

KRWG-TV & KRWG-FM, LAS CRUCES, NM
EEO PUBLIC FILE REPORT
June 1, 2013 – May 31, 2014

I. VACANCY LIST

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

Job Title	Number of Interviews	Recruitment Sources (“RS”) for Interviews	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Broadcast Traffic Coord	3	3 From “RS” #1	1, 4, 10-40	1
Broadcast Tech	4	4 From “RS” #1	1, 4, 10-40	1
News Director, Radio	2	1 From “RS” #1 1 From “RS” #2	1, 2, 4, 7, 9-42	1
Admin Asst, General	4	4 From “RS” #1	1, 2, 4, 10	1
TV Producer	4	3 From “RS” #1 1 From “RS” #7	1, 2, 4, 7, 10-41	7
Mgr, Production	4	4 From “RS” #1	1, 5, 7, 9, 10-41, 43	1
Underwriting Marketing Spec	1	1 From “RS” #1	1	1
Dir, KRWG Development	3	2 From “RS” #1 1 From “RS” #7	1, 2, 5, 7, 9, 10-41, 43	1

KRWG-TV & KRWG-FM, LAS CRUCES, NM
EEO PUBLIC FILE REPORT

June 1, 2013 – May 31, 2014

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Applicants Referred by RS Over Reporting Period
1	Dorothy Anderson, New Mexico State University PO Box 30001 MSC 3HRS Las Cruces, NM 88003 www.nmsu.edu	Y	110
2	Las Cruces Sun-News Las Cruces, NM 88004 575-523-4581	N	4
3	El Paso Times Las Cruces, NM 88004 575-523-4581	N	0
4	The Las Cruces Bulletin 840 N. Telshor Blvd. Suite E Las Cruces, NM 88011	N	5
5	Cpb.org Website	N	0
6	PBS Connect 2100 Crystal Drive Arlington, VA 22202-3784, (703) 739-5000	N	0
7	Current Magazine 1612 K Street, NW Suite 704, Washington, D.C 20006 202-463-7055	N	0
8	Indeed.com Indeed, Inc. 7501 N. Capital of Texas Hwy Building B Austin, TX 78731	N	0
9	Albuquerque Journal 7777 Jefferson Street NE Albuquerque, N.M., 87109 (505) 823-4444	N	2
10	NM Workforce Solutions 226 S. Alameda Las Cruces, NM 88001 (575) 541-5734 Contact Person: Delia Veterans: Gilberto Mail – Faculty Positions	N	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Applicants Referred by RS Over Reporting Period
11	HELP 1252 Barker Road Las Cruces, NM 88005 (575) 523-2411 Contact Person: Gloria Lopez Email: glopez@helpnm.com Email – Faculty, Professional & Non Exempt	N	0
12	Hispano Chamber of Commerce P O Box 1964 277 E. Amador #305 Las Cruces, NM 88004 (575) 524-8900 Contact Person: Eldelisa Nava Email: office@hispanochamberlascruces.com Email – Faculty, Professional & Non Exempt	N	0
13	Housing Authority 926 S. San Pedro Las Cruces, NM 88001 (575) 528-2007 Contact Person: Robbie Levey Email: rievey@mvpha.org Email – Faculty, Professional & Non Exempt	N	0
14	ACS Employment Readiness Program Army Community Service Fort Bliss, Tx Contact Person: Deana Garcia Telephone Number: (915) 568-1132 E-Mail: deana.garcia@us.army.mil Email – Faculty, Professional & Non Exempt Army Community Services Building 2494 Ricker Rd Ft. Bliss, Tx 79906 Telephone Number: (915) 569-5838	N	0
15	New Mexico Broadcasters Association Job Board 2333 Wisconsin, NE Albuquerque, New Mexico 87110 http://www.newmexicobroadcasters.org/index.php	N	0
16	Communication & Journalism, Univ. of New Mexico Gregoria Cavazos MSC03 2240, 1 University of New Mexico Albuquerque, NM 87131 277-1903 cjadvice@unm.edu	N	0
17	ITT Technical Institute Waldy Salazar 5100 Masthead NE Albuquerque, NM 87109 505-828-1114 wsalazar@itt-tech.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Applicants Referred by RS Over Reporting Period
18	Medialine Mark Shilstone PO Box 51909 Pacific grove, CA 93950 800-237-8073 medialine@medialine.com	N	0
19	John Marshall Multi-Service Center Timo Alvidrez 1500 Walter, SE Albuquerque, NM 87102 505-848-1345 TAlvidrez@Cabq.gov	N	0
20	University of New Mexico Office of Career Services Mary Montano MSC 06 3710, 1 University of New Mexico Albuquerque, NM 87131 505-277-2531 jobpost@unm.edu	N	0
21	Collins College Elizabeth Bakken 1140 South Priest Drive Tempe , AZ 85281 480 446 1111 ebakken@collinscollege.edu	N	0
22	Eastern New Mexico University-Roswell Stephanie Herrera PO Box 6000 Roswell, NM 88202 505-624-7032 stephanie.herrera@roswell.enmu.edu	N	0
23	San Juan College Sandy Lobato 4601 College Blvd. Farmington, NM 87402 (505) 566-3579 lobatosa@sanjuancollege.edu	N	0
