



EEO Public File Report

Licensee: Eastern New Mexico University

Licensed Station: KENW-TV Portales, NM

Reporting Period: June 1, 2019 – May 31, 2020

Note: The EEO Annual Public File Report is filed in KENW's website at <https://www.kenw.org/> in compliance with Section 73.2080(c)(6) of the Federal Communications Commission policies.

Eastern New Mexico University is an affirmative action and equal opportunity employer. The University does not discriminate on the basis of race, color, religion, national origin, sex, age, disability, veteran status, or any other protected status in its programs, activities or employment.

Eastern New Mexico University subscribes to Title IX of the Education Amendments of 1972 that prohibits discrimination on the basis of sex in any educational program or activity receiving federal funds.

Eastern New Mexico University subscribes to Title IV of the Civil Rights Act of 1964 that prohibits discrimination based on race, color or national origin in any program or activity receiving federal funds.

Persons seeking additional information about the University's Title IX policy should contact the Title IX Coordinator.

Grievance procedures for each employee group are outlined in the handbooks of the constituency.

Persons seeking additional information about the University's nondiscrimination policy, or the grievance procedures should contact:

Jessica Small

Internal Auditor/Affirmative Action Officer
Administration Building (ADM), Room 205C
575.562.2218

1. A list of all full-time jobs filled by the station’s employment unit per new FCC regulation.

Position Title	Date Opened	Interviews	Filled Date
Broadcast Engineer Trainee, KENW	10/12/2018	1	02/28/2019
RF Broadcast Engineer	05/28/2019	1	05/11/2020

2. For each such vacancy, the recruitment sources used to fill those vacancies. These vacancies were posted with the following local and/or regional sources. Addresses are listed below.

Local Recruitment Sources:

- ENMU Website: <https://www.enmu.edu/>
- KENW Website: <https://www.kenw.org/>
- Clovis News Journal
- Portales News Tribune

Regional Recruitment Sources:

- ENMU Website: <https://www.enmu.edu/>
- KENW Website: <https://www.kenw.org/>
- Higheredjobs.com
- Indeed.com

3. For each full-time vacancy, the recruitment source for the person hired, and the recruitment source for each person interviewed.

Eastern New Mexico University’s Human Resources Department utilizes NEOGOV to conduct all the organization, scanning and processing of candidates that apply for open positions. NEOGOV's three integrated, cloud-based modules - Recruit, Develop, Manage - meet the unique needs of public sector HR teams by automating and supporting the entire employee lifecycle, streamlining processes and diversity initiatives, all from one centralized platform.

KENW follows ENMU’s Recruitment and Hiring policies. Committees of 3-5 personnel are formed and candidates are reviewed and screened. NEOGOV assists with organizing and communication to HR and the Internal Auditor that policies and procedures are being followed.

4. Data reflecting the total number of persons interviewed for full-time vacancies and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.

Broadcast Engineer Trainee: 1 candidate

RF Broadcast Engineer: 1 candidate

5. A list and brief description of “Prong 3” initiatives implemented. If no vacancies have been filled and no initiatives implemented, the report should so state.
 - KENW participates in and is registered in the New Mexico Broadcaster’s Association (NMBA) Virtual Job Fair to post positions that are available.
 - KENW has participated in events sponsored by educational institutions relating to career opportunities in broadcasting when positions are vacant.
 - **Outreach Initiatives:**

Although COVID has greatly impacted initiatives within KENW, Eastern New Mexico has halted campus tours leaving numerous potential tours and trips students (either college level or high school) to visit KENW.

KENW naturally offers station tours upon request by various public schools.

- During Freshman Orientation, students will get to tour Eastern New Mexico University and get to see KENW studios and meet KENW staff, sparking interest into the Broadcast Production industry!
- KENW also gives one-on-one tours to prospective students and their parents for those who are interested in a broadcast career.
- ENMU Athletics has partnered with KENW to bring potential athletic recruits and interest their major in Communications and the potential experience to cover Sports on several local productions within KENW.
- A partnership with TRIO Talent Search has brought middle school and high school students to tour KENW, showing them the broadcasting industry and the opportunities provided to them when enrolled at Eastern New Mexico University.
- KENW hires current students enrolled on a work study or student hire basis at Eastern New Mexico University to assist production in several shows produced locally including news, sports, public affairs, Hispanic affairs program, and lifestyle related programs.

KENW-TV’s community consists of less than 250,000 people so the station is required to only complete two long-term initiatives every two years.