3	1 (4) - 1 (19) - 1 (23)	1, 2, 3, 4, 8, 10, 19, 23, 24	19
Anchor/Reporter	4	3 (1) - 1 (8)	1, 2, 3, 5, 7, 8, 10, 23	1
Multimedia Reporter	4	2 (1) - 2 (3)	1, 2, 3, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 21, 22, 23	1
TV Producer, Sr	3	2 (1) - 1 (20)	1, 2, 3, 5, 7, 8, 10, 18, 20, 23	1

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviews Referred by RS Over Reporting Period</b>
1	New Mexico State University PO Box 30001 MSC 3HRS Las Cruces, NM 88003 <a href="https://jobs.nmsu.edu/">https://jobs.nmsu.edu/</a>	Y	21
2	New Mexico Broadcasters Association 2333 Wisconsin ST, NE Albuquerque, NM 87110 505-881-4444 <a href="http://www.nmba.org/cms/broadcast-careers/">http://www.nmba.org/cms/broadcast-careers/</a>	N	0
3	Cpb.org <a href="http://www.cpb.org/jobline">http://www.cpb.org/jobline</a>	N	3
4	Indeed.com Indeed, Inc. 6433 Champion Grandview Way Building 1 Austin, TX 78750 <a href="https://www.indeed.com/">https://www.indeed.com/</a>	N	1
5	TVjobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 <a href="https://www.tvjobs.com/">https://www.tvjobs.com/</a>	N	0
6	Greater Public Job Board <a href="https://greaterpublic.org/jobline/">https://greaterpublic.org/jobline/</a>	N	0
7	PBS Connect / PBS Job Board 2100 Crystal Drive Arlington, VA 22202-3784 (703) 739-5000	N	0
8	Current Magazine / PublicMediaJobs.org 1612 K Street, NW Suite 704, Washington, D.C 20006 202-463-7055	N	2
9	Society of Professional Journalists Career Center <a href="https://jobs.spj.org/Society of Professional Journalists">https://jobs.spj.org/Society of Professional Journalists</a> Eugene S. Pulliam National Journalism Center 3909 N. Meridian St. Indianapolis, IN 46208317/927-8000   Fax: 317/920-4789	N	0
10	NETA <a href="http://www.netaonline.org">www.netaonline.org</a>	N	0
11	Asian American Journalist Association <a href="https://www.aaja.org/careers/aaja-career-center/">https://www.aaja.org/careers/aaja-career-center/</a>	N	0
12	JournalismJobs <a href="https://www.journalismjobs.com/">https://www.journalismjobs.com/</a>	N	0
13	National Association of Hispanic Journalist <a href="https://nahj.org/">https://nahj.org/</a>	N	0
14	Native American Journalists Association <a href="https://najanewsroom.com/jobs/">https://najanewsroom.com/jobs/</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS Over Reporting Period
15	National Association of Black Journalists <a href="https://www.nabjcareers.org/">https://www.nabjcareers.org/</a>	N	0
16	Mediabistro <a href="https://www.mediabistro.com/jobs">https://www.mediabistro.com/jobs</a>	N	0
17	ASU Job Board Nicole Ashton nicole.e.ashton@asu.edu	N	0
18	Creative Cow <a href="https://jobs.creativecow.net/">https://jobs.creativecow.net/</a>	N	0
19	KRWG Radio <a href="https://www.krwg.org/">https://www.krwg.org/</a>	N	2
20	ProductionHub.com <a href="https://www.productionhub.com/">https://www.productionhub.com/</a>	N	1
21	Public News Service <a href="https://www.publicnewsservice.org/">https://www.publicnewsservice.org/</a>	N	0
22	JournalismNext.com <a href="https://www.journalismnext.com/">https://www.journalismnext.com/</a>	N	0
23	Other - Word of Mouth, Interagency Counsel, Google, etc.	N	3
24	Facebook	N	0
25	African American Cultural Association PO Box 18043Albuquerque Lovie McGee lovejll@aol.com (505) 299-7910	N	0
26	Albuquerque Indian Center 105 Texas SEAlbuquerque Antoinette Fontenelle abqindiancenter@gmail.com (505) 268-1751	N	0
27	Colorado Media School 404 S. Upham St.Lakewood Terry Cuff, Career Services Director tcuff@beonair.com 303-937-7070	N	0
28	Communication & Journalism, Univ. of New Mexico MSC03 2240, 1 University of New Mexico Albuquerque Georgia Cavazos cjadvice@unm.edu 505-277-1903	N	0
29	Community Cable Channel 27 4300 Blake Rd SW Albuquerque John Ortiz rcultee@rfkcharter.net (505)243-1118	N	0
30	Dept. of Communication and Journalism UNM Redono Dr., NEAlbuquerque Adan Garcia M.Ed. adang25@unm.edu 505-277-2819	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS Over Reporting Period
31	Eastern New Mexico University-KENW KENW-TV Station 52Portales Sean Moore sean.moore@enmu.edu (505) 562-2112	N	0
32	John Marshall Multi-Service Center 1500 Walter SEAlbuquerque R. Sandler jotero@cabq.gov (505) 848-1345	N	0
33	National Alliance of State Broadcasters Associations 2333 Wisconsin St., NE Albuquerque Suzan Strong careerpage@nasbaonline.net 505-881-4444	N	0
34	National Association of Hispanic Journalists POB 117 Windsor, CA 95492 Anna Lopez info@nahjcareers.org (626)792-3846	N	0
35	National Educational Service Centers, Inc 2000 L Street, NW; Suite 610 Washington, DC LULAC jmoya@lnesc.org 202-835-9646	N	0
36	San Juan Basin Technical College P.O. Box 970 Cortez Tony Corona Tcorona@sjbtc.edu 970-565-8457	N	0
37	San Juan College 4601 College Blvd. Farmington Jennifer Hargrove-Sheley hargrovej@sanjuancollege.edu (505) 566-3420	N	0
38	SASacco & Associates 1201 Cannonade Ct SE Albuquerque Stacy Sacco stacy@sasacco.com (505) 489-2311	N	0
39	University of New Mexico C-J Building #235W Albuquerque Richard Schaefer schaefer@unm.edu (505) 277-9556	N	0
40	University of New Mexico Student Services Center, Room 220 Albuquerque Madeline Richards, UNM Career Services career4u@unm.edu 505-277-2531	N	0
41	UNM El Centro de la Raza Mesa Vista Hall #1153, MSC 06 3830 Albuquerque Veronica Mendez-Cruz elcentro@unm.edu (505) 277-5020	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviews Referred by RS Over Reporting Period</b>
42	Western New Mexico University 1000 W. College St.Silver City, Career Services careerservices@wnmu.edu 505-538-6336	N	0
43	Women's Housing Coalition 3005 San Pedro NE Albuquerque Angie Ludi whcabq@att.net (505) 884-8856	N	0

