

[FILL WITH STATION CALL SIGNS]
EEO PUBLIC FILE REPORT
June 1, 2008 – May 28, 2009

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	Deanne Stuart, New Mexico State University Human Resources Box 30001 MSC 5273, 575-646-1742 www.nmsu.edu	N	8
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 Web site	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			
10			
11			
12			
13			
14			
TOTAL INTERVIEWEES OVER REPORTING PERIOD			9

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Train, hire and mentor New Mexico State University and Dona Ana Community College students	Both KRWG FM and TV nurture and invite students to participate in a variety of activities to provide practical career experiences. News, production, master control, membership and traffic allow students the opportunity to participate in many capacities.
2	School and class tours	KRWG FM and TV conduct tours and conversations with a wide variety of institutions. In the past year these have included grade school classes to college students.
3	Guest lecturers	KRWG employees regularly serve as guest lecturers.

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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