

**KSAT-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2023 - March 31, 2024**

KSAT-TV is an Equal Opportunity Employer. In addition to complying with the requirements of federal law, KSAT-TV will comply with applicable state and local laws prohibiting employment discrimination. Any offer of employment is conditional upon the successful completion of a background check and pre-employment drug screen.

## I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Anchor/Reporter - Digital Platform	1, 5, 8, 11-13, 21, 28, 31	11
Local Sales Manager	1, 5, 8, 12-13, 16-17, 21, 28, 31, 34-35	17
Creative Svcs Director	1, 5, 8, 12-13, 16-17, 21, 28, 31, 34-35	17
Editor	1, 5, 12-13, 17, 21, 31, 37	17
Sports Anchor	1-2, 5, 8, 12-13, 16-17, 21, 28, 31, 34-35	2
Producer	1, 5, 8, 12-13, 16-17, 21, 28, 31, 34-35	17
Account Executive	1, 5, 8, 12-13, 16-18, 21, 28, 31, 34-35	17
Editor	1, 3, 17, 20-21, 24, 31, 36	17
Editor	1, 5, 8, 11-13, 16-17, 21, 28, 31, 34-35	11
IT Manager	1, 5, 8-9, 12-13, 16-17, 21, 28, 31, 34-35	9
KSAT Insider Membership Producer	1, 5, 8-9, 12-13, 17, 21, 28, 31, 34-35	9
Web Producer	1, 5, 8, 11-13, 16-17, 21, 28, 31, 34-35	17
Reporter	1, 3-10, 12-17, 19, 21-36	9
Technician	1, 5, 12, 17, 21, 31, 34	17
Web News Producer	1, 5, 8, 11-13, 17-18, 21, 31, 34-35, 37	11
Texas Eats Editor	1, 5, 8-9, 12, 17, 21	9
Assignment Associate	1, 5, 8-9, 12, 17, 21, 37	9