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Host Internship Program	From August 2021 through May 2023, we hosted an internship program for Noah Raess, a student from New Mexico State University in Las Cruces. The student interned in our Content Department and was supervised by our Content Director. Intern's duties included collecting sound/video, producing news reports, and using video/audio editing equipment.
2	Host Internship Program	From July 2022 through August 2022, we hosted an internship program through the Doña Ana County Summer Internship Program for Rima Joukhadar, a student at Centennial High School in Las Cruces. The student interned in our Development and Content Department and was supervised by our Director of Development. Intern's duties included research for fundraising, business development, collecting sound, and producing news interviews.
3	Job Fair – August, 2022	In order to further our outreach, KRWG participated in the August 2022 New Mexico Broadcasters Association Virtual Job Fair. The contact for this event was the Dir. of Fiscal Administration. & Station Operations.
4	Job Fair – November, 2022	In order to further our outreach, KRWG participated in the November 2022 New Mexico Broadcasters Association Virtual Job Fair. The contact for this event was the Dir. of Fiscal Administration. & Station Operations.
5	Job Fair – February, 2023	In order to further our outreach, KRWG participated in the February 2023 New Mexico Broadcasters Association Virtual Job Fair. The contact for this event was the Dir. of Fiscal Administration. & Station Operations.
6	Job Fair – May, 2023	In order to further our outreach, KRWG participated in the May 2023 New Mexico Broadcasters Association Virtual Job Fair. The contact for this event was the Dir. of Fiscal Administration. & Station Operations.
7	Event with Educational Institution / Station Tour – 6.17.22	On June 17, 2022, our Production Manager, Senior TV Producer and NMSU Students in collaboration with the NMSU STEM Outreach Center, KRWG hosted two STEM Explorers Camps for students in grades 6 – 8. Production Manager and Sr TV Producer led an interactive presentation on how light is important to creating proper video for television. They also demonstrated how the green screen works in video production.

