

EEO PUBLIC FILE REPORT  
FOR  
STATION KECY-TV & KESE LD

This EEO Public File Report  
Covers the One-Year Period  
Ending on July 31, 2021

**KEYC-TV & KESE LP**  
**EEO PUBLIC FILE REPORT**

This EEO Public File Report is filed in Station KEYC-TV's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the one year period beginning on August 1, 2020 and ending on July 31, 2021, the station filled the following full-time vacancies:

Bi-Lingual Multimedia Journalist – 1 opening  
Anchor – 1 opening  
Multimedia Journalist – 5 openings  
Sports Anchor – 1 opening  
Anchor/Reporter – 1 opening  
Account Executive – 1 opening

The station interviewed a total 118 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

Recruitment Source	Total Number of Interviewees Referred
Station Website	21
Station on air Advertisement	3
NPG Corporate Website	26
TV Jobs	15
ASU Recruiting Event	3
Zip Recruiter	1
Arizona Broadcasters Association	1
Indeed	31
Referral	10
Internal (employee)	6
Walk-in	1

Note: Some interviewees were interviewed for multiple openings and, therefore, have been counted more than once.

Attachment A contains the following information for each full-time vacancy:

- < The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- < The recruitment source that referred the hiree for each full-time vacancy;
- < The total number of persons interviewed for each full-time vacancy; and
- < The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

\* \* \* \* \*

**ATTACHMENT A**

**EEO INFORMATION FOR FULL-TIME VACANCIES**

# **FULL-TIME VACANCY EEO INFORMATION**

[fill out for each full-time vacancy]

**Job Title of Vacancy:** Bi-Lingual MMJ

**Recruitment source and hire date for hirees:**

8/24/2020

Indeed

**Date Vacancy Opened:** 7/9/2020

**# of Vacancies:** 1

**# of Persons interviewed for the vacancy:** 5

Name of Recruitment Source	Address (Website)	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Station Website	kyma.com	Ernesto Romero	(928) 539-9990	2	no
Station on air advertisement		Pam Knight	(928) 539-9990		no
NPG Corporate Website	npgco.com	n/a	n/a		no
TV Jobs	tvjobs.com	n/a	n/a	2	no
Arizona Broadcasters Assoc	aba.org	n/a	n/a		no
Indeed	indeed.com	n/a	n/a	1	no
Referral		n/a	n/a		no
Internal (Employee)		n/a	n/a		no
Walk-in		n/a	n/a		no
		n/a	n/a		no

# **FULL-TIME VACANCY EEO INFORMATION**

[fill out for each full-time vacancy]

**Job Title of Vacancy:** Anchor

**Recruitment source and  
hire date for hirees:**

10/28/2020      station website

**Date Vacancy Opened:** 6/23/2020

**# of Vacancies:** 1

**# of Persons interviewed for  
the vacancy:** 7

Name of Recruitment Source	Address (Website)	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Station Website	kyma.com	Ernesto Romero	(928) 539-9990	3	no
Station on air advertisement		Pam Knight	(928) 539-9990	1	no
NPG Corporate Website	npgco.com	n/a	n/a	2	no
TV Jobs	tvjobs.com	n/a	n/a		no
Arizona Broadcasters Assoc	aba.org	n/a	n/a		no
Indeed	indeed.com	n/a	n/a	1	no
Referral		n/a	n/a		no
Internal (Employee)		n/a	n/a		no
Walk-in		n/a	n/a		no
		n/a	n/a		no

**FULL-TIME VACANCY EEO INFORMATION**  
[fill out for each full-time vacancy]

**Job Title of Vacancy:** Multimedia Journalist

**Recruitment source and hire date for hirees:**

**Date Vacancy Opened:** 6/23/2020

9/28/2020      Employee referral  
11/23/2020      station website

**# of Vacancies:** 2

**# of Persons interviewed for the vacancy:** 21

Name of Recruitment Source	Address (Website)	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Station Website	kyma.com	Ernesto Romero	(928) 539-9990	3	no
Station on air advertisement		Pam Knight	(928) 539-9990		no
NPG Corporate Website	npgco.com	n/a	n/a	5	no
TV Jobs	tvjobs.com	n/a	n/a	4	no
Arizona Broadcasters Assoc	aba.org	n/a	n/a		no
Indeed	indeed.com	n/a	n/a	5	no
Referral		n/a	n/a	4	no
Internal (Employee)		n/a	n/a		no
Walk-in		n/a	n/a		no
		n/a	n/a		no

# FULL-TIME VACANCY EEO INFORMATION

[fill out for each full-time vacancy]

Job Title of Vacancy: Sports Anchor

Recruitment source and  
hire date for hirees:

2/1/2021 Tvjobs.com

Date Vacancy Opened: 10/14/2020

# of Vacancies: 1

# of Persons interviewed for  
the vacancy: 28

Name of Recruitment Source	Address (Website)	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Station Website	kyma.com	Ernesto Romero	(928) 539-9990	1	no
Station on air advertisement		Pam Knight	(928) 539-9990	2	no
NPG Corporate Website	npgco.com	n/a	n/a	6	no
TV Jobs	tvjobs.com	n/a	n/a	7	no
Arizona Broadcasters Assoc	aba.org	n/a	n/a		no
Indeed	indeed.com	n/a	n/a	12	no
Referral		n/a	n/a		no
Internal (Employee)		n/a	n/a		no
Walk-in		n/a	n/a		no

