

KRGV-TV Weslaco, Texas

Annual EEO Public File Report for

March 31, 2022 – March 31, 2023

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 31, 2022 through March 31, 2023. 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
March 31, 2022 – March 31, 2023

I. VACANCY INFORMATION

There were 45 people hired to permanent full-time positions at KRGV-TV during the period of March 31, 2022 – March 31, 2023. 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): Technical Director/Video Editor-Bilingual
Date position opened: December 14, 2021
Date position closed: April 17, 2022
Recruitment Source(s) of Hiree: KRGV-TV Internal #2
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 13, 14, 15, 18
2.
Job Opening (1): Spanish Digital Producer/Anchor
Date position opened: February 22, 2022
Date position closed: August 17, 2022
Recruitment Source(s) of Hiree: KRGV-TV Internal #2
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 12, 13, 14, 15, 18
3.
Job Opening (2): News Producer
Date position opened: February 23, 2022
Date position closed: Hire 1 & 2 - July 25, 2022
Recruitment Source(s) of Hiree: Hire 1 & 2 - KRGV-TV Internal #2
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 13, 14, 15, 18
4.
Job Opening (1): Accounting Clerk
Date position opened: February 24, 2022
Date position closed: May 16, 2022
Recruitment Source(s) of Hiree: KRGV-TV Internal #2
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 13, 14, 15, 18
5.
Job Opening (1): Digital Content Producer
Date position opened: March 14, 2022
Date position closed: May 23, 2022
Recruitment Source(s) of Hiree: Indeed.com #18
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 13, 14, 15, 18

- 6.
- Job Opening (1): Weekend Anchor /Weekday Reporter
Date position opened: March 23, 2022
Date position closed: September 19, 2022
Recruitment Source(s) of Hiree: Outside Referral (Youtube) #12
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 13, 14, 15, 18
- 7.
- Job Opening (1): Meteorologist
Date position opened: April 13, 2022
Date position closed: July 05, 2022
Recruitment Source(s) of Hiree: Indeed.com #18
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 13, 14, 15, 18
- 8.
- Job Opening (1): Marketing Coordinator
Date position opened: March 11, 2022
Date position closed: May 03, 2022
Recruitment Source(s) of Hiree: KRGV-TV Internal #2
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 13, 14, 15, 18
- 9.
- Job Opening (1): Receptionist / Telephone Operator
Date position opened: April 25, 2022
Date position closed: June 27, 2022
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 (3): News Reporter
Date position opened: May 11, 2022
Date position closed: (Hire 1) August 08, 2022, (Hire 2) August 29, 2022, (hire 3) October 03, 2022
Recruitment Source(s) of Hiree: Hire 1,2,3 - LinkedIn Outside Referral #12
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 13, 14, 15, 18
- 11.
- Job Opening (1): Programming Coordinator
Date position opened: June 07, 2022
Date position closed: July 29, 2022
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): Spanish News Reporter
Date position opened: June 09, 2022
Date position closed: July 25, 2022
Recruitment Source(s) of Hiree: Outside Referral (LinkedIn) #12
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 13, 14, 15, 18

