

KRGV-TV, Weslaco, Texas

Annual EEO Public File Report for

March 30, 2016 – March 30, 2017

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 30, 2016 - March 30, 2017, and it will be placed in the station's public 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 the realization of 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 as well as ad time 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 30, 2016 – March 30, 2017

I. VACANCY INFORMATION

There were 22 people hired to permanent full-time positions at KRGV-TV during the period of March 30, 2016 - March 30, 2017. The positions 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 listed in the Recruitment Sources listed are in Appendix A. In addition, an asterisk indicates a source that requested notification of all full-time job vacancies.

1. Reporter/Weekend Anchor

Date position opened: July 14, 2015

Date position closed: August 04, 2016

Recruitment Sources of Hiree: TV Jobs (#13)

Recruitment Sources Used: 1, 2, 3, 4, \*7, \*8, 10, 11, 13

2. Reporter (2 Positions Open)

Date position opened: July 10, 2015

Date position closed: June 29, 2016

Recruitment Sources of Hiree: KRGV.com (#1) (hired two people)

Recruitment Sources Used: 1, 2, 3, 4, \*7, \*8, 10, 11, 13, 14, 17

3. Account Executive

Date position opened: March 08, 2016

Date position closed: September 20, 2016

Recruitment Sources of Hiree: KRGV TV Ad (#3)

Recruitment Sources Used: 1, 2, 3, 4, \*7, \*8, 10, 15

4. News Producer (2 Positions Open)

Date position opened: November 3, 2016

Date position closed: November 17, 2016

Recruitment Sources of Hire: KRGV.com (#1) & Active Employee Referral (#5)  
(2 hires)

Recruitment Sources Used: 1, 2, 3, 5, \*7, \*8, 10, 13, 15

5. Account Executive

Date position opened: March 8, 2016

Date position closed: September 20, 2016

Recruitment sources of Hire: KRGV-TV Ad (#3)

Recruitment sources Used: 1, 2, 3, 4, 5, \*7, \*8, 10, and 15

6. Technical Director/Master Control Operator

Date position opened: May 9, 2016

Date position closed: June 27, 2016

Recruitment sources of Hire: Internal Bulletin Board (#2) & Active Employee Internal Transfer (#5)

Recruitment sources Used: 1, 2, 3, 5, \*7, \*8, 10, 13, 15, and 18

7. Web News Producer

Date position opened: June 22, 2016

Date position closed: July 12, 2016

Recruitment sources of Hire: Active Employee Internal Transfer (#5)

Recruitment sources Used: 1, 2, 3, 5, \*7, \*8, 10, 13, and 14

8. News Reporter

Date position opened: June 29, 2016

Date position closed: December 30, 2016

Recruitment sources of Hire: TV Jobs (#13)

Recruitment sources Used: 1, 2, 3, \*7, \*8, 10, 11, and 13

9. News Reporter (2 Positions Open)

Date position opened: June 29, 2015

Date position closed: October 28, 2016

Recruitment sources of Hiree: KRGV.com (#1) (2 hires)

Recruitment sources Used: 1, 2, 3, \*7, \*8, 10, 11, and 13

10. Spanish Content Translator

Date position opened: July 5, 2016

Date position closed: August 4, 2016

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

Recruitment sources Used: 1, 2, 3, 5, \*7, \*8, 10, 13, and 14

11. News Producer

Date position opened: July 19, 2016

Date position closed: September 1, 2016

Recruitment sources of Hiree: KRGV.com (#1)

Recruitment sources Used: 1, 2, 3, 5, \*7, \*8, 10, 13, and 14

12. Assistant Chief/Investigative Photojournalist

Date position opened: July 12, 2016

Date position closed: July 27, 2016

Recruitment sources of Hiree: KRGV Employee Bulletin Board (#2) KRGV Active Employee Internal Transfer (#5)

Recruitment sources Used: 1, 2, 3, 5, \*7, \*8, 10, 13, and 14

13. Engineer Operator (2 Positions Open)

Date position opened: September 14, 2016

Date position closed: September 29, 2016

Recruitment sources of Hiree: Active Employee Referral (#4) KRGV.com (#1) (2 people hired)

Recruitment sources Used: 1, 2, 3, 4, 5, \*7, \*8, 10, and 13

14. News Reporter

Date position opened: June 29, 2016

Date position closed: August 1, 2016

Recruitment sources of Hiree: Frank Magid & Associates (#11)

Recruitment sources Used: 1, 2, 3, 4, \*7, \*8, 10, 11, and 13

15. Creative Services Producer/Editor-Sales

Date position opened: August 16, 2016

Date position closed: September 21, 2016

Recruitment sources of Hiree: Active Employee Referral (#4)

