

KRGV-TV

Weslaco, Texas

Annual EEO Public File Report for

March 30, 2018 – March 31, 2019

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 March 30, 2018 - March 31, 2019, and 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 the realization of 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
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I. VACANCY INFORMATION

There were 23 people hired to permanent full-time positions at KRGV-TV during the period of March 30, 2018 - March 31, 2019. The positions 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 listed in 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 Reporter

Date position opened: April 4, 2017

Date position closed: April 30, 2018

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

Recruitment Sources Used: 1, 2, 3, 4, *7, *8, 10, 11, and 13

2. Engineer Operator/Technician

Date position opened: January 25, 2018

Date position closed: June 19, 2018

Recruitment Source(s) of Hiree: KRGV TV ad (#3) & KRGV Internal Bulletin Board/email (#2)
Applicant saw the job from two sources.

Recruitment Sources Used: 1, 2, 3, 4, *7, *8, 10, 11, and 13

3. Weekend Sports Anchor/Reporter

Date position opened: March 6, 2018

Date position closed: September 20, 2018

Recruitment Source(s) of Hiree: workinsports.com (#20)

Recruitment Sources Used: 1, 2, 3, 4, *7, *8, 10, 13, and 20

4. Creative Services Producer

Date position opened: April 17, 2018

Date position closed: January 12, 2019

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

Recruitment Sources Used: 1, 2, 3, 5, *7, *8, 10, 12, and 13

5. Creative Services Producer/Editor - Sales

Date position opened: March 15, 2018

Date position closed: April 1, 2018

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

Recruitment Sources Used: 1, 2, 3, 4, 5, *7, *8, 10, 13, 14, 16, and 19

6. Creative Services Producer

Date position opened: April 6, 2018

Date position closed: May 7, 2018

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

Recruitment Sources Used: 1, 2, 3, 4, *7, *8, 10, and 13

7. Weather Anchor - Bilingual

Date position opened: May 24, 2018

Date position closed: August 26, 2018

Recruitment Source(s) of Hiree: UT-RGV via Handshake (#7)

Recruitment Sources Used: 1, 2, 3, 4, *7, *8, 10, and 13

8. Technical Director - Bilingual

Date position opened: May 24, 2018

Date position closed: June 29, 2018

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

Recruitment Sources Used: 1, 2, 3, 5, *7, *8, 10, and 13

9. Anchor/Reporter - Bilingual

Date position opened: May 24, 2018

Date position closed: August 26, 2018

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

Recruitment Sources Used: 1, 2, 3, 5, *7, *8, 10, and 13

10. Reporter - Bilingual

Date position opened: May 24, 2018

Date position closed: September 28, 2018

Recruitment Source(s) of Hiree: KRGV.com (#1)

Recruitment Sources Used: 1, 2, 3, 4, *7, *8, 10, and 13

11. Account Executive (2 people hired)

Date position opened: July 11, 2018

Date position closed: November 26, 2018

Recruitment Source(s) of Hiree: krgv.com (#1) Active Employee Referral (#4)

Recruitment Sources Used: 1, 2, 3, 4, *7, *8, 10, and 13

12. Technical Director/Master Control Operator – Bilingual (2 people hired)

Date position opened: August 8, 2018

Date position closed: February 5, 2019

Recruitment Source(s) of Hiree: KRGV.com (#1) KRGV-TV Internal Bulletin Board & email & Active Employee Internal Transfer/Job (#5)

Recruitment Sources Used: 1, 2, 3, 4, 5, *7, *8, 10, 13, and 14

13. Executive Producer - Spanish

Date position opened: October 25, 2018

Date position closed: November 12, 2018

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

Recruitment Sources Used: 1, 2, 3, 4, *7, *8, 10, 13, 14, and 16

14. Weather Anchor - Bilingual

Date position opened: October 27, 2018

Date position closed: November 26, 2018

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

Recruitment Sources Used: 1, 2, 3, 5, 6, *7, *8, and 10

15. Engineer Operator

Date position opened: November 6, 2018

Date position closed: December 23, 2018

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

Recruitment Sources Used: 1, 2, 3, *7, *8, 10, and 14

16. Engineer Operator

Date position opened: January 7, 2019

Date position closed: February 21, 2019

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

Recruitment Sources Used: 1, 2, 3, 4, *7, *8, 10, and 13

17. News Video Editor

Date position opened: July 17, 2018

Date position closed: August 18, 2018

Recruitment Source(s) of Hiree: KRGV-TV Internal Bulletin Board/email (#2)

