

KRGV-TV Weslaco, Texas

Annual EEO Public File Report for

April 1, 2023 – March 31, 2024

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, 2023 through March 31, 2024. 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

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April 1, 2023 – March 31, 2024

I. VACANCY INFORMATION

There were 27 people hired to permanent full-time positions at KRGV-TV during the period of April 1, 2023 – March 31, 2024. 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 (2): News Producer
Date position opened: February 22, 2022
Date position closed: Hiree (1) 09/23/23 Hiree (2) February 1, 2024
Recruitment Source(s) of Hiree: KRGV-TV www.krgv.com #1 & KRGV-TV Internal #5
Recruitment Source(s) Used: 1, 2, 3, 4,*7, *8, 10, 13, 14, 15, 18

2.

Job Opening (1): Meteorologist
Date position opened: December 13, 2022
Date position closed: July 17, 2023
Recruitment Source(s) of Hiree: KRGV-TV Internal #5
Recruitment Source(s) Used: 1, 2, 3, 4, 5, *7, *8, 10, 12, 13, 14, 15, 18

3.

Job Opening (3): News Photographer
Date position opened: July 28, 2022
Date position closed: Hiree (3) 04/25/23 Hiree (4) 8/21/23 Hiree (5) 11/28/23
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

4.

Job Opening (1): Weekend Sports Anchor/MMJ
Date position opened: October 11, 2022
Date position closed: April 10, 2023
Recruitment Source(s) of Hiree: KRGV-TV Internal #12
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 12, 13, 14, 15, 18

5.

Job Opening (1): News Reporter Spanish
Date position opened: November 17, 2022
Date position closed: April 26, 2023
Recruitment Source(s) of Hiree: KRGV-TV www.krgv.com # 1
Recruitment Source(s) Used: 1, 2, 3, 4, *7, *8, 10, 12, 13, 14, 15, 18

6.
Job Opening (1): News Reporter
Date position opened: December 5, 2022
Date position closed: June 26, 2023
Recruitment Source(s) of Hiree: KRGV-TV Internal #12
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 12, 13, 14, 15, 18
7.
Job Opening (1): Sales Associate
Date position opened: March 7, 2023
Date position closed: May 2, 2023
Recruitment Source(s) of Hiree: KRGV-TV Internal #2
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 13, 14, 15, 18
8.
Job Opening (1): Booking Associate Producer
Date position opened: March 24, 2023
Date position closed: June 13, 2023
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
9.
Job Opening (1): Technical Director/Video Editor-Bilingual
Date position opened: April 14, 2023
Date position closed: August 23, 2023
Recruitment Source(s) of Hiree: KRGV-TV Internal #2
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 13, 14, 15, 18
10.
Job Opening (1): Master Control/Audio Operations
Date position opened: April 14, 2023
Date position closed: August 21, 2023
Recruitment Source(s) of Hiree: KRGV-TV Internal #2
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 12, 13, 14, 15, 18
11.
Job Opening (1): Assignment Editor
Date position opened: April 18, 2023
Date position closed: January 3, 2024
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): News Anchor - Spanish
Date position opened: April 18, 2023
Date position closed: May 8, 2023
Recruitment Source(s) of Hiree: Indeed.com #18
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 13, 14, 15, 18

13.

Job Opening (1): Programming Coordinator
Date position opened: May 04, 2023
Date position closed: May 30, 2023
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

14.

Job Opening (1): Spanish Language Digital Producer
Date position opened: May 10, 2023
Date position closed: May 30, 2023
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

15.

Job Opening (1): Meteorologist Spanish
Date position opened: May 15, 2023
Date position closed: July 3, 2023
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

16.

Job Opening (1): Reporter
Date position opened: July 18, 2023
Date position closed: January 4, 2023
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

17.

Job Opening (3): Photographer
Date position opened: July 18, 2023
Date position closed: Hiree (1) 01/03/24 Hiree(2) 01/24/24 Hiree (3) 03/13/24
Recruitment Source(s) of Hiree: KRGV-TV www.krgv.com #1
Recruitment Source(s) Used: 1, 2, 3, 4,*7, *8, 10, 13, 14, 15, 18

18.