Recruitment sources Used: 1, 2, 3, 4, \*7, \*8, 10, 11, 14, and 15

16. Spanish Content Translator

Date position opened: December 19, 2016

Date position closed: February 6, 2017

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

Recruitment sources Used: 1, 2, 3, \*7, \*8, 13, 15, and 19

17. News Photographer (2 Positions Open)

Date position opened: July 5, 2016

Date position closed: December 21, 2016

Recruitment sources of Hiree: Active Employee Internal Job Transfer (#5) & KRGV.com (#1)

Recruitment sources Used: 1, 2, 3, 5, \*7, \*8, 10, and 14

## II. Interviewees

During the period of March 30, 2016 – March 30, 2017, a total of 81 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	28
KRGV-TV Internal Bulletin Board	9
KRGV-TV Ad	12
KRGV-TV Active Employee Referral	15
KRGV-TV Active Employee Internal Transfer/Job	3
TSTC Career Services	1
Texas Association of Broadcasters	2
Frank Magid & Associates	5
Word of Mouth	1
TVJOBS.com	3
Valley Classifieds	2

All other recruitment sources referred zero interviews.

### III. RECRUITMENT SOURCES

#### KRGV Recruitment Sources (Appendix A) March 30, 2016 – March 30, 2017

An asterisk (\*) after the source denotes organizations that requested notification of full time job vacancies.

1. KRGV-TV Website  
[www.krgv.com](http://www.krgv.com)  
900 East Expressway  
Weslaco, TX 78596
2. KRGV-TV Internal Bulletin Board  
900 East Expressway  
Weslaco, TX 78596
3. KRGV-TV Ad  
Public Service Announcement  
Jerry Lee Berg  
[jerrylee@krgv.com](mailto:jerrylee@krgv.com)
4. KRGV-TV  
Active Employee Referral
5. KRGV-TV  
Active Employee Internal Transfer/Job
6. Texas State University  
Kelly Cartwright  
601 University Drive  
San Marcos, TX 78666  
512-245-2645
7. University of Texas – R.G.V. \*  
1201 West University Drive, COAS 170  
Edinburg TX 78541  
Notification by email: Lourdes Servants ([servants@utpa.edu](mailto:servants@utpa.edu))  
956-665-2514
8. TSTC Career Services \*  
1902 North Loop 410  
Harlingen, TX 78550  
956-364-4131  
Notification by email to: Josie Saldivar ([josie.saldivar@harlingen.tstc.edu](mailto: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 11<sup>th</sup> Street Suite 200  
Austin, TX 78701  
512-322-9944  
Notification through website [www.tab.org](http://www.tab.org)

11. Frank Magid & Associates  
Notification by email: Barb Frye (bfrye@magid.com)  
One Research Center  
Marion, Iowa 52302  
319-377-7345
12. Word of Mouth
13. TVJOBS.com  
PO Box 4116  
Oceanside, CA 92052  
Mark Holloway  
877-988-9808  
Notifications made online at [www.tvjobs.com](http://www.tvjobs.com)
14. Medialine.com  
PO Box 51909  
Pacific Grove, CA 93950  
Mark Shilstone  
831-648-5204  
Notifications made online at [www.medialine.com](http://www.medialine.com)
15. Valley Classifieds  
Monitor/Valley Morning Star/Brownsville Herald/  
Mid Valley Towncrier  
956-683-4210  
Notifications made email to: Imelda Martinez [imartinez@valleyclassified.com](mailto:imartinez@valleyclassified.com)
16. National Association of Hispanic Journalist  
Notification: Buying an online ad  
<https://members.nahj.org>  
634 National Press Bldg. 1193  
Washington, DC 20045
17. Ihirebroadcasting.com  
Heather Gonzales through [www.ihirebroadcasting.com](http://www.ihirebroadcasting.com)
18. Indeed.com  
Ad placed through website [www.indeed.com](http://www.indeed.com)
19. Facebook  
<https://www.facebook.com/KRGVCommunity/>



KRGV-TV

MOBILE VIDEO TAPES, INC

OUTREACH ACTIVITY DESCRIPTION FORM

March 30, 2016 – March 30, 2017

SUPPLEMENT 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.*

·Texas Business Conference: Date: March 24, 2017 8:00am – 4:00 pm

Tammy Meier, Personnel Manager attended a Texas Business Conference held by the Texas Workforce Commission where methods of ensuring equal employment opportunity were shared as well as learning ways to prevent discrimination.

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

·Texas State University, San Marcos Mass Communication Fall Job Fair, October 18, 2016 from Noon-4:00 pm  
Tammy Meier, Personnel Manager attended the job Fair to discuss jobs available in broadcasting and interview interested students.

