

EEO PUBLIC FILE REPORT
FOR
STATION KEY-TV & KESE LP

This EEO Public File Report
Covers the One-Year Period
Ending on July 31, 2019

KEYCY-TV & KESE LP
EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station KEYCY-TV's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the one year period beginning on August 1, 2018 and ending on July 31, 2019, the station filled the following full-time vacancies:

Bi-Lingual Multimedia Journalist – 2 openings
Multimedia Journalist – 6 openings
Account Executive – 4 openings
Integrated Media Consultant – 1 opening
Technical Director – 1 opening
Creative Services Producer – 1 opening
Anchor – 1 opening

The station interviewed a total 181 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

Recruitment Source	Total Number of Interviewees Referred
Indeed.com	18
Arizona Western College	1
Station Website	22
TVJobs.com	21
Station on air advertisement	25
NPG Corporate Website	45
Handshake	4
AZBroadcasters.org	3
Referral	35
Walk in	6
Internal (employee)	1

Note: Some interviewees were interviewed for multiple openings and, therefore, have been counted more than once.

Attachment A contains the following information for each full-time vacancy:

- < The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- < The recruitment source that referred the hiree for each full-time vacancy;
- < The total number of persons interviewed for each full-time vacancy; and
- < The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

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ATTACHMENT A

EEO INFORMATION FOR FULL-TIME VACANCIES

FULL-TIME VACANCY EEO INFORMATION
[Fill out for each full-time vacancy]

Job Title of Vacancy: Bi-Lingual Multimedia Journalist **Recruitment Source That Referred the Hiree:** Employee Referral

Date Vacancy Opened: 7/3/18 **Total Number of Persons Interviewed for the Vacancy:** 10

Date Vacancy Filled: 8/13/18

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Indeed	Indeed.com				no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063		no
Station Website	KYMA.com	Ernesto Romero	(928) 539-9990	5	no
TVJobs.com	TVJobs.com	Mark Holloway		1	no
Station on air advertisement	1965 4 th Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990	1	no
News Press & Gazette Website	NPGCO.com	Pam Knight			no
Handshake	Handshake.com				no
Azbroadcasters.org					no
Referral				2	no
Walk in				1	no
Internal (Employee)					

FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy: Bi-Lingual Multimedia Journalist

Recruitment Source That Referred the Hiree:

Employee Referral

Date Vacancy Opened: 7/3/18

Total Number of Persons Interviewed for the

Vacancy: 10

Date Vacancy Filled: 8/20/18

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Indeed	Indeed.com				no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063		no
Station Website	KYMA.com	Ernesto Romero	(928) 539-9990	5	no
TVJobs.com	TVJobs.com	Mark Holloway		1	no
Station on air advertisement	1965 4 th Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990	1	no
News Press & Gazette Website	NPGCO.com	Pam Knight			no
Handshake	Handshake.com				no
Azbroadcasters.org					no
Referral				2	no
Walk in				1	no
Internal (Employee)					

FULL-TIME VACANCY EEO INFORMATION**[Fill out for each full-time vacancy]****Job Title of Vacancy:** Multimedia Journalist**Recruitment Source That
Referred the Hiree:**

TVJobs.com

Date Vacancy Opened: 7/3/18**Total Number of Persons
Interviewed for the****Vacancy:** 9**Date Vacancy Filled:** 8/20/18**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Indeed	Indeed.com			1	no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063		no
Station Website	KYMA.com	Ernesto Romero	(928) 539-9990		no
TVJobs.com	TVJobs.com	Mark Holloway		3	no
Station on air advertisement	1965 4 th Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990		no
News Press & Gazette Website	NPGCO.com	Pam Knight		3	no
Handshake	Handshake.com				no
Azbroadcasters.org					no
Referral				1	no
Walk in				1	no
Internal (Employee)					

FULL-TIME VACANCY EEO INFORMATION**[Fill out for each full-time vacancy]****Job Title of Vacancy:** Multimedia Journalist**Recruitment Source That
Referred the Hiree:**

AZBroadcasters.org

Date Vacancy Opened: 7/3/18**Total Number of Persons
Interviewed for the****Vacancy:** 10**Date Vacancy Filled:** 9/24/18**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Indeed	Indeed.com			1	no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063		no
Station Website	KYMA.com	Ernesto Romero	(928) 539-9990	2	no
TVJobs.com	TVJobs.com	Mark Holloway			no
Station on air advertisement	1965 4 th Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990	3	no
News Press & Gazette Website	NPGCO.com	Pam Knight			no
Handshake	Handshake.com				no
Azbroadcasters.org				3	no
Referral					no
Walk in					no
Internal (Employee)				1	

FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy: Account Executive

Recruitment Source That Referred the Hiree: Indeed

Date Vacancy Opened: 8/30/18

Total Number of Persons Interviewed for the Vacancy: 3

Date Vacancy Filled: 9/17/18

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Indeed	Indeed.com			1	no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063		no
Station Website	KYMA.com	Ernesto Romero	(928) 539-9990	1	no
TVJobs.com	TVJobs.com	Mark Holloway			no
Station on air advertisement	1965 4 th Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990		no
News Press & Gazette Website	NPGCO.com	Pam Knight			no
Handshake	Handshake.com				no
Azbroadcasters.org					no
Referral				1	no
Walk in					no
Internal (Employee)					

FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy: Account Executive**Recruitment Source That
Referred the Hiree:**

Employee Referral

Date Vacancy Opened: 8/6/18**Total Number of Persons
Interviewed for the
Vacancy:** 6**Date Vacancy Filled:** 10/2/18**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Indeed	Indeed.com			1	no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063		no
Station Website	KYMA.com	Ernesto Romero	(928) 539-9990		no
TVJobs.com	TVJobs.com	Mark Holloway		1	no
Station on air advertisement	1965 4 th Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990	2	no
News Press & Gazette Website	NPGCO.com	Pam Knight			no
Handshake	Handshake.com				no
Azbroadcasters.org					no
Referral				1	no
Walk in				1	no
Internal (Employee)					

FULL-TIME VACANCY EEO INFORMATION**[Fill out for each full-time vacancy]****Job Title of Vacancy:** Account Executive**Recruitment Source That
Referred the Hiree:** Indeed**Date Vacancy Opened:** 8/6/18**Total Number of Persons
Interviewed for the
Vacancy:** 6**Date Vacancy Filled:** 10/1/18**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Indeed	Indeed.com			1	no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063		no
Station Website	KYMA.com	Ernesto Romero	(928) 539-9990		no
TVJobs.com	TVJobs.com	Mark Holloway		1	no
Station on air advertisement	1965 4 th Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990	2	no
News Press & Gazette Website	NPGCO.com	Pam Knight			no
Handshake	Handshake.com				no
Azbroadcasters.org					no
Referral				1	no
Walk in				1	no
Internal (Employee)					

FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy:

Multimedia Journalist

Recruitment Source That Referred the Hiree:

Employee Referral

Date Vacancy Opened:

9/21/18

Total Number of Persons Interviewed for the Vacancy:

20

Date Vacancy Filled:

3/4/19

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Indeed	Indeed.com			1	no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063		no
Station Website	KYMA.com	Ernesto Romero	(928) 539-9990		no
TVJobs.com	TVJobs.com	Mark Holloway		1	no
Station on air advertisement	1965 4 th Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990	4	no
News Press & Gazette Website	NPGCO.com	Pam Knight		9	no
Handshake	Handshake.com			1	no
Azbroadcasters.org					no
Referral				4	no
Walk in					no
Internal (Employee)					

FULL-TIME VACANCY EEO INFORMATION
[Fill out for each full-time vacancy]

Job Title of Vacancy: Multimedia Journalist

**Recruitment Source That
Referred the Hiree:** NPG Website

Date Vacancy Opened: 9/21/18

**Total Number of Persons
Interviewed for the
Vacancy:** 20

Date Vacancy Filled: 3/11/19

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Indeed	Indeed.com			1	no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063		no
Station Website	KYMA.com	Ernesto Romero	(928) 539-9990		no
TVJobs.com	TVJobs.com	Mark Holloway		1	no
Station on air advertisement	1965 4 th Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990	4	no
News Press & Gazette Website	NPGCO.com	Pam Knight		9	no
Handshake	Handshake.com			1	no
Azbroadcasters.org					no
Referral				4	no
Walk in					no
Internal (Employee)					

FULL-TIME VACANCY EEO INFORMATION
[Fill out for each full-time vacancy]

Job Title of Vacancy: Multimedia Journalist

**Recruitment Source That
Referred the Hiree:**

Station on air advertisement

Date Vacancy Opened: 9/21/18

**Total Number of Persons
Interviewed for the
Vacancy:** 20

Date Vacancy Filled: 3/12/19

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Indeed	Indeed.com			1	no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063		no
Station Website	KYMA.com	Ernesto Romero	(928) 539-9990		no
TVJobs.com	TVJobs.com	Mark Holloway		1	no
Station on air advertisement	1965 4 th Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990	4	no
News Press & Gazette Website	NPGCO.com	Pam Knight		9	no
Handshake	Handshake.com			1	no
Azbroadcasters.org					no
Referral				4	no
Walk in					no
Internal (Employee)					

FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy: Integrated Media Consultant

Recruitment Source That Referred the Hiree: Indeed

Date Vacancy Opened: 2/15/19

Total Number of Persons Interviewed for the

Vacancy: 5

Date Vacancy Filled: 3/18/19

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Indeed	Indeed.com			2	no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063		no
Station Website	KYMA.com	Ernesto Romero	(928) 539-9990	1	no
TVJobs.com	TVJobs.com	Mark Holloway			no
Station on air advertisement	1965 4 th Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990		no
News Press & Gazette Website	NPGCO.com	Pam Knight			no
Handshake	Handshake.com				no
Azbroadcasters.org					no
Referral				2	no
Walk in					no
Internal (Employee)					

FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy: News Technical Director

Recruitment Source That Referred the Hiree:

Employee Referral

Date Vacancy Opened: 3/20/19

Total Number of Persons Interviewed for the

Vacancy: 5

Date Vacancy Filled: 4/18/19

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Indeed	Indeed.com				no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063		no
Station Website	KYMA.com	Ernesto Romero	(928) 539-9990		no
TVJobs.com	TVJobs.com	Mark Holloway			no
Station on air advertisement	1965 4 th Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990		no
News Press & Gazette Website	NPGCO.com	Pam Knight		3	no
Handshake	Handshake.com				no
Azbroadcasters.org					no
Referral				2	no
Walk in					no
Internal (Employee)					

FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy: Account Executive

Recruitment Source That Referred the Hiree: Walk-in

Date Vacancy Opened: 2/20/19

Total Number of Persons Interviewed for the Vacancy: 3

Date Vacancy Filled: 3/21/19

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Indeed	Indeed.com				no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063		no
Station Website	KYMA.com	Ernesto Romero	(928) 539-9990		no
TVJobs.com	TVJobs.com	Mark Holloway			no
Station on air advertisement	1965 4 th Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990		no
News Press & Gazette Website	NPGCO.com	Pam Knight		1	no
Handshake	Handshake.com				no
Azbroadcasters.org					no
Referral				1	no
Walk in				1	no
Internal (Employee)					

FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy: Creative Services Producer

Recruitment Source That Referred the Hiree:

Employee Referral

Date Vacancy Opened: 2/5/19

Total Number of Persons Interviewed for the

Vacancy: 16

Date Vacancy Filled: 5/13/19

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Indeed	Indeed.com			1	no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063	1	no
Station Website	KYMA.com	Ernesto Romero	(928) 539-9990		no
TVJobs.com	TVJobs.com	Mark Holloway		4	no
Station on air advertisement	1965 4 th Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990	4	no
News Press & Gazette Website	NPGCO.com	Pam Knight		4	no
Handshake	Handshake.com				no
Azbroadcasters.org					no
Referral				2	no
Walk in					no
Internal (Employee)					

FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy: Anchor

Recruitment Source That Referred the Hiree: Indeed

Date Vacancy Opened: 4/10/19

Total Number of Persons Interviewed for the Vacancy: 15

Date Vacancy Filled: 6/17/19

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Indeed	Indeed.com			3	no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063		no
Station Website	KYMA.com	Ernesto Romero	(928) 539-9990	3	no
TVJobs.com	TVJobs.com	Mark Holloway		3	no
Station on air advertisement	1965 4 th Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990		no
News Press & Gazette Website	NPGCO.com	Pam Knight		2	no
Handshake	Handshake.com			1	no
Azbroadcasters.org					no
Referral				3	no
Walk in					no
Internal (Employee)					

FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy: Multimedia Journalist

Recruitment Source That Referred the Hiree:

Employee Referral

Date Vacancy Opened: 4/16/19

Total Number of Persons Interviewed for the Vacancy: 23

Date Vacancy Filled: 6/17/19

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Indeed	Indeed.com			4	no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063		no
Station Website	KYMA.com	Ernesto Romero	(928) 539-9990	5	no
TVJobs.com	TVJobs.com	Mark Holloway		4	no
Station on air advertisement	1965 4 th Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990		no
News Press & Gazette Website	NPGCO.com	Pam Knight		5	no
Handshake	Handshake.com				no
Azbroadcasters.org					no
Referral				5	no
Walk in					no
Internal (Employee)					

ATTACHMENT B
MENU OPTION ACTIVITIES

MENU OPTION ACTIVITIES

Station KECY-TV has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
1	Career Day	On April 17, 2019 news personality Jenny Day participated in the Career Day Event at B. T. Washington Elementary School where she talked to many people about employment opportunities in the Broadcast industry.
1	Job Fair	On October 3, 2018, 2018 HR Coordinator Pam Knight and Sales Manager Curt Drummond participated in the Yuma Community Job & Education Fair presented by Arizona@Work.
1	Job Fair	On November 7, 2018 HR Coordinator, Pam Knight, participated in Arizona Western College's Yuma Transfer & Career Expo where she talked to many people about employment opportunities in the Broadcast industry.
3	Stations tours	The station routinely gives station tours to organizations, schools and other interested parties where they talk about employment opportunities in the Broadcast industry. On March 14, 2019 news personalities Caitlin Slater and Elly Morillo participated in the Yuma Youth Leadership Media Day in which they lead them in a tour of the station and gave a presentation about employment opportunities in the Broadcast industry. On February 27, 2019 news personalities Blake Keller and Ivany Villalobos led Cibola High School students in a tour of the station and gave a presentation about employment opportunities in the Broadcast industry. On October 26, 2018 news personalities Caitlin Slater and Arianna Shell led students in a tour of the station and gave a presentation about employment opportunities in the Broadcast industry.
2	internships	The stations routinely offer internships in various departments to assist members of the community to acquire skills needed for employment in the Broadcast industry. On July 2, 2019 we provided a 12 week paid summer internship for a News Producer. On February 11, 2019 we provided a one month unpaid internship for a News Technical Director to a student from Arizona Western College.

For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.