Recruitment Sources Used: 1, 2, 3, 4, *7, *8, and 10

18. News Reporter (3 people hired)

Date position opened: October 23, 2018

Date position closed: February 6, 2019

Recruitment Source(s) of Hiree: KRGV Website krgv.com (#1) KRGV-TV Internal Bulletin Board/email (#2) and Frank Magid & Associates (#11)

Recruitment Source(s) Used: 1, 2, 3, 5, 6, *7, *8, 10, 11, 13, and 16

19. Spanish Translator

Date position opened: March 15, 2019

Date position closed: March 25, 2019

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

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

20. Bilingual News Producer

Date position opened: October 15, 2018

Date position closed: November 12, 2018

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

Recruitment Source(s) Used: 1, 2, 3, 5, 6, *7, *8, 10, 13, 14, and 15,

II. Interviewees

During the period of March 30, 2018 – March 31, 2019, a total of 72 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	13
KRGV-TV Internal Bulletin Board/All member email	13
KRGV-TV Ad/Public Service Announcement	04
KRGV-TV Active Employee Referral	30
KRGV-TV Active Employee Internal Transfer/Job	05
University of Texas RGV	03
Frank Magid & Associates	01
Outside Referral	02
TVJOBS.com	02
Valley Classifieds	01
Workinsports.com	01

All other recruitment sources referred zero interviews.

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

III. RECRUITMENT SOURCES

KRGV Recruitment Sources (Appendix A) March 30, 2018 – March 31, 2019

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
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 by email to: 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
13. TVJOBS.com
PO Box 4116
Oceanside, CA 92052
Mark Holloway
877-988-9808
Notifications made online at www.tvjobs.com
14. Medialine.com
PO Box 51909
Pacific Grove, CA 93950
Mark Shilstone
831-648-5204
Notifications made online at www.medialine.com
15. Valley Classifieds
Monitor/Valley Morning Star/Brownsville Herald/
Mid Valley Towncrier
956-683-4210
Notifications made email to: Imelda Martinez
imartinez@valleyclassified.com
16. National Association of Hispanic Journalist
Notification: Buying an online ad
<https://members.nahj.org>
634 National Press Bldg. 1193
Washington, DC 20045
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

March 30, 2018 – March 31, 2019

SUPPLEMENT 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 a Crisis Management for Media Companies Addressing Sexual Harassment Complaints webinar hosted by Pillsbury Winthrop Shaw Pittman LLP on March 30, 2018

*Rio Grande Valley Chapter of the Texas Society of Certified Public Accounts (TSCPA) Education Foundation: Date: January 29-30, 2019.

Delia Chavez, Controller, attended a business conference held by the TSCPA where methods of ensuring equal employment opportunity were shared as well as learning ways to prevent discrimination, be a successful leader and learning proper ethics for managers.

*TASC and Higginbotham Insurance hosted a seminar to learn about the new programs applicable to ERISA, COBRA, FMLA, ACA ER Reporting and how TASC can help businesses avoid costly penalties by maintaining compliance with the laws. Tammy Meier, Personnel Manager attended the seminar on June 13, 2018.

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

▪ Texas State University, San Marcos Mass Communication Fall Job Fair, October 18, 2018 from Noon-4:00pm Tammy Meier, Personnel Manager attended the job fair to discuss jobs available in broadcasting and interview interested students.

▪ Texas Workforce Solutions sponsored a career fair at the high school in Lasara, Texas on November 28, 2018 from 9:00am – 11:00 am. Tammy Meier, Personnel Manager was in attendance to speak to graduating students as well as adults about the careers available in television as well as what jobs were open at the moment at KRGV.

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.

The students of Sam Houston Elementary started their own television station with the help of KRGV's Promotion Manager, Jerry Berg and employees of KRGV's Sales/Production Department. The students are educated on future job opportunities available to them in broadcasting. The students also come to the 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 various departments at KRGV also volunteer to speak to the students on their jobs at the station as well as the kind of education and training that is needed for careers in television.

