

KRGV-TV

Weslaco, Texas

Annual EEO Public File Report for

April 1, 2019 – March 30, 2020

This Annual EEO Report is filed on behalf of KRGV-TV in compliance with the FCC's EEO reporting requirements. This report includes information from April 1, 2019 through March 30, 2020. It will be placed in the Station's public file and on the Station's website.

KRGV-TV is an equal opportunity employer and is committed to a policy that advances opportunities for all qualified individuals. It is our policy to promote equal employment opportunities through a positive, continuing program of specific recruitment, outreach, hiring, promotion, and other practices designed to ensure the full realization of equal employment opportunity.

To make this policy effective, and to ensure conformance with the requirements of the FCC, we have adopted an equal opportunity program as described herein.

RECORD KEEPING

In compliance with EEO record keeping requirements, the Station creates a file for each position to be filled. Each of these files contains a summary sheet with the job title, the date recruitment started, the total number of applicants, what recruitment sources were used for each opening, the date the job was filled, and the source that referred the hired individual. Station procedure requires approval by the General Manager and the applicable Department Head prior to extending a job offer. EEO requirements and management responsibility toward EEO are discussed regularly at department head meetings. See Details in SECTION I: VACANCY INFORMATION

As an equal opportunity employer, KRGV-TV is committed to disseminating information about job vacancies as widely as possible. All full-time job vacancies are posted on the Texas Association of Broadcasters website, internally within the company, in local or community newspapers as well as ad time on KRGV-TV. Job outreach used for all job vacancies includes a mailing list containing the contact information of organizations. See details in SECTION II: RECRUITMENT SOURCES

KRGV-TV Weslaco, Texas
Annual EEO Public File Report for
April 1, 2019 – March 30, 2020

I. VACANCY INFORMATION

There were 25 people hired to permanent full-time positions at KRGV-TV during the period of April 1, 2019 through March 30, 2020. The positions that were filled and the recruitment sources the Station notified in an effort to recruit employees for each position, are set forth below. Note: the numbers corresponding to the Recruitment Sources listed are in Appendix A. In addition, an asterisk indicates a source that requested notification of all full-time job vacancies.

1. News Photographer
Date position opened: October 23, 2018
Date position closed: April 1, 2019
Recruitment Source(s) of Hire: KRGV-TV Website www.krgv.com #1
Recruitment Source(s) Used: 1, 2, 3, 4 *7, *8, 10, 13, 15

2. News Photographer
Date position opened: October 23, 2018
Date position closed: October 7, 2019
Recruitment Source(s) of Hire: KRGV-TV Website www.krgv.com #1
Recruitment Source(s) Used: 1, 2, 3, 4 *7, *8, 10, 13, 15

3. Executive Producer – SOMOS
Date position opened: April 24, 2019
Date position closed: May 28, 2019
Recruitment Source(s) of Hire: KRGV-TV Website www.krgv.com #1
Recruitment Source(s) Used: 1, 2,* 7, *8, 10, 14

4. Assistant News Director
Date position opened: January 14, 2019
Date position closed: June 12, 2019
Recruitment Source(s) of Hiree: KRGV-TV Website www.krgv.com #1
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 13, 14

5. Digital Content Producer
Date position opened: May 14, 2019
Date position closed: June 20, 2019
Recruitment Source(s) of Hiree: KRGV-TV Website www.krgv.com #1
Recruitment Source(s) Used: 1, 2, 3,* 7, *8, 10, 12, 13, 15, and 18

6. Technical Director/Master Control Operator
Date position opened: April 12, 2019
Date position closed: July 1, 2019
Recruitment Source(s) of Hiree: Active Employee Referral #4
Recruitment Source(s) Used: 1, 2, 3, 4, *7, *8, 10, 13, 14, 15, 18

