

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 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 the station, and posted on its websites.

The information contained in this Report covers the time period beginning April 1, 2019 to and including March 31, 2020 (the “Applicable Period”).

The FCC’s 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, 2019 to March 31, 2020
 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) Account Executive	Indeed.com	3
2) Producer	Indeed.com	1
3) Videographer	Kvia.com	1
4) Producer (2)	Indeed.com/Kvia.com	3
5) Production Assistant	Employee referral	2
6) Anchor/MMJ	TVJobs.com	2
7) Digital Content Director	Indeed.com	4
8) Anchor/MMJ	Indeed.com	2
9) Sports Anchor/MMJ	STAA	1
10) Assignment Editor	Employee Referral	1
		Total: 20

**Appendix 2 to Annual EEO Public File Report Form
Covering the Period from April 1, 2019 to March 31, 2020
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
<p>1) Workforce Solutions Borderplex 300 E Main El Paso, Texas 79901 Phone: 915-351-6547 Website: www.workintexas.com</p>	0	#1-#4, #6-#10
<p>2) KVIA-TV Facebook Page Contact: Jose Villasana 4140 Rio Bravo El Paso, Texas 79902 Phone: 915-496-7777 Website: facebook.com</p>	0	#1
<p>3) KVIA-TV Twitter Page Contact: Joe Villasana 4140 Rio Bravo El Paso, Texas 79902 Phone: 915-496-7777 Website: twitter.com</p>	0	#1
<p>4) KVIA-TV website Contact: Jose Villasana 4140 Rio Bravo El Paso, Texas 79902 Phone: 915-496-7777 Website: kvia.com</p>	4	#1-#10
<p>5) TV Jobs PO Box 4116 Oceanside, CA 92052 Phone: 760-754-8177 Website: www.tvjobs.com</p>	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 Street St Joseph, Missouri 64501 Phone: 816-236-6237 Fax: 816-271-8571 Website: npgco.com	0	#1-#10
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-#9
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-#9
9) Frank N. Magid Associates, Inc. 8500 Normandale Lake Blvd Suite 630 Minneapolis, MN 55437 Contact: Julie Seebold	0	#6, #8, #9
10) FilmandTVPro USA 347-534-1417 www.filmandtvpro.com	0	#8
9) STAA - Sportscasters Talent Agency of America 949-648-7822 www.staatalent.com	1	#9
11) Indeed.com https://www.indeed.com/	9	#1, #2, #4, #6-#10

12) Intern	3	#1-#10
13) Employee Referral	2	#1-#10

*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, 2019 to March 31, 2020
Station(s) Comprising Station Employment Unit: KVIA-TV**

Supplemental (Non Vacancy-Specific) Initiatives Undertaken by KVIA-TV:

1) Educational Institution Activities: KVIA participated in at least three events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

(a) On March 11-12, 2020, NPG's Chief People Officer visited the University of Missouri 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.

(b) On March 12, 2020, a representative from Promax conducted training for the KVIA sales team. The training helps to sharpen the skills of all of KVIA's Account Executives so they may become better salespersons.

(c) KVIA gives tours of the station for groups of students, ranging from elementary school to university, in order to foster interest in students' consideration of careers in broadcasting generally, and in possible employment at KVIA in particular. The Station's Human Resources Coordinator conducts the tours. In the period between April 1, 2019 and March 31, 2020, KVIA conducted 13 such tours, as follows:

Tour Group	Date
St. Patrick School	04/29/19
St. Raphael's School	05/13/19
Puentes M. S.	05/15/19
Puentes M. S.	05/16/19
Fort Hancock H. S.	05/20/19
Surratt E. S.	05/29/19
Kids Daycare	07/10/19
Horizon M.S.	09/26/19
Girl Scout Group	10/09/19
Homeschool Group	12/07/19
O'Shea E.S.	01/24/20
Dan Martinez's School Group	02/21/20
Girl Scout Group	02/24/20

- 2) 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 22 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, and the Station General Manager.