### EEO PUBLIC FILE REPORT

### **FOR**

### STATION KECY-TV & KESE LD

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

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

This EEO Public File Report is filed in Station KECY-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.

	Total # of
Recruitment Source	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 rulesduring the time periodcovered by this report.

### ATTACHMENT A EEO INFORMATION FOR FULL-TIME VACANCIES

the vacancy: 13	# of Persons interviewed for	# of Vacancies: 1	Date Vacancy Opened: 2/20/2023	Job Title of Vacancy: Multimedia Journalist
	1	1.1	hire date for hirees:	Recruitment source and
			9/5/2023	
			TV Jobs.com	

			Walk-in	Internal (Employee)	Neierial	Doforcal	libed	Indeed Indeed ASSOC	Arizona Broadcastor Assas	TV Jobs	NPG Corporate Website	oranon on all advertisment	Station on size distati	Station Woholio	Name of Recruitment Source						
				7		LinkedIn	om		om		npgco.com		kyma.com		Address (Mobsite)			Maria de la composición dela composición de la composición de la composición de la composición dela composición dela composición dela composición de la composición de la composición dela composición de la composición del composición dela composición del			
	n/a	n/a		n/a	n/a	n/a	n/a	n/a	n/a		n/a	Pam Knight	Ernesto Romero	COILACT LEISOII							
	n/a	n/a	11/0	n/o	n/a	n/a	n/a	n/a	n/a	- 170	n/a	(928) 539-9990	(928) 539-9990	Number	reiebilolle	Tolophopo					
	_	-			3 no		1			-		3 no	4	the Vacancy	7	المام	Referred by	Interviewees	OT	Total Number	Total
	no	no	no		70	no	no	no	no		5	no	4 no	Notification?	Request		Source	Did the			

the vacancy: 4	# of Persons interviewed for	# of Vacancies: 1	Date Vacancy Opened: 1/22/2024	Job Title of Vacancy: Videographer
			hire date for hirees: 2/5/2024	Recruitment source and
			2/5/2024 Station On-Air Advertisement	

		vvalk-iii	Well in (Employee)	Telefial	Defector	liskodis Beauti	broadcasters Assoc		TV 156	NIDC Community advertisment	Station vvebsite	Station Well all all Source	Name of Doomitmont C					
	1		1	-	LinkedIn	om		om	npgco.com r		kyma.com	Address (Website)						
	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Pam Knight	Ernesto Romero	Contact Person						
	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	(928) 539-9990	(928) 539-9990	Number	Telephone					
						_		1			1	the Vacancy	the Source for Request	Referred by	Interviewees	of	Total Number	
	no	no	no	no	no	no	no	no	no	no	no	Notification?	Request	Source	Did the			

Jate Vacancy Opened: 11/13/2023		Job Title of Vacancy: Integrated media Consulta
	hire date for hirees:	Recruitment source and
	2/26/2024	
	Employee Referral	

the vacancy: 9	# of Persons interviewed for	T OI VACAIICIES.

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no		n/a	n/a		
no		n/a	n/a		
no		n/a			Walk-in
no		n/a			Internal (Employee)
no		n/a		Linkedin	Referral
no	7	n/a	n/a	om	
no		n/a	n/a		Alizoid broadcasters Assoc
no		n/a	n/a	om	Arizono Broode de la
no		n/a	n/a		TV lebe
no	_	(928) 539-9990	Pam Knight		NIBC Compart NAC 1 1
no		(928) 539-9990	Ernesto Romero	kyma.com	Station on oir odirection of
Notification?	the Vacancy	Number	Contact Person	Address (Website)	Station Website
Request	the Source for Request	Telephone			Name of Docruitment Course
Source	Referred by				
Did the	Interviewees	2			
	of				
MATERIA CONTRACTOR OF THE PARTY	Total Number				

the vacancy: 9	# of Persons interviewed for	# of Vacancies: 1	Date Vacancy Opened: 9/18/2023	Job Title of Vacancy: Account Executive
	I		hire date for hirees:	Recruitment source and
			3/4/2024	
			Indeed.com	

		A A COLUMN	Walk in (Employee)	Internal (Employee)	Referral		a DIOAUCASIEIS ASSOC	Brood on the A		NPG Corporate Wahaita	Station on air advertisment	Station Website	Name of Necrollment Source	Name of Department of					
					Linkedin	om		om				kyma.com	Address (Website)						
	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Lam Vilight	Dom Knicht	Ernesto Romero	Contact Person						
	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	(828) 538-8880	(000) 500 0000	(928) 539-9990	Number	Telephone					
					1	6 no					1	V	the Vacancy	the Source for Request	Referred by	Interviewees	of	Total Number	
	no	no	no	no	no	no	no	no	no	no		2 no	Notification?	Request	Source	Did the	4		

# of Persons interviewed for the vacancy: 14	# of Vacancies: 2	Date Vacancy Opened: 8/17/2023	Job Title of Vacancy: Multimedia Journalist
ı		hire date for hirees:	Recruitment source and
		10/30/2023 3/11/2024	
		LinkedIn Employee Referral	

			**al7-11	Malk is	Internal (Empleyee)	Referral		Alizona Broadcasters Assoc	Arizono Brooden A	TV lobo	NPG Corporate Website	Station on air advertisment	Station Website	Name of Recruitment Source	Name of Deamstern					
		T	-			Linkedin	om		om				kyma.com	Address (Website)						
		n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Fam Knight		Ernesto Romero	Contact Person						
		n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	(928) 539-9990	(010) 000 0000	(928) 539-9990	Number	Telephone					
Control of the Contro		T			2 no	2 no	2 no	1	Г	4 no	2 no	7	S	the Vacancy	the Source for Request	Referred by	Interviewees	of	Total Number	
A STATE OF THE PARTY OF THE PAR		no	no	no	0	0	00	no	no	10	70		00	Notification?	Request	Source	Did the			

the vacancy: 12	# of Persons interviewed for	# of Vacancies: 1	Date Vacancy Opened: 1/10/2024	Job little of Vacancy: Sports Anchor
	I		hire date for hirees:	Recruitment source and
			7/8/2024	
			Referral	

			Telephone	of Interviewees Did the Referred by Source the Source for Request	Did the Source
Name of Recruitment Source	Address (Website)	Contact Person	Number	the Vacancy	Notification?
Station Website	kyma.com	Ernesto Romero	(928) 539-9990		no
Station on air advertisment		Pam Knight	(928) 539-9990		no
NPG Corporate Website	npgco.com	n/a	n/a	ω	3 no
IV 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	4 no
Linkedin	LinkedIn	n/a	n/a	3	3 no
Referral		n/a	n/a	1	no
Internal (Employee)		n/a	n/a		no
Walk-in		n/a	n/a		no
		n/a	n/a		no
	,				2

### 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.
- Hosting of at least one job fair.
- 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.
- 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.
- 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).
- Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.
- Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level Positions.
- Establishment of a mentoring program for station personnel;
- Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in Broadcasting.
- Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting.

- 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 per
- Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.
- 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.
- 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.