

KRGV-TV Weslaco, Texas

Annual EEO Public File Report for

March 31, 2020 – March 31, 2021

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, 2020 through March 31, 2021. 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, 2020 – March 31, 2021

I. VACANCY INFORMATION

There were 30 people hired to permanent full-time positions at KRGV-TV during the period of March 31, 2020 – March 31, 2021. 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. Weekend Anchor/Weekday Reporter

Date position opened: October 29, 2019

Date position closed: July 15, 2020

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

Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 13, 14, 15, 18

2. Digital Sales Specialist

Date position opened: November 7, 2019

Date position closed: May 6, 2020

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

Recruitment Source(s) Used: 1, 2, 3, 5, *7, *8, 10, 13, 14, 15, 18

3. News Reporter (Two positions filled)

Date position opened: January 13, 2020

Date position closed: March 9, 2020 and April 13, 2020

Recruitment Source(s) of Hiree(s): KRGV-TV Website www.krgv.com #1
& Active Employee Referral #4

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

4. News Producer

Date position opened: February 19, 2020

Date position closed: April 20, 2020

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

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

5. News Producer – Bilingual

Date position opened: February 11, 2020

Date position closed: April 12, 2020

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

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

6. News Producer – KRGV (Three positions filled)

Date position opened: February 11, 2020

Date position closed: March 23, 2020; April 1, 2020; and August 17, 2020

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

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

7. Digital Content Producer

Date position opened: April 17,, 2020

Date position closed: July 15, 2020

Recruitment Source(s) of Hiree: All Employees email #2

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

8. Sports Anchor/Director/Multi-Media Journalist

Date position opened: April 17,, 2020

Date position closed: June 4, 2020

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

Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 12, 14, 15

9. News Reporter

Date position opened: July 1 2020

Date position closed: August 24, 2020

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

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

10. Television Host

Date position opened: July 6, 2020

Date position closed: August 10, 2020

Recruitment Source(s) of Hiree: KRGV All Employees Email #2

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

11. Videographer

Date position opened: July 6, 2020

Date position closed: August 10, 2020

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

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

12. Account Executive – Azteca

Date position opened: July 24, 2020

Date position closed: October 5, 2020

Recruitment Source(s) of Hiree: KRGV-TV Ad #3

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

13. Digital Content Producer

Date position opened: July 22, 2020

Date position closed: January 4, 2021

Recruitment Source(s) of Hiree: Indeed.com #18

Recruitment Source(s) Used: 1, 2, 3, *7, *8, 10, 12, 14, 18

14. Digital Content Producer (Two positions filled)

Date position opened: July 22, 2020

Date position closed: October 5, 2020

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

Active Employee Internal Transfer/Job #5

Recruitment source(s) Used: 1, 2, 3, 4, 5, *7, *8, 10, 12, 14, 18

15. News Reporter – Spanish

Date position opened: August 6, 2020

Date position closed: January 4, 2021

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

Recruitment source(s) Used: 1, 2, 3, *7, *8, 10, 12, 13, 14

16. Topical Producer

Date position opened: August 10, 2020

Date position closed: September 10, 2020

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

Recruitment source(s) Used: 1, 2, 3, *7, *8, 10, 15

17. Executive Producer – Digital Content

Date position opened: December 9, 2020

Date position closed: January 11, 2021

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

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

18. Regional Account Executive

Date position opened: January 15, 2021

Date position closed: February 22, 2021

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

Recruit source(s) Used: 1, 2, 3, 5, *7, *8, 10, 13

19. Director of Programming & Traffic

Date position opened: January 14, 2021

Date position closed: February 22, 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

20. Digital Content Producer

Date position opened: January 18, 2021

Date position closed: February 8, 2021

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

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

21. News Reporter

Date position opened: January 4, 2021

Date position closed: March 17, 2021

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

Recruitment source(s) Used: 1, 2, 3, *7, *8, 10, 12, 13

22. News Photographer (Two positions filled)

Date position opened: October 1, 2019

Date position closed: January 25, 2020 and March 29, 2021

Recruitment source(s) of Hiree: Active Employee Transfer #5 and KRGV-TV Ad #3

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

23. Director of Human Resources

Date position opened: March 2, 2021

Date position closed: March 29, 2021

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

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

24. 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, 4, *7, *8, 10, 12, 13, 14

25. Copy Coordinator – Traffic

Date position opened: March 11, 2021

Date position closed: March 29, 2021

Recruitment source(s) of Hiree: KRGV-TV Ad #3

Recruitment source(s) of Hiree: 1, 2, 3, 4, *7, *8, 11, 13,

II. Interviewees

During the period of March 31, 2020 – March 31, 2021, a total of 87 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	33
KRGV-TV Internal Bulletin Board/All Employees Email #2	17
KRGV-TV Ad #3	07
KRGV-TV Active Employee Referral #4	07
KRGV-TV Active Employee Internal Transfer/Job #5	05
University of Texas – RGV#07	01
Texas Association of Broadcasters #10	02
Frank Magid & Associates #11	01
Outside Referral #12	10
RGV Media – Valley Classifieds #15	01
Indeed.com #18	03

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
956-968-5555
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, 2020 – March 31, 2021

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.