·Texas Workforce Solutions 2016 Youth Career Expo May 18, 2016 from 8:00 a.m. – 12:00 noon.  
Tammy Meier, Personnel Manager attended the career to discuss jobs in the broadcast business.

*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.

The students of Sam Houston Elementary started their own television station with the help of KRGV's Promotion Manager, Jerry Berg and employees of KRGV's Sales/Production Department. The students are educated on future job opportunities available to them in broadcasting. The students also come to the 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. Other various departments at KRGV also volunteer to speak to the students on their jobs at the station as well as the kind of education and training that is needed for careers in television.

·Alton School District Career Day, May 20, 2016 from 8:00 a.m. - 10:00 a.m. John Kittleman, General Manager, participated in a Career Day where he spoke about all careers in television broadcasting and give advice on education that is needed to have a career in news.

·Brownsville ISD and Cromack School in Brownsville, TX participated in a Summer School Career Day funded by 21<sup>st</sup> Century Grant.

·Texas State Technical College Spring 2016 Interview Practicum Date(s): April 1, 2016 3:00pm – 5:00 pm.  
Tammy Meier, Personnel Manager took part in the interviewing of upcoming graduates of TSTC to allow the students to gain knowledge and skills to land the job they have worked so hard to achieve.

·Texas State Technical College Spring 2017 Interview Practicum Date(s): March 8, 2017 from 3:00pm – 5:00 pm.  
Tammy Meier, Personnel Manager took part in the interviewing of upcoming graduates of TSTC to allow the students to gain knowledge and skills to land the job they have worked so hard to achieve.

\*Teach for America and AmeriCorps Week draws community leaders as guest public school teachers.

Date(s): March 13-17, 2017, leaders from across the region served as guest teachers during Teach for America Week. John Kittleman, general manager at KRGV Channel 5 News was a guest teacher. The organization has been a part of the Rio Grande Valley educational fabric since 1991, partnering with district and charter public schools to provide candidates for open teaching positions in underserved communities.

·GEAR-UP AND KRGV-TV PROJECT – Date(s): On-going

This is a project that serves 21 school districts from Port Isabel, Texas to Laredo, Texas that encourages parents and students to consider post-secondary education. It provides parents and students with mentoring opportunities, university visits and important information regarding college options. Throughout the school year, station personnel visit classrooms to serve as guest teachers to engage and inspire students with lessons informed by each person's professional experience.

Management and Staff involved:

Jerry Lee Berg, Community Relations Manager

Letty Garza, News Anchor

Tim Smith, Chief Meteorologist

Joel Villanueva, Sports Director

Alan Campbell, News Anchor

Samara Cokinos, Meteorologist

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

School & Public Tours of the KRGV Weslaco Studio: Date(s): On-going

Group	Number in Group	Date	Time	Contact	Ph#
TSTC Digital Media Design Group	8	4/7/2016	1:00 p.m.	Alba O'Canas	956-778-0020
Veterans Memorial Elementary - GT	25	4/12/2016	10:00 a.m.	Lorena Pena	956-849-1717
Mid Valley Leadership - Weslaco	14	5/12/2016	1:30 p.m.	Ruben Villanueva	956-463-7325
Monte Cristo Learning Center	12	6/22/2016	10:00 a.m.	Rebecca	N/A
UTRGV Retiree Association	20	12/9/2016	1:00 p.m.	Bruce Wilson	956-381-9258
Kenwood RV Resort	15	1/11/2017	10:00 a.m.	Donna Levy	956-797-1851
Kenwood RV Resort	20	1/18/2017	10:00 a.m.	Donna Levy	956-797-1851
Winter Texans	10	2/15/2017	10:00 a.m.	Ann Jenkins	N/A
Alama Rec - VEH Group	15	2/27/2017	10:00 a.m.	Joanne Leangset	612-719-0350

•KRGV-TV routinely schedules community appearances by TV News-Station personnel and/or attends community events. Date(s): On-going

Management and Staff involved:

John Kittleman, General Manager

Letty Garza, News Anchor

Tim Smith, Chief Meteorologist

Samara Cokinos, Meteorologist

Alan Shoemaker, Meteorologist

Andrew Chung, Meteorologist

Joel Villanueva, Sports Director

Cary Zayas, News Anchor

Oscar Adame, News Anchor

Valorie Williams, News Reporter

Leslie Fortson, News Reporter

Erica Proffer, News Reporter

Carolina Cruz, News Reporter

Josh Johns, News Anchor, Reporter

Date of Event: April 5, 2016

Valorie Williams attended a career day at Donna Middle School.

Date of Event: April 6, 2016

Cary Zayas judged a fundraiser for Angels of Love, who provides resources for abused and neglected children of the Rio Grande Valley.

