

KRGV-TV Weslaco, Texas

Annual EEO Public File Report

for

April 01, 2021 – March 30, 2022

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 01, 2021 through March 30, 2022. It will be placed in the Station's online public inspection 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 and are advertised 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 01, 2021 – March 30, 2022

I. VACANCY INFORMATION

There were 31 people hired to permanent full-time positions at KRGV-TV during the period of April 01, 2021 – March 30, 2022. 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 appear Appendix A. In addition, an asterisk indicates a source that requested notification of all full-time job vacancies.

1.
Job Opening (1): Regional Account Executive
Date position opened: January 15, 2021
Date position closed: February 22, 2021
Recruitment Source(s) of Hiree: KRGV-TV Internal www.krgv.com #2
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 13, 14, 15, 18

2.
Job Opening (1): Marketing Coordinator
Date position opened: January 21, 2021
Date position closed: March 16, 2021
Recruitment Source(s) of Hiree: Outside Referral #12
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 12, 13, 14, 15, 18

3.
Job Opening (1): Account Executive
Date position opened: February 25, 2021
Date position closed: April 07, 2021
Recruitment Source(s) of Hiree: KRGV-TV Internal www.krgv.com #2
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 13, 14, 15, 18

4.
Job Opening (1): Director of Human Resources
Date position opened: March 02, 2021
Date position closed: March 29, 2021
Recruitment Source(s) of Hiree: indeed.com #18
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 13, 14, 15, 18

5.
Job Opening (1): Newscast Producer - Azteca
Date position opened: March 08, 2021
Date position closed: April 22, 2021
Recruitment Source(s) of Hiree: KRGV-TV Internal www.krgv.com #2
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 13, 14, 15, 18

6.
Job Opening (3): Master Control Audio Operator
Date position opened: March 08, 2021
Date position closed: June 21, 2021
Recruitment Source(s) of Hiree: KRGV-TV Internal www.krgv.com #2
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 13, 14, 15, 18
7.
Job Opening (1): Copy Coordinator – Traffic
Date position opened: March 11, 2021
Date position closed: March 29, 2021
Recruitment Source(s) of Hiree: KRGV-TV Internal www.krgv.com #2
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 13, 14, 15, 18
8.
Job Opening (1): Associate New Producer – Bilingual
Date position opened: March 11, 2021
Date position closed: May 03, 2021
Recruitment Source(s) of Hiree: KRGV-TV Internal www.krgv.com #2
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 13, 14, 15, 18
9.
Job Opening (1): News Producer
Date position opened: March 22, 2021
Date position closed: April 28, 2021
Recruitment Source(s) of Hiree: indeed.com #18
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 13, 14, 15, 18
10.
Job Opening (1): News Reporter
Date position opened: March 25, 2021
Date position closed: July 07, 2021
Recruitment Source(s) of Hiree: KRGV-TV www.krgv.com #1
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 13, 14, 15, 18
11.
Job Opening (1): News Photographer
Date position opened: March 30, 2021
Date position closed: April 12, 2021
Recruitment Source(s) of Hiree: KRGV-TV www.krgv.com #1
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 13, 14, 15, 18
12.
Job Opening (1): Sports MMJ / Anchor
Date position opened: April 19, 2021
Date position closed: May 06, 2021
Recruitment Source(s) of Hiree: KRGV-TV www.krgv.com #4
Recruitment Source(s) Used: 1, 2, 3, 4,*7, *8, 10, 13, 14, 15, 18
13.
Job Opening (1): Copy Coordinator – Traffic
Date position opened: May 19, 2021
Date position closed: June 24, 2021

Recruitment Source(s) of Hiree: KRGV-TV Internal www.krgv.com #2
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 13, 14, 15, 18

14.

Job Opening (3): News Reporter
Date position opened: May 26, 2021
Date position closed: June 28, 2021
Recruitment Source(s) of Hiree: KRGV-TV www.krgv.com #4 ; Outside referral #12
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 12, 13, 14, 15, 18

15.

Job Opening (2): Morning News Anchor
Date position opened: May 05, 2021
Date position closed: July 12, 2021 and July 19, 2021
Recruitment Source(s) of Hiree: KRGV-TV www.krgv.com #1
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 12, 13, 14, 15, 18

16.

Job Opening: Sports/News MMJ
Date position opened: July 23, 2021
Date position closed: September 13, 2021
Recruitment Source(s) of Hiree: KRGV-TV Active Employee Referral #4
Recruitment Source(s) Used: 1, 2, 3, 4,*7, *8, 10, 13, 14, 15, 18

17.