7. Photographer – SOMOS
Date position opened: May 9, 2019
Date position closed: June 25, 2019
Recruitment Source(s) of Hiree: KRGV-TV Website www.krgv.com #1
Recruitment Source(s) Used: 1, 2, 3, 4, *7, *8, 10,13,18

8. Executive Producer – KRGV
Date position opened: October 25, 2018
Date position closed: August 4, 2019
Recruitment Source(s) of Hiree: Active Employee Internal Transfer #5
Recruitment Source(s) Used: 1, 2, 3, 5, *7, *8, 10, 13, 14, 16, 18

9. Engineer Technician
Date position opened: May 18, 2018
Date position closed: August 5, 2019
Recruitment Source(s) of Hiree: Outside Referral #12
Recruitment Source(s) Used: 1, 2, 3, 5, *7, *8, 10, 12, 13, 14, 15

10. Broadcast IT Technician

Date position opened: June 28, 2019

Date position closed: August 8, 2019

Recruitment Source(s) of Hiree: Outside Referral #12

Recruitment Source(s) Used: 1, 2, 3, 4, *7, * 8, 10, 12

11. Bilingual Producer - SOMOS

Date position opened: May 9, 2019

Date position closed: September 9, 2019

Recruitment Source(s) of Hiree: KRGV TV Website www.krgv.com #1

Recruitment Source(s) Used: 1, 2, 3, 4, *7, * 8, 10, 13, 15

12. Associate Producer – SOMOS

Date position opened: August 6, 2019

Date position closed: September 13, 2019

Recruitment Source(s) of Hiree: KRGV TV Website www.krgv.com #1

Recruitment Source(s) Used: 1, 2, 3, 4, 5, *7, * 8, 10, 13, 14

13. Associate Producer – SOMOS

Date position opened: August 6, 2019

Date position closed: September 24, 2019

Recruitment Source(s) of Hiree: Active Employee Internal Transfer #5

Recruitment Source(s) Used: 1, 2, 3, 4, 5, *7, * 8, 10, 13, 14

14. Associate Producer – SOMOS

Date position opened: August 6, 2019

Date position closed: October 14, 2019

Recruitment Source(s) of Hiree: Active Employee Internal Transfer #5

Recruitment Source(s) Used: 1, 2, 3, 4, 5, *7, * 8, 10, 13, 14

15. Bilingual Reporter - SOMOS

Date position opened: May 9, 2019

Date position closed: September 25, 2019

Recruitment Source(s): Outside Referral #12

Recruitment Source(s) Used: 1, 2, 3, 6, *7, *8, 10, 13, 15

16. News Director

Date position opened: May 15, 2019

Date position closed: September 30, 2019

Recruitment Source(s): KRGV-TV website www.krgv.com #1

Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 13, 14, 15

17. Research Coordinator

Date position opened: October 7, 2019

Date position closed: November 25, 2019

Recruitment Source(s) of Hiree: KRGV Internal Bulletin Board #2 &
Active Employee Internal Transfer #5

