

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

This EEO Public File Report  
Covers the One-Year Period  
Ending on July 31, 2022

## 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 Communication Commission's ("FCC") rules.

During the one-year period beginning on August 1, 2021 and ending on July 31, 2022, the station filed the following full-time vacancies:

Vancancies	# Openings
Account Executive	4
Multimedia Journalist	3
Anchor	1
Digital Content Producer	1
Videographer	1
Traffic Coordinator	1

The Station interviewed a total of 43 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 # of Interviewees
Station Website	2
Station on air advertisement	3
NPG Corporate Website	4
TVJobs.com	2
Arizona Broadcasters Association	1
Indeed	17
Referral	13
Internal (Employee)	
Walk-in	1
	43

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 recruiting 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 fulltime vacancy.
- < The total number of persons interviewed for each full-time vacancy.
- < 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: Multimedia Journalist

Date Vacancy Opened: 9/31/2021

# of Vacancies: 3

# of Persons interviewed for the vacancy: 8

Recruitment source and hire date for hires:

11/22/2021	referral
1/17/2021	referral
2/7/2022	Station Website

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	npcco.com			1	no
TV Jobs	tvjobs.com			1	no
Arizona Broadcasters Assoc	aba.org				no
Indeed	indeed.com			2	no
Referral				3	no
Internal (Employee)					no
Walk-in					no

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

**Job Title of Vacancy:** Account Executive

**Recruitment source and**

**Date Vacancy Opened:** 10/28/2021

**hire date for hires:**

11/8/2021  
2/2/2022

Indeed  
Referral

**# of Vacancies:** 2

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

Name of Recruitment Source	Address (Website)	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
Station Website	kyma.com	Ernesto Romero	(928) 539-9990		no
Station on air advertisement		Pam Knight	(928) 539-9990	2	no
NPG Corporate Website	npcco.com		n/a	1	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	2	no
Referral		n/a	n/a	2	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:** Account Executive  
**Date Vacancy Opened:** 2/22/2022  
**# of Vacancies:** 2  
**# of Persons interviewed for the vacancy:** 8

**Recruitment source and hire date for hires:**  
4/18/2022      Referral  
6/20/2022      Referral

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	kyrna.com	Ernesto Romero	(928) 539-9990		no
Station on air advertisement		Pam Knight	(928) 539-9990		no
NPG Corporate Website	npcco.com				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		5 no
Referral		n/a	n/a		2 no
Internal (Employee)		n/a	n/a		no
Walk-in		n/a	n/a		1 no
					no

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

**Job Title of Vacancy:** Digital Content Producer

**Recruitment source and**

**hire date for hires:**

6/13/2022

Station Website

**Date Vacancy Opened:** 5/5/2022

**# 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	1	no
NPG Corporate Website	npcco.com		n/a		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	2	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

Date Vacancy Opened: 5/18/2021

# of Vacancies: 1

# of Persons interviewed for the vacancy: 5

Recruitment source and hire date for hires: 7/5/2022 Corporate Website

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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		no
Station on air advertisement		Pam Knight	(928) 539-9990		no
NPG Corporate Website	npcco.com			2	no
TV Jobs	tvjobs.com			1	no
Arizona Broadcasters Assoc	aba.org				no
Indeed	indeed.com			2	no
Referral					no
Internal (Employee)					no
Walk-in					no



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

**Job Title of Vacancy:** Videographer

**Date Vacancy Opened:** 6/7/2022

**# of Vacancies:** 1

**# of Persons interviewed for the vacancy:** 4

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

7/5/2022

Referral

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

# FULL-TIME VACANCY EEO INFORMATION

[fill out for each full-time vacancy]

Job Title of Vacancy: Traffic Coordinator

Recruitment source and

hire date for hires:

7/19/2022

referral

Date Vacancy Opened: 6/20/2022

# of Vacancies: 1

# of Persons interviewed for

the vacancy: 6

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		no
Station on air advertisement		Pam Knight	(928) 539-9990		no
NPG Corporate Website	npcco.com				no
TV Jobs	tvjobs.com				no
Arizona Broadcasters Assoc	aba.org				1 no
Indeed	indeed.com				3 no
Referral					2 no
Internal (Employee)					no
Walk-in					no
					no

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

## MENU OPTION ACTIVITIES

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

Activity Classification	Type of Activity	Brief Description
14	EEO Training to Management	Pam Knight, Human Resources Manager, participated in an hour-long EEO training session on February 18, 2022, presented by legal counsel. Topics included background and updates on the current EEO regulatory environment for broadcasters; requirements of the FCC's EEO rule, including methods of ensuring equal employment opportunity and preventing discrimination; and practical considerations related to EEO programs for broadcasters.
1	Job Fair	On March 21, 2022 Corporate Director of News Michael Fabac and News Director Ernesto Romero participated in a virtual job fair presented by Arizona State University.
5	Internship	On March 22, 2022 the station provided one paid 6 week internship for Arizona @ Work's Work Experience Program participant to provide on the job training.
10	Career Day	On May 10, 2022 Anchor Jenney Day attended a Career Day at James D. Price Elementary School where she talked to students about career opportunities in the broadcast industry.
10	Career Day	Weather Anchor Melissa Zaremba and News Technical Director Jonathan Noronha did a two-part presentation on March 15 and 18, 2022 to Crane Pueblo School's Broadcasting class. Later they provided a tour of the station to them on May 9, 2022 teaching them about career opportunities in the broadcast industry.

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.