

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

This EEO Public File Report
Covers the One-Year Period
Ending on July 31, 2020

ATTACHMENT A

EEO INFORMATION FOR FULL-TIME VACANCIES

KEYC-TV & KESE LP
EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station KEYC-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, 2019 and ending on July 31, 2020, the station filled the following full-time vacancies:

Digital Content Director – 1 opening
Anchor Producer – 1 opening
Anchor Reporter – 1 opening
Account Executive – 3 openings
Multimedia Journalist – 4 openings

The station interviewed a total 46 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
Station Website	16
Station on air Advertisement	
NPG Corporate Website	9
TV Jobs	6
Arizona Broadcasters Association	
Indeed	3
Referral	11
Internal (employee)	1
Walk-in	

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.

* * * * *

[fill out for each full-time vacancy]

Recruitment source that Referred the Hiree: Indeed

Total Number of Persons Interviewed for the

Vacancy: 2

2

[fill out for each full-time vacancy]

Recruitment source that Referred the Hiree: Referral

Total Number of Persons Interviewed for the

Vacancy: _____ 3

3

FULL-TIME VACANCY EEO INFORMATION

[fill out for each full-time vacancy]

Job Title of Vacancy: Anchor Producer Recruitment source that Referred the Hiree: Referral

Date Vacancy Opened: 6/17/2019 Total Number of Persons Interviewed for the Vacancy: 23

Date Vacancy Filled: 12/30/2019

Name of Recruitment Source	Address (Website)	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Station Website	kyma.com	Ernesto Romero	(928) 539-9990	7	no
Station on air advertisement		Pam Knight	(928) 539-9990		no
NPG Corporate Website	npgco.com	n/a	n/a	5	no
TV Jobs	tvjobs.com	n/a	n/a	5	no
Arizona Broadcasters Assoc	aba.org	n/a	n/a		no
Indeed	indeed.com	n/a	n/a	1	no
Referral		n/a	n/a	5	no
Internal (Employee)		n/a	n/a		no
Walk-in		n/a	n/a		no

[fill out for each full-time vacancy]

10/21/2019 Corporate Website

Referral

ation website

the vacancy: 10

10

[fill out for each full-time vacancy]

Recruitment source and hire date for hirees:

Date Vacancy Opened: 12/25/2019

of Persons interviewed for the vacancy: 8

Name of Recruitment Source	Address (Website)	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Station Website	kyma.com	Ernesto Romero	(928) 539-9990	3	no
Station on air advertisement		Pam Knight	(928) 539-9990		no
NPG Corporate Website	npgco.com	n/a	n/a	1	no
TV Jobs	tvjobs.com	n/a	n/a		no
Arizona Broadcasters Assoc	aba.org	n/a	n/a		no
Indeed	indeed.com	n/a	n/a	1	no
Referral		n/a	n/a	3	no
Internal (Employee)		n/a	n/a		no
Walk-in		n/a	n/a		no

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 Presentation	On August 8, 2019 Sales Manager Curt Drummond, Digital Media Consultant Carlos Naranjo and Telemundo News Anchor Oswaldo Rivas did a workshop at the station with the Marketing Masters class from Xochicalco University in Mexicali, Mexico regarding careers in sales and marketing in the broadcast industry.
1	Job Fair	On October 2, 2019, 2018 HR Coordinator Pam Knight and Sales Manager Curt Drummond participated in the Yuma Community Job & Education Fair presented by Arizona@Work. Our station co-sponsored this event.
5	Internship	On 6/1/2020 the station provided a paid internship for an Arizona Western College student for a News Technical Director in order to acquire skills needed for broadcast employment

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.