

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

This EEO Public File Report  
Covers the One-Year Period  
Ending on July 31, 2023

## KEYCY-TV & KESE LP EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station KEYCY-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, 2022 and ending on July 31, 2023, the station filed the following full-time vacancies:

Vancancies	# Openings
Integrated Media Consultant	2
Multimedia Journalist	6
Anchor	4
Account Executive	1
BiLingual Multimedia Journalist	1
Sports Anchor	1

The Station interviewed a total of 102 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	5
Station on air advertisement	13
NPG Corporate Website	7
TVJobs.com	2
Arizona Broadcasters Association	1
Indeed	47
ASU Job Fair	3
Referral	19
Internal (Employee)	
Zip Recruiter	1
LinkedIn	4
Walk-in	

102

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:** Integrated Media Consultant      **Recruitment source and hire date for hirees:** 8/24/2022      Employee Referral

**Date Vacancy Opened:** 8/4/2022

**# 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	npgco.com	n/a	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	2	no
ASU Job Fair	ASU Job Fair	n/a	n/a		no
Referral		n/a	n/a	1	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 Recruitment source and hire date for hirees: 11/21/2022 Indeed

Date Vacancy Opened: 7/6/2022

# of Vacancies: 1

# of Persons interviewed for the vacancy: 11

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	2	no
NPG Corporate Website	npgco.com	n/a	n/a	1	no
TV Jobs	tvjobs.com	n/a	n/a		no
Arizona Broadcasters Asscc	aba.org	n/a	n/a		no
Indeed	indeed.com	n/a	n/a	7	no
LinkdIn		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

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

Job Title of Vacancy: Multimedia Journalist  
 Date Vacancy Opened: 10/27/2022

Recruitment source and  
 hire date for hires:

12/5/2022 Referral  
1/30/2023 NPG Corporate Website

# of Vacancies: 2

# of Persons interviewed for  
 the vacancy: 11

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	1	no
NPG Corporate Website	npgco.com	n/a	n/a	1	no
TV Jobs	tvjobs.com	n/a	n/a	1	no
Arizona Broadcasters Assoc	aba.org	n/a	n/a		no
Indeed	indeed.com	n/a	n/a	5	no
LinkedIn	LinkedIn.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: Multimedia Journalist

Recruitment source and

hire date for hirees: 4/3/2023 Referral

Date Vacancy Opened: 2/2/2023

# of Vacancies: 1

# of Persons interviewed for the vacancy: 8

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	npgco.com	n/a	n/a		no
TV Jobs	tvjobs.com	n/a	n/a	1	no
Arizona Broadcasters Assoc	aba.org	n/a	n/a		no
Indeed	indeed.com	n/a	n/a	5	no
Zip Recruiter.com		n/a	n/a	1	no
Referral		n/a	n/a	1	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

Recruitment source and hire date for hirees:

12/6/2022 Indeed

Date Vacancy Opened: 9/8/2022

# of Vacancies: 1

# of Persons interviewed for the vacancy: 12

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	npgco.com	n/a	n/a		no
TV Jobs	tvjobs.com	n/a	n/a		no
Arizona Broadcasters Asscc	aba.org	n/a	n/a		no
Indeed	indeed.com	n/a	n/a	8	no
LinkdIn		n/a	n/a		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: Integrated Media Consulted

Recruitment source and hire date for hirees: \_\_\_\_\_

5/1/2023 Referral

Date Vacancy Opened: 4/11/2023

# of Vacancies: 1

# of Persons interviewed for the vacancy: 3

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	npgco.com	n/a	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
Zip Recruiter.com		n/a	n/a		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: Multimedia Journalist

Recruitment source and  
hire date for hirees:

6/26/2023 ASU Job Fair

Date Vacancy Opened: 2/20/2023

# of Vacancies: 1

# of Persons interviewed for  
the vacancy: 11

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	3	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	2	no
ASU Job Fair	ASU Job Fair	n/a	n/a	1	no
Referral		n/a	n/a	3	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: BiLingual Multimedia Journalist

Recruitment source and hire date for hirees:

7/10/2023

ASU Job Fair

Date Vacancy Opened: 11/23/2022

# of Vacancies: 1

# of Persons interviewed for the vacancy: 9

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	2	no
NPG Corporate Website	npgco.com	n/a	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	4	no
ASU Job Fair	ASU Job Fair	n/a	n/a	2	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: Sports Anchor      Recruitment source and  
 Date Vacancy Opened: 4/10/2023      hire date for hirees: 7/17/2023      Indeed

# 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	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
Arizona Broadcasters Assoc	aba.org	n/a	n/a	1	no
Indeed	indeed.com	n/a	n/a	4	no
ASU Job Fair	ASU Job Fair	n/a	n/a		no
Referral		n/a	n/a	1	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:** Multimedia Journalist      **Recruitment source and hire date for hires:** 9/19/2022      LinkedIn  
**Date Vacancy Opened:** 6/20/2022      10/31/2022      Employee Referral

**# of Vacancies:** 2  
**# 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	2	no
Station on air advertisement		Pam Knight	(928) 539-9990	2	no
NPG Corporate Website	npgco.com	n/a	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	5	no
LinkedIn	LinkedIn.com	n/a	n/a	1	no
Referral		n/a	n/a	3	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

Recruitment source and  
hire date for hirees:

12/12/2022      Employee Referral  
2/14/2023      Indeed  
2/27/2023      Indeed

Date Vacancy Opened: 5/13/2022

# of Vacancies: 3

# of Persons interviewed for  
the vacancy: 12

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	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	4	no
LinkedIn	LinkedIn.com	n/a	n/a	1	no
Referral		n/a	n/a	4	no
Internal (Employee)		n/a	n/a		no
Walk-in		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
14	EEO Training to Management	On April 13, 2023 Pam Knight, Human Resources Coordinator, participated in an hour-long webinar presented by Jackson Lewis P.C. EEOC Vice Chair Jocelyn Samuels was a speaker at the webinar; she discussed the new Pregnant Workers Fairness Act (PWFA) and its implications for employers, as well as provided her insights on the PWFA and what employers could do to ensure compliance prior to the law's effective date of June 27, 2023. She answered questions and provided up to date information on EEOC governance, current and upcoming regulatory changes and litigation trends that could give employers an advantage they could put to immediate action.
1	Job Fair	On February 24, 2023, Corporate Director of News Michael Fabac attended the Job Expo at Penn State University
1	Job Fair	On February 27, 2023, Corporate Director of News Michael Fabac attended the Recruiting Day Event at Arizona State University.
1	Job Fair	On March 7-8, 2023 Corporate Director of News Michael Fabac attended The Recruiting Day Event at University of Missouri.
5	Internship Program	On August 25, 2022 station General Manager Dave Miller attended a Marketing Department faculty meeting at Northern Arizona University and Subsequently created a Sales internship program in which we provided two students with a 6 week sales internship on February 14, 2023.



4	Station Tours	The stations routinely give station tours to organizations, schools and other interested parties where they talk about employment opportunities in the Broadcast industry. On November 29, 2022 news personality, Samantha Byrd led Gila Ridge High School's Film And TV Production class in a tour of the station and gave a presentation about employment opportunities in the Broadcast industry.
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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.