*Texas State Technical College, Office of Career Services Interview Practicum Date(s): March 7, 2019, from 1:00pm -5:00pm.

Tammy Meier, Personnel Manager took part in the interviewing of upcoming graduates of TSTC to allow the students to gain knowledge and skills to land the job they have worked so hard to achieve.

*Teach for America Rio Grande Valley Date(s): On-going

John Kittleman, General Manager at KRGV Channel 5 News is an advocate for this program. The organization has been a part of the Rio Grande Valley educational fabric since 1991, partnering with district and charter public schools to provide candidates for open teaching positions in underserved communities.

*GEAR-UP AND KRGV-TV PROJECT – Date(s): On-going

This is a project that serves 21 school districts from Port Isabel, Texas to Laredo, Texas that encourages parents and students to consider post-secondary education. It provides parents and students with mentoring opportunities, university visits and important information regarding college options. Throughout the school year, station personnel visit classrooms to serve as guest teachers to engage and inspire students with lessons informed by each person's professional experience. In addition to the above, KRGV hosts a site for PSA's created by students, has on-going cyber mentoring for students who develop these PSA's, as well as airs PSAs on Channel 5 News.

Management and Staff involved:

Jerry Lee Berg, Marketing Director

Tim Smith, Chief Meteorologist

Joel Villanueva, Sports Director

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

School & Public Tours of the KRGV Weslaco Studio: Date(s): On-going

Group	Number in Group	Date	Time	Contact	Ph#
FCRB Winter Texans	25	01/29/2019	1:00 p.m.	Nancy Herberholz	956-778-0020
Winter Texans	15	02/26/2019	10:00 a.m.	Cindy Boyd	No #
Mid Valley Leadership - Weslaco	11	5/11/2018	1:30 p.m.	Ruben Villanueva	956-463-7325
University of Texas RGV Broadcast Class	5	3/20/2019	noon		

*KRGV-TV routinely schedules community appearances by TV News-Station personnel and/or attends community events. Date(s): on-going

Management and Staff Involved:

John Kittleman, General Manager
 Tammy Meier, Personnel Manager
 Jerry Lee Berg, Marketing Director
 Dina Herrera-Garza, News Anchor
 Oscar Adame, News Anchor
 Tim Smith, Chief Meteorologist
 Andrew Chung, Meteorologist
 Alan Shoemaker, Meteorologist
 Joel Villanueva, Sports Director
 Carolina Cruz, News Reporter
 Frank McCaffrey, News anchor/Reporter
 Gabriella Garza, News Anchor
 Cecilla Gutierrez, News Reporter
 Taylor Winkel, News Anchor
 Christian Preysing, News Reporter
 Karen Gonzalez, Weather Anchor
 John Paul Barrajas, News Reporter

Date of Event: April 25, 2018

Oscar Adame was the Memorial Day Commemorative Ceremony Emcee where Edinburg's Fallen Heroes were remembered for having made the ultimate sacrifice. Families of the Congressional Medal of Honor recipients were all there to be paid tribute to.

Date of Event: April 26, 2018

Tim Smith was a speaker for UTRGV Career Day where high schools from across the valley were invited to come and learn about education required for a career in broadcasting.

Date of Event: April 28, 2018

Joel Villanueva was the guest host for the Valley's Special Olympics at the Weslaco Bobby Lackey Stadium.

Date of Event: April 30, 2018

Karen Gonzalez was a judge in a Talent Show held at Donna High School. The show was created to raise scholarship funds for high school students who are planning to attend a university once they graduate in May.

Date of Event: May 29, 2018

Joel Villanueva was the keynote speaker at Brownsville Veterans Sports Banquet. He spoke about the life of being a sports director and being in broadcasting.

Date of Event: June 5, 2018

Andrew Chung spoke to students at Aviation Summer Camp at Rising Stars Academy in San Benito about aviation meteorology, broadcast meteorology, and space weather.

Date of Event: June 21, 2018

Karen Gonzalez was a guest speaker at Camp Good Sam Career Day in Pharr, TX. She spoke to kids about building social skills, fostering creativity and realizing their individual potential as well as the education needed to become a weather forecaster/reporter.

