

**FCC Form 396 Employment Program Report
Station KNME-TV, Albuquerque, NM**

Narrative Statement

The Regents of the University of New Mexico and the Board of Education of Albuquerque, NM (KNME), licensee of noncommercial educational television station KNME-TV in Albuquerque, NM, have developed and continue to implement an EEO program designed to ensure equal employment opportunity to all qualified persons, to provide a pool of diverse qualified applicants when full-time vacancies occur, and to complete community outreach.

As full-time job vacancies occur at the station, KNME utilizes a variety of recruitment sources to widely disseminate information about the openings and to seek qualified candidates. For instance, KNME regularly utilizes sources such as the University of New Mexico, the New Mexico Broadcaster's Association, the Albuquerque Journal, the Albuquerque Hispanic Chamber of Commerce, 8 Northern Pueblos, PBS Connect, Current (the public broadcasting newspaper), an African American Student Services group, and the Society of Motion Picture and Television Engineers. In addition, the University's Human Resources staff in turn posts with additional online job sources. The use of these sources regularly provides a strong candidate pool for KNME's vacant positions.

KNME's EEO program also incorporates a variety of non-vacancy-specific activities. For instance, KNME has established an internship program and recruits local area college students as part time employees who acquire skills in broadcasting and training in station operations. Many of these interns have progressed to permanent broadcast positions at KNME or other organizations. In addition, KNME provides professional training opportunities for its existing staff members. KNME also sponsors community events, including mentoring for the Albuquerque school system, and on-the-job training opportunities for local high school students. Furthermore, KNME provides training to its management level personnel on EEO matters.

KNME's joint licensee the University of New Mexico is an Affirmative Action/Equal Opportunity institution, and the University's Human Resources Department handles the station's personnel matters. The University's Human Resources Department seeks to create an environment where great people thrive and excel, and to support the University's success by: providing guidance, tools, and processes to foster a culture of workforce effectiveness; and by designing, implementing, and promoting a total rewards program that attracts and retains high quality employees. The University is committed to hiring and retaining a diverse workforce and make employment decisions without regard to race, color, religion, sex, national origin, age, veteran status, disability, or any other protected class. The University values differences and promotes diversity as an essential element in fulfilling its mission.