8	Event with Educational Institution / Station Tour – 6.23.22	On June 23, 2022, in collaboration with the NMSU STEM Outreach Center, KRWG hosted two STEM Career Exploration Camps for students in grades 9 – 12 from the Gadsden Independent School District. These students were taken on tours of our TV studio and radio studios, and Master Control. We talked about different career options in television including TV production, sports coverage, broadcast technicians, programming, marketing, broadcasting (on-air personalities) and management. Several departments like Production, Development, Engineering, Programming and Management participated in this event.
9	Event with Educational Institution / Station Tour – 10.14.22	On October 14, 2022 the station hosted a tour for Lynn Middle School, this was organized by Journalism professor Hugo Perez in collaboration with KRWG's Senior TV Producers and Production Manager. This tour provided a behind-the-scenes look at broadcasting, and participants had the opportunity to ask questions about station operations and the television industry generally.
10	Event with Educational Institution / Station Tour – 11.2.22	On November 2, 2022 the station hosted a tour for Ruidoso High School and Ruidoso Middle School, this was organized by Journalism professor Hugo Perez in collaboration with KRWG's Senior TV Producers and Production Manager. This tour provided a behind-the-scenes look at broadcasting, and participants had the opportunity to ask questions about station operations and the television industry generally.
11	Event with Educational Institution / Station Tour – 11.18.22	On November 18, 2022 the station hosted a tour for Rio Grande Preparatory Institute, this was organized by KRWG's Senior TV Producers and production students. This tour provided a behind-the-scenes look at television broadcasting, and participants had the opportunity to ask questions about television operations and the television industry in general.
12	Event with Educational Institution / Station Tour – 3.2.23	On March 2, 2023 the station hosted a tour for Montwood High School from El Paso TX, this was organized by Journalism professor Hugo Perez in collaboration with KRWG's Senior TV Producers. Production Manager and production students. This tour provided a behind-the-scenes look at television broadcasting, and participants had the opportunity to ask questions about television operations and the television industry in general.
13	Event with Educational Institution / Station Tour – 3.9.23	On March 9, 2023 the station hosted a tour for Albuquerque High School from Albuquerque NM, this was organized by Journalism professor Hugo Perez in collaboration with KRWG's Production Manager and production students. This group was made up of students from a program called AVID, which stands for Advancement Via Determination. This program is for students who are typically underrepresented in a college setting.

		The tour provided a behind-the-scenes look at television broadcasting, and participants had the opportunity to ask questions about television operations and the television industry in general.
14	Event with Educational Institution / Station Tour – 4.4.23	On April 4, 2023 the station hosted a tour for 8 <sup>th</sup> grade students State 4-H and Youth Development, this was organized by Journalism professor Hugo Perez in collaboration with KRWG's Production Manager. This tour provided a behind-the-scenes look at News22. News22 is a live broadcast of a student produced and student run newscast. Participants had the opportunity to ask questions about watch a live television show from the studio and control room.
15	Event with Educational Institution / Station Tour – 4.12.23	On April 12, 2023 the station hosted a tour for Alma de Arte High School from Las Cruces NM, this was organized by Journalism professor Hugo Perez in collaboration with KRWG's Senior TV Producer, Production Manager and production students. This tour provided a behind-the-scenes look at television broadcasting, and participants had the opportunity to ask questions about television operations and the television industry in general.
16	Event with Educational Institution / Station Tour – 4.18.23	On April 18, 2023 the station hosted a tour for Organ Mountain High School from Las Cruces NM, this was organized by Journalism professor Hugo Perez in collaboration with KRWG's Senior TV Producer, Production Manager and production students. This tour provided a behind-the-scenes look at television broadcasting, and participants had the opportunity to ask questions about television operations and the television industry in general.
17	Event with Educational Institution / Station Tour – 4.20.23	On April 20, 2023 the station hosted a tour for Hermosa Heights Elementary School from Las Cruces NM, this was organized by Journalism professor Hugo Perez in collaboration with KRWG's Senior TV Producer, Production Manager and production students. This tour provided a behind-the-scenes look at television broadcasting, and participants had the opportunity to ask questions about television operations and the television industry in general.
18	Event with Educational Institution / Station Tour – 4.26.23	On April 26, 2023 the station hosted a tour for Del Valle High School from El Paso TX, this was organized by Journalism professor Hugo Perez in collaboration with KRWG's Senior TV Producer, Production Manager and production students. This tour provided a behind-the-scenes look at television broadcasting, and participants had the opportunity to ask questions about television operations and the television industry in general.



19	Event with Educational Institution / Station Tour – 4.27.23	<p>On April 27, 2023 the station hosted a tour for Deming High School from Deming NM, this was organized by Journalism professor Hugo Perez in collaboration with KRWG's Senior TV Producer, Production Manager and production students.</p> <p>This tour provided a behind-the-scenes look at television broadcasting, and participants had the opportunity to ask questions about television operations and the television industry in general.</p>
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Note: The station employment unit is located in a smaller market with a population of fewer than 250,000 persons. The station is therefore required to complete two initiatives during each two-year period.