

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 Rules. 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, 2013 to and including March 31, 2014 (the “Applicable Period”).

The FCC’s 2002 EEO Rules 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 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, 2013 to March 31, 2014
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
1) Photographer	Employee Referral	1
2) Account Executive	El Paso Advertising Federation	17
3) Account Executive	www.kvia.com website	17
4) Weathercaster	TV Jobs	1
5) Account Executive	www.kvia.com website	17
6) Reporter	TV Jobs	5
7) Integrated Media Consultant	Walk-in	7
8) Reporter	Website	4
9) Reporter	TV Jobs	4
10) Account Executive	KVIA LinkedIn Account	7
11) Producer	Former Intern	1

**Appendix 2 to Annual EEO Public File Report Form
Covering the Period from April 1, 2013 to March 31, 2014
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	8
2) KVIA-TV Facebook Page Contact: Leonard Martinez 4140 Rio Bravo El Paso, Texas 79902 Phone: 915-496-7777 Website: facebook.com	0	2
3) KVIA-TV Twitter Page Contact: Leonard Martinez 4140 Rio Bravo El Paso, Texas 79902 Phone: 915-496-7777 Website: twitter.com	0	2
4) KVIA-TV website Contact: Leonard Martinez 4140 Rio Bravo El Paso, Texas 79902 Phone: 915-496-7777 Website: kvia.com	15	11
5) El Paso Advertising Federation Contact: Veronica Gonzalez 6112 North Mesa El Paso, Texas 79912 Phone: 915-747-7434	14	2

Recruitment Source	Total Number of Interviewees this Source has Provided During this Period	Full-Time Positions for Which This Source was Utilized
6) TV Jobs PO Box 4116 Oceanside, CA 92052 Phone: 760-754-8177 Website: www.tvjobs.com	9	5
7) News Press Gazette company website Contact: Jennifer Wright 825 Edmond St Joseph, Missouri 64501 Phone: 816-236-6237 Fax: 816-271-8591 Website: npgco.com	0	11
8) KVIA-TV LinkedIn Account www.linkedin.com/company/kvia-tv	3	1

**Appendix 3 to Annual EEO Public File Report Form
Covering the Period from April 1, 2013 to March 31, 2014
Station(s) Comprising Station Employment Unit: KVIA**

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

- 1) KVIA presented in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting. News Director, Brenda DeAnda-Swann visited The University of Missouri (1) and Arizona State University (2) where she met many broadcast journalism students. While there, she was able to discuss careers in broadcast and give the students information on how to secure employment in the industry. During the period, Human Resources Coordinator, Paige Mandell participated in a mentoring event held by The University of Texas at El Paso (3), where she met with college students, giving them guidance and information on broadcast careers. Ms. Mandell also served as a mentor to high school students in the El Paso Independent School District's (4) career preparation program.
- 2) KVIA 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 in particular. Human Resources Coordinator, Paige Mandell conducts the tours. In the period between April 1, 2013 and March 31, 2014, KVIA conducted 29 such tours.