13.
Job Opening (1): Spanish Meteorologist
Date position opened: June 24, 2022
Date position closed: February 27, 2023
Recruitment Source(s) of Hiree: Outside Referral (LinkedIn) #12
Recruitment Source(s) Used: 1, 2, 3, 4,*7, *8, 10, 13, 14, 15, 18
14.
Job Opening (1): Topical Promotions Producer
Date position opened: June 28, 2022
Date position closed: September 08, 2022
Recruitment Source(s) of Hiree: KRGV-TV Internal #2
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 13, 14, 15, 18
15.
Job Opening (1): Associate Producer
Date position opened: July 20, 2022
Date position closed: August 11, 2022
Recruitment Source(s) of Hiree: KRGV-TV www.krgv.com #4
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, *12, 13, 14, 15, 18
16.
Job Opening (1): Spanish Language Digital Content
Date position opened: July 26, 2022
Date position closed: August 17, 2022
Recruitment Source(s) of Hiree: KRGV-TV Internal #2
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, *12, 13, 14, 15, 18
17.
Job Opening(1): Spanish Speaking Newscast Producer
Date position opened: July 26, 2022
Date position closed: August 17, 2022
Recruitment Source(s) of Hiree: Outside Referral (LinkedIn) #12
Recruitment Source(s) Used: 1, 2, 3, 4,*7, *8, 10, 13, 14, 15, 18
18.
Job Opening(2): News Photographer
Date position opened: July 26, 2022
Date position closed: (Hire 1) September 26, 2022; (Hire 2) October 24, 2022
Recruitment Source(s) of Hiree: Hire 1 & 2 - KRGV-TV www.krgv.com #1
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 13, 14, 15, 18
19.
Job Opening(1): Marketing Coordinator
Date position opened: August 15, 2022
Date position closed: September 09, 2022
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(2): Associate News Producer-Bilingual
Date position opened: August 25, 2023
Date position closed: (Hire 1)October 16,2022; (Hire 2) November 18, 2022
Recruitment Source(s) of Hiree: (Hire 1)KRGV-TV Internal #2; and (Hire 2) Univ. of Texas Handshake #7
Recruitment Source(s) Used: 1, 2, 3, 4, *7, *8, 10, 13, 14, 15, 18

21.

Job Opening (1): Creative Service Director
Date position opened: September 23, 2022
Date position closed: November 28, 2022
Recruitment Source(s) of Hiree: KRGV-TV Internal #2
Recruitment Source(s) Used: 1, 2, 3, 4,*7, *8, 10, 13, 14, 15, 18

22.

Job Opening(1): Morning/Noon News Anchor
Date position opened: September 26, 2022
Date position closed: January 16, 2023
Recruitment Source(s) of Hiree: KRGV-TV Internal #2
Recruitment Source(s) Used: 1, 2, 3, 4, *7, *8, 10, 13, 14, 15, 18

23.

Job Opening(2): Technical Director / Video Editor Bilingual
Date position opened: September 28, 2022
Date position closed: (Hire 1) October 10, 2022 and (Hire 2) January 22, 2023
Recruitment Source(s) of Hiree: Hire 1 &2 - KRGV-TV Internal #2
Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 12, 13, 14, 15, 18

24.

Job Opening(1): MC / Audio Operator
Date position opened: September 29, 2022
Date position closed: February 10, 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

25.

Job Opening(1): MC/Audio Operator
Date position opened: September 29, 2022
Date position closed: February 10, 2023
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(1):	Lifestyle Producer
Date position opened:	October 3, 2022
Date position closed:	December 2, 2022

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

27.

Job Opening(1): Lifestyle Producer
Date position opened: November 17, 2022
Date position closed: February 27, 2023
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

28.

Job Opening(1): Lifestyle Reporter
Date position opened: November 17, 2022
Date position closed: December 19, 2022
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

29.

Job Opening(1): Lifestyle Videographer
Date position opened: November 17, 2022
Date position closed: December 05, 2022
Recruitment Source(s) of Hiree: KRGV-Internal Employee #5
Recruitment Source(s) Used: 1, 2, 3, 4,*7, *8, 10, 13, 14, 15, 18

30.

Job Opening(2): News Producer-Spanish (Expansion 2023)
Date position opened: November 17, 2022
Date position closed: (Hire 1) January 9, 2023 and (Hire 2) January 23, 2023
Recruitment Source(s) of Hiree: (Hire 1) KRGV-Internal Employee and (Hire 2) KRGV-TV www.KRGV.com #1
Recruitment Source(s) Used: 1, 2, 3, 4,*7, *8, 10, 13, 14, 15, 18

31.

Job Opening(1): News Producer-Spanish
Date position opened: November 17, 2022
Date position closed: December 07, 2022
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

32.

Job Opening(1): News Reporter-Spanish
Date position opened: January 17, 2022
Date position closed: December 13, 2022
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

33.

Job Opening(1): Associate Producer-AM
Date position opened: November 17, 2022
Date position closed: January 02, 2023
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

34.

Job Opening(1): Associate Producer-Bilingual
Date position opened: December 28, 2022
Date position closed: January 30, 2023
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

35.