# FULL-TIME VACANCY EEO INFORMATION

[fill out for each full-time vacancy]

Job Title of Vacancy: Anchor/Reporter

Recruitment source and  
hire date for hirees:

3/8/2021

Indeed

Date Vacancy Opened: 1/5/2021

# of Vacancies: 1

# of Persons interviewed for  
the vacancy: 23

Name of Recruitment Source	Address (Website)	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Station Website	kyma.com	Ernesto Romero	(928) 539-9990	5	no
Station on air advertisement		Pam Knight	(928) 539-9990		no
NPG Corporate Website	npgco.com	n/a	n/a	6	no
TV Jobs	tvjobs.com	n/a	n/a	2	no
Arizona Broadcasters Assoc	aba.org	n/a	n/a		no
Indeed	indeed.com	n/a	n/a	5	no
Referral		n/a	n/a	2	no
Internal (Employee)		n/a	n/a	3	no
Walk-in		n/a	n/a		no
		n/a	n/a		no

# **FULL-TIME VACANCY EEO INFORMATION**

[fill out for each full-time vacancy]

**Job Title of Vacancy:** Multimedia Journalist

**Recruitment source and hire date for hirees:**

4/5/2021      Station Website

**Date Vacancy Opened:** 3/16/2021

**# of Vacancies:** 1

**# of Persons interviewed for the vacancy:** 13

Name of Recruitment Source	Address (Website)	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Station Website	kyma.com	Ernesto Romero	(928) 539-9990	3	no
Station on air advertisement		Pam Knight	(928) 539-9990		no
NPG Corporate Website	npgco.com	n/a	n/a	3	no
ASU Campus Recruiting Event		n/a	n/a	2	no
TV Jobs	tvjobs.com	n/a	n/a		no
Arizona Broadcasters Assoc	aba.org	n/a	n/a		no
Indeed	indeed.com	n/a	n/a		no
Referral		n/a	n/a	3	no
Internal (Employee)		n/a	n/a	2	no
Walk-in		n/a	n/a		no

# **FULL-TIME VACANCY EEO INFORMATION**

[fill out for each full-time vacancy]

**Job Title of Vacancy:** Multimedia Journalist

**Recruitment source and hire date for hirees:**

6/7/2021 station website

**Date Vacancy Opened:** 4/28/2021

7/6/2021 station website

**# of Vacancies:** 2

**# of Persons interviewed for the vacancy:** 16

Name of Recruitment Source	Address (Website)	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Station Website	kyma.com	Ernesto Romero	(928) 539-9990	3	no
Station on air advertisement		Pam Knight	(928) 539-9990		no
NPG Corporate Website	npgco.com	n/a	n/a	4	no
ASU Campus Recruiting event		n/a	n/a	1	no
TV Jobs	tvjobs.com	n/a	n/a		no
Arizona Broadcasters Assoc	aba.org	n/a	n/a	1	no
Indeed	indeed.com	n/a	n/a	5	no
Referral		n/a	n/a	1	no
Internal (Employee)		n/a	n/a		no
Walk-in		n/a	n/a	1	no
		n/a	n/a		no

# FULL-TIME VACANCY EEO INFORMATION

[fill out for each full-time vacancy]

Job Title of Vacancy: Account Executive

Recruitment source and  
hire date for hirees:

7/19/2021 Zip Recruiter

Date Vacancy Opened: 10/28/2020

# of Vacancies: 1

# of Persons interviewed for  
the vacancy: 5

Name of Recruitment Source	Address (Website)	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Station Website	kyma.com	Ernesto Romero	(928) 539-9990	1	no
Station on air advertisement		Pam Knight	(928) 539-9990		no
NPG Corporate Website	npgco.com	n/a	n/a		no
TV Jobs	tvjobs.com	n/a	n/a		no
Zip Recruiter	Ziprecruiter.com	n/a	n/a	1	no
Arizona Broadcasters Assoc	aba.org	n/a	n/a		no
Indeed	indeed.com	n/a	n/a	2	no
Referral		n/a	n/a		no
Internal (Employee)		n/a	n/a	1	no
Walk-in		n/a	n/a		no
		n/a	n/a		no

**ATTACHMENT B**  
**MENU OPTION ACTIVITIES**

## MENU OPTION ACTIVITIES

Station KECY-TV has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
1	Job Fair	On March 3, 2021 News Director, Ernesto Romero and Michael Fabac, Corporate Director of News attended a virtual recruiting event for Arizona State University.
1	Job Fair	On March 12, 2021 News Director, Ernesto Romero and Michael Fabac, Corporate Director of News attended a virtual recruiting event for Syracuse University.
5	Internship	On March 22, 2021 the station provided one paid 12 week internship for Arizona @ Work's Work Experience Program participant to provide on the job training.

For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting..
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.