

EEO PUBLIC FILE REPORT
"Prong 3"
KNME Long Term Recruitment Initiatives
June 1, 2007 - May 31, 2008

| No. | Description of Initiative |
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| 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> |
| 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> |
| 3 | <p><u>Establishment of a mentoring program for station personnel.</u> Mentoring programs are done through the Albuquerque Public School system conducted by the Production and Operations Manager each year. KNME 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.</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> |

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| Scope of Employment Unit's Participation |
| <p>KNME-TV exposes students to the broadcasting environment and provides real-life on-the-job training to potential students in their field. KNME has employed 16 students from June 1, 2007 through May 31, 2008.</p> |
| <p>KNME-TV personnel are capable of advancing in their careers. Personnel within different departments at KNME attend classes at UNM and CNM. Also key personnel attend seminars and workshops to enhance their current positions.</p> |
| <p>KNME-TV provides real-life on-the-job training to high school students. Two students were mentored from 6/01/07 to August 24, 2007</p> |
| <p>KNME-TV management is in compliance with university policies regarding equal opportunity.</p> |

