

KVIA TV

Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): KVIA TV and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning April 1, 2021 to and including March 31, 2022 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

- 1) A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
- 2) For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified by name, address, contact person and telephone number;
- 3) The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
- 4) Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
- 5) A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-Time Positions for Which this Source was Utilized” refer to the number of full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended, but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone, or by email.

**Appendix 1 to Annual EEO Public File Report Form
Covering the Period from April 1, 2021 to March 31, 2022
Station(s) Comprising Station Employment Unit: KVIA TV**

Vacancy Information

Full-Time Positions Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from all Sources for this Position	Hire Date
1) Assignment Editor	Indeed.com	3	05/03/21
2) Videographer/MMJ	NMSU	4	05/17/21
3) Producer	Syracuse-NPG Zoom	16	06/07/21
4) Weather Anchor/MMJ	KVIA TV Website	10	06/07/21
5) Director	Indeed.com	3	08/03/21
6) Account Executive	Employee Referral	3	08/09/21
7) Videographer	Internship	5	08/25/21
8) Producer	KVIA TV Website	10	08/30/21
9) Receptionist	Indeed.com	10	09/27/21
10) Production Assistant	Internship	3	10/15/21
11) Assignment Editor	Employee Referral	1	01/03/22
12) Receptionist	Indeed.com	5	01/03/22
13) Videographer	Employee Referral	1	01/20/22
14) Production Assistant	NMSU	4	01/27/22
15) Account Executive	Indeed.com	5	03/28/22
TOTAL		83	

**Appendix 2 to Annual EEO Public File Report Form
Covering the Period from April 1, 2021 to March 31, 2022
Station(s) Comprising Station Employment Unit: KVIA TV**

Recruitment Source Information

Recruitment Source	Total Number of Interviewees this Source has Provided During this Period	Full-Time Positions for Which This Source was Utilized
1) KVIA TV website Contact: David Gonzalez 4140 Rio Bravo El Paso, Texas 79902 Phone: 915-496-7777 Website: kvia.com	26	#1-#15
2) University of Texas at El Paso Contact: Carolyn Mitchell 500 W. University El Paso, Texas 79968 Phone: 915-747-5129	3	#6, #9, #12, #15
3) Indeed.com https://www.indeed.com/	29	#1-#15
4) Employee Referral	5	#1-#15
5) Frank N. Magid Associates, Inc. 8500 Normandale Lake Blvd Suite 630 Minneapolis, MN 55437 Contact: Julie Seebold	8	#2-#4
6) News Press Gazette website Contact: Jennifer Wright 825 Edmond St Joseph, Missouri 64501 Phone: 816-236-6237 Fax: 816-271-8591 Website: npgco.com	0	#1-#15

7) New Mexico State University 2915 McFie Circle Milton Hall 186 Las Cruces, NM 88003 Contact: Hugo Perez	7	#2, #10, #14
8) Syracuse University – NPG Zoom	5	#3
9) Upper Rio Grande Workforce Contact: Lauren Macias 300 E Main El Paso, TX 79901 Phone: 915-351-6547 Website: www.workintexas.com	0	#1-#15
10) The University of Kansas Stauffer-Flin Hall 1435 Jayhawk Blvd. Lawrence, KS 66045 Contact: Steve Rottinghaus Phone: 785-864-7630	0	#3
11) Arizona State University 1151 S Forest Ave Tempe, AZ 85281 Contact: Mike Wong Phone: 602-496-7430	0	#2-#4
12) TVJobs.com https://www.tvjobs.com/	0	#2, #4
13) ShowbizJobs.com https://www.showbizjobs.com/	0	#2, #4

*None of the above recruitment sources requested notification of job vacancies.

**Appendix 3 to Annual EEO Public File Report Form
Covering the Period from April 1, 2021 to March 31, 2022
Station(s) Comprising Station Employment Unit: KVIA TV**

Supplemental (Non Vacancy-Specific) Recruitment Activities Undertaken by KVIA TV:

- 1) KVIA-TV typically participates in job fairs to attract job seekers with diverse backgrounds. However, due to COVID-19, this was not possible during the reporting period.
- 2) KVIA-TV typically gives tours of the station for groups of students, ranging from elementary school to high school, in order to foster interest in students' consideration of careers in broadcasting generally, and in possible employment at KVIA-TV in particular. However, due to COVID-19, tours were not allowed during the reporting period.
- 3) University of Missouri – Columbia School of Journalism. Interviewed graduating seniors in the Journalism Department for News Press & Gazette on Wednesday, March 16, 2022. In attendance were Michael Fabac, Steve Booher, and Laura Clark, corporate employees.
- 4) Mike Sepulveda, Controller and Human Resources Manager, participated in an hour-long EEO training session on February 18, 2022, presented by legal counsel. Topics included background and updates on the current EEO regulatory environment for broadcasters; requirements of the FCC's EEO rule, including methods of ensuring equal employment opportunity and preventing discrimination; and practical considerations related to EEO programs for broadcasters.
- 5) KVIA-TV provided an internship to students from University of Texas at El Paso and New Mexico State University during the period. The students would shadow and learn from members of the newsroom. The students would then submit a written paragraph about the different skills they had learned every week to be reviewed by General Manager Kevin Lovell, News Director Brenda DeAnda-Swann, and Anchor/Producer Mark Niethamer.
- 6) On March 29, 2022, a representative from Promax conducted training for the KVIA sales team. The training helps to sharpen the skills of all KVIA's Account Executives so they may become better salespersons.
- 7) Our sales KVIA team participates in ongoing training from Texas Association of Broadcasters and Television Bureau of Advertising regarding advertising and legal issues in broadcasting.

