

**KSAT-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2020 - March 31, 2021**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Trainee	1, 3-6, 8, 10, 13-17, 24-28, 30-33, 35, 38-40, 42, 45-47	15
Engineering Technician	1, 17, 20, 22, 25, 29, 43, 45-46	25
Booking Producer	1, 3-8, 10-11, 13-17, 21, 25-28, 30-48	11
Producer	11, 25	11
Reporter	1-6, 8-10, 12-14, 16-20, 25-33, 35, 38, 40, 42-43, 45-46	25
Trainee	1, 3, 10, 22, 25, 29, 38, 45-46	25
Anchor/Reporter	1-6, 9-10, 14, 20, 22-23, 25, 28-29, 32, 38-39, 45-46	9

**KSAT-TV**  
**EEO PUBLIC FILE REPORT**

**April 1, 2020 - March 31, 2021**

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

<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>
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.aaccsa.com">http://www.aaccsa.com</a> Email : <a href="mailto:blackchamber@aol.com">blackchamber@aol.com</a> Lou Miller	N	0
2	Agency Referral	N	3
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	Broadcast Career Link 1 M Street SE Washington, District of Columbia Url : <a href="https://www.broadcastcareerlink.com/">https://www.broadcastcareerlink.com/</a> Tim Dotson Manual Posting	N	0
8	California Chicano News Media Association California Url : <a href="http://www.ccnma.org">http://www.ccnma.org</a> Career Services Manual Posting	N	0

# KSAT-TV

## EEO PUBLIC FILE REPORT

April 1, 2020 - March 31, 2021

### 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
9	Career Fair	N	2
10	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
11	Current Employee - Transfer/Promotion	N	2
12	Easter Seal Rehab Center 2203 Babcock San Antonio, Texas 78229 Phone : 210 614-3911 Url : <a href="http://www.easterseals.com">http://www.easterseals.com</a> Fax : 1-210-616-0443 Carlos Medina	N	0
13	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
14	Eastern New Mexico University Station 24 Portales, New Mexico 88130 Phone : 575 562-2211 Url : <a href="http://www.enmu.edu">http://www.enmu.edu</a> Email : <a href="mailto:rickie.bonner@enmu.edu">rickie.bonner@enmu.edu</a> Fax : 1-575-562-2215 Lucy Wilson	N	0
15	Employee Referral	N	3
16	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

**KSAT-TV**  
**EEO PUBLIC FILE REPORT**

**April 1, 2020 - March 31, 2021**

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

<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>
17	Goodwill Industries - Job Help Center 2902 Goliad Road San Antonio, Texas 78221 Phone : 210 924-8581 Url : <a href="http://www.goodwill.org">http://www.goodwill.org</a> Email : <a href="mailto:nwatson@goodwillsa.org">nwatson@goodwillsa.org</a> Fax : 1-210-924-3011 Nelly Watson	N	0
18	Goodwill Industries- Job Placement Department 406 W. Commerce St. San Antonio, Texas 78207 Phone : 210 924-8581 Url : <a href="http://www.goodwill.org">http://www.goodwill.org</a> Email : <a href="mailto:nwatson@goodwillsa.org">nwatson@goodwillsa.org</a> Fax : 1-210-924-3011 Career Services	N	0
19	Graham Media Group 161 N. Clark Street Suite 2900 Chicago, Illinois 60601 Phone : (312) 917 6260 Email : <a href="mailto:careers@grahammedia.com">careers@grahammedia.com</a> Julie Driexler	N	0
20	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> Polet Figueroa	N	0
21	iHire 41 E All Saints Street Fredrick, Maryland 21701 Lori Cole Manual Posting	N	0
22	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
23	Indeed.com	N	1
24	Internship Program	N	1

**KSAT-TV**  
**EEO PUBLIC FILE REPORT**

**April 1, 2020 - March 31, 2021**

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

<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>
25	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	19
26	Medialine California Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Career Services Manual Posting	N	0
27	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
28	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
29	NABEF 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
30	National Association of Hispanic Journalists National Press Bldg., #1193 Washington, District of Columbia 20045 Phone : 202 662-7145 Url : <a href="http://www.hahj.org">http://www.hahj.org</a> Anna Lopez Manual Posting	N	0