Recruitment Source(s) Used: 1, 2, 5, *7, *8, 14

18. Executive Producer – Digital Content

Date position opened: October 29, 2019

Date position closed: January 6, 2020

Recruitment Source(s) of Hiree: KRGV-TV Website www.krgv.com #1

Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 13, 14

19. Marketing Coordinator

Date position opened: December 10, 2019

Date position closed: January 7, 2020

Recruitment Source(s) of Hiree: KRGV-TV Website www.krgv.com #1

Recruitment Source(s) Used: 1, 2, 3, *7, *8, 12, 13

20. Reporter – KRGV

Date position opened: March 1, 2019

Date position closed: January 10, 2020

Recruitment Source(s) of Hiree: Outside Referral #12

Recruitment Sources(s) Used: 1, 2, 3, 4, 5, *7, *8, 10, 11, 12, 13, 14

21. Reporter – KRGV

Date position opened: March 1, 2019

Date position closed: January 3, 2020

Recruitment Source(s) of Hiree: Active Employee Referral #4

Recruitment Sources(s) Used: 1, 2, 3, 4, 5, *7, *8, 10, 11, 13, 14

22. Reporter – KRGV

Date position opened: March 1, 2019

Date position closed: January 3, 2020

Recruitment Source(s) of Hiree: Outside Referral #12

Recruitment Source(s) Used: 1, 2, 3, 4, 5, *7, *8, 10, 11, 12, 13, 14

23. Associate News Producer – Bilingual

Date position opened: January 9, 2020

Date position closed: February 3, 2020

Recruitment Source(s) of Hiree: KRGV Internal Bulletin Board/All

Employee Email #2 and Active Employee Internal Transfer #5

Recruitment Source(s) Used: 1, 2, 3, 4, 5, *7, *8, 10

24. Bilingual Sports Anchor/MMJ – SOMOS

Date position opened: October 23, 2019

Date position closed: March 16, 2020

Recruitment Source(s) of Hiree: Active Employee Referral #4

Recruitment Source(s) Used: 1, 2, 3, 4, 6, *7, *8, 10, 13, 14

25. News Reporter

Date position opened: January 12, 2020

Date position closed: March 9, 2020

Recruitment Source(s) of Hiree: Active Employee Referral #4

Recruitment Source(s) Used: 1, 2, 3, 4, *7, *8, 10, 13, 14

II. Interviewees

During the period of April 1, 2019 – March 30, 2020, a total of 97 people were interviewed for full-time openings at the Station. The number of interviewees from each of the station’s recruitment sources is as follows:

Recruitment Source:	Number of Interviewees:
KRGV-TV Website #1	37
KRGV Internal Bulletin Board/All Employee E-mail #2	14
KRGV-TV Ad #3	2
KRGV Active Employee Referral #4	14
KRGV Active Employee Internal Transfer #5	5
Texas State Technical College #*8	1
*Outside Referral #12	20
TVJOBS.com #13	1
Indeed.com #18	4
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	98

All other recruitment sources referred zero interviews.

The discrepancy in total number of people interviewed as listed is due to one interviewee listing more than one source.

*Outside Source” is used to capture third-party referral sources that are listed by an applicant but with which the Station did not advertise the job opening.

An asterisk (*) after the source denotes organizations that requested notification of full time job vacancies.

1. KRGV-TV Website
www.krgv.com
900 East Expressway
Weslaco, TX 78596
956-968-5555
2. KRGV-TV Internal Bulletin Board/All Employee Email
900 East Expressway
Weslaco, TX 78596
3. KRGV-TV Ad
Public Service Announcement
Jerry Lee Berg
jerrylee@krgv.com
4. KRGV-TV
Active Employee Referral
5. KRGV-TV
Active Employee Internal Transfer/Job
6. Texas State University via Handshake
Kelly Cartwright
601 University Drive
San Marcos, TX 78666
512-245-2645
7. University of Texas – R.G.V. *
Notification via Handshake.com
<https://app.joinhandshake.com>
Lourdes Servants (servants@utpa.edu)
956-665-2514
8. TSTC Career Services *
1902 North Loop 410
Harlingen, TX 78550
956-364-4131
Notification via Gradleaders.com
Josie Saldivar (josie.saldivar@harlingen.tstc.edu)

9. National Association of Broadcasters
Alex Hitz Sanchez
17771 N. Street NW
Washington, DC 20035
202-429-5497

10. Texas Association of Broadcasters
502 E 11th Street Suite 200
Austin, TX 78701
512-322-9944
Notification through website www.tab.org

11. Frank Magid & Associates
Notification by email:
Julie Seebold Jseebold@magid.com
One Research Center
Marion, Iowa 52302
319-377-7345

12. Outside Referral
(Outside Source is used to capture third-party referral sources that are listed by an applicant but with which the Station did not advertise the job opening.)