Job Opening(2): TD/Video Editor Spanish
Date position opened: January 18, 2023
Date position closed: (Hire 1) January 24, 2023 and (Hire 2) February 05, 2023
Recruitment Source(s) of Hiree: (Hire 1) KRGV-TV www.KRGV.com #1 and (Hire 2) Internal Employee #5
Recruitment Source(s) Used: 1, 2, 3, 4,*7, *8, 10, 13, 14, 15, 18

36.

Job Opening(1): Graphic /Special Reports Creator
Date position opened: February 16, 2023
Date position closed: February 29, 2023
Recruitment Source(s) of Hiree: KRGV-Internal Employee #5
Recruitment Source(s) Used: 1, 2, 3, 4,*7, *8, 10, 13, 14, 15, 18

37.

Job Opening(1): Lifestyle Reporter
Date position opened: March 09, 2023
Date position closed: March 10, 2023
Recruitment Source(s) of Hiree: KRGV-Internal Employee #5
Recruitment Source(s) Used: 1, 2, 3, 4,*7, *8, 10, 13, 14, 15, 18

II. Interviewees

During the period of March 31, 2022 – March 31, 2023, a total of 109 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	27
KRGV-TV Ad #3	2
KRGV Active Employee Referral #4	6
KRGV Active Employee Internal Transfer #5	26
Handshake Active Universities	6
*Outside Referral #12	23
Indeed.com #18	19
Total:	109

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

March 31, 2022 – March 31, 2023

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

Date: September 16, 2022

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

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.

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

Date: August 26, 2022

Time: 9:00 am

Venue: Memorial Middle School

Location: Edinburg, Texas

Target Audience: 60 students from the 6th grade

Attendee Name: Sergio Puente, Meteorologist

Summary of Event: Mr. Puente was asked to speak to 6th graders during their enrichment class about weather and meteorology. Mr. Puente spoke about career path, how to forecast, and answered questions from students.

Date: September 29, 2022

Time: 9:00 am

Venue: Media Arts & Communications Academy

Location: Harlingen, Texas

Target Audience: HCISD advisory panel

Attendee Name: Genaro "Trey" Serna

Summary of Event: Was invited to talk about reporting/anchor and mentoring individual as part of their Media Arts and Communications Academy class. Mr. Serna answered questions regarding media and communications relations pertaining news.

Date: December 2, 2022

Time: 10:00 am

Venue: Crawford Elementary School

Location: Edinburg, Texas

Target Audience: 5th grade students

Attendee Name: Sergio Puente

Summary of Event: Mr. Puente spoke about weather and climate to 5th grade students and focused on the differences of season. Mr. Puente also spoke on how to predict the weather, what tools meteorologists use, and what rain chances mean.

Date: February 28, 2023

Time: 1:30 pm

Venue: Travis Elementary

Location: Edinburg, Texas

Target Audience: 3rd graders

Attendee Name: Dina Herrera-Garza

Summary of Event: Mrs. Herrera-Garza read to student's part of the Dr. Seuss Week. Mrs. Herrera-Garza also recorded and aired a google class to all of the classrooms at Travis Elementary. She spoke about the importance of reading and how to getting the student prepared for their upcoming STAAR testing in April.

Date: March 6, 2023

Time: 1:30 pm

Venue: Hargill Elementary

Location: Hargill, Texas

Target Audience: Pre K

Attendee Name: Dina Herrera-Garza

Summary of Event: Mrs. Dina Herrera-Garza read to a Pre K class as part of the Read Across America. Spoke to students about the importance of reading and building a strong foundation for their careers. Mrs. Herrera-Garza also participated in some learning activities, going over colors, shapes and sounds with students.

Date: March 8, 2023

Time: 1:30 pm

Venue: Cavazos Elementary

Location: Edinburg, Texas

Target Audience: 4th graders

Attendee Name: Dina Herrera-Garza

Summary of Event: Mrs. Dina Herrera-Garza read to a 4th grade class as part of the Read Across America. Spoke to students about the importance of reading and building a strong foundation for their careers. Mrs. Herrera-Garza also gave advice to students about reading regularly and getting ready for their STAAR Test in April. Mrs. Herrera-Garza also answered great questions from students regarding what it is like working in the News.