Job Opening (1): Assistant News Director
Date position opened: June 24, 2022
Date position closed: May 15, 2023
Recruitment Source(s) of Hiree: KRGV-TV Internal #2
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 13, 14, 15, 18

19.

Job Opening (1): News Photographer
Date position opened: July 28, 2022
Date position closed: April 25, 2023
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

20.

Job Opening (1): Associate Producer
Date position opened: November 6, 2023
Date position closed: February 1, 2024
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

21.

Job Opening (1): Marketing Producer
Date position opened: November 6, 2023
Date position closed: February 1, 2024
Recruitment Source(s) of Hiree: KRGV-TV www.krgv.com #1
Recruitment Source(s) Used: 1, 2, 3, 4,*7, *8, 10, 13, 14, 15,

22.

Job Opening (1): Accounting Clerk
Date position opened: January 5, 2024
Date position closed: March 18, 2024
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

II. Interviewees

During the period of April 1, 2023 – March 31, 2024, a total of 88 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	43
KRGV-TV Bulletin #2	15
KRGV-TV Ad #3	0
KRGV-TV Internal #5	9
*Outside Referral #12	13
Indeed.com #18	8
Total:	88

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
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 1, 2023 – March 31, 2024

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 events sponsored by organizations representing groups present in the community interested in broadcast employment issues.*

Date: April 4, 2023

Time: 5:30 – 9:00 pm

Venue: Embassy Suites by Hilton

Location: McAllen, Texas

Target Audience: Local business owners and elected officials, people fighting cancer/survivors

Attendee Name: Genaro "Trey" Serna, Morning Anchor

Summary of Event: Mr. Serna conducted Strut for the Cure Fashion Show by IBC Bank, a fundraiser and fashion show benefiting the MD Anderson Center. All money raised goes directly towards their mission of fighting cancer. Event was a success raising over \$340,000.

Date: August 17, 2023

Time: 9:30 – 10:30 am

Venue: RGV 911 Headquarters in Weslaco

Location: Weslaco, Texas

Target Audience: Valley First responders and Telecommunications

Attendee Name: Genaro "Trey" Serna, Morning Anchor

Summary of Event: Mr. Serna emceed an event with RGV 911 over their first Public Safety Wellness Seminar.

Date: September 14, 2023

Time: 9:00 – 1:00 pm

Venue: 9am to 1pm

Location: McAllen Convention Center

Target Audience: Valley First responders and telecommunication

Attendee Name: Genaro "Trey" Serna, Morning Anchor

Summary of Event: Mr. Serna emceed an event with RGV 911 over their first Public Safety Wellness Seminar. A seminar focusing on the mental health and hard work our first responders and telecommunications go through.

Date: March 7, 2024

Time: 9:30 – 10:30 am

Venue: B. Garza Middle School

Location: Edinburg, Texas

Target Audience: Career day for middle school

Attendee Name: Isabella Michaels, Sports Anchor/Weekend News Anchor

Summary of Event: Ms. Michaels was attending a middle school career day. Promoting the life of an anchor/sports anchor.

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

Date: April 19, 2023

Time: 1:45 to 3:30 pm

Venue: Wilbur E Lucas Elementary (Valley View ISD)

Location: Hidalgo, Texas

Target Audience: 77 students from the 5th grade

Attendee Name: Sergio Puente, Meteorologist

Summary of Event: Mr. Puente was asked to speak to 5th graders during their enrichment class about weather and meteorology. Mr. Puente spoke about career path, how to forecast, and answered questions from students. Mr. Puente gave students a quick lesson on cold fronts, warm fronts, rain chances, geography in the Rio Grande Valley and how understand a forecast.

Date: April 24, 2023

Time: 1:30- 3 :00pm

Venue: Mercedes High School Decision Day

Location: Mercedes, Texas

Target Audience: High School Students (150)

Attendee Name: Tim Smith, Meteorologist

Summary of Event: Was invited to talk about reporting/anchor and mentoring individual as part of their careers in Communications and Meteorology class. Mr. Smith answered questions regarding media and communications relations pertaining weather.