13. TVJOBS.com
PO Box 4116
Oceanside, CA 92052
Mark C. Holloway
Broadcast Employment Services
admin@tvjobs.com
877-988-9808
Notifications made online at www.tvjobs.com

14. MediaLine Talent
Rich Everitt
1209 Wood Valley Road
Augusta, GA 30909
706-364-7564
Email: Rich@medialine.com
Notifications made online at www.medialinetalent.com

15. Valley Classifieds
RGV Media
Monitor/Valley Morning Star/Brownsville Herald/
Mid Valley Towncrier
1400 E. Nolana, McAllen, TX 78504
956-683-4210
Notifications made email to: Imelda Martinez
imartinez@valleyclassified.com

16. National Association of Hispanic Journalists
Notification: Buying an online ad
<https://members.nahj.org>
634 National Press Bldg. 1193
Washington, DC 20045
839-911-1288

17. Ihirebroadcasting.com
Heather Gonzales through www.ihirebroadcasting.com

18. Indeed.com
Ad placed through website www.indeed.com

19. Facebook
<https://www.facebook.com/KRGVCommunity/>

20. Workinsports.com
Amy Wood
480-905-8059
amywood@workinsports.com

21. Louisiana State University
Amy Caillouet
Program Specialist Online Career Center
1586 LSU Student Union
Baton Rouge, LA 70803
225-578-5627
amy@lsu.edu

KRGV-TV

MOBILE VIDEO TAPES, INC

OUTREACH ACTIVITY DESCRIPTION FORM

April 1, 2019 – March 30, 2020

OUTREACH ACTIVITIES:

The following contains a brief description of activities from the FCC menu of outreach initiatives undertaken during the reporting period, including station personnel involved in the activities.

Activity: Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

- Tammy Meier, Personnel Manager, participated in an online webinar sponsored by PayCom (the Station's payroll company) called "Diversity, Inclusion and EEOC Compliance" on February 18, 2020. She presented the PowerPoint presentation to all Station hiring managers.

- On March 24, 2020, Tammy Meier, Personnel Manager, participated in a webinar entitled "21st Century Employment Law Challenges" presented by Russell Jones, shareholder at Little Mendelson Law, Media Finance Focus and BCCA Credit. The webinar covered unique employment law challenges, being mindful of social media, employment contracts, and issues relevant to a multi-generational workforce.

- On March 26, 2020, Tammy Meier, Personnel Manager, participated in a webinar sponsored by PayCom on sexual harassment. The webinar included information about the laws governing harassment that vary from state to state and the potential impacts on business operations. Specific topics covered in the webinar included

- building awareness and communication
- establishing anti-harassment policies
- gaining support from management
- using the digital transformation to our advantage

Activity: Participation in at least four job fairs by station personnel who have substantial responsibility for hiring decisions during a two-year reporting period.

- Pharr-San Juan-Alamo ISD hosted “Train for Success Employment and Internship Fair” on May 29, 2019. Israel Alfaro, News Operations Manager, attended the Internship Fair to talk to students about jobs available in broadcasting as well as jobs available at KRGV.
- Tammy Meier, Personnel Manager, participated and manned a booth in the Science, Engineering and Computer Science Expo Fall 2019 at Texas A&M University – Corpus Christi on September 26, 2019, where she spoke with students about broadcasting engineering as well as the IT aspect of maintaining the Station’s communication.
- On March 4, 2020 from Noon-4:00pm Tammy Meier, Personnel Manager, attended and manned a booth at the Texas State University, San Marcos Mass Communication Spring Job Fair job fair to discuss jobs available in broadcasting and to interview interested students.

Activity: Participation in at last four events or programs sponsored by education institution’s relating to career opportunities in broadcasting.