24	Albuquerque Indian Center Antoinette Fontenelle 105 Texas SE Albuquerque, NM 87108 (505) 268-4418 toni_m629@hotmail.com	N	0
25	National Association of Hispanic Journalists Anna Lopez PO Box 226722 Washington, DC 20045 (202) 662-7145 jobbank@nahj.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Applicants Referred by RS Over Reporting Period
26	Career Services at Western New Mexico University 1000 W. College St. Silver City,, NM 88062 505-538-6336 careerserv@wnmu.edu	N	0
27	John Marshall Multi-Service Center R. Sandler 1500 Walter SE Albuquerque, NM 87102 (505) 848-1345 rsandler@cabq.gov	N	0
28	Eastern New Mexico University Margaret Kirby 1200 W. University Portales, NM 88130 margaret.kirby@enmu.edu	N	0
29	Women's Housing Coalition Angie Ludi 3005 San Pedro NE Albuquerque, NM 87110 (505) 884-8856 whcabq@att.net	N	0
30	University of New Mexico Leslye Ellison Student Services Center #220 Albuquerque, NM 87131 (505) 277-2531 jobpost@unm.edu	N	0
31	African American Cultural Association Lovie McGee PO Box 18043 Albuquerque, NM 87185-8043 (505) 299-7910 lovej1@aol.com	N	0
21	Eastern New Mexico University-KENW Orlando Ortega KENW-TV Station 52 Portales, NM 88130 (505) 562-2112 orlando.ortega@enmu.edu	N	0
33	University of New Mexico Richard Schaefer C-J Building #235W Albuquerque, NM 87131 (505) 277-9556 schaefer@unm.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Applicants Referred by RS Over Reporting Period
34	San Juan Basin Technical College Tony Corona P.O. Box 970 Cortez, CO 81321 970-565-8457 Tcorona@sjbtc.edu	N	0
35	UNM El Centro de la Raza Veronica Mendez-Cruz Mesa Vista Hall #1153, MSC 06 3830 1 University of New Mexico Albuquerque, NM (505) 277-5020 elcentro@unm.edu	N	0
36	SASacco & Associates Stacy Sacco 1201 Cannonade Ct SE Albuquerque, NM 87123 (505) 489-2311 stacy@sasacco.com	N	0
37	Community Cable Channel 27 John Ortiz 415 Tijeras NW Albuquerque, NM 87102 505243-0027 John@quote-unquote.org	N	0
38	LULAC National Educational Service Centers, Inc 2000 L Street, NW; Suite 610 Washington, DC , 20036 202-835-9646 jmoya@lnesc.org	N	0
39	ITT Technical Institute Karen Hemsing 5100 Masthead St., NE Albuquerque, NM 87109 505.828.1114 khemsing@itt-tech.edu	N	0
40	VBAVACO – Veterans Affairs 'Jack, Jeffrey, VBAVACO' Jeffrey, Jack @VA.gov Upshaw, LaDina, VBAVACO; Upshaw, LaDina@VA.gov Williams, Dorothy, VBAVACO; Williams, Dorothy@VA.gov Monroe, Andrea, VBAVACO; Monroe, Andrea@VA.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Applicants Referred by RS Over Reporting Period
41	TVjobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 info@tvjobs.com	N	0
42	Simplyhired.com Simply Hired, Inc. 370 San Aleso Ave Suite 200 Sunnyvale, CA 94085	N	1
43	jobtarget.com 225 State Street Suite 300 New London, CT 06320 Tel: (888) 575-9675	N	0

KRWG-TV & KRWG-FM, LAS CRUCES, NM
EEO PUBLIC FILE REPORT

June 1, 2013 – May 31, 2014

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Host Internship Program	From June 2013 through August 2013, we hosted an internship program for a student from New Mexico State University. The student interned in our News Department and were supervised by our Director of Content. Intern's duties included multimedia producing and reporting.
2	Job Fair – 7.2013	In order to further our outreach, KRWG participated in the July 2013 New Mexico Broadcasters Association Virtual Job Fair.
3	Job Fair – 10.2013	In order to further our outreach, KRWG participated in the October 2013 New Mexico Broadcasters Association Virtual Job Fair.
4	Job Fair – 1.2014	In order to further our outreach, KRWG participated in the January 2014 New Mexico Broadcasters Association Virtual Job Fair.
5	Job Fair – 4.2014	In order to further our outreach, KRWG participated in the April 2014 New Mexico Broadcasters Association Virtual Job Fair.
6	Station Tour – 6.13.2013	On June 13 th 2013, our Production Manager, Production Supervisor and Video Coordinator conducted two station tours for The Children's Garden. The tour provided a "behind the scenes" look at broadcasting, and participants had the opportunity to ask questions about station operations and the industry generally.

