

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

This EEO Public File Report
Covers the One-Year Period
Ending on July 31, 2024

**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, 2023 and ending on July 31, 2024, the station filed the following full-time vacancies:

Vancancies	# Openings
Multimedia Journalist	3
Videographer	1
Integrated Media consultant	1
Account Executive	1
Sports Anchor	1

The station interviewed a total of 61 people for all full-time vacancies during the period covered in thi 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	10
Station on air advertisement	7
NPG Corporate Website	7
TVJobs.com	2
Arizona Broadcasters Association	0
Indeed	21
ASU Job Fair	0
Linkedin	7
Referral	7
Walk-in	0

61

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

Recruitment source and

hire date for hires: _____

Date Vacancy Opened: 2/20/2023

9/5/2023

TV Jobs.com

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	4	no
Station on air advertisement		Pam Knight	(928) 539-9990	3	no
NPG Corporate Website	npcco.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	1	no
LinkedIn	LinkedIn	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: Videographer

Recruitment source and

hire date for hires: 2/5/2024 Station On-Air Advertisement

Date Vacancy Opened: 1/22/2024

of Vacancies: 1

of Persons interviewed for the vacancy: 4

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	no
TV Jobs	tvjobs.com	n/a	n/a	1	no
Arizona Broadcasters Assoc	aba.org	n/a	n/a	no	no
Indeed	indeed.com	n/a	n/a	1	no
LinkedIn	LinkedIn	n/a	n/a	no	no
Referral		n/a	n/a	no	no
Internal (Employee)		n/a	n/a	no	no
Walk-in		n/a	n/a	no	no

FULL-TIME VACANCY EEO INFORMATION

[fill out for each full-time vacancy]

Job Title of Vacancy: Integrated media Consulta

Recruitment source and

hire date for hires:

2/26/2024

Employee Referral

Date Vacancy Opened: 11/13/2023

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	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	7	no
LinkedIn	LinkedIn	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: Account Executive

Date Vacancy Opened: 9/18/2023

of Vacancies: 1

of Persons interviewed for the vacancy: 9

Recruitment source and hire date for hires:

3/4/2024

Indeed.com

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	kyrna.com	Ernesto Romero	(928) 539-9990	2	no
Station on air advertisement		Pam Knight	(928) 539-9990		no
NPG Corporate Website	npcco.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	6	no
LinkedIn	LinkedIn	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

Recruitment source and hire date for hires:

Date Vacancy Opened: 8/17/2023

10/30/2023 LinkedIn
3/11/2024 Employee Referral

of Vacancies: 2

of Persons interviewed for the vacancy: 14

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	2	no
Station on air advertisement		Pam Knight	(928) 539-9990	2	no
NPG Corporate Website	npcco.com	n/a	n/a	4	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
LinkedIn	LinkedIn	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: Sports Anchor

Recruitment source and

hire date for hires:

Date Vacancy Opened: 1/10/2024

7/8/2024

Referral

of Vacancies: 1

of Persons interviewed for the vacancy: 12

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	1	no
NPG Corporate Website	npgco.com	n/a	n/a	3	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	n/a	n/a	3	no
Referral		n/a	n/a	1	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 June 5, 2024 Pam Knight provided training to management as to methods of ensuring equal employment opportunity and preventing discrimination.
1	Job Fair	On November 6 & 7, 2023, Corporate Director of News Michael Fabac attended the Job Fair at University of Missouri
1	Job Fair	On October 18, 2023, Corporate Director of News Michael Fabac attended the Recruiting Day Event at Arizona State University.
1	Job Fair	On February 22, 2024 Corporate Director of News Michael Fabac attended The Recruiting Day Event at Penn State University.

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.