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

Date: January 31, 2022

Time: 2:30 pm

Venue: T. Rowe Price

Location: zoom link:

<https://event.on24.com/wcc/r/4084610/fe9d531cdcb98ae9b300c9ea951f3793?mode-login@email=egaona@krgv.com>

Target Audience: HR

Attendee Name: Elizabeth Gaona

Summary of Event: Webinar to introduce the key SECURE 2.0 Act Provisions. The SECURE 2.0 Act of 2022 (SECURE 2.0) became law on December 29, 2022. The new law makes sweeping changes to 401(k) plans – particularly plans sponsored by small businesses. It includes provisions intended to expand coverage, increase retirement savings, and simplify and clarify retirement plan rules.

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

Date: February 1, 2023

Time: 2:00 pm

Venue: National Association of Broadcasters

Location: Webinar

Target Audience: HR

Attendee Name: Elizabeth Gaona

Summary of Event: Retooling Your Recruiting Strategy for 2023. Learned about talent acquisition and how successful it is for broadcasting businesses. Learned also on tactics of how to discover cutting edge secrets members of the media are using to deploy and seek out and attract new sales and programming talent. Also, learning new strategies of how industries are tackling recruitment across the country.

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: March 2, 2023

Time: 9:00 – 3:00 pm

Venue: University of Texas Rio Grande Valley

Location: Brownsville, Texas

Target Audience: College Students

Attendee Name: Elizabeth Gaona

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: March 3, 2023

Time: 9:00 – 3:00 pm

Venue: University of Texas Rio Grande Valley

Location: Edinburg, Texas

Target Audience: College Students

Attendee Name: Elizabeth Gaona

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: March 28, 2023

Time: 8:00 - 10:30 am

Venue: LBJ Elementary

Location: Elsa, Texas

Target Audience: 3-5th graders

Attendee Name: Sergio Puente

Summary of Event: It was career day at LBJ, Sergio presented to elementary students what it takes to become a meteorologist, and answered questions about the career.

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>
Tim Smith	McAllen State of the City-Emcee	Feb. 8 , 2023
	South Texas College Dual Enrollment Seminar	Feb. 19-20, 2023
	Edinburg PD Annual Awards Ceremony	Feb. 27, 2023
	Valley Symphony Gala-Emcee	Mar. 3, 2023

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

Dates: ongoing

- 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>
Claudia Garcia	Communications Theory	Fall 2022
Carmen Galvan	Communications Theory	Fall 2022
	Organizational Communication	Fall 2022
Edwin Ramirez	Multi-Media Storytelling	Summer 2022
	Research in Communication	Summer 2022
Belen Simoneaux	Routers	Spring 2022
	Server Virtualization	Spring 2022
	Secure Linux Administration	Spring 2022
	Algebra	Spring 2022
Zimri Martinez	Writing in Mass Media	Spring 2022
	Broadcasting Audio Production	Spring 2022
	Adv Tv/Film Production	Spring 2022

- 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: Ongoing
 - Topics:
 - Getting sued, Avoiding Accounting Malpractice
 - Effective Mentoring Through Career Development
 - Overtime
 - Tune-up your Thinking
 - Offer in Compromise Settle Tax Debts for Less Than What is O
 - Affordable Care Act Employer Rights and Responsibilities
 - Public Speaking An Essential for all Accountants
 - Implementing ASU
 - Fringe Benefits
 - Payroll Laws Regulations and Internal Controls
 - Understanding the Statement of Cash Flows
 - Visual Estate Planning
- 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>
Trey Serna	March 10, 2022	Morning Anchor	MVT Training from Magid Consulting
Sandra Rodriguez	March 10, 2022	Morning Anchor	MVT Training from Magid Consulting
Hector Tamez	March 10, 2022	Producer	MVT Training from Magid Consulting
Adan Contreras	March 10, 2022	Producer	MVT Training from Magid Consulting
Ana Anguiano	March 10, 2022	Exe. Producer	MVT Training from Magid Consulting
Angie Martinez	March 10, 2022	Exe. Producer	MVT Training from Magid Consulting
Maya Martinez	March 10, 2022	Producer	MVT Training from Magid Consulting
Ric Ramos	March 10, 2022	Producer	MVT Training from Magid Consulting
Rudy Mireles	March 10, 2022	Evening Anchor	MVT Training from Magid Consulting
Kristine Galvan	March 10, 2022	Evening Anchor	MVT Training from Magid Consulting

