

2018-19 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, 2018 to and including March 31, 2019 (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, 2018 to March 31, 2019
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	4/9/2018	Employee Referral	3
2. Reporter/Multimedia Journalist	4/30/2018	Workforce Solutions Borderplex	1
3. Producer/Assignment Editor	5/14/2018	KVIA.com	1
4. Account Executive	5/29/2018	Employee Referral	3
5. Assignment Manager	6/11/2018	KVIA.com	1
6. Weekend Reporter/Anchor	6/11/2018	Internship	3
7. Weekend Reporter/Anchor	6/18/2018	Indeed.com	1
8. Production Assistant	7/15/2018	Internship	1
9. Executive Producer	9/4/2018	Indeed.com	1
10. Production Assistant	9/10/2018	Internship	1
11. Anchor	9/24/2018	Frank Magid Assocs.	2
12. Multimedia Journalist	1/21/2019	KVIA.com	1
13. National Sales Coordinator	2/11/2019	Employee Referral	4
TOTAL			23

**Appendix 2 to Annual EEO Public File Report Form
Covering the Period from April 1, 2018 to March 31, 2019
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	1	#1-#7, #12, #13
2) KVIA-TV Facebook Page Contact: Jose Villasana 4140 Rio Bravo El Paso, Texas 79902 Phone: 915-496-7777 Website: facebook.com	0	#1, #4, #6, #7, #11- #13
3) KVIA-TV Twitter Page Contact: Jose Villasana 4140 Rio Bravo El Paso, Texas 79902 Phone: 915-496-7777 Website: twitter.com	0	#1, #4, #6, #7, #11- #13
4) KVIA-TV website Contact: Jose Villasana 4140 Rio Bravo El Paso, Texas 79902 Phone: 915-496-7777 Website: kvia.com	7	#1-#13
5) TV Jobs PO Box 4116 Oceanside, CA 92052 Phone: 760-754-8177 Website: www.tvjobs.com	0	#1, #3, #5-#7, #9, #11, #12

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-#13
7) 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-#4, #6, #7, #9, #12, #13
8) UTEP Career Center 500 W. University 103 W. Union Bldg El Paso, TX 79936 Phone: 915-747-5640 Website: utep.edu/careers	0	#1-#4, #6, #7, #9, #12, #13
9) Frank N. Magid Associates, Inc. 8500 Normandale Lake Blvd Suite 630 Minneapolis, MN 55437 Contact: Julie Seebold	1	#2, #3, #5-#7, #9, #11, #12
10) FilmandTVPro USA 347-534-1417 www.filmandtvpro.com	0	#6, #7, #9, #12
11) Arizona State University Michael Wong Director of Career Services 602-496-7430 mike.wong@asu.edu	0	#6, #7, #12
12) Indeed.com https://www.indeed.com/	7	#2, #3, #6, #7, #9, #11-#13

13) Intern	3	#1-#13
14) Employee Referral	4	#1-#13

*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, 2018 to March 31, 2019
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 on March 27-29, 2019. The Station's News Director and one of the Station's News Producers attended the job fair, along with the Director of News and Marketing for KVIA's parent company, News-Press & Gazette Company. The Station personnel met with many broadcast journalism students, sharing information about the Station and the parent company, and they recruited for open positions.
2. Educational Institution Activities: 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, 2018 and March 31, 2019, KVIA conducted 16 such tours, as follows:

Tour Group	Date
Riviera E.S.	04/11/18
Montana E.S.	04/18/18
Montana E.S.	04/20/18
Macias & Desert Hills School	04/25/18
St. Rafael School	05/02/18
Austin H.S.	05/18/18
Fuentes M.S.	05/24/18
Fuentes M.S.	05/31/18
Fort Hancock H.S.	06/04/18
K.I.D.S Daycare	07/12/18
El Dorado H.S.	09/06/18
David Gonzalez Group	10/11/18
St. Mark's School	10/26/18
St. Raphael's School	11/08/18
Sierra Vista E.S.	11/29/18
O'Shea E.S.	01/25/19

3. Career Days: Numerous station personnel attended various schools to discuss their jobs at the Station and, more generally, careers in broadcast journalism. These included:

- May 25, 2018: Station Sports Director spoke to students at Vista Hills Elementary School
 - May 25, 2018: Station Reporter spoke to students at Valley View Middle School
 - November 7, 2018: Station Anchor spoke to students at Cielo Vista Elementary School
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 approximately 20 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. Training Programs. On January 21-22, 2019, 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.