Job Opening: Video Editor
Date position opened: May 24, 2021
Date position closed: June 21, 2021
Recruitment Source(s) of Hiree: KRGV.com #1
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 13, 14, 15, 18

18.

Job Opening: Video Editor
Date position opened: June 30, 2021
Date position closed: August 11, 2021
Recruitment Source(s) of Hiree: KRGV-TV Internal #2
Recruitment Source(s) Used: 1, 2, 3, 4, *7, *8, 10, 13, 14, 15, 18

19.

Job Opening (2): Technical Director/Video Editor
Date position opened: June 30, 2021
Date position closed: August 11, 2021
Recruitment Source(s) of Hiree: KRGV-TV Internal #2
Recruitment Source(s) Used: 1, 2, 3, 4,*7, *8, 10, 13, 14, 15, 18

20.

Job Opening: Broadcast IT Technician
Date position opened: July 01, 2021
Date position closed: August 23, 2021
Recruitment Source(s) of Hiree: Glassdoor/Indeed #18
Recruitment Source(s) Used: 1, 2, 3, 4, *7, *8, 10, 13, 14, 15, 18

21.
 Job Opening: Sports/News MMJ
 Date position opened: July 23, 2021
 Date position closed: September 13, 2021
 Recruitment Source(s) of Hiree: KRGV- Active Employee Referral #4
 Recruitment Source(s) Used: 1, 2, 3, 4, *7, *8, 10, 13, 14, 15, 18
22.
 Job Opening: Spanish Sports/Anchor MMJ
 Date position opened: July 28, 2021
 Date position closed: September 13, 2021
 Recruitment Source(s) of Hiree: Lindenkin Outside Referral #12
 Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 12, 13, 14, 15, 18
23.
 Job Opening: Spanish Speaking Newscast Producer
 Date position opened: August 19, 2021
 Date position closed: September 20, 2021
 Recruitment Source(s) of Hiree: KRGV.com #1
 Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 12, 13, 14, 15, 18
24.
 Job Opening: Creative Service Producer
 Date position opened: August 14, 2021
 Date position closed: October 4, 2021
 Recruitment Source(s) of Hiree: KRGV-Internal #4
 Recruitment Source(s) Used: 1, 2, 3, 4,*7, *8, 10, 13, 14, 15, 18
25.
 Job Opening: Master Control-Audio Operator
 Date position opened: September 22, 2021
 Date position closed: November 28, 2021
 Recruitment Source(s) of Hiree: KRGV-Internal #2
 Recruitment Source(s) Used: 1, 2, 3, 4,*7, *8, 10, 13, 14, 15, 18
26.
 Job Opening: Copy Coordinator
 Date position opened: October 11, 2021
 Date position closed: November 15, 2021
 Recruitment Source(s) of Hiree: KRGV-Indeed #18
 Recruitment Source(s) Used: 1, 2, 3, 4,*7, *8, 10, 13, 14, 15, 18
27.
 Job Opening: News Producer
 Date position opened: November 19, 2021
 Date position closed: January 31, 2022
 Recruitment Source(s) of Hiree: KRGV.com #1
 Recruitment Source(s) Used: 1, 2, 3, 4,*7, *8, 10, 13, 14, 15, 18
28.
 Job Opening: Associate Producer
 Date position opened: October 14, 2021

Date position closed: January 11, 2022
Recruitment Source(s) of Hiree: KRGV-Former Employee #3
Recruitment Source(s) Used: 1, 2, 3, 4,*7, *8, 10, 13, 14, 15, 18

29.

Job Opening: Master Control-Audio Operator
Date position opened: December 10, 2021
Date position closed: March 09, 2022
Recruitment Source(s) of Hiree: Google Ad (Indeed) #18
Recruitment Source(s) Used: 1, 2, 3, 4,*7, *8, 10, 13, 14, 15, 18

30.

Job Opening: Marketing Coordinator
Date position opened: January 13, 2022
Date position closed: February 07, 2022
Recruitment Source(s) of Hiree: KRGV.com #1
Recruitment Source(s) Used: 1, 2, 3, 4,*7, *8, 10, 13, 14, 15, 18

31.

Job Opening: Accounting Clerk
Date position opened: February 24, 2022
Date position closed: March 14, 2022
Recruitment Source(s) of Hiree: KRGV-Internal #5
Recruitment Source(s) Used: 1, 2, 3, 4,*7, *8, 10, 13, 14, 15, 18

II. Interviewees

During the period of April 01, 2021 – March 30, 2022, a total of 132 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	35
KRGV-TV Internal Bulletin Board/All Employees Email #2	16
KRGV-TV Ad #3	15
KRGV-TV Active Employee Referral #4	06
KRGV-TV Active Employee Internal Transfer/Job #5	03
University of Texas – RGV#7	01
Texas Association of Broadcasters #10	01
Magid & Associates #11	03
Outside Referral #12	28
Indeed.com #18	24

All other recruitment sources referred zero interviews.