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	African American Chamber of Commerce 1717 N. Loop 1604 East #220 San Antonio, Texas 78232 Phone : 210-490-1624 Url : <a href="http://www.aacsa.com">http://www.aacsa.com</a> Email : <a href="mailto:blackchamber@aol.com">blackchamber@aol.com</a> Lou Miller	N	0
2	Agency Referral	N	1
3	Alamo City Chamber of Commerce 600 Hemisfair Plaza Way, #406-10 San Antonio, Texas 78205 Phone : 210-226-9055 Url : <a href="http://www.aachamber.org">http://www.aachamber.org</a> Valerie Toler Manual Posting	N	0
4	Alamo Transition Center 800 Quintana Road San Antonio, Texas 78211 Career Services Manual Posting	N	0
5	BCOIC 1122 S. WW White Road San Antonio, Texas 78220 Phone : 210 333-8384 Email : <a href="mailto:nahj@nahj.org">nahj@nahj.org</a> Fax : 1-210-359-8748 Willie Clark	N	0
6	Broadcast Cable Financial Management , Texas Url : <a href="http://www.bcfm.com">http://www.bcfm.com</a> Career Services Manual Posting	N	0
7	California Chicano News Media Association , California Url : <a href="http://www.ccnma.org">http://www.ccnma.org</a> Career Services Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Career Services, Trinity University 715 Stadium Drive, #78 San Antonio, Texas 78212 Phone : 210 999-8321 Url : <a href="http://www.trinity.edu">http://www.trinity.edu</a> Email : <a href="mailto:careerservices@trinity.edu">careerservices@trinity.edu</a> Fax : 1-210-999-7493 Samantha Jones	N	0
9	Current Employee - Transfer/Promotion	N	6
10	Easter Seals Society 2203 Babcock Road San Antonio, Texas 78229 Phone : 210 614-3911 Url : <a href="http://www.easterseals.com">http://www.easterseals.com</a> Carlos Medina Manual Posting	N	0
11	Employee Referral	N	7
12	Epilepsy Foundation of Central & South Texas 10615 Perrin Beitel Rd. #602 San Antonio, Texas 78217 Phone : 210 653-5353 Url : <a href="http://www.epilepsyfoundation.org">http://www.epilepsyfoundation.org</a> Email : <a href="mailto:miriam@efcst.org">miriam@efcst.org</a> Fax : 1-210-653-5355 Miriam -	N	0
13	Graham Media Group 550 West Lafayette Blvd Detroit, Michigan 48226 Phone : (312) 917 6260 Email : <a href="mailto:careers@grahammedia.com">careers@grahammedia.com</a> Julie Driexler	N	0
14	Handshake 225 Bush Street #1200 San Franscico, California Phone : 2103511248 Kathy Felix Manual Posting	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
15	Hispanic Chamber of Commerce 200 E Grayson #203 San Antonio, Texas 78215 Phone : 210-225-0462 Url : <a href="http://www.sahcc.org">http://www.sahcc.org</a> Janna Andrews Manual Posting	N	0
16	iHire 41 E All Saints Street Frederick, Maryland 21701 Phone : 8662380161 Url : <a href="https://www.ihire.com">https://www.ihire.com</a> Career Listing Manual Posting	N	0
17	KSAT.com 1408 N St Mary's San Antonio, Texas 78215 Phone : 210-351-1200 Url : <a href="http://ksat.com">http://ksat.com</a> Station Website Manual Posting	N	24
18	Linked In	N	4
19	Medialine , California Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Career Services Manual Posting	N	0
20	Mexican American Unity Council 2300 W. Commerce St. San Antonio, Texas 78207 Phone : 210-978-0500 Url : <a href="http://www.mauc.org/">http://www.mauc.org/</a> Email : <a href="mailto:dhernandez@mauc.org">dhernandez@mauc.org</a> Job Svc. Rep.	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	NAACP Barbara Jordan Community Center 2803 E. Commerce St. San Antonio, Texas 78203 Phone : 210 224-9222 Url : <a href="http://www.naacp.org/">http://www.naacp.org/</a> Email : <a href="mailto:satxnaacpjobbank@gmail.com">satxnaacpjobbank@gmail.com</a> Fax : 1-210-476-0989 NAACP Job Bank	N	0
22	NABEF - Broadcast Career Link 1 M Street SE Washington , District of Columbia 20003 Phone : 2024293191 Url : <a href="http://nabef.org">nabef.org</a> Career Listing Manual Posting	N	0
23	National Association of Hispanic Journalists National Press Bldg., #1193 Washington, District of Columbia 20045 Phone : 202 662-7145 Url : <a href="http://www.nahj.org">http://www.nahj.org</a> NAHJ Career Center Eric Manual Posting	N	0
24	National Diversity Newspaper Job Bank , Texas Url : <a href="http://www.newsjobs.com">http://www.newsjobs.com</a> Career Services Manual Posting	N	0
25	Northeast Adult Education 10333 Broadway San Antonio, Texas 78218 Mary Lil Chappel Manual Posting	N	0
26	Northside Independent School District 5900 Evers Road San Antonio, Texas 78238 Phone : 210-397-8500 Url : <a href="http://www.nisd.net/">http://www.nisd.net/</a> Attn: Human Rrs. Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Spots N Dots , Texas Url : <a href="http://www.spotsndots.com">http://www.spotsndots.com</a> Career Services Manual Posting	N	0
28	St. Phillips College SER TX Workforce Center 800 Quintana Road, BLD 3020 San Antonio, Texas 78211 Phone : 210 486-2397 Url : <a href="http://www.alamo.edu/spc/">http://www.alamo.edu/spc/</a> Email : <a href="mailto:spc-careerservices@alamo.edu">spc-careerservices@alamo.edu</a> Career Services	N	0
29	Texas Association of Broadcasters , Texas Url : <a href="http://www.tab.org">http://www.tab.org</a> Career Services Manual Posting	N	0
30	Texas Rehabilitation Commission 8610 Broadway St., Ste. 310 San Antonio, Texas Career Services Manual Posting	N	0
31	The Leadership Institute 1101 N. Highland St. Arlington, Virginia 22201 Phone : 703 247-2000 Url : <a href="http://www.leadershipinstitute.org">http://www.leadershipinstitute.org</a> Email : <a href="mailto:amccarthy@limail.us">amccarthy@limail.us</a> Fax : 1-703-247-2001 Andrea McCarthy	N	0
32	TVB , Texas Url : <a href="http://www.tvb.org">http://www.tvb.org</a> Career Services Manual Posting	N	0
33	TVJOBS.COM , North Carolina Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Career Services Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	University Incarnate Word 6301 Broadway San Antonio, Texas 78209 Phone : 210 829-3931 Url : <a href="http://www.uiw.edu/">http://www.uiw.edu/</a> Email : <a href="mailto:careers@uiwtx.edu">careers@uiwtx.edu</a> Fax : 1-210-829-6094 Larry Rodriguez	N	0
35	UTSA Career Center 6900 N. Loop 1604 San Antonio, Texas 78249 Phone : 210 458-4780 Url : <a href="http://www.utsa.edu">http://www.utsa.edu</a> Email : <a href="mailto:careerservices@utsa.edu">careerservices@utsa.edu</a> Maureen Wilson	N	0
36	WORK IN TEXAS , Texas Url : <a href="http://www.workintexas.com">http://www.workintexas.com</a> Career Services Manual Posting	N	0
37	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>42</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	4/1/2023	Participation in events or programs sponsored by educational institutions	SPJ Region 8 Conference Journalism conference for current journalists and those still in college. The purpose is to help educate on all areas of media.	1	Reporter
2	5/6/2023	Participation in other activities designed by the station employment unit	Future Journalist Workshop The purpose of this workshop is to teach high school seniors what they need to do to become broadcast journalists. It focuses on what they need to do while in college, provides an overview of the broadcast industry, etc.	1	Producer
3	6/8/2023	Participation in events sponsored by organizations representing the community	Express News DEI Journalism Panel The purpose of this was to speak to high school seniors going into the journalism profession, and to answer questions regarding broadcast television.	1	Reporter
4	6/16/2023	Participation in Job Fairs	Emma Bowen Foundation hosted a virtual career fair for their 150+ fellows to participate. The other GMG HR Administrators and I took turns chatting with EB Fellows about career opportunities at all of our GMG stations.	4	HR Admin HR Admin HR Admin HR Admin
5	7/13/2023	Participation in events sponsored by organizations representing the community	NAHJ Conference Attended the National Association of Hispanic Journalist as a representative of GMG/KSAT and sat on a panel to discuss my role in covering criminal justice.	1	Reporter
6	8/2/2023	Participation in Job Fairs	NABJ Career Fair 2023 is the largest career expos for Black journalists and media professionals in the country. GMG and KSAT employees were represented in a booth to seek media-related candidates for our newsrooms.	3	Reporter Producer News Director
7	10/2/2023	Participation in events or programs sponsored by educational institutions	Gave a school tour where we showed students from Amistad Homeschool how we produce newscasts and programs for all KSAT platforms. We showed them the newsroom, explained what roll the assignments desk plays, showed them SA Live, Engineering took them to the control room during a newscast and then to the studio to talk to the anchors during a commercial break.	4	Asst. News Director Technician Anchor Anchor



