

KRWG
EEO PUBLIC FILE REPORT
June 1, 2009 – May 31, 2010

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|--|---|--|
| 1 | Dorothy Anderson, New Mexico State University MSC 3HRS PO Box 30001 Las Cruces, NM 88003 www.nmsu.edu | N | 3 |
| 2 | Las Cruces Sun-News Las Cruces, NM 88004 575-523-4581 | N | 2 |
| 3 | El Paso Times Las Cruces, NM 88004 575-523-4581 | N | |
| 4 | Cpb.org Website | N | 1 |
| 5 | Netaonline.org Web site | N | |
| 6 | Current Magazine 1612 K Street, NW Suite 704, Washington, D.C 20006 202-463-7055 | N | |
| 7 | NM Workforce Connection Gilbert Olivas 226 South Alameda Street Las Cruces, NM 88005 (575) 524-6250 https://www.jobs.state.nm.us/ | N | |
| 8 | Careerbuilder.com | N | |
| 9 | tvjobs.com Website | N | 5 |
| 10 | rtdna.org Website | N | |
| 11 | medialine.com Website | N | |
| 12 | Albuquerque Journal 7777 Jefferson Street NE Albuquerque, N.M., 87109 (505) 823-4444 | N | |
| 13 | krwg.org Website | N | |
| 14 | | | |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 11 |

KRWG - EEO PUBLIC FILE REPORT
June 1, 2009 – May 31, 2010
Recruitment Source List – News Director

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|--|--|---|--|
| 1 | Dorothy Anderson, New Mexico State University MSC 3HRS PO Box 30001 Las Cruces, NM 88003 www.nmsu.edu | N | 2 |
| 2 | Las Cruces Sun-News Las Cruces, NM 88004 575-523-4581 | N | |
| 3 | El Paso Times Las Cruces, NM 88004 575-523-4581 | N | |
| 4 | Cpb.org Website | N | 1 |
| 5 | Netaonline.org Web site | N | |
| 6 | Current Magazine 1612 K Street, NW Suite 704, Washington, D.C 20006 202-463-7055 | N | |
| 7 | NM Workforce Connection Gilbert Olivas 226 South Alameda Street Las Cruces, NM 88005 (575) 524-6250 https://www.jobs.state.nm.us/ | N | |
| 8 | Careerbuilder.com | N | |
| 9 | tvjobs.com Website | N | 3 |
| 10 | rtdna.org Website | N | |
| 11 | medialine.com Website | N | |
| 12 | Albuquerque Journal 7777 Jefferson Street NE Albuquerque, N.M., 87109 (505) 823-4444 | N | |
| 13 | krwg.org Website | N | |
| 14 | | | |
| Interviewees Over Reporting Period For News Director | | | 6 |

KRWG - EEO PUBLIC FILE REPORT
June 1, 2009 – May 31, 2010
Recruitment Source List – Reporter/Producer

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|--|--|---|--|
| 1 | Dorothy Anderson, New Mexico State University MSC 3HRS PO Box 30001 Las Cruces, NM 88003 www.nmsu.edu | N | |
| 2 | Las Cruces Sun-News Las Cruces, NM 88004 575-523-4581 | N | |
| 3 | El Paso Times Las Cruces, NM 88004 575-523-4581 | N | |
| 4 | Cpb.org Website | N | |
| 5 | Netaonline.org Web site | N | |
| 6 | Current Magazine 1612 K Street, NW Suite 704, Washington, D.C 20006 202-463-7055 | N | |
| 7 | NM Workforce Connection Gilbert Olivas 226 South Alameda Street Las Cruces, NM 88005 (575) 524-6250 https://www.jobs.state.nm.us/ | N | |
| 8 | Careerbuilder.com | N | |
| 9 | tvjobs.com Website | N | 2 |
| 10 | rtdna.org Website | N | |
| 11 | medialine.com Website | N | |
| 12 | Albuquerque Journal 7777 Jefferson Street NE Albuquerque, N.M., 87109 (505) 823-4444 | N | |
| 13 | krwg.org Website | N | |
| 14 | | | |
| Interviewees Over Reporting Period For Reporter/Producer | | | 2 |

KRWG - EEO PUBLIC FILE REPORT
June 1, 2009 – May 31, 2010
Recruitment Source List – Computer Operator

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|--|--|---|--|
| 1 | Dorothy Anderson, New Mexico State University MSC 3HRS PO Box 30001 Las Cruces, NM 88003 www.nmsu.edu | N | 1 |
| 2 | Las Cruces Sun-News Las Cruces, NM 88004 575-523-4581 | N | 2 |
| 3 | El Paso Times Las Cruces, NM 88004 575-523-4581 | N | |
| 4 | Cpb.org Website | N | |
| 5 | Netaonline.org Web site | N | |
| 6 | Current Magazine 1612 K Street, NW Suite 704, Washington, D.C 20006 202-463-7055 | N | |
| 7 | NM Workforce Connection Gilbert Olivas 226 South Alameda Street Las Cruces, NM 88005 (575) 524-6250 https://www.jobs.state.nm.us/ | N | |
| 8 | Careerbuilder.com | N | |
| 9 | tvjobs.com Website | N | |
| 10 | rtdna.org Website | N | |
| 11 | medialine.com Website | N | |
| 12 | Albuquerque Journal 7777 Jefferson Street NE Albuquerque, N.M., 87109 (505) 823-4444 | N | |
| 13 | krwg.org Website | N | |
| 14 | | | |
| Interviewees Over Reporting Period For Computer Operator | | | 3 |

FCC Form 396 EEO Program Report

EXHIBIT 3

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. This is evidenced by the fact the applicant pool for the 3 positions that were filled this year consisted of 68% female and 44% minority. We are proud of these results and will continue efforts to attract diverse applicants.

The Employment Section of the University's Human Resources Department screens applicants for skills, experience and education, and candidates passing this review have their applications forwarded to the relevant hiring department (in this case, KRWG). 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 www.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 28 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 nonvacancy- 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. KRWG also features a internship, 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.

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