

KSAT-TV
EEO PUBLIC FILE REPORT
April 1, 2021 - March 30, 2022

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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Producer	1, 3-8, 14, 16, 22-25, 27-29, 31-35, 38-42	29
Reporter	2, 21	21
Producer	1, 3-8, 14, 16, 18-19, 22-25, 30-32, 35, 38-40	22
Trainee	1, 3-8, 14, 16, 19-20, 22-28, 30-32, 35, 38-40	20
Photographer	1, 5, 8, 12, 14-16, 22, 24-25, 32-33, 35, 38-39, 41-42	22
IT Manager	1, 3-6, 10, 16, 18-19, 24-25, 32, 38-39, 42	10
IT Specialist	20, 22	22
IT Technician	1, 3-7, 11, 14, 16, 18-20, 22-28, 30-31, 33-37, 41	20
Anchor/Reporter	1-8, 10-11, 14, 16, 18-19, 22-28, 30-32, 34-35, 38-39, 41	2
KSAT Insider Membership Producer	1, 3-9, 11-12, 14, 16, 18-19, 22-28, 30-41	12
Editor	1, 3-8, 11-14, 16, 18-19, 22-28, 30-31, 33-37, 41	13
Trainee	1, 3-7, 11, 14, 16-19, 22-28, 30-31, 33-37, 41	19
Texas Eats Trainee	1, 3-8, 11, 14, 16, 18-19, 22-28, 30-32, 34-36, 38-41	22
Texas Eats Editor	1, 3-8, 10-11, 14, 16, 18-19, 22-28, 30-32, 34-36, 38-41	10
Executive Producer II	1, 3-8, 10-12, 14, 16, 18-19, 22-28, 30-41	10
Operations Trainee	1, 5, 8, 14, 16, 18, 22, 24-27, 32, 35, 38-40	22
Producer	1, 5, 8, 10, 12, 14, 16, 18-19, 22, 24-29, 32-33, 35, 37-40, 42	10

KSAT-TV
EEO PUBLIC FILE REPORT

April 1, 2021 - March 30, 2022

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 : http://www.aacsa.com Email : blackchamber@aol.com Lou Miller	N	0
2	Agency Referral	N	4
3	Alamo City Chamber of Commerce 600 Hemisfair Plaza Way, #406-10 San Antonio, Texas 78205 Phone : 210-226-9055 Url : http://www.aachamber.org 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 : nahj@nahj.org Fax : 1-210-359-8748 Willie Clark	N	0
6	Broadcast Cable Financial Management Texas Url : http://www.bcfm.com Career Services Manual Posting	N	0
7	California Chicano News Media Association California Url : http://www.ccnma.org Career Services Manual Posting	N	0

KSAT-TV
EEO PUBLIC FILE REPORT

April 1, 2021 - March 30, 2022

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
8	Career Services, Trinity University 715 Stadium Drive, #78 San Antonio, Texas 78212 Phone : 210 999-8321 Url : http://www.trinity.edu Email : careerservices@trinity.edu Fax : 1-210-999-7493 Samantha Jones	N	0
9	Consultant Referral	N	1
10	Current Employee - Transfer/Promotion	N	7
11	Easter Seals Society 2203 Babcock Road San Antonio, Texas 78229 Phone : 210 614-3911 Url : http://www.easterseals.com Carlos Medina Manual Posting	N	0
12	Employee Referral	N	7
13	Employment Agency	N	1
14	Epilepsy Foundation of Central & South Texas 10615 Perrin Beitel Rd. #602 San Antonio, Texas 78217 Phone : 210 653-5353 Url : http://www.epilepsyfoundation.org Email : miriam@efcst.org Fax : 1-210-653-5355 Miriam -	N	0
15	Goodwill Industries- Job Placement Department 406 W. Commerce St. San Antonio, Texas 78207 Phone : 210 924-8581 Url : http://www.goodwill.org Email : nwatson@goodwillsa.org Fax : 1-210-924-3011 Career Services	N	0
16	Graham Media Group 161 N. Clark Street Suite 2900 Chicago, Illinois 60601 Phone : (312) 917 6260 Email : careers@grahammedia.com Julie Driexler	N	0

KSAT-TV
EEO PUBLIC FILE REPORT

April 1, 2021 - March 30, 2022

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
17	Handshake 225 Bush Street #1200 San Francisco, California Phone : 2103511248 Kathy Felix Manual Posting	N	0
18	Hispanic Chamber of Commerce 200 E Grayson #203 San Antonio, Texas 78215 Phone : 210-225-0462 Url : http://www.sahcc.org Janna Andrews Manual Posting	N	0
19	iHire 41 E All Saints Street Frederick, Maryland 21701 Phone : 8662380161 Url : https://www.ihire.com Career Listing Manual Posting	N	1
20	Indeed.com	N	3
21	Internship Program	N	1
22	KSAT.com 1408 N St Mary's San Antonio, Texas 78215 Phone : 210-351-1200 Url : http://ksat.com Station Website Manual Posting	N	24
23	Medialine California Url : http://www.medialine.com Career Services Manual Posting	N	0
24	Mexican American Unity Council 2300 W. Commerce St. San Antonio, Texas 78207 Phone : 210-978-0500 Url : http://www.mauc.org/ Email : dhernandez@mauc.org Job Svc. Rep.	N	0