Dina Herrera	March 10, 2022	Evening Anchor	MVT Training from Magid Consulting MVT Training from Magid Consulting MVT Training from Magid Consulting MVT Training from Magid Consulting MVT Training from Magid Consulting
Jorge Espinoza	March 10, 2022	Producer	
Ana Cepeda	March 10, 2022	Producer	
Tim Smith	March 10, 2022	Meteorologist	
Cecilia Gutierrez	March 10, 2022	Meteorologist	
Alan Shoemaker	March 10, 2022	Meteorologist	
Britany Mireles	March 10, 2022	Meteorologist	
Sergio Puente	March 10, 2022	Meteorologist	
Karen Gonzalez	March 10, 2022	Meteorologist	
Trey Serna	August 15, 2022	Morning Anchor	
Sandra Rodriguez	August 15, 2022	Morning Anchor	MVT Training from Magid Consulting MVT Training from Magid Consulting MVT Training from Magid Consulting MVT Training from Magid Consulting MVT Training from Magid Consulting
Hector Tamez	August 15, 2022	Producer	
Adan Contreras	August 15, 2022	Producer	
Ana Anguiano	August 15, 2022	Exe. Producer	
Angie Martinez	August 15, 2022	Exe. Producer	
Maya Martinez	August 15, 2022	Producer	
Ric Ramos	August 15, 2022	Producer	
Rudy Mireles	August 15, 2022	Evening Anchor	
Kristine Galvan	August 15, 2022	Evening Anchor	
Dina Herrera	August 15, 2022	Evening Anchor	
Jorge Espinoza	August 15, 2022	Producer	MVT Training from Magid Consulting MVT Training from Magid Consulting MVT Training from Magid Consulting
Ana Cepeda	August 15, 2022	Producer	
Tim Smith	August 15, 2022	Meteorologist	
Cecilia Gutierrez	August 15, 2022	Meteorologist	

Alan Shoemaker	August 15, 2022	Meteorologist	MVT Training from Magid Consulting
Trey Serna	November 10 & 11, 2022	Morning Anchor	MVT Training from Magid Consulting
Sandra Rodriguez	November 10 & 11, 2022	Morning Anchor	MVT Training from Magid Consulting
Hector Tamez	November 10 & 11, 2022	Producer	MVT Training from Magid Consulting
Adan Contreras	November 10 & 11, 2022	Producer	MVT Training from Magid Consulting
Ana Anguiano	November 10 & 11, 2022	Exe. Producer	MVT Training from Magid Consulting
Angie Martinez	November 10 & 11, 2022	Exe. Producer	MVT Training from Magid Consulting
Maya Martinez	November 10 & 11, 2022	Producer	MVT Training from Magid Consulting
Ric Ramos	November 10 & 11, 2022	Producer	MVT Training from Magid Consulting
Rudy Mireles	November 10 & 11, 2022	Evening Anchor	MVT Training from Magid Consulting
Kristine Galvan	November 10 & 11, 2022	Evening Anchor	MVT Training from Magid Consulting
Dina Herrera	November 10 & 11, 2022	Evening Anchor	MVT Training from Magid Consulting
Jorge Espiznoza	November 10 & 11, 2022	Producer	MVT Training from Magid Consulting
Ana Cepeda	November 10 & 11, 2022	Producer	MVT Training from Magid Consulting
Tim Smith	November 10 & 11, 2022	Meteorologist	MVT Training from Magid Consulting
Cecilia Gutierrez	November 10 & 11, 2022	Meteorologist	MVT Training from Magid Consulting
Alan Shoemaker	November 10 & 11, 2022	Meteorologist	MVT Training from Magid Consulting