Date of Event: April 8, 2016

Alan Shoemaker emceed the Women's Empowerment fundraiser of the Rio Grande Valley.

Date of Event: April 19, 2016

Oscar Adame attended a Career Day at Our Lady of Sorrows School in Donna, Texas.

Date of Event: April 19, 2016

Erica Proffer was guest speaker at South Texas College and spoke about Human Trafficking.

Date of Event: April 24, 2016

Alan Shoemaker was a guest speaker at Storm Fury, a seminar about storms and how to protect yourself and your belongings.

Date of Event: April 25, 2016

Samara Cokinos was guest speaker at San Benito Career Days.

Date of Event: April 28, 2016

Samara Cokinos spoke at Progreso North High School about careers in broadcasting.

Date of Event: May 5, 2016

Joel Villanueva was guest speaker at the Mission, TX Mayor's luncheon.

Date of Event: May 16, 2016

Tim Smith gave a Hurricane Preparedness Presentation to Mission Retired Teachers Association.

Date of Event: May 19, 2016

Alan Shoemaker spoke at a career day at Mission ISD.

Date of Event: May 20, 2016

Samara Cokinos was a speaker for pearls of wisdom Conference at a school in the PSJA ISD.

Date of Event: May 20, 2016

Oscar Adame spoke about being a News Anchor to students at Donna Elementary in Donna, Texas.

Date of Event: May 20, 2016

Cary Zayas emceeding a gala tonight in Brownsville for Down by the Border. 6:30-10:30pm

"The mission of Down by the Border is to enhance the quality of life and provide support to persons with Down syndrome and their families through promotion of public awareness, advocacy and information sharing with a distinct goal in mind to help individuals with Down syndrome fulfill their dreams and life aspirations."

Date of Event: June 8, 2016

Tim Smith spoke on hurricane preparedness to North Harlingen Rotary Club.

Date of Event: June 14, 2016

Tim Smith spoke on hurricane preparedness to Borderline iHeart Radio interview.

Date of Event: June 23, 2016

Tim Smith spoke to Region One Conference South on hurricane preparedness.

Date of Event: June 28-29, 2016

Samara Cokinos attended a career fair hosted by Texas Workforce Solutions.

Date of Event: July 5, 6, 7, 2016

Samara Cokinos attended three days of career days for Texas Workforce Commission.

Date of Event: October 21, 2016

Samara Cokinos talked to Cash Elementary about how the weather changes and its effects on our lives.

Date of Event: October 22, 2016

Dina Garza was guest speaker at The Rising Stars benefit for college scholarships.

Date of Event: October 26, 2016

Andrew Chung spoke at Ruben Hinojosa Elementary School, 4205 Los Indios Pkwy, Mission TX about weather pheromones.

Date of Event: November 16, 2016

Carolina Cruz was a guest speaker at Harlingen High School's 3rd Annual Career Day. Around 500 high school seniors participated in rotations/sessions in order to gain a better understanding of the various career opportunities available to them.

Date of Event: November 19, 2016

Andrew Chung spoke to Aviation Coffee & Donuts

Sun Valley Aviation, hosts monthly safety seminars that benefit the aviation community. We would greatly appreciate a meteorologist to speak about weather conditions.

Date of Event: December 9, 2016

Samara Cokinos spoke 5<sup>th</sup> grade students about careers in meteorology to hear first-hand about what character traits, qualities, and educational background are needed to obtain a potential career.

Date of Event: January 5, 2017

Tim Smith instructed the Edinburg Elementary about a career in Meteorology.

Date of Event: January 16, 2017

Oscar Adame was a guest of Donna Elementary and discussed the importance of news.

Date of Event: January 21, 2017

Carolina Cruz was the moderator for a literacy symposium at UTRGV.

Date of Event: January 26, 2017

Joel Villanueva was the host for the McAllen ISD Sports Banquet

Date of Event: January 31, 2017

Josh Johns spoke at the Weslaco High School Career Day about a career in news broadcasting.

Date of Event: February 3 & 4, 2017

Samara Cokinos and Jerry Berg were emcee's at the Cameron County Cotillion Ball.

Date of Event: February 13, 2017

Daisy Martinez read to students at Travis Elementary who hosted its very first Literacy Day.

Date of Event: February 16, 2017

Samara Cokinos was a guest speaker at IDEA Academy in Weslaco for their annual Career Fair.

Date of Event: February 16, 2017

Samara Cokinos talked to students at McAllen Memorial High School about her career in news broadcasting and meteorology.

Date of Event: February 17, 2017

Samara Cokinos was the guest speaker at Donna High School Career Day.

Date of Event: February 23, 2017

Joel Villanueva attended a career day at Horizon Montessori in McAllen.