Date of Event: July 18, 2018

Karen Gonzalez returned as a guest speaker at Camp Good Sam Career Day in Pharr, TX. She spoke to kids about building social skills, fostering creativity and realizing their individual potential as well as the education needed to become a weather forecaster/reporter.

Date of Event: August 26, 2018

Carolina Cruz was a guest speaker at Mercedes ISD Career Day. She spoke to students of all ages about jobs in broadcasting.

Date of Event: September 26, 2018

Dina Garza was the emcee for Vannie Cook Cancer Clinic Annual Fundraiser in McAllen.

Date of Event: October 2, 2018

Dina Garza was the guest speaker for America goes Back to School Rally, a school wide event to promote higher education and the importance of it. Dina also spoke to students about careers in broadcasting.

Date of Event: October 2, 2018

Taylor Winkel spoke to Weslaco High School students about careers in broadcasting and how she decided on her own career as a news reporter.

Date of Event: October 2, 2018

John Paul Barrajas was the spokesperson for Mission Police Department's National Night Out. His appearance was a great showcase of how the media supports our local police department.

Date of Event: October 6, 2018

Joel Villanueva was emcee for Friday Night Lights Fandango with the start of local high school football.

Date of Event: October 13, 2018

Dina Garza and Joel Villanueva served as hosts of the Miss San Juan Pageant at PSJA high school.

Date of Event: October 23, 2018

Tim Smith gave a presentation to Freddy Gonzalez Elementary students on his career, and what it takes to become a meteorologist.

Date of Event: October 26, 2018

Gabby Garza was a speaker to Donna ISD students about careers in television broadcasting and what inspired her to become a TV News Anchor.

Date of Event: November 28, 2018

Joel Villanueva spoke to students at Donna Alternative Education Program about jobs in the broadcasting field.

Date of Event: November 10, 2018

Daisy Martinez was Mistress of Ceremony for the Senior NCO Veteran's Club out of Weslaco.

Date of Event: November 15, 2018

Gabriella Garza was the guest speaker at the Women's Empowerment Conference that is to provide students with a deeper insight about the current time and trends.

Date of Event: December 12, 2018

Alan Shoemaker spoke to science students at Ken Monte School in Brownsville about the ways a meteorologist uses science to predict the weather.

Date of Event: January 18, 2019

Andrew Chung spoke to Ed Downs Elementary School in San Benito about what it takes to become a meteorologist.

Date of Event: January 19, 2019

Matt Holiner was a presenter at the IDEA College Prep Science Discovery Day event. He talked about being a meteorologist and what education is needed to become one.

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

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.

*Employees working in the master control and server room participated in a new equipment training held on March 1 & 8, 2019. The training seminar was hosted by Pablo Aguayo, Technical Operations Manager. Such training seminars provide employees with a chance to qualify for a higher position within the company. The following employees were in attendance:

Jeff Cox	Kristina Galvan	Priscila Cano
Amy Mark	Gus Alfaro	Jonathan Camacho
Javier Guerrero	Benito Latigo	Hector Montelongo
Exequiel Navarro	Steven Cerkiewilz	Allen Rodriguez
Kristina Barwick	Bradley Wilderness	Ginger McMillen
Inez Trejo		

*On March 8, 2019, news editor employees were given training on the new Dejero Control Web. In attendance were the following employees:

Orlando Vargas	Mark Lopez	Lanssa Castillo
Cassandra Silquero		

*On March 16, 2019, the News Director held a teaching seminar to reporters on all forms of freedom of information on local to state to national requests. Also leading the meeting was reporter Valerie Gonzalez, who recently returned from a seminar. These seminars help to educate the reporters in order to train for anchor positions. In attendance were:

Angelo Vargas	Christian Von Preysing	John Paul Barajas
Christian Colon	Karen Gonzalez	

*On March 12, 2019, the General Sales Manager provided training to sales account executives through Max Achievement to help in learning about prospecting, strategies, and presentation. These training sessions allow a deeper training into broadcasting and digital sales for a chance to qualify them for a sales manager position. In attendance were: Marit Alba and Robert Gutierrez