- On April 23, 2020, Tammy Meier, Personnel Manager, participated in a webinar entitled "21st Century Employment Law Challenges" presented by Russell Jones, shareholder at Little Mendelson Law, Media Finance Focus. Mrs. Meier also attended a webinar entitled "Privacy Laws—What Media Companies Need to Know" presented by Richy Glassberg, Co-Founder/CEO, SafeGuard Privacy. The webinars covered unique employment law challenges, being mindful of social media, employment contracts, and issues relevant to a multi-generational workforce. The information learned was shared with other hiring managers via Zoom.

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

- On June 30, 2020, from 12:00p-4:00 pm Tammy Meier, Personnel Manager, participated in the Texas A & M University System Virtual Career Fair to discuss jobs available in broadcasting and to interview interested students. As a representative of the Station as the employer, Mrs. Meier managed a chat room to meet with over 75 students interested in television broadcasting.
- On February 17, 2021, from 12:00pm – 4:00 pm Tammy Meier, Personnel Manager, participated in the Spring 2021 Bobcat Virtual Career Expo hosted by Texas State University Career Services Department. Through video chat, Mrs. Meier met with hundreds of students interested in television broadcasting to discuss issues such as reporting, producing, videography, and marketing.

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

- SAM HOUSTON ELEMENTARY SCHOOL SHOU-TV: Date(s): On-going. In 1999, the students of Sam Houston Elementary started their own television station with the help of KRGV's Creative Services Manager, Jerry Berg and employees of KRGV's Sales/Production Department. The Station has been closely involved in the operations of SHOU-TV from the outset. Students are educated on future job opportunities available to them in broadcasting. 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 news anchors, reporters, camera operators, and master control technicians. Since March 2020, such visits have taken place via a virtual platform. Other departments at KRGV also volunteer to speak to the students about their jobs at the Station as well as the kind of education and training that is needed for careers in television.

- REGION ONE ESC GEAR-UP AND KRGV-TV PROJECT – Date(s): On-going. This project serves 21 school districts from Port Isabel, Texas to Laredo, Texas. It is designed to provide GEAR UP cohort students a mentorship with specialized training opportunities in Media and Broadcasting. Students collaborate with staff members from KRGV Channel 5 News in the following areas: Writing, Filming, Editing and Graphic Design. In addition, students will create Public Service Announcements and participate in a Broadcast and Media Summer Camp. Due to the pandemic, the students and staff now meet via virtual platform.

Management and Staff involved:

Jerry Lee Berg, Creative Services Director
Tim Smith, Chief Meteorologist
Joel Villanueva, Sports Director
Israel Alfaro, News Operations Manager

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

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

Personnel Involved:

Tammy Meier, Personnel Manager
Gabriella Garza, News Anchor
Daisy Martinez, News Anchor
Sergio Puente, Meteorologist
John Kittleman, General Manager

Date	Talent	Location	Event
04/08/2020	John Kittleman	Roma ISD	Teach for America
04/20/2020	Gabriella Garza	Weslaco ISD	College Now Career Connected
04/25/2020	Tammy Meier	La Feria ISD	Virtual Career Day
05/05/2020	Daisy Martinez	Villa Nueva Elem Brownsville, TX	Virtual Career Day
02/05/2021	Sergio Puente	Donna ISD	Meteorologist Career Day
02/15/2021	Tim Smith	Edinburg High School	Virtual Career Day

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

Date(s): On-going

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

Participants	Class	Term
Sergio Puente, Weather Anchor	Weather Science	Spring 2020
Karen Gonzalez, Weather Anchor	Weather Science/Biology	Spring 2020
Ezequiel Navaro, Master Control Operator	Computer Science	Spring 2020
Christian von Preysing, News Reporter	English Writing	Spring 2020
Sergio Puente, Weather Anchor	Algebra & Biology	Fall 2020
Ric Ramos, News Producer	Public Speaking	Fall 2020

- 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.

Personnel involved:

Learner's Name	Learner's Title	Suite or Course ID
Wendy Moctezuma	Producer Somos	Producer 1, 2, 3
Yuri Gonzalez	Reporter	Reporter 1, 2
John Paul Barajas	Reporter - Anchor	Reporter 1, 2
Taylor Winkel	Reporter - Anchor	Reporter 1, 2
Christian von Preysing	Reporter	Reporter 1, 2
Cecilia Gutierrez	Reporter – Weather	Reporter 1, 2
Monica De Anda	Reporter	Reporter 1, 2

Marisol Villarreal	Reporter	Reporter 1, 2
Tanvi Varma	Reporter	Reporter 1, 2
Christian Colon	Reporter	Reporter 1, 2
Javier de la Rosa	Reporter Somos	Reporter 1, 2
Enrique Lerma	Reporter Somos	Reporter 1, 2
Valerie Gonzalez	Reporter	Reporter 1, 2
Karla Salinas	Digital Producer	Producer 1, 2, 3
Ruth Guzman	Digital Producer	Producer 1, 2, 3

David Perez	Digital Producer	Producer 1
Dave Hendricks	Digital Executive Producer	Producer 1, 2, 3 Reporter Levels 1 & 2