Date of Event: February 24, 2017

Samara Cokinos attended Gonzalez Elementary to talk about broadcasting and hand out awards to students.

Date of Event: February 25, 2017

Alan Campbell emceed McAllen Boys and Girls Club awards assembly.

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

\*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.

\*On January 11 & 12, 2017, KRGV Sales Department trained with ProMax, Kelly Wirges on sales presentations. In attendance were the following employees and manager:

Cherie Onderdonk	Gracie Olivarez	Robert Ledesma
Donna Schmatz	Jackelin Pena	
Kellie McDaniel	Debbie Nott	

\*Employees in news received training on Edius, a non-linear editor (NLE) that works with most modern video formats. The training was for three days, August 15, 16, 17, 2016. In attendance were the following employees:

Patricio Salinas	Rick Stewart	Exequiel Navarro
Javier Guerrero	J. Vargas	Jonathan Camacho
Randy Garcia	Enrique Saenz	Mark Vecchio
Danny Mejia	Israel Alfaro	Carlos Ibarra
Andrea Stickle	Jennifer Galvan	Sergio Puente
Randy Navarro	Pablo Aguayo	Joel Villanueva
Ruben Juarez		

\*KRGV News Photographers received training from News Manager, Israel Alfaro, on the proper use of GPS, equipment safety for live news shots, safety and inspection of company units, and creativity of shooting package for newscasts. In attendance were:

Ricardo Ramirez	Samuel Gauna	Rick Stewart
Carlos Mendoza	Randy Garcia	Elette Garza
Patricio Salinas	Brandon Castellanos	Andrew Sanchez
Vinny Berry	Sergio Puente	Raul Castelan

\*News department employees, at no expense to them, are given the opportunity to attend training meetings held by KRGV's news consultants, Frank Magid & Associates

June 28, 2016

### **Magid Branding Session**

#### **Employees In Attendance:**

Christian von Preysing, Angelo Vargas, Ana Anguiano, Ruben Juarez, Steven Sarabia, Jenny Martinez, David Silva, Robert Salazar

#### **Synopsis:**

Julie Kraft, with Frank D. Magid and Associates, met with Channel 5 News employees to explain the stations brand. This included a presentation and question and answer session with employees.

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June 28, 2016

**Magid Producer One On One (Angie Martinez)**

**Employees In Attendance:**

Angie Martinez, Jenny Martinez

**Synopsis:**

Julie Kraft, with Frank D. Magid and Associates, met with Channel 5 News producer Angie Martinez to discuss the 10pm newscasts. The meeting included watching past newscast and working on improving certain aspect of it.

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June 28, 2016

**Magid Producer One On One (Adrian Ortega)**

**Employees In Attendance:**

Adrian Ortega, Jenny Martinez

**Synopsis:**

Julie Kraft, with Frank D. Magid and Associates, met with Channel 5 News producer Adrian Ortega to discuss the 5pm newscasts. The meeting included watching past newscast and working on improving certain aspect of it.

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June 28, 2016

**Magid One on One Talent Meeting (Leslie Aguilar)**

**Employees In Attendance:**

Leslie Aguilar

**Synopsis:**

Lindsey Cooper, with Frank D. Magid and Associates, met with new Channel 5 News reporter Leslie Aguilar to review her work. This included watching stories that she reported for the station since her arrival. Lindsey spoke with Leslie about techniques, story development and active stand ups.

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June 28, 2016

**Magid One on One Talent Meeting (Steven Sarabia)**

**Employee In Attendance**

Steven Sarabia

**Synopsis:**

Lindsey Cooper, with Frank D. Magid and Associates, met with new Channel 5 News reporter Steven Sarabia to review her work. This included watching stories that he reported for the station since his arrival. Lindsey spoke with Steven about techniques, story development and active stand ups.

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June 28, 2016

**Magid One on One Talent Meeting (Ruben Juarez)**

**Employee In Attendance**

Ruben Juarez

**Synopsis:**

Lindsey Cooper, with Frank D. Magid and Associates, met with new Channel 5 News reporter Ruben Juarez to review her work. This included watching stories that he reported for the station since his arrival. Lindsey spoke with Ruben about techniques, story development and active stand ups.

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June 28, 2016

**Magid One on One Talent Meeting (Angelo Vargas)**

**Employee In Attendance**

Angelo Vargas

**Synopsis:**

Lindsey Cooper, with Frank D. Magid and Associates, met with new Channel 5 News reporter Angelo Vargas to review her work. This included watching stories that he reported for the station since his arrival. Lindsey spoke with Angelo about techniques, story development and active stand ups.

