

EEO PUBLIC FILE REPORT
"Prong 3"
KNME Long Term Recruitment Initiatives
June 1, 2005 - May 31, 2006

No.	Description of Initiative	Scope of Employment Unit's Participation
1	<p><u>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</u> The establishment of an internship program was developed by KNME-TV by recruiting local area college students as part-time employees. As student employees, they acquire skills in broad-casting by receiving specific training in various station operations. In many instances following graduation, students that have remained as employees during their academic years become either a mainstay of KNME or plan on moving to other broadcasting organizations.</p>	<p>KNME-TV exposes students to the broadcasting environment. We have had seven students working at KNME from June 1, 2005 through May 31, 2006.</p>
2	<p><u>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</u> According to UNM University Business Policies and Procedures Manual on Career Development (Policy #3260.3), station personnel are encouraged to participate in some form of career development which consist of continuous occupational and/or professional education and training to maintain expertise, and/or participate in the career ladder program to provide for planned progression within the same position.</p>	<p>KNME-TV personnel are capable of advancing in their careers. Larry Parks completed Essentials for Managers 1 through the R O Anderson School of Management at the University of New Mexico.</p>
3	<p><u>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting</u> Programs are done through the University of New Mexico system conducted by the Production and Operations Manager each year. KNME provides positions for UNM students to work and train in television.</p>	<p>KNME-TV provides real-life on-the-job training to high school students. KNME had five UNM Student Interns from June 1, 2005 through May 31, 2006. Participated in two career fairs sponsored by Rio Grande High School Feb. 2006 Highland High School Oct. 2005</p>
4	<p><u>Providing training to management level personnel on methods of ensuring equal employment opportunity and preventing discrimination.</u> The management at KNME can participate in training offered by the University of New Mexico Office of Equal Opportunity. Training OEO in following areas ensuring equal employment opportunity and preventing discrimination are available to management level personnel by going to the UNM site: http://www.unm.edu/~oeounm/train.html</p>	<p>KNME-TV management is in compliance with university policies regarding equal opportunity. Larry Parks completed Staff Recruitment & Hiring course through UNM's Employee and Organizational Development program.</p>

EEO PUBLIC FILE REPORT
"Prong 3"
KNME Long Term Recruitment Initiatives
June 1, 2005 - May 31, 2006

Name and Titles of Station Personnel Involved in Initiatives:

Ted A. Garcia, General Manager & CEO
Joanne Bachmann, Associate General Manager
Shirley Casados, Director-Programming & Production
Chad Davis, Director of Content
Jim Gale, Director-Engineering
Joseph Kehr, Director of Finance & Administration
Kathy Burnett, Broadcast Manager
John Burch, Membership Services Manager
Skitch Ferguson, Corporate Support Manager
Joan Rebecchi, Advertising/Promotions Manager
Bill Pinnell, Public Relations Specialist
Colleen Keane, Educational Services
Franz Joachim, Production & Operations Manager
Michael Kamins, Executive Producer Cultural Affairs
Alan Deme, Broadcast Tech. Svcs/Studio Manager
John Ramp, RF Systems Manager
Steven Campbell, I/T Manager
Kathy Burnett, Broadcast Traffic Support Manager
Ted Nowicki, Broadcast Operations Manager
Sylvia McCleary, Human Resource Specialist & Accountant III
Larry Parks, Human Resource Specialist