

## **KVIA TV**

### **Annual EEO Public File Report**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): KVIA TV and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning April 1, 2024 to and including March 31, 2025 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

- 1) A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
- 2) For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified by name, address, contact person and telephone number;
- 3) The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
- 4) Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
- 5) A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-Time Positions for Which this Source was Utilized” refer to the number of full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended, but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone, or by email.

**Appendix 1 to Annual EEO Public File Report Form  
Covering the Period from April 1, 2024 to March 31, 2025  
Station(s) Comprising Station Employment Unit: KVIA TV**

Vacancy Information

<b>Full-Time Positions Filled by Job Title</b>	<b>Recruitment Source of Hiree</b>	<b>Total Number of Interviewees from all Sources for this Position</b>	<b>Hire Date</b>
1) Morning Anchor/MMJ – Rose	Employee Referral	4	06/01/2024
2) Reporter/Anchor – Nicole A.	Indeed	6	01/13/2025
3) MMJ Assignment Editor – Andrew	Employee Referral	7	06/13/2024
4) Anchor/MMJ – Paul S.	ASU Recruiting	5	07/01/2024
5) MMJ – Rishi	ASU Recruiting	8	07/22/2024
6) Videographer/Editor – Armando	KVIA TV Website	7	07/11/2024
7) Account Executive – Alexa	Indeed	5	10/28/2024
8) Producer – Juan C.	Indeed	6	09/25/2024
9) Production Assistant – Alvaro	Internship	5	09/09/2024
10) News Production Manager – Donnie	KVIA TV Website	4	11/04/2024
11) Anchor/MMJ – Lauren	ASU Recruiting	9	01/13/2025
12) News Producer – Imane	Handshake	5	01/20/2025
13) Production Assistant – Natalia	Indeed	3	12/23/2024
14) MMJ/Weather Anchor – Olivia	Internship	4	01/29/2025
<b>TOTAL</b>		<b>78</b>	

**Appendix 2 to Annual EEO Public File Report Form  
Covering the Period from April 1, 2024 to March 31, 2025  
Station(s) Comprising Station Employment Unit: KVIA TV**

Recruitment Source Information

<b>Recruitment Source</b>	<b>Total Number of Interviewees this Source has Provided During this Period</b>	<b>Full-Time Positions for Which This Source was Utilized</b>
<b>1) KVIA TV website</b> Contact: Emma Hoggard 4140 Rio Bravo El Paso, Texas 79902 Phone: 915-496-7777 Website: kvia.com	15	#1 - #14
<b>2) University of Texas at El Paso/Internship Program</b> Contact: Carolyn Mitchell 500 W. University El Paso, Texas 79968 Phone: 915-747-5129	6	#1, #3, #5, #9, #14
<b>3) Indeed.com</b> <a href="https://www.indeed.com/">https://www.indeed.com/</a>	9	#1 - #14
<b>4) Employee Referral</b>	3	#1 - #14
<b>5) New Mexico State University</b> 2915 McFie Circle Milton Hall 186 Las Cruces, NM 88003 Contact: Hugo Perez	7	#1, #3, #5, #9, #14
<b>6) LinkedIn.com</b> <a href="https://linkedin.com/">https://linkedin.com/</a>	6	#3, #4, #14

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| <p>7) <b>News Press Gazette website</b><br/> Contact: Jennifer Wright<br/> 825 Edmond<br/> St Joseph, Missouri 64501<br/> Phone: 816-236-6237<br/> Fax: 816-271-8591<br/> Website: npgco.com</p> | <p>11</p> | <p>#1-#14</p>                       |
| <p>8) <b>Arizona State University</b><br/> 1151 S Forest Ave<br/> Tempe, AZ 85281<br/> Contact: Mike Wong<br/> Phone: 602-496-7430</p>   | <p>9</p>  | <p>#1, #3, #4, #5, #9, #11, #14</p> |
| <p>9) <b>Handshake</b><br/> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a><br/> Job posting on 26 Universities<br/> throughout the U.S.</p>                           | <p>12</p> | <p>#1, #3, #5, #9</p>               |

\*None of the above recruitment sources requested notification of job vacancies.

**Appendix 3 to Annual EEO Public File Report Form  
Covering the Period from April 1, 2024 to March 31, 2025  
Station(s) Comprising Station Employment Unit: KVIA TV**

Supplemental (Non Vacancy-Specific) Recruitment Activities Undertaken by KVIA TV:

- 1) KVIA-TV typically gives tours of the station for groups of students, ranging from elementary school to high school, in order to foster interest in students' consideration of careers in broadcasting generally, and in possible employment at KVIA-TV in particular. The 2024 tour dates were: April 25<sup>th</sup>, and 26<sup>th</sup>, May 9<sup>th</sup>, 14<sup>th</sup>, 15<sup>th</sup>, 16<sup>th</sup>, 23, and 28<sup>th</sup>, October 8<sup>th</sup>. The 2025 tour dates were: January 17<sup>th</sup>, and 24<sup>th</sup>, February 21<sup>st</sup>. The tours were for three public elementary schools, two public middle schools, five public high schools, one charter high school, and two private schools. (#10 Educational Institution Activities)
- 2) Arizona State University – Interviewed graduating seniors in the Journalism Department for News Press & Gazette during the Spring 2024, Fall 2024 and Spring 2025 semesters. This was an opportunity given to graduating students identified by the University. Our parent company NPG's news directors and hiring managers effectively conduct on-the-spot interviews with dozens of potential candidates and provided the students feedback. (#10 Educational Institution Activities)
  - The Spring 2024 interviews with 20 students took place virtually via Zoom on April, 22, 2024; Recruiting team: Michael Fabac, Sean Flanagan, Staci-Lyn Onofre
  - Fall in-person interviews took place on Monday, September 16-17, 2024. In attendance were Sean Flanagan and Beatriz Martinez (KVIA employees) along with Kate Atwood and Michael Fabac, corporate employees.
  - The recruiting trip this spring was on February 25-26, 2025 and in-person recruiters were Sean Flanagan and Paul Schulz (KVIA employees), and Michael Fabac & Pete Seyfer (corporate managers).
- 3) University of Missouri– Interviewed dozens of graduating seniors in the Journalism Department for News Press & Gazette during the Fall 2024 and Spring 2025 semesters. This was an opportunity given to graduating students identified by the University to meet with NPG's news directors and hiring managers providing information about the industry and its opportunities. Effectively conducting on the spot interviews. (#10 Educational Institution Activities)
  - The Fall 2024 in-person interviews took place on Wednesday, October 16-27, 2024. In attendance were Chad Hypes, Michael Fabac, Camryn Payne and Pete Seyfer, corporate employees.
  - The Spring 2025 interviews took place on February 11-12, 2025. Recruiters were Michael Fabac, Curtis Varns, Chad Hypes and Camryn Payne.

- 4) Penn State University – Met with future graduating seniors in the Journalism Department for News Press & Gazette during the Spring 2024 and Spring 2025 semesters. This was an opportunity given to future graduating students identified by the University to meet with NPG’s hiring managers providing information about the industry and its opportunities. Effectively acquiring resumes. (#10 Educational Institution Activities)
  - On February 20-21, 2025, recruiters Chad Hypes, Michael Fabac, Pete Seyfer, and Garielle Teiner, NPG corporate employees, interviewed dozens of Penn State students.
- 5) KVIA-TV provided internships to students from University of Texas at El Paso and New Mexico State University during the period. The students would shadow and learn from members of the newsroom. The students would then submit a written paragraph about the different skills they had learned every week to be reviewed by News Director Sean Flanagan and Assignment Editor Yvonne Suarez.(#5 Internship)
- 6) Our sales KVIA team participates in ongoing training from Texas Association of Broadcasters and Television Bureau of Advertising regarding advertising and legal issues in broadcasting. (#8 Training to Personnel)
- 7) Our KVIA management team has been given leadership training videos from LinkedIn learning. This training provided developing leadership skills to build effective leaders in the workplace. (#8 Training to Personnel)
- 8) Our management team and leaders viewed short segments from Navy Seal Admiral William H. Craven “Make Your Bed” commencement speech in the months of October and November 2024, to inspire our leaders to become better leaders to embrace their fears, respect others, learn how to lead and work as a team. (#8 Training to Personnel)
- 9) On March 25-26 and September 4-5, 2024, NPG flew in a Promax representative to El Paso to provide training to our Sales Team to enhance selling and customer service skills. (#8 Training to Personnel)
- 10) News-Press & Gazette provides KVIA News & Promotion employees with regular training: ((#8 Training to Personnel)
  - a). On June 18-20, 2024, NPG VP of Content and Station Promotion Michael Fabac held training sessions for the News, Promotions, Morning and Weather teams, plus 19 one-on-one coaching sessions with various staff.
  - b). On October 8-10, 2024, NPG VP of Content and Station Promotion Michael Fabac held training sessions for the News, Promotions, Digital, Morning and Weather teams, plus 10 one-on-one sessions with various staff.

c). On January 14-16, 2025, NPG VP of Content and Station Promotion Michael Fabac held one training session for both departments, one meeting with the Good Morning El Paso Team, and 12 one-on-one coaching sessions with various staff.

- 11) On August 7, 2024, and February 12, 2025, our Sales team participated in training from Comscore to enhance their data analysis skills. (#8 Training to Personnel)
- 12) On December 18, 2024, our Sales team was provided training on Digital Sales, the fundamentals of Connected TV (CTV) to better tailor solutions for our customers. (#8 Training to Personnel)
- 13) Between September 2 and December 11, 2024, Assistant News Director Jesus Rodriguez provided an entire day of one-on-one training with individualized coaching for each of the 12 multimedia journalists in the News department in order to help them become stronger, more efficient reporters. His training curriculum includes Writing for Broadcast, News Judgment, Editorial Guidelines, How to shoot video efficiently, Presentation and Diction, Editing on Adobe Premiere software & Formatting on Ross Xpression software. (#8 Training to Personnel)