**KSAT-TV**  
**EEO PUBLIC FILE REPORT**

**April 1, 2020 - March 31, 2021**

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

<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>
31	National Diversity Newspaper Job Bank Texas Url : <a href="http://www.newsjobs.com">http://www.newsjobs.com</a> Career Services Manual Posting	N	0
32	Northeast Adult Education 10333 Broadway San Antonio, Texas 78218 Mary Lil Chappel Manual Posting	N	0
33	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
34	Northwest Vista College 3535 N. Ellison Dr. San Antonio, Texas 78251 Phone : 210-486-4127 Url : <a href="http://www.alamo.edu/nvc/students/cats/employers_u">http://www.alamo.edu/nvc/students/cats/employers_u</a> Email : <a href="mailto:dabrams3@alamo.edu">dabrams3@alamo.edu</a> Fax : 1-210-486-9113 Doreen Abrams	N	0
35	Penn State University College Communications 205 Carnegie Building University Park, Pennsylvania 16802 Phone : 814 865-2377 Url : <a href="http://www.psu.edu/">http://www.psu.edu/</a> Email : <a href="mailto:oci@sa.psu.edu">oci@sa.psu.edu</a> Fax : 1-814-863-8044 Joseph Selden	N	0
36	SAILS 1028 S Alamo San Antonio, Texas 78210 Phone : 210 281-1878 Url : <a href="http://www.sailstx.org/">http://www.sailstx.org/</a> Email : <a href="mailto:mrangarajan@sailstx.org">mrangarajan@sailstx.org</a> Fax : 1-210-281-1759 Mallika Rangarajan	N	0

**KSAT-TV**  
**EEO PUBLIC FILE REPORT**

**April 1, 2020 - March 31, 2021**

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

<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>
37	Spots N Dots Texas Url : <a href="http://www.spotsndots.com">http://www.spotsndots.com</a> Career Services Manual Posting	N	0
38	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
39	Texas Association of Broadcasters Texas Url : <a href="http://www.tab.org">http://www.tab.org</a> Career Services Manual Posting	N	0
40	Texas Rehabilitation Commission 8610 Broadway St., Ste. 310 San Antonio, Texas Career Services Manual Posting	N	0
41	Texas State University Career Services 601 University Drive San Marcos, Texas 78666 Phone : 512 245-2645 Url : <a href="http://www.txstate.edu">http://www.txstate.edu</a> Email : <a href="mailto:careerservices@txstate.edu">careerservices@txstate.edu</a> Fax : 1-512-245-3993 Victoria Hinojosa	N	0
42	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
43	TVB Texas Url : <a href="http://www.tvb.org">http://www.tvb.org</a> Career Services Manual Posting	N	0

**KSAT-TV**  
**EEO PUBLIC FILE REPORT**

**April 1, 2020 - March 31, 2021**

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

<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>
44	TVJOBS.COM North Carolina Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Career Services Manual Posting	N	0
45	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
46	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
47	WORK IN TEXAS Texas Url : <a href="http://www.workintexas.com">http://www.workintexas.com</a> Career Services Manual Posting	N	0
48	WPOnet 180 N LaSalle Chicago, Illinois Url : <a href="https://essghconnect.net">https://essghconnect.net</a> Inter-company website Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>31</b>



**KSAT-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2020 - March 31, 2021**

**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	5/12/2020	Participation in events or programs sponsored by educational institutions	Zoom Student Interview A Mass Communications student at Palo Alto College interviewed me for his class project.	1	Video Journalist
2	7/29/2020	Participation in events sponsored by community groups	2020 Virtual Program for Central Asian Journalists. Gave a virtual tour of the station and participated in a Q & A with the students.	1	Producer
3	8/5/2020	Participation in Job Fairs	NAHJ and NABJ Virtual Convention Virtually met with journalist to answer questions, review resumes reels and discuss potential career with GMG.	4	News Director Asst. News Director Anchor Web Producer
4	11/11/2020	Participation in events or programs sponsored by educational institutions	Online podcast with Kazen Middle School communications class	1	Reporter
5	12/16/2020	Participation in events or programs sponsored by educational institutions	Presentation to Bowden Academy	1	Meteorologist
6	1/1/2021	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	4	News Director Executive Producer Asst. News Director Sports Producer
7	1/26/2021	Participation in events or programs sponsored by educational institutions	Presentation to La Vernia ISD students.	1	Meteorologist
8	3/26/2021	Provision of training to management	FCC EEO Regulations and HR Practices on Recruiting and Hiring	5	GM GSM News Director Creative Services Director