Date: April 24, 2023

Time: 10:00 am

Venue: Texas All American Miss Pageant

Location: Edinburg, Texas

Target Audience: Ladies from Elementary, Middle, and High School students

Attendee Name: Dina Herrera Garza, Noon/Evening News Anchor

Summary of Event: Mrs. Hererra was a judge on the panel of Texas All American Miss Pageant. Which all proceeds of the pageant go to DHR Health NIC-U, Neonatal Intensive Care Unit

Date: May 1, 2023

Time: 1:30 pm

Venue: Weslaco ISD Autism Acceptance Celebration Parade

Location: Weslaco, Texas

Target Audience: Autism families with children with Autism

Attendee Name: Dina Herrera-Garza, Noon/Evening News Anchor

Summary of Event: Mrs. Herrera-Garza helped kick off Weslaco ISD's Autism Acceptance Celebration parade. Families with children with autism were given goodie bags and pizza. WISD cheerleaders and drum lines cheered on students as they went through parade.

Date: May 18, 2023

Time: 1:30 – 3:00 pm

Venue: Kelly-Pharr Elementary

Location: Pharr, Texas

Target Audience: Kindergarden

Attendee Name: Dina Herrera-Garza, Noon/Evening News Anchor

Summary of Event: Mrs. Dina Herrera-Garza to talk to the students on the team and help give afternoon announcements. Mrs. Herrera-Garza was a mystery reader for Mrs. Garza's Kindergarden class.

Date: May 19, 2023

Time: 11:00 – 1:45 pm

Venue: Edinburg High School

Location: Edinburg, Texas

Target Audience: Junior class in Gear Up Program

Attendee Name: Dina Herrera-Garza, Noon/Evening News Anchor

Summary of Event: I along with Josue Alfaro, Studio Manager talked to more than 400 Junior Class students about the different career opportunities at Channel 5. Josue showed students how to operate a camera and I talked to students about what it takes to be a reporter. We also answered questions about the level education they will need in order to pursue a career in some of these fields. Students also saw a video presentation explaining the different jobs available at Channel 5.

Date: August 8, 2023

Time: 10:00 – 2:00 pm

Venue: Museum of South Texas History

Location: Edinburg, Texas

Target Audience: 50 attendees

Attendee Name: Sergio Puente, Meteorologist

Summary of Event: The Museum of South Texas History, in partnership with the University of Texas in Austin, hosted "Community Day" on Saturday, Aug. 5.

During the event, MOSTHistory staff collected stories and data from the community about memories related to weather events such as hurricanes and flooding. These will be provided to scientists who will organize the data to be readily accessible to leaders and decision makers who can plan for a resilient future.

Participants also engaged in the interactive green screen activity titled "Tracking Hurricanes with KRGV" featuring KRGV broadcast meteorologist Sergio Puente. The activity was recorded and copied to a customized MOSTHistory flash drive that participants took home as a memento.

The spotlight exhibit, "Hurricanes: Overcoming Catastrophe," was on display and sparked conversations about hurricane experiences and preparedness among participants.

The Local Disaster Collection initiative is a partnership with the University of Texas in Austin, the Texas Advanced Computing Center and Microsoft Azure under the Planet Texas 2050 Bridging Barriers initiative

Date: November 29, 2023

Time: 10:00 – 2:00 pm

Venue: Crawford Elementary

Location: Edinburg, Texas

Target Audience: 80 students 5th grade

Attendee Name: Sergio Puente, Meteorologist

Summary of Event: Mr. Puente was asked to speak to 5th graders during their enrichment class about weather and Climate.

Date: January 19, 2023

Time: 10:00 – 2:00 pm

Venue: Bryan Elementary

Location: Mission, Texas

Target Audience: 100 students 2nd grade

Attendee Name: Sergio Puente, Meteorologist

Summary of Event: Mr. Puente was asked to speak to 2nd graders during their class about weather and Climate and forecasts.

Date: February 07, 2024

Time: 1:30 – 3:30 pm

Venue: North Bridge Elementary

Location: Weslaco, Texas

Target Audience: 40 students 5th grade

Attendee Name: Dina Herrera-Garza, Noon/Even News Anchor

Summary of Event: Mrs. Garza is an influential community leader that read to the elementary students. Mrs. Garza read to the students and made it a memorable impact on learning about their environment. One of the many goals is to foster the love of reading for all the students.

Date: March 07, 2024

Time: 10:00 – 2:00 pm

Venue: Bryan Elementary

Location: Mission, Texas

Target Audience: 100 students 2nd grade

Attendee Name: Sergio Puente, Meteorologist

Summary of Event: Mr. Puente was asked to speak to 2nd graders during their class about weather and Climate and forecasts.