- SAM HOUSTON ELEMENTARY SCHOOL SHOU-TV: Date(s): On-going. In 1999, the students of Sam Houston Elementary started their own television station with the help of KRGV’s Creative Services Manager, Jerry Berg and employees of KRGV’s Sales/Production Department. The Station has been closely involved in the operations of SHOU-TV from the outset. Students are educated on future job opportunities available to them in broadcasting. The students also come to the Station’s studio in Weslaco for tours and engage in mock newscasts on the KRGV Channel 5 news set with our news anchors, reporters, camera operators, and master control technicians. Other departments at KRGV also volunteer to speak to the students about their jobs at the Station as well as the kind of education and training that is needed for careers in television.
- Heather Arevalo, Marketing Manager, spent the day with the Student Media Class at the University of Texas-Rio Grande Valley on September 25, 2019. The event allowed students studying mass media to showcase their skills and talents with experts in broadcast journalism. Heather shared her experiences and insights about the importance of diversity in journalism as well as the need for bilingual journalists.
- Texas State Technical College, Office of Career Services Interview Practicum Date(s): October 30, 2019, from 8:00am -1200pm. Tammy Meier, Personnel Manager took part in interviewing upcoming graduates of TSTC to allow the students to gain the knowledge and skills useful to obtaining a job in broadcasting.

- **REGION ONE ESC GEAR-UP AND KRGV-TV PROJECT** – Date(s): On-going
This project serves 21 school districts from Port Isabel, Texas to Laredo, Texas. It is designed to provide GEAR UP cohort students a mentorship with specialized training opportunities in Media and Broadcasting. Students collaborate with staff members from KRGV Channel 5 News in the following areas: Writing, Filming, Editing and Graphic Design. In addition, students will create Public Service Announcements and participate in a Broadcast and Media Summer Camp. The students create high quality PSA's that are hosted on the Channel 5 News website and Harlingen CISD media outlets.

Management and Staff involved:

Jerry Lee Berg, Creative Services Director

Tim Smith, Chief Meteorologist

Joel Villanueva, Sports Director

Israel Alfaro, News Operations Manager

Activity: Participation in events sponsored by organizations representing groups interested in broadcast employment issues.

- **School & Public Tours of the KRGV Weslaco Studio.**

Personnel involved: Mark Rodriguez, Traffic Assistant and Chief Meteorologist Tim Smith.

Date(s): On-going

Date	Group	Group Number	Contact Person	Contact Info
4/29/2019	Edinburg High School	30	Daniella Gutierrez	956-289-2400
5/11/2019	Boy Scout Troop 2022	12	Vicky De La Garza	vickypad@yahoo.com
5/28/2019	Memorial Elementary	15	Sergio Villarreal	956-969-6780
8/9/2019	Camp University	40	Israel Alfaro	israelalfaro@gmail.com
8/19/2019	Kids Learning Center	10	Joana Serrano	956-316-4796
8/23/2019	Alamo Rose RV Park	14	Leticia Elizondo	marlet12002@yahoo.com
11/13/2019	Big Heroes	25	Stephanie Wilson	956-455-3129
12/4/2019	McAllen ISD	34	Tommy Tijerina	tltije42@mcisd.org
1/10/2020	La Joya ISD	16	Jesus Suarez	956-323-2830
1/29/2020	Red Hat Society	20	Caroyn Rexroad	956-564-1741

2/19/2020	Texas Trails RV Resort	30	Merlin Sutton	610-390-1644
2/26/2020	Valley Girls Red Hats	12	Myrna Huebner	812-639-3402
3/11/2020	South West Kids	27	Adolfo Cornejo	956-404-6960

- KRGV & SOMOS routinely schedules community appearances by TV News-Station personnel and/or attends community events. Date(s): On-going
Personnel Involved:

Tammy Meier, Personnel Manager
 Gabriella Garza, News Anchor
 Tim Smith, Chief Meteorologist
 Daisy Martinez, News Anchor
 Alan Shoemaker, Meteorologist
 Christian Von Prying, News Reporter
 Israel Alfaro, News Operations Manager
 Cecilia Gutierrez, News Reporter/Weather Anchor
 Karen Gonzales, Meteorologist
 Andrew Chung, Meteorologist
 Dina Garza, News Anchor

