

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, 2020 to and including March 31, 2021 (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, 2020 to March 31, 2021
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) Account Executive	Indeed.com	13	10/26/20
2) Anchor/MMJ	Frank Magid & Assoc.	1	01/04/21
3) MMJ	Employee Referral	1	02/01/21
TOTAL		15	

**Appendix 2 to Annual EEO Public File Report Form
Covering the Period from April 1, 2020 to March 31, 2021
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) Upper Rio Grande Workforce Contact: Lauren Macias 300 E Main El Paso, Texas 79901 Phone: 915-351-6547 Website: www.workintexas.com	0	#1
2) KVIA TV website Contact: Jim Parker 4140 Rio Bravo El Paso, Texas 79902 Phone: 915-496-7777 Website: kvia.com	0	#1-#3
3) University of Texas at El Paso Contact: Carolyn Mitchell 500 W. University El Paso, Texas 79968 Phone: 915-747-5129	0	#1
4) Indeed.com https://www.indeed.com/	13	#1-#3
5) Employee Referral	1	#1-#3
6) Frank N. Magid Associates, Inc. 8500 Normandale Lake Blvd Suite 630 Minneapolis, MN 55437 Contact: Julie Seebold	1	#2-#3

7) **News Press Gazette website**

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#1-#3

Contact: Jennifer Wright
825 Edmond
St Joseph, Missouri 64501
Phone: 816-236-6237
Fax: 816-271-8591
Website: npgco.com

*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, 2020 to March 31, 2021
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.