Date: March 08, 2024

Time: 10:00 – 12:00 pm

Venue: Boys and Girls Club of Edinburg

Location: Edinburg, Texas

Target Audience: 60 students Pk-8th grade

Attendee Name: Sergio Puente, Meteorologist

Summary of Event: Mr. Puente was asked to speak to with students about Spring Break STEM camp and Weather and Climate. How STEM is important in the work flow of meteorology.

Activity: *Participation in other activities designed by the station employment unit.*

Date: August 7, 2023

Time: 2:00 pm

Venue: ADP Workforce Now

Location: zoom link:

Target Audience: HR and Payroll

Attendee Name: Elizabeth Gaona, HR Director and Delia Chavez, Controller

Summary of Event: Introduction to new HR and Payroll software and how we can implement new strategies and workflow with our employees.

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

Date: August 22, 2023

Time: 3:00 pm

Venue: ADP Workforce Now – Benefits Carrier

Location: Webinar

Target Audience: HR

Attendee Name: Elizabeth Gaona, HR Director

Summary of Event: Training management with the 360 carrier integration between software's and how efficient it will be for HR and Payroll to communicate while allowing employees to conduct benefit elections from their PC's or mobile apps.

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: April 4, 2023

Time: 9:00 – 3:00 pm

Venue: New Mexico State University

Location: Las Cruces, NM

Target Audience: College Students

Attendee Name: Zoltan Csanyi, News Director

Summary of Event: Visited with students in the News Broadcasting program at the school. The TV journalism program includes a live newscast which is produced by the students and airs 3-days a week on the PBS channel which is on campus. Discussion was about what students need to do for various jobs in television. Reporters, the need to take creative writing classes and government or political sciences. For producers the need to concentrate on writing and creative writing as well. Other discussions included the expectations that News TV stations have of their team members. Reporters are expected to pitch 2-3 stories per day. The need to understand the difference between a pitch and an idea when talking about a story they want to do. I was able to watch one of the newscasts in both English and Spanish.

Date: September 22, 2023

Time: 1:00 – 3:00 pm

Venue: San Isidro ISD's College and Career Expo

Location: San Isidro, Texas

Target Audience: 100+ students

Attendee Name: Dina Herrera Garza, Noon/Evening News Anchor

Summary of Event: Mrs. Garza was conducting a Gear Up Career Expo with our operations manager Josue Alfaro. Students came up to them and asked them questions regarding the life and work of a reporter/anchor and how cameras are used while conducting a newscast. Students asked questions as to how to report a story, or collect information about a story.

Date: March 1, 2024

Time: 9:00 – 3:00 pm

Venue: University of Texas Rio Grande Valley

Location: Edinburg, Texas

Target Audience: College Students

Attendee Name: Elizabeth Gaona, HR Director

Summary of Event: Spring Career and Internship Expo - recruiting event in which KRGV and other recruiters meet with potential employees and where job seekers find more about job openings at potential employers.

Date: May 07, 2023

Time: 9:00 – 10:30 AM

Venue: Santa Maria High School Career Day/Fair

Location: Santa Maria, Texas

Target Audience: High School Students

Attendee Name: Andrew Chung, Meteorologist

Summary of Event: Mr. Chung along with Mr. Josue Alfaro talked to the students attending the career fair day at Santa Maira High School about the different career opportunities at Channel 5. More than 200 students walked through the school gym visiting with representatives from different business and agencies. Our station was interactive and informative, students got to see a media presentation and use equipment.

Date: May 08, 2023

Time: 10:00 – 12:00 pm

Venue: Santa Maria High School Career Day/Fair

Location: Santa Maria, Texas

Target Audience: High School Students

Attendee Name: Andrew Chung, Meteorologist

Summary of Event: Mr. Chung along with Mr. Josue Alfaro talked to the students attending the career fair day at Santa Maria High School about the different career opportunities at Channel 5. More than 200 students walked through the school gym visiting with representatives from different business and agencies. Our station was interactive and informative, students got to see a media presentation and use equipment.