"Outside Referral" 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
Claudia Torres via ctorres@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
Heather Flores
Heather@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. Magid

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 01, 2021 – March 30, 2022

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: *Participation in at least four jobs fairs by station personnel who have substantial responsibility for hiring decision during a two year reporting period.*

- Date: November 11, 2021 Time: 1:00 – 4:00 pm
Venue: Faculty/Student Career Fair to Discuss jobs availability in broadcasting.
Location: UTRGV, Edinburg Texas
Target Audience: College Students
Attendee Name: Elizabeth Gaona, Director of Human Resources

Summary of Event: Mrs. Gaona was asked to attend a career fair day for Faculty and Students to discuss the different jobs available in broadcasting for KRGV. During the fair Mrs. Gaona was able to conduct a mini fair, interviewed students interested in broadcasting, and provided students with information regarding specific career opportunities in broadcasting that fit their interest. Mrs. Gaona met with over 30 students interested in television broadcasting.

- Date: March 4, 2022 Time: 10:00 am – 2:00 pm
Venue: Spring 2022 Career & Internship Expo hosted by UTRGV.
Location: UTRGV, Edinburg Texas
Target Audience: College Students
Attendee Name: Elizabeth Gaona, Director of Human Resources

Summary of Event: Mrs. Gaona was asked to attend a career and internship fair day for college students who are interested in television broadcasting and explain the different job opening such as Reporting, Production, Video/Editors, Marketing, and Accounting and Sales for KRGV. During the fair Mrs. Gaona was able to conduct a mini fair, interviewed students interested in broadcasting, and provided students with information regarding specific career opportunities in broadcasting that fit their interest. Mrs. Gaona met with over 30 students interested in television broadcasting.

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

- Date: August 19, 2021 Time: 12:00 am – 1:00 pm
Venue: ABC Meeting Compliance Quick Hit Covid 19 Vaccination and Returning to Workforce

Location: Virtual (KRGV station)
Target Audience: Employees of Station
Attendee Name: Elizabeth Gaona, Director of Human Resources

Summary of Event: Mrs. Gaona virtually attended a webinar providing instruction on how to be compliant in the workforce with regards to Covid 19 while simultaneously ensuring EEO compliance and preventing discrimination. Webinar gave examples of reporting and documenting events of employees out due to Covid 19 and other compliance considerations. Mrs. Gaona was able to ask questions targeted to bring education and awareness to employees while ensuring EEO compliance. It was a virtual webinar of over 15 individuals.

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

- Date: November 3-4, 2021 Time: 12:00 am – 1:00 pm
Venue: Developing a Corporate DE & I Strategy and Fostering Diversity, Equality
Location: Virtual (KRGV station)
Target Audience: Employees of Station
Attendee Name: Elizabeth Gaona, Director of Human Resources

Summary of Event: Mrs. Gaona attended a webinar providing instruction on how to develop and strategize plans and action to ensure diversity and equality. Webinar consisted of the many different ways to interpret and acknowledge diversity and how one should understand the differences. While diversity creates the potential for greater innovation and productivity, inclusion is what enables organizations to realize the business benefits of this potential. The webinar covered fair treatment in access, opportunity and advancement for individuals. It was a virtual webinar of at least 9 individuals.

Activity: *Participation in at least four events or programs sponsored by education institutions' relating to career opportunities in broadcasting.*

- Date: December 3, 2021 Time: 10:00 am – 11:00 am
Venue: 5th grade students at Crawford Elementary School with ECISD- with a lesson on weather and climate.
Location: Virtual T station tour, (KRGV station)
Target Audience: Students
Attendee Name: Sergio Puente, Meteorologist

Summary of Event: Sergio Puente hosted a virtual TV station tour, with a lesson on weather and climate and the education and training needed to become a meteorologist for 5th grade students at Crawford Elementary School. Ms. Martinez had her fifth grade class join an hour long live zoom Q&A presentation. Ordinarily, the students visit the Station's studio in Weslaco for tours and engage in mock newscasts on the KRGV Channel 5 news set with our anchors however; since March 2020, such visits have taken place via virtual platform.