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June 29, 2016

**Magid Social Media Meeting**

**Employees In Attendance:**

Steven Sarabia, Sandra Quintanilla, Ana Anguiano, Daisy Martinez, Christian von Preysing, Michael Scott, Leslie Aguilar, Angelo Vargas, Ruben Juarez, Jenny Martinez, David Silva Robert Salazar, Raul Castelan

**Synopsis:**

Julie Kraft, with Frank D. Magid and Associates, met with Channel 5 News reporting staff to discuss methods on how to use social media on a daily basis. Julie explained how social media can help reporters cultivate story ideas and advance story development. .

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June 29, 2016

**Magid Producer One On One (Ric Ramos)**

**Employees In Attendance:**

Jenny Martinez, Jenny Martinez

**Synopsis:**

Julie Kraft, with Frank D. Magid and Associates, met with Channel 5 News producer Ric Ramos to discuss the 6pm newscasts. The meeting included watching past newscast and working on improving certain aspect of it.

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June 29, 2016

**Magid Producer One On One (Scot Thomas)**

**Employees In Attendance:**

Scot Thomas, Jenny Martinez

**Synopsis:**

Julie Kraft, with Frank D. Magid and Associates, met with Channel 5 News producer Scot Thomas to discuss the weekday morning newscasts. The meeting included watching past newscast and working on improving certain aspect of it.

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June 29, 2016

**Magid Producer One On One (Enrique Saenz)**

**Employees In Attendance:**

Enrique Saenz, Jenny Martinez

**Synopsis:**

Julie Kraft, with Frank D. Magid and Associates, met with Channel 5 News producer Enrique Saenz to discuss the weekend morning newscasts. The meeting included watching past newscast and working on improving certain aspect of it.

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June 29, 2016

**Magid Producer One On One (Madeline Pumilia)**

**Employees In Attendance:**

Madeline Pumilia, Jenny Martinez

**Synopsis:**

Julie Kraft, with Frank D. Magid and Associates, met with Channel 5 News producer Maddy Pumilia to discuss the weekend evening newscasts. The meeting included watching past newscast and working on improving certain aspect of it.

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June 29, 2016

**Magid One on One Talent Meeting (Daisy Martinez)**

**Employee In Attendance**

Daisy Martinez

**Synopsis:**

Lindsey Cooper, with Frank D. Magid and Associates, met with new Channel 5 News reporter Daisy Martinez to review her work. This included watching stories that he reported for the station since his arrival. Lindsey spoke with Daisy about techniques, story development and active stand ups.

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June 29, 2016

**Magid One on One Talent Meeting (Christian Von Preysing)**

**Employee In Attendance**

Christian Von Preysing

**Synopsis:**

Lindsey Cooper, with Frank D. Magid and Associates, met with new Channel 5 News reporter Christian Von Preysing to review her work. This included watching stories that he reported for the station since his arrival. Lindsey spoke with Steven about techniques, story development and active stand ups.

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June 29, 2016

**Magid One on One Talent Meeting (Michael Scott)**

**Employee In Attendance**

Michael Scott

**Synopsis:**

Lindsey Cooper, with Frank D. Magid and Associates, met with new Channel 5 News reporter Michael Scott to review her work. This included watching stories that he reported for the station since his arrival. Lindsey spoke with Michael about techniques, story development and active stand ups.

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August 15, 2016

**Edius NLE Training Introduction Class A**

**Employees In Attendance:**

Arturo Vargas, Rick Stewart, Patricio Salinas, CJ Farmer, Exequiel Navarro, Isamar Martinez Javier Guerrero, Pablo Aguayo, Michael Leal

**Synopsis:**

Experts from Edius came to the station to teach staff on how our NEW Edius editing system works.

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August 15, 2016

**Edius NLE Training Introduction Class B**

**Employees In Attendance:**

Randy Garcia, Marco Veccio, Brandon Ortega, Danny Mejia, Andrea Stickle, Enrique Saenz

**Synopsis:**

Experts from Edius came to the station to teach staff on how our NEW Edius editing system works.

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August 16, 2016

**Edius NLE Training Advanced Class A****Employees In Attendance:**

Arturo Vargas, Rick Stewart, Patricio Salinas, CJ Farmer, Exequiel Navarro, Isamar Martinez Javier Guerrero, Pablo Aguayo, Michael Leal

**Synopsis:**

Experts from Edius came to the station to teach staff on how our NEW Edius editing system works.

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August 16, 2016

**Edius NLE Training Advanced Class B****Employees In Attendance:**

Randy Garcia, Marco Veccio, Brandon Ortega, Danny Mejia, Andrea Stickle, Enrique Saenz

**Synopsis:**

Experts from Edius came to the station to teach staff on how our NEW Edius editing system works.