Date: May 22, 2023

Time: 10:00 – 12:00 pm

Venue: Edinburg High School

Location: Edinburg, Texas

Target Audience: Junior CCMR Symposium

Attendee Name: Dina Herrera-Garza, Noon/Evening News Anchor

Summary of Event: Mrs. Herrera Garza along with Mr. Josue Alfaro talked to the Junior Class about all the different career opportunities at Channel 5.

More than 400 students walked through the school gym visiting with representatives from different universities and agencies. Our station was interactive and informative, students got to see a media presentation and use equipment.

Activity: KRGV routinely schedule community appearances by TV News Station personnel and /or attended community events. Date: Ongoing

<u>Participants</u>	<u>Date</u>	<u>Event</u>
Sergio Puente	City of Mercedes 2023 States of the City Address	April 20, 2023
	EOC Pharr Storm Emergency Preparedness	May 18, 2023
	Capable Kids Loteria Fundraiser - Disabilities	August 11, 2023
Tim Smith	Marriott Courtyard SPI, National Tropical Conf.	April 12-14, 2023
	South Texas College-Hurricane Ready Expo	April 21, 2023
	TxDot Office- Pharr, Texas-Hurricane Update	May 10, 2023
	McAllen Convention Center-International Economic Summit	July 28, 2023
	Bert Ogden Arena-Empty Bowls RGV Influencers	October 17, 2023
	Palmview Golf Promotion – Vamos	January 9, 2024
	McAllen Convention Center-Puppy Love Animal Shelter Fundraiser	February 17, 2024
	Ebony Golf Course-Edinburg Rotary project raising funds	March 23, 2024
	McAllen Convention Center-South Texas All Hazards Conf.-Disaster Response Comm.	March 27, 2024

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

Dates:

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

<u>Participants</u>	<u>Class</u>	<u>Term</u>
Valeria Lopez	Statistical Climate	Fall 2023
Nicolas Quintero	Univeristy Radio Reporting I	Fall 2023
	Communication Law & Ethics	Fall 2023
Belen Simoneaux	Communicating Professionalism	Fall 2023
	Introduction to Cybersecurity	Fall 2023
	Routing and Switching I	Fall 2023
Claudia Garcia	Quantitative Research	Fall 2023
Belen Simoneaux	Discrete Mathematics	Spring 2024
	Networking with Microsoft Tech	Spring 2024
	Routing and Switching II	Spring 2024

- *Delia Chavez, Comptroller, takes continuing education courses with TXCPA Education Foundation, CPE to assist in her job with the company's benefits, insurance disability, Covid 19 Financial reporting for CARES ACT and Ethics.*
 - *Dates: 02/25/2024*
 - *Topics:*
 - *Ethics23*

- *Delia Chavez, Comptroller, takes continuing education courses with Global, CPE to assist in her job with the company's benefits, insurance disability, Covid 19 Financial reporting for CARES ACT.*
 - *Dates: 01/27/2024*
 - *Topics:*
 - *Accounting for Investments*

- *Delia Chavez, Comptroller, takes continuing education courses with Global, CPE to assist in her job with the company's benefits, insurance disability, Covid 19 Financial reporting for CARES ACT.*
 - *Dates: 01/29/2024*
 - *Topics:*
 - *Sexual Harassment Awareness*

- *Delia Chavez, Comptroller, takes continuing education courses with Global, CPE to assist in her job with the company's benefits, insurance disability, Covid 19 Financial reporting for CARES ACT.*
 - *Dates: 02/17/2024*
 - *Topics:*
 - *Modern Supervision*

- *Delia Chavez, Comptroller, takes continuing education courses with Global, CPE to assist in her job with the company's benefits, insurance disability, Covid 19 Financial reporting for CARES ACT.*
 - *Dates: 02/20/2024*
 - *Topics:*
 - *Understanding and Managing Organizational Behavior*

- *Delia Chavez, Comptroller, takes continuing education courses with Global, CPE to assist in her job with the company's benefits, insurance disability, Covid 19 Financial reporting for CARES ACT.*
 - *Dates: 02/23/2024*
 - *Topics:*
 - *Cybersecurity-A Guide for Accountants*

- *Delia Chavez, Comptroller, takes continuing education courses with Global, CPE to assist in her job with the company's benefits, insurance disability, Covid 19 Financial reporting for CARES ACT.*
 - *Dates: 02/25/2024*
 - *Topics:*
 - *Financial Essentials for Nonprofit Managers*
- 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.