DATE	TALENT	LOCATION	EVENT
4/3/2019	Gabriella Garza/Tammy Meier	Weslaco ISD	College Now - Career Connected
4/25/2019	Alan Shoemaker	IDEA Tres Lagos (McAllen)	Career Day
5/3/2019	Daisy Martinez	Villa Nueva Elementary (Brownsville)	Career Day
5/20/2019	Alan Shoemaker	Raul Gonzalez Elementary (Weslaco)	Career Day
5/20/2019	Cecilia/Tim Smith	Raul Gonzalez Elementary (Weslaco)	Career Day
5/21/2019	Christian Von Preysing	Alamo Middle School	Career Day
6/4/2019	Andrew Chung	Science Academy of South Texas (Mercedes)	Aviation Summer Camp

10/11/2019	Cecilia Gutierrez	Gonzalez Elementary, McAllen	Hurricane Preparedness
12/9/2019	Dina Garza	De Zavala Elementary (Edinburg)	Nutcracker Week - Celebrity Reader
1/16/2020	Karen Gonzales	San Isidro ISD	University Interscholastic League Judge
2/6/2020	Alan Shoemaker	Progreso High School	Career Fair
2/25/2020	Tim Smith	University of Texas Rio Grande Valley	Career Day

Activity: Establish training program designed to enable station personnel to acquire skills that could qualify them for higher level positions.

Date(s): On-going

- Employees have the opportunity to take various continuing education courses, including computer training, management training, etc. In addition, full time employees are eligible for tuition assistance in their pursuit of a college bachelor's or master's degree.

Participants	Class	Term
Sergio Puente	Weather Science	Spring 2019
Ezequiel Navarro	English, Video Electronics	Spring 2019
Linda Barrientos	English IV	Spring 2019
Christian von Preysing	Biology for Science Algebra II	Spring 2019
Sergio Puente	Algebra & Biology	Fall 2019
Linda Barrientos	Spanish II	Fall 2019
Ezequiel Navarro	English IV	Fall 2019
Israel Alfaro	Photography	Fall 2019
Kayla Garcia	English III, Biology	Fall 2019

Date(s): On-going

- News Reporters and Producers are participating in on-line courses from Magid Courageous Thinking Series. Reporters and Producers that take part in the Magid Virtual Training receive certification in each level (up to Level 3) in which they participate. In the reporter course, for instance, they learn about developing contacts and sources and relationship building.

Personnel involved:

Station Participant	Participant's Title
Wendy Moctezuma	Producer Somos
Yuri Gonzalez	Reporter
John Paul Barajas	Reporter-Anchor
Taylor Winkel	Reporter-Anchor
Christian von Preysing	Reporter
Cecilia Gutierrez	Reporter-weather
Monica De Anda	Reporter
Marisol Villarreal	Reporter
Tanvi Varma	Reporter
Christian Colon	Reporter
Jaiver de la Rosa	Reporter Somos
Enrique Lerma	Reporter Somos
Valerie Gonzalez	Reporter

- The sales department participated in a Texas Association of Broadcasters Digital and Broadcast Sales Training Seminar. TAB also provides online sales and management training in which KRGV's sales team participates.

Date(s): January 27, 2020 (first seminar)

Date(s): On-going online training

Participants**Participant's Title**

Robert Ledesma	General Sales Manager
Donna Schmatz	Transaction Account Executive
Gracie Olivarez	Local Account Executive
Kellie McDaniel	Local Account Executive
Cherie Onderdonk	Local Account Executive
Robert Gutierrez	Local Account Executive
Debbie Nott	Transaction Account Executive
Yvette Garza	Sales Assistant
Yvette Cervantez-Leal	Sales Assistant