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August 17, 2016

**Edius NLE Training Introduction Class C****Employees In Attendance:**

Sergio Puente, Jennifer Galvan, Melissa Eberle, Joel Villanueva, Randy Navarro

**Synopsis:**

Experts from Edius came to the station to teach staff on how our NEW Edius editing system works.

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August 17, 2016

**Edius NLE Training Introduction Class D****Employees In Attendance:**

Israel Alfaro, Carlos Mendoza, Ruben Juarez

**Synopsis:**

Experts from Edius came to the station to teach staff on how our NEW Edius editing system works.

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August 18, 2016

**Edius NLE Training Advanced Class C****Employees In Attendance:**

Sergio Puente, Jennifer Galvan, Melissa Eberle, Joel Villanueva, Randy Navarro

**Synopsis:**

Experts from Edius came to the station to teach staff on how our NEW Edius editing system works.

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August 18, 2016

**Edius NLE Training Advanced Class D****Employees In Attendance:**

Israel Alfaro, Carlos Mendoza, Ruben Juarez

**Synopsis:**

Experts from Edius came to the station to teach staff on how our NEW Edius editing system works.

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August 22, 2016

### **ENPS CORE AM Training Course**

#### **Employees In Attendance:**

Daisy Martinez, Alan Campbell, Sandra Quintanilla, Ana Anguiano, CJ Farmer, Lauren Kendrick Scot Thomas, Heather Arevalo, Beatriz Guevara, Lina Vargas, Zeila Salas

#### **Synopsis:**

Programmers from ENPS trained news department employees on the new features available to them in the ENPS program.

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August 22, 2016

### **ENPS CORE PM Training Course**

#### **Employees In Attendance:**

Steven Sarabia, Samara Cokinos, Tim Smith, Oscar Adame, Cary Zayas, Ruben Juarez, Ric Ramos, David Silva, Ramon Rodriguez

#### **Synopsis:**

Programmers from ENPS trained news department employees on the new features available to them in the ENPS program.

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August 23, 2016

### **ENPS CORE AM Training Course**

#### **Employees In Attendance:**

Dina Herrera, Leslie Aguilar, Angelo Vargas, Alan Shoemaker, Letty Garza, Michael Scott Enrique Saenz, Adrian Ortega, Angie Martinez, Ric Ramos, Jesus Rodriguez, Juan Vargas, Raul Gomez, Aida Alvarez

#### **Synopsis:**

Programmers from ENPS trained news department employees on the new features available to them in the ENPS program.

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August 23, 2016

### **ENPS CORE PM Training Course**

#### **Employees In Attendance:**

Gabriella Garza, Joel Villanueva, Brandon Ortega, Christian von Preysing, John Hambrecht Steve Soliz, Madeleine Pumilia

#### **Synopsis:**

Programmers from ENPS trained news department employees on the new features available to them in the ENPS program.

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August 23, 2016

### **Digital Coverage Of High School Football Meeting**

#### **Employees In Attendance:**

Joel Villanueva, Brandon Ortega, Ruben Juarez, Malena Hernandez, Amanda Alaniz, Arturo Vargas, Randy Garcia, Sergio Puente, Marco Veccio, Enrique Saenz, Rick Ramirez, Carlos Mendoza, Elette Garza, Patricio Salinas, Brandon Castellanos, Samuel Gauna, John Kittleman Jenny Martinez, Robert Salazar, Raul Castelan, David Silva

#### **Synopsis:**

General Manager John Kittleman, met with the photography team, sports department and news management to discuss the importance of using social media tools during the football season.  
Mr. Kittleman revealed new apps and options available to the team.

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August 24, 2016

**AM ENPS Injest/Edit Training**

**Employee In Attendance:**

Daisy Martinez, Alan Campbell, Sandra Quintanilla, Ana Anguiano, CJ Farmer, Lauren Kendrick, Steven Sarabia, Tim Smith, Ruben Juarez, Gabriella Garza, Madeleine Pumilia, John Hambrecht, Carmen Garcia, Manny Lopez, Julieta Morales-Gomez, Ben Valdez, Guillermo Hernandez, Michelle Huebe

**Synopsis:**

This seminar, experts explained the process of INJESTING/EDITING in the **new** ENPS

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August 24, 2016

**PM ENPS Injest/Edit Training**

**Employee In Attendance:**

Dina Herrera, Leslie Aguilar, Angelo Vargas, Alan Shoemaker, Letty Garza, Michael Scott Enrique Saenz, Adrian Ortega, Angie Martinez, Ric Ramos, Jesus Rodriguez, Juan Vargas, Raul Gomez, Aida Alvarez

**Synopsis:**

This seminar, experts explained the process of INJESTING/EDITING in the **new** ENPS

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October 4, 2016

**Magid One on One Talent Meeting (Steven Sarabia)**

**Employees In Attendance:**

Steven Sarabia

**Synopsis:**

Lindsey Cooper, with Frank D. Magid and Associates, met with new Channel 5 News reporter Steven Sarabia to review his work. This included watching stories that he'd reported for the station since his arrival. Lindsey spoke with Steven about techniques he could practice to become more comfortable on air.

