

**EEO PUBLIC FILE REPORT****New Mexico PBS-TV, Albuquerque, New Mexico****June 1, 2021- May 31, 2022****Full-Time Positions Filled**

<b>Number Hired</b>	<b>Job Title</b>	<b>Requisition Number</b>	<b>Date Filled</b>	<b>Referral Source of Applicant Hired</b>	<b>Recruitment Sources Used to Fill Vacancy (list recruitment sources that are entitled to notification*)</b>	<b># interview by source</b>
1	Mgr, Admin Operations	15971	10/11/2021	UNM	University of New Mexico (unmjobs.unm.edu) Publicmediajobs.org jobing.com nmpbs.org Indeed.com LinkedIn higherjobs.com	4
1	MultiMedia Prod/Dir	15986	10/4/2021	UNM	University of New Mexico (unmjobs.unm.edu) jobing.com naja.com publicmediajobs.org facebook.com Higherjobs.com Indeed.com nmpbs.org	4
1	Data Manager	16702	4/16/2021	UNM	University of New Mexico (unmjobs.unm.edu)	1
1	Multimedia Prod/Dir, Sr	16862	11/1/2021	UNM	University of New Mexico (unmjobs.unm.edu) facebook.com jobing.com nmpbs.org Higherjobs.com twitter.com LinkedIn	2
1	Broadcast Technology Tech Sr	16867	11/29/2021	UNM	University of New Mexico (unmjobs.unm.edu) facebook.com Higherjobs.com jobing.com nmpbs.org twitter.com LinkedIn SBE	1
1	Professional Suport Intern	18673	2/21/2022	UNM	University of New Mexico (unmjobs.unm.edu)	1
1	Broadcast Technology Tech Sr	18786	4/18/2022	UNM	University of New Mexico (unmjobs.unm.edu) facebook.com New Mexico Broadcasters Association jobing.com Higherjobs.com NMPBS twitter nmpbs.org SBE	2
1	Broadcast Technology Tech	18812	5/2/2022	UNM	University of New Mexico (unmjobs.unm.edu) New Mexico Broadcasters Association HigherEdJobs.com SBE	1
1	Broadcast Operator	18834	4/2/2022	UNM	University of New Mexico (unmjobs.unm.edu) NM Broadcasters Assoc facebook.com Higherjobs.com jobing.com LinkedIn nmpbs.org NMPBS twitter SBE	3
1	Accountant 2	18955	4/18/2022	UNM	University of New Mexico (unmjobs.unm.edu)	3
1	Archivist	19332	5/1/2022	UNM	University of New Mexico (unmjobs.unm.edu)	2
1	Admin Asst 3	19334	5/9/2022	UNM	University of New Mexico (unmjobs.unm.edu)	4

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<b>New Mexico PBS-TV, Albuquerque, NM</b>				
<b>June 1, 2021- May 31, 2022</b>				
<b>Information Regarding Recruitment Sources Contacted for Full-Time Vacancies</b>				
<b>No.</b>	<b>Name &amp; Address of Organization</b>	<b>Contact Name</b>	<b>Telephone Number/Contact information</b>	<b>Entitled to Notification</b>
1	University of New Mexico Human Resource Services Albuquerque, New Mexico 87131	Human resources transaction center: Coleen Cox	505-925-9245	Yes
2	Jobing.com	Ad placed via UNM Human Resources Transcation Center	505-925-9245	No
3	HigherEdJobs.com	Ad placed via UNM Human Resources Transcation Center	505-925-9245	No
4	Indeed.com	Ad placed via UNM Human Resources Transcation Center	505-925-9245	No
5	CNM	Ad placed via UNM Human Resources Transcation Center	505-925-9245	No
6	New Mexico PBS	<a href="http://www.nmpbs.org">www.nmpbs.org</a>		No
7	PBS Connect Job Board	<a href="http://www.Connect.pbs.org">www.Connect.pbs.org</a>		No
8	Current.org Current Newspaper 401 Ninth St, NW Washington, DC	Kathleen Unwin	301-270-7240	No
9	Society of Broadcast Engineers	Scott Jones <a href="http://www.sbe.org/sections/jobs_online">www.sbe.org/sections/jobs_online</a>	317-846-9000	No
10	NMBA	Suzan Strong	505-881-444	No
11				
12				
13				

EEO PUBLIC FILE	
"Prong 3"	
New Mexico PBS Long Term R	
June 1, 2021- May	
No.	Description of Initiative
1	<b><u>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</u></b> The establishment of an internship program was developed by New Mexico PBS by recruiting local area college students as part-time employees. As student employees, they acquire skills in broadcasting 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 New Mexico PBS or plan on moving to other broadcasting organizations.
2	<b><u>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</u></b> 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.
3	<b><u>Sponsorship of at least two events in the community designed to inform and educate members of the Public as to employment opportunities in broadcasting.</u></b> Usually, mentoring programs are done through the Albuquerque Public School system conducted each year. New Mexico PBS provides positions for up to four high school students to work and train in television. During summer seasons, interested students from local area high schools are recruited and given the opportunity of acquiring skills in television broadcasting. As a result of the pandemic we did not conduct these programs during summer of 2021.
4	<b><u>Providing training to management level personnel on methods of ensuring equal employment opportunity and preventing discrimination.</u></b> All employees are required to take annual training with respect to preventing discrimination and sexual harassment in the workplace per University policy #2720: Equal Opportunity, Non-discrimination, and affirmative action.

<b>REPORT</b>
<b>recruitment Initiatives</b>
<b>31, 2022</b>
<b>Scope of Employment Unit's Participation</b>
New Mexico PBS exposes students to the broadcasting environment and provides real-life on-the-job training to potential students in their field. New Mexico PBS had 13 students from June 1, 2021 through May 31, 2022.
New Mexico PBS personnel are capable of advancing in their careers. Personnel within different departments at New Mexico PBS attend classes at UNM and CNM. Also key personnel attend seminars and workshops to enhance their current positions. 1 employee currently participating in the career ladder program
Due to the pandemic we didn't host any recruiting events. However, we did reach out to programs at higher education institutions about employment opportunities.
New Mexico PBS management is in compliance with the University of New Mexico's policies regarding equal opportunity, and the University complies with all local, state and federal regulations regarding equal opportunity. Which includes annual trainings. In addition, we have provided 8 hours of Diversity, Equity and Inclusion training to our entire staff during the months of March and April of 2022.

**EEO PUBLIC FILE REPORT****"Part 3"****New Mexico PBS Long Term Recruitment Initiatives****June 1, 2021- May 31, 2022****Name and Titles of Station Personnel Involved in Initiatives:**

Franz Joachim, General Manager &amp; CEO

Andrew Flores, Director of Finance &amp; Administration

Theresa Spencer, Director of Development

Dan Zillich, Director of Engineering

Jason Quinn, RF Engineering Manager

Suzanne Kembel, Broadcast Operations Manager

Mike Snyder, Broadcast Technical Services Manager

Joan Rebecchi, Director of Content

Michael Kamins, Executive Producer

Kevin McDonald, Production Manager

Steven Campbell, IT Manager