

2017-18 EEO Public File Report - Amended

KVIA-TV

Annual EEO Public File Report

(as amended April 2, 2020)

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of station KVIA-TV; it is required to be uploaded to the station’s online public inspection file, and posted on its website.

The information contained in this Report covers the time period beginning April 1, 2017 to and including March 31, 2018 (the “Applicable Period”).

The FCC’s 2002 EEO Rules require 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 EEO Rules), 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, 2017 to March 31, 2018
Station(s) Comprising Station Employment Unit: KVIA-TV

Vacancy Information

POSITION FILLED	DATE OF HIRE	Recruitment Source of Hiree	Total No. of Interviewees for Position
1. Account Executive	5/10/2017	Employee Referral	1
2. Account Executive	5/22/2017	Employee Referral	3
3. Multimedia Journalist	6/5/2017	Internship	1
4. Producer	6/5/2017	Arizona State University Job Fair	2
5. Account Executive	6/29/2017	Employee Referral	3
6. Meteorologist/Reporter	7/17/2017	Facebook	1
7. Account Executive	8/14/2017	Employee Referral	1
8. Production Assistant	9/24/2017	Internship	1
9. Photographer	10/9/2017	KVIA.com	1
10. Editor	1/8/2018	Facebook	3
11. Account Executive	1/31/2018	Indeed.com	7
12. Account Executive	1/31/2018	LinkedIn	6
TOTAL			30

**Appendix 2 to Annual EEO Public File Report Form
Covering the Period from April 1, 2017 to March 31, 2018
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) Workforce Solutions Borderplex 300 E Main El Paso, Texas 79901 Phone: 915-351-6547 Website: www.workintexas.com	0	1-12
2) KVIA-TV Facebook Page Contact: Jose Villasana 4140 Rio Bravo El Paso, Texas 79902 Phone: 915-496-7777 Website: facebook.com	3	1-12
3) KVIA-TV Twitter Page Contact: Jose Villasana 4140 Rio Bravo El Paso, Texas 79902 Phone: 915-496-7777 Website: twitter.com	0	1-12
4) KVIA-TV website Contact: Jose Villasana 4140 Rio Bravo El Paso, Texas 79902 Phone: 915-496-7777 Website: kvia.com	5	1-12
5) TV Jobs PO Box 4116 Oceanside, CA 92052 Phone: 760-754-8177 Website: www.tvjobs.com	0	1(#6)

Recruitment Source	Total Number of Interviewees this Source has Provided During this Period	Full-Time Positions for Which This Source was Utilized
6) News Press Gazette company website Contact: Jennifer Wright 825 Edmond St Joseph, Missouri 64501 Phone: 816-236-6237 Fax: 816-271-8571 Website: npgco.com	0	1-12
7) KVIA-TV Instagram Account https://www.instagram.com/kviatv	0	1-12
8) NMSU Career Services 1780 E. University Avenue Garcia Annex, Rm 224 Las Cruces, NM 88003 Phone: 575-646-1631 Website: careerservices.nmsu.edu	0	1-12
9) UTEP Career Center 500 W. University 103 W. Union Bldg El Paso, TX 79936 Phone: 915-747-5640 Website: utep.edu/careers	0	1-12
10) Frank N. Magid Associates, Inc. 8500 Normandale Lake Blvd Suite 630 Minneapolis, MN 55437 Contact: Julie Seebold	0	3(#6, #9-10)
11) FilmandTVPro USA 347-534-1417 www.filmandtvpro.com	0	1(#9)
12) Arizona State University Michael Wong Director of Career Services 602-496-7430 mike.wong@asu.edu	2	2(#6, 9)

13) Indeed.com https://www.indeed.com/	11	1(#11-12)
14) Intern	2	1-12
15) Employee Referral	4	1-12
16) LinkedIn.com https://www.linkedin.com/	3	1, 4, 12

*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, 2017 to March 31, 2018
Station(s) Comprising Station Employment Unit: KVIA**

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

1. Job Fairs: KVIA personnel participated in a job fair at Arizona State University's journalism school during the week of March 11, 2018. The Station's News Director attended the job fair, along with the Director of News and Marketing for KVIA's parent company, News-Press & Gazette Company. They met with many broadcast journalism students, sharing information about the Station and the parent company, and they recruited for open positions.
2. Career Days: Numerous station personnel attended various schools to discuss their jobs at the Station and, more generally, careers in broadcast journalism. These included:
 - April 26, 2017: Station Weathercaster spoke to students at Nixon Elementary School.
 - May 18, 2017: Station Anchor/Reporter spoke to students at HR Moyer Elementary School.
 - May 18, 2017: Station News Anchor spoke to students at Alta Vista Elementary School.
 - May 19, 2017: Station News Anchor spoke to kindergarten students at Berino Elementary School.
 - January 2018: Station Reporter spoke to middle school students at William D. Slider Middle School.
 - January 26, 2018: Station Anchor/Reporter spoke to middle school students at Sanchez Middle School.
 - March 8, 2018: Station Anchor/Reporter spoke to elementary school students at Garcia Elementary School.
3. Events Sponsored by Educational Institutions: KVIA gives tours of the Station for various groups, mostly students ranging from elementary school to university, in order to foster interest in consideration of careers in broadcasting generally, and in possible employment at KVIA in particular. Human Resources Coordinator Blanca Torres conducts the tours. In the period between April 1, 2017, and March 31, 2018, KVIA conducted 23 such tours, as follows:

Tour Group	Date
Laura Berstein	04/06/17
Kids of KVIA	04/26/17
Horizon M.S.	04/27/17
German Group	05/08/17
Austin H.S.	05/15/17
Fort Hancock H.S.	05/24/17
Fort Hancock H.S.	05/25/17
Jolly Elders	06/08/17
Emergence Health Network	07/26/17
KIDS Daycare	07/28/17
Ready Set Grow	08/02/17
City of Socorro	10/12/17
Girl Scouts	12/06/17
Red Sands E.S.	12/07/17
Mountain View H.S.	12/11/17
Red Sands E.S.	12/14/17
Americas H.S.	01/24/18
Americas H.S.	01/26/18
Horizon M.S.	02/15/18
Make A Wish	02/23/18
Lydia Chavez	02/28/18
Immanuel School	03/09/18
Celebrate STEAM	03/20/18

- Spring/Fall 2017: Additionally, in Spring/Fall 2017, a Station Anchor and a Station Reporter participated on the Video Production Advisory Committee at Pebble Hills High School, in which role the Station employees participated in roundtable discussions with the school's advisors about what students need to do to be prepared for careers in the video production industry.
4. Internship: KVIA offers an internship program each semester to provide college and university students with an educational experience in a television news, business environment. The point of the internship program is to equip students with skills that will help them secure a position in a multi-platform TV newsroom. During the Applicable Period, KVIA had 23 interns from the (1) University of Texas at El Paso and (2) New Mexico State University. Among the many Station personnel who worked with interns during their internships were the News Director, News Producers, News Anchors, Reporters, and the Station General Manager.

5. Events Sponsored by Community Organizations: On March 10, 2018, a Station News Anchor/Reporter emceed and a Station Reporter served as a judge for the New Mexico State Youth of the Year event, which event honors outstanding Boys & Girls Club members from across New Mexico.
6. Training Programs. On July 6-7, 2017, and March 1-2, 2018, sales personnel were provided training by Promax; among topics covered were sales techniques to better educate sales strategies and how to sell to businesses, as well as sales trends, relationship building skills, and new industry changes.