7	Station Tour – 6.26.2013	On June 26 th 2013, our Production Manager, Production Supervisor and Video Coordinator conducted four station tours for members of the Las Cruces Public Schools Enterprise Group. The tour provided a “behind the scenes” look at broadcasting, and participants had the opportunity to ask questions about station operations and the industry generally.
8	Station Tour – 6.27.2013	On June 27 th 2013, our Director of Broadcasting, Director of Development, Director of Content and Director of Broadcast Operations conducted four station tours for members of the Good Samaritan Society. The tour provided a “behind the scenes” look at broadcasting, and participants had the opportunity to ask questions about station operations and the industry generally.
9	Station Tour – 7.18.2013	On July 18 th 2013, our AggieVision General Manager and Technical coordinator conducted a station tour for members of NMSU Women’s Athletics. The tour provided a “behind the scenes” look at broadcasting, and participants had the opportunity to ask questions about station operations and the industry generally.
10	Station Tour –12.6.2013	On December 6 th 2013, our Production Manager, Production Supervisor and Video Coordinator conducted four station tours for students in the NMSU Journalism Department. The tour provided a “behind the scenes” look at broadcasting, and participants had the opportunity to ask questions about station operations and the industry generally.
13	Station Tour –3.19.2014	On March 19 th 2015, our Director of Broadcasting, Production Supervisor and Video Coordinator conducted four station tours for Las Cruces High School students. The tour provided a “behind the scenes” look at broadcasting, and participants had the opportunity to ask questions about station operations and the industry generally.

14	Station Tour – 5.9.2014	On March 19 th 2015, our Director of Content and Production manager conducted a station tours for Northeast Early College High School in Canutillo, Texas. The tour provided a “behind the scenes” look at broadcasting, and participants had the opportunity to ask questions about station operations and the industry generally.
----	-------------------------	--

The market population is fewer than 250,000, such that the stations are required to complete two long-term recruitment initiatives every two years.

EXHIBIT III

Narrative Statement

Noncommercial Educational Stations KRWG-TV, FM

Stations KRWG-TV and FM are licensed to New Mexico State University. The recruitment, hiring and employment practices of both the stations and New Mexico State University are designed to ensure equal employment opportunity outreach to all segments of the local community and a nondiscriminatory work environment. It is the policy of the University that recruitment and selection of candidates for vacant positions be conducted in accordance with applicable statutes, regulations and policies of the University, and be consistent with principles of equal employment and affirmative action. New Mexico State University is an affirmative action/equal employment employer. Efforts to recruit diverse applicants have been successful.

The Employment Section of the University's Human Resources Department screens non-exempt applicants for skills, experience and education, and candidates passing this review have their applications forwarded to the relevant hiring department (in this case, KRWG). Exempt employees are screened initially by the hiring department. All candidates must meet or exceed the advertised minimum requirements of the posted vacancy in order to be considered for employment, and candidates are evaluated on the merits of their qualifications. Open positions are posted and applicants are required to submit applications for employment through an on-line application system at jobs.nmsu.edu. Assistance is available for potential candidates who may not be proficient with computers but would like to search for and apply for employment. There is a minimum posting period of 14 calendar days for all benefits-eligible staff positions. Recruitment includes the use of various sources, including the internet, to attain broad exposure for current vacancies and to notify various journals, newsletters, agencies, and other organizations that have the ability to contact and refer qualified minorities and/or women. All open positions are posted to the NM Department of Labor's website which serves as a central collection point and resource for job seekers. Various organizations such as veteran's groups, employment agencies, civic groups, community groups and more use the NM Department of Labor website as an employment resource.

With regard to community outreach, KRWG is active in many community events and non-vacancy specific efforts each year that help publicize its local involvement and career opportunities in broadcasting. These efforts serve diverse audiences representing the area's multi-cultural population. The station tour program includes the many phone volunteers that assist KRWG during membership drives. New Mexico State University is a designated minority university due to our high Hispanic population. KRWG also features internships, paid student positions and volunteer program through which University students receive hands-on training in news production, news writing, on-air delivery, and radio and television production.