<u>Learner's Name</u>	<u>Date</u>	<u>Learner's Title</u>	<u>Suite or Course ID</u>
Cecilia Gutierrez	April 11-12, 2023	Meteorologist	MVT Training from Magid Consulting
Adan Contreras	April 11-12, 2023	Producer	MVT Training from Magid Consulting
Sandra Rodriguez	April 11-12, 2023	Anchor	MVT Training from Magid Consulting
Maria Marks	April 11-12, 2023	Producer	MVT Training from Magid Consulting
Jorge Hinojosa	April 11-12, 2023	Producer	MVT Training from Magid Consulting
Hector Tamez	April 11-12, 2023	Producer	MVT Training from Magid Consulting
Maya Martinez	April 11-12, 2023	Producer	MVT Training from Magid Consulting
Angie Martinez	April 11-12, 2023	Asst. News Director	MVT Training from Magid Consulting
Sthefany Rosales	April 11-12, 2023	News Reporter	MVT Training from Magid Consulting
Rudy Mireles	April 11-12, 2023	Anchor	MVT Training from Magid Consulting
Santiago Caicedo	April 11-12, 2023	News Reporter	MVT Training from Magid Consulting
Juan C Barragan	April 11-12, 2023	News Reporter	MVT Training from Magid Consulting
Christain Von Preysing	April 11-12, 2023	News Reporter	MVT Training from Magid Consulting
Ricardo Ramos	April 11-12, 2023	Producer	MVT Training from Magid Consulting
Karen Gonzalez	April 11-12, 2023	Meteorologist	MVT Training from Magid Consulting
Dina Herrera Garza	April 11-12, 2023	Anchor	MVT Training from Magid Consulting
Kristine Galvan	April 11-12, 2023	Anchor	MVT Training from Magid Consulting

Diante Mariyn	April 11-12, 2023	Anchor/Reporter	MVT Training from Magid Consulting
Ana Angiano	April 11-12, 2023	Executive Producer	MVT Training from Magid Consulting
Nicolas Quintero	July 10, 2023	Evening Anchor	MVT Training from Magid Consulting
Esmeralda Medellin	July 10, 2023	Morning Anchor	MVT Training from Magid Consulting
Brenda Villa	July 10, 2023	Reporter	MVT Training from Magid Consulting
Kristine Galvan	July 10, 2023	Evening Anchor	MVT Training from Magid Consulting
Brittany Mireles	July 10, 2023	Meteorologist	MVT Training from Magid Consulting
Kristine Galvan	July 10, 2023	Evening Anchor	MVT Training from Magid Consulting
Cecilia Gutierrez	July 10, 2023	Meteorologist	MVT Training from Magid Consulting
Bella Michaels	July 10, 2023	Sports Anchor	MVT Training from Magid Consulting
Thalia Doe Bravo	July 10, 2023	Reporter	MVT Training from Magid Consulting
Santiago Uribe	July 10, 2023	Meteorologist	MVT Training from Magid Consulting
Sarah Cervera	July 10, 2023	Reporter	MVT Training from Magid Consulting
Thalia Doe Bravo	October 23, 2023	Reporter	MVT Training from Magid Consulting
Brenda Villa	October 23, 2023	Reporter	MVT Training from Magid Consulting
Valeria Lopez	October 23, 2023	Meteorologist	MVT Training from Magid Consulting
Ana Paulina Marina	October 23, 2023	Reporter	MVT Training from Magid Consulting
Alfredo Sanhcez	October 23, 2023	Sports	MVT Training from Magid Consulting
Sergio Puente	October 23, 2023	Meteorologist	MVT Training from Magid Consulting
Bella Michaels	October 23, 2023	Sports Anchor	MVT Training from Magid Consulting
Trey Serna	October 23, 2023	Morning Anchor	MVT Training from Magid Consulting
Dina Herrera	October 23, 2023	Evening Anchor	MVT Training from Magid Consulting
Gloria Morelia	October 23, 2023	Sports Anchor	MVT Training from Magid Consulting
Naomi de Lucia	October 23, 2023	Evening Anchor	MVT Training from Magid Consulting