- Date: January 14, 2022 Time: 2:00 pm – 3:00 pm
 Venue: Introduction of Media and Broadcasting for students at Harlingen High School
 Location: Harlingen High School
 Target Audience: Students
 Talen Name: Isabella Michaels, Sports

Summary of Event: Isabella Michaels participated in a discussion with a group of high school students from Harlingen High on the necessary skills for and lessons learned from working in broadcasting straight out of college and facing the real world. Ms. Michaels gave advice for students on how to handle interviews, knowing how to handle equipment, editing and how to ask questions and or interview players.

- Date: February 02, 2022 Time: 11:00 am
 Venue: PSJA, 1st Grade Class
 Location: Virtual, (KRGV station)
 Target Audience: Students
 Talen Name: Genaro "Trey" Serna, Morning News Anchor

Summary of Event: Genaro Serna participated in a virtual TV station tour with Elvis J. Ballew Virtual Learning Program celebrated by World Read Aloud Day by inviting special guest readers into the classroom to read a book to the students. Mr. Serna read to Mrs. Reyna's first grade class and then spoke about working at CHANNEL 5. Ms. Reyna had her first grade class join in the discussion with questions for Mr. Serna about his career. Ordinarily, the students visit the Station's studio in Weslaco for tours and engage in mock newscasts on the KRGV Channel 5 news set with our anchors however; since March 2020, such visits have taken place via virtual platform.

- Date: February 02, 2022 Time: 11:00 am
 Venue: PSJA, 2nd Grade Class
 Location: Virtual, (KRGV station)
 Target Audience: Students
 Talen Name: Alex Del Barrio, Sports

Summary of Event: Alex Del Barrio participated in a virtual TV station tour with Elvis J. Ballew Virtual Learning Program celebrated by World Read Aloud Day by inviting special guest readers into the classroom to read a book to the students. Mr. Del Barrio read to Mrs. Carpio's second grade class. He shared with students about his career in broadcasting where his career has taken him and the importance of reading. Ordinarily, the students visit the Station's studio in Weslaco for tours and engage in mock newscasts on the KRGV Channel 5 news set with our anchors however; since March 2020, such visits have taken place via virtual platform.

- Date: February 02, 2022 Time: 1:00 pm
 Venue: PSJA, 3rd Grade Class
 Location: Virtual, (KRGV station)
 Target Audience: Students
 Talen Name: Dina Herrera-Garza, News Anchor

Summary of Event: Dina Herrera-Garza participated in a virtual TV station tour with Elvis J. Ballew Virtual Learning Program celebrated by World Read Aloud Day by inviting special guest readers into the classroom to read a book to the students. Mrs. Herrera-Garza read to Mrs. Anna Carpio's third grade class. Mrs. Herrera-Garza shared with students about her career in broadcasting, where her career has taken her and the importance of reading and getting ready for the STARR test. Ordinarily, the students visit the Station's studio in Weslaco for tours and engage in mock newscasts on the KRGV Channel 5 news set with our anchors however; since March 2020, such visits have taken place via virtual platform.

Activity: Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific jobs vaccines).

- Date: February 25, 2022 Time: 12:00 pm
 Venue: Luncheon with Mr. Amigo
 Location: Brownsville Convention Center
 Target Audience: Board and Commissions
 Talent Name: Oscar Adame, News Anchor

Summary of Event: Oscar Adame was asked to be the master of ceremonies at the annual Mr. Amigo luncheon. The Mr. Amigo Association helps promote relations between the United States and Mexico, as well as ensuring betterment in the community through outreach activities as such the Mr. Amigo scholarship. The Mr. Amigo luncheon happens every year during Charro Days. One person, Mr. Amigo, is recognized for their community efforts in the City of Brownsville.

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 through KRGV, 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
Karen Gonzalez Weather Anchor	Weather Prediction I – Sever Weather	Spring 2021
Sergio Puente Weather Anchor	Weather Prediction I – Sever Weather	Summer 2021
Karen Gonzalez Weather Anchor	Weather Prediction II – Intro to Oceanography	Spring 2021
Sergio Puente Weather Anchor	Weather Prediction II – Intro to Oceanography	Summer 2021

- Delia Chavez, Comptroller, takes continuing education courses with Global CPE to assist in her job with the company's disability insurance as well as Covid 19 Financial reporting for the CARES ACT

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.

Learner's Name	Learner's Title	Suite or Course ID
Trevier Gonzalez	Reporter	MVT Training from Magid Consulting
Cassandra Garcia	Reporter	MVT Training from Magid Consulting
Sthefany Rosales	Reporter	MVT Training from Magid Consulting