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October 4, 2016

**Magid One on One Talent Meeting (Ruben Juarez)**

**Employees In Attendance:**

Ruben Juarez

**Synopsis:**

Lindsey Cooper, with Frank D. Magid and Associates, met with new Channel 5 News Sports/ News reporter Ruben Juarez to review his work. This included watching stories that he'd reported for the station since his arrival. Lindsey spoke with Ruben about techniques he could practice to become more comfortable on air.

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October 4, 2016

**Magid One on One Talent Meeting (John Hambrecht)**

**Employees In Attendance:**

John Hambrecht

**Synopsis:**

Lindsey Cooper, with Frank D. Magid and Associates, met with new Channel 5 News reporter John Hambrecht to review his work. This included watching stories that he'd reported for the station since his arrival. Lindsey spoke with John about techniques he could practice to become more comfortable on air.

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October 5, 2016

**Magid One on One Talent Meeting (Daisy Martinez)**

**Employees In Attendance:**

Daisy Martinez

**Synopsis:**

Lindsey Cooper, with Frank D. Magid and Associates, met with new Channel 5 News reporter Daisy Martinez to review his work. This included watching stories that she'd reported for the station since his arrival. Lindsey spoke with Daisy about techniques she could practice to become more comfortable on air.

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October 5, 2016

**Magid One on One Talent Meeting (Teala Stahl)**

**Employees In Attendance:**

Teala Stahl

**Synopsis:**

Lindsey Cooper, with Frank D. Magid and Associates, met with new Channel 5 News anchor/reporter Teala Stahl to review his work. This included watching stories that she'd reported for the station since his arrival. Lindsey spoke with Teala about techniques she could practice to become more comfortable on air.

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October 5, 2016

**Magid One on One Talent Meeting (Carolina Cruz)**

**Employees In Attendance:**

Carolina Cruz

**Synopsis:**

Lindsey Cooper, with Frank D. Magid and Associates, met with new Channel 5 News reporter Carolina Cruz to review his work. This included watching stories that she'd reported for the station since his arrival. Lindsey spoke with Carolina about techniques she could practice to become more comfortable on air.

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October 6, 2016

**Magid One on One Talent Meeting (Gabriella Garza)**

**Employees In Attendance:**

Gabriella Garza

**Synopsis:**

Lindsey Cooper, with Frank D. Magid and Associates, met with new Channel 5 News reporter Gabriella Garza to review his work. This included watching stories that she'd reported for the station since his arrival. Lindsey spoke with Gabriella about techniques she could practice to become more comfortable on air.

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October 5, 2016

**Magid One on One Talent Meeting (Angelo Vargas)**

**Employees In Attendance:**

Angelo Vargas

**Synopsis:**

Lindsey Cooper, with Frank D. Magid and Associates, met with new Channel 5 News reporter Angelo Vargas to review his work. This included watching stories that he'd reported for the station since his arrival. Lindsey spoke with Angelo about techniques he could practice to become more comfortable on air.

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October 5, 2016

**Magid Producer One On One (Ric Ramos)**

**Employees In Attendance:**

Ric Ramos

**Synopsis:**

Julie Kraft, with Frank D. Magid and Associates, met with Channel 5 News producer Ric Ramos to discuss the 6pm newscasts. The meeting included watching past newscast and working on improving certain aspect of it.

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October 7, 2016

**Magid Reporting Staff Meeting**

**Employees In Attendance:**

Sandra Quintanilla, Ana Anguiano, Daisy Martinez, Christian von Preysing, Michael Scott, Leslie Aguilar, Angelo Vargas, Teala Stahl, John Hambrecht, Carolina Cruz, Dina Bernice Vera, Jenny Martinez, David Silva, Robert Salazar, Raul Castelan

**Synopsis:**

Julie Kraft, with Frank D. Magid and Associates, met with the Channel 5 News reporting staff to discuss and show examples of living the brand on a daily basis.

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October 7, 2016

**Magid Writing Seminar**

**Employees In Attendance:**

Teala Stahl, John Hambrecht, Carolina Cruz, Dina Bernice Vera, Jenny Martinez

**Synopsis:**

Julie Kraft, with Frank D. Magid and Associates, met with the Channel 5 News reporting staff to discuss and show examples of active writing styles and how to apply it daily.

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