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8	10/13/2023	Participation in other activities designed by the station employment unit	Station tour - Texas State University students. Students toured the newsroom and studio. They got an opportunity to talk to reporters and TX State alumni about planning for possible careers in Broadcasting.	1	Asst. News Director
9	11/6/2023	Participation in other activities designed by the station employment unit	Northwest Vista College Tour Gave the TV and Film program students a tour of the station. Showcased the options that their degree can offer	2	Photographer Director
10	11/17/2023	Participation in events sponsored by organizations representing the community	We were invited to speak to 5th grade students at Fisher Elementary about our careers, day-to-day routine and how we became interested in our careers. We presented a Powerpoint that included examples of our work.	3	Asst. News Director Producer Photographer
11	11/17/2023	Participation in events sponsored by organizations representing the community	Participated in career day at Harris Middle School. Talked to the students about my career in broadcasting and the other opportunities KSAT has to offer.	1	Maint Technician
12	1/1/2024	Establishment of an intern program designed to assist members of the community	The GMG Internship Program is a paid program intended to augment the educational development of those studying for careers in broadcasting. The program provides structured opportunities coupled with appropriate supervision, evaluation and feedback for students enrolled in institutions of higher learning to gain experience in a station's day-to-day operations.	3	News Director Creative Service Director Director of Technology
13	1/17/2024	Participation in events or programs sponsored by educational institutions	Gave a station tour to CLemens High School students. The tour included a Q & A with station staff and viewing the noon newscast.	1	Executive Producer
14	1/18/2024	Participation in events or programs sponsored by educational institutions	School Visit - La Vernia Elementary Presented a behind the scene look at how weather is forecasted, how broadcast meteorologists put their weathercasts together and how a newscast works.	1	Meteorologist

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### III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
15	1/19/2024	Participation in events or programs sponsored by educational institutions	School Visit - Worthan Oaks Elementary Presented a behind the scene look at how weather is forecasted, how broadcast meteorologists put their weathercasts together and how a newscast works.	1	Meteorologist
16	1/24/2024	Participation in events or programs sponsored by educational institutions	Career Day - Wernli Elementary Presented a power point to the students who make the morning announcements, explaining what it's like to be a jouranlist. Talked about my college courses and why I chose broadcasting as a career.	1	Producer
17	1/24/2024	Participation in events or programs sponsored by educational institutions	Visit to Strauss Middle School. Presented a behind the scene look at how weather is forecasted, how broadcast meteorologists put their weathercasts together and how a newscast works.	1	Meteorologist
18	2/1/2024	Participation in events sponsored by organizations representing the community	Participated in Career Day at Holy Spirit School. We spoke to 6th grade students about my decision to go into broadcasting and what college courses I took to achieve my goal. We showed the students a camera and how it is used and operated and answered questions from students and teachers about KSAT.	2	Anchor Photographer
19	2/28/2024	Participation in events sponsored by organizations representing the community	Participated in a career day in the Northside ISD. I showed a video that help give students a look at what we do at KSAT in a day, it also included a tour of the buidling and an interview with a monring director.	1	Anchor
20	3/8/2024	Participation in events sponsored by organizations representing the community	Visited Braun Station Elememtry for their 5th grade career day. Spoke to them about what jounalism is, what skills are appicable to the job and what classes work well with a news career. We presented a Power Point about what a day in the life looked like and showed them one of our stories we recently aired.	2	Asst. News Director Reorter
21	3/8/2024	Participation in events sponsored by organizations representing the community	Career Day - McDowell Middle School Gave a presentation and showed students the Live truck. We explained what our roles are at KSAT and had a Q & A session with each class.	2	Reporter Photographer