KSAT-TV
EEO PUBLIC FILE REPORT

April 1, 2021 - March 30, 2022

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
25	NAACP Barbara Jordan Community Center 2803 E. Commerce St. San Antonio, Texas 78203 Phone : 210 224-9222 Url : http://www.naacp.org/ Email : satxnaacpjobbank@gmail.com Fax : 1-210-476-0989 NAACP Job Bank	N	0
26	NABEF 1 M Street SE Washington , District of Columbia 20003 Phone : 2024293191 Url : nabef.org Career Listing Manual Posting	N	0
27	National Association of Hispanic Journalists National Press Bldg., #1193 Washington, District of Columbia 20045 Phone : 202 662-7145 Url : http://www.nahj.org NAHJ Career Center Eric Manual Posting	N	0
28	National Diversity Newspaper Job Bank Texas Url : http://www.newsjobs.com Career Services Manual Posting	N	0
29	None indicated (Source Unknown)	N	2
30	Northeast Adult Education 10333 Broadway San Antonio, Texas 78218 Mary Lil Chappel Manual Posting	N	0
31	Northside Independent School District 5900 Evers Road San Antonio, Texas 78238 Phone : 210-397-8500 Url : http://www.nisd.net/ Attn: Human Rrs. Manual Posting	N	0

KSAT-TV
EEO PUBLIC FILE REPORT

April 1, 2021 - March 30, 2022

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
32	St. Phillips College SER TX Workforce Center 800 Quintana Road, BLD 3020 San Antonio, Texas 78211 Phone : 210 486-2397 Url : http://www.alamo.edu/spc/ Email : spc-careerservices@alamo.edu Career Services	N	0
33	Texas Association of Broadcasters Texas Url : http://www.tab.org Career Services Manual Posting	N	0
34	Texas Rehabilitation Commission 8610 Broadway St., Ste. 310 San Antonio, Texas Career Services Manual Posting	N	0
35	The Leadership Institute 1101 N. Highland St. Arlington, Virginia 22201 Phone : 703 247-2000 Url : http://www.leadershipinstitute.org Email : amccarthy@limail.us Fax : 1-703-247-2001 Andrea McCarthy	N	0
36	TVB Texas Url : http://www.tvb.org Career Services Manual Posting	N	0
37	TVJOBS.COM North Carolina Url : http://www.tvjobs.com Career Services Manual Posting	N	0
38	University Incarnate Word 6301 Broadway San Antonio, Texas 78209 Phone : 210 829-3931 Url : http://www.uiw.edu/ Email : careers@uiwtx.edu Fax : 1-210-829-6094 Larry Rodriguez	N	2

KSAT-TV
EEO PUBLIC FILE REPORT

April 1, 2021 - March 30, 2022

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
39	UTSA Career Center 6900 N. Loop 1604 San Antonio, Texas 78249 Phone : 210 458-4780 Url : http://www.utsa.edu Email : careerservices@utsa.edu Maureen Wilson	N	0
40	WJXT TV4 4 Broadcast Place Jacksonville, Florida 32207 Phone : 904-399-4000 Url : http://www.news4jax.com Email : kbarnard@wjxt.com Fax : 1-904-391-1655 Keira Barnard	N	0
41	WORK IN TEXAS Texas Url : http://www.workintexas.com Career Services Manual Posting	N	0
42	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			53

KSAT-TV
EEO PUBLIC FILE REPORT
April 1, 2021 - March 30, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/1/2021	Participation in Job Fairs	Prairie View A&M Communications Week Career Fair Participated in career fair, interacted with students interested in careers in broadcasting. .	1	News Director
2	Ongoing Event	Participation in events or programs sponsored by educational institutions	University Star Advisory Committee. Bi-annual meeting of the advisory committee for the Texas State University newspaper	1	Digital Executive Producer
3	6/30/2021	Participation in Job Fairs	Emma Bowen Career Fair - Answered questions from students who are interested in a career in television broadcasting.	1	HR Administrator
4	7/14/2021	Participation in Job Fairs	NAHJ 2021 International Training Conference & Career Fair Interviewed and answered questions from attendees interested in employment with GMG stations.	1	Asst News Director
5	7/21/2021	Provision of training to management	EEOC Workshop focused on COVID-19, Inclusion and Accommodations- The ADA Landscape: What You Need to Know	1	HR Administrator
6	8/18/2021	Participation in Job Fairs	NABJ21 - Interviewed and answered questions from attendees interested in a career with GMG.	1	Asst News Director
7	9/25/2021	Participation in events or programs sponsored by educational institutions	Zoom lecture with Mass Comm students at Texas A&M - San Antonio. Spoke to students about media in American culture. Discussed a wide variety of topics ranging from my journey to checks and balances when reporting on a story.	1	Reporter
8	10/28/2021	Participation in events or programs sponsored by educational institutions	Initiative interview for San Antonio Colleg student. One on one interview with a SAC student broadcast class member. He asked me about my career and experiences as a working member of the media.	1	Reporter
9	11/18/2021	Participation in events sponsored by organizations representing the community	Career Day - I described how the news goes from words in the computer to what they see on TV and how I help facilitate that.	1	Director

KSAT-TV
EEO PUBLIC FILE REPORT
April 1, 2021 - March 30, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	11/23/2021	Participation in Job Fairs	Recruit Military Career Fair Attended a virtual career fair in which we answered questions from veterans who were interested in a career with GMG.	2	HR Administrator Asst DOT
11	12/7/2021	Participation in events or programs sponsored by educational institutions	Discuss weather & broadcast meteorology students.	1	Meteorologist
12	1/1/2022	Establishment of an intern program designed to assist members of the community	SAT 12 internships are available in news, promotion, graphics, KSAT.com (editorial), production, engineering and sales. The internship program is designed to augment the educational development of those studying for careers in broadcasting by creating opportunities for college students to gain experience in a station's day-to-day operations.	2	News Director Executive Producer
13	1/30/2022	Participation in events sponsored by organizations representing the community	Black Media Matters Panel discussion of media coverage of issues affecting black people. This included diversity in newsrooms to coverage of social issues involving members of the African American community.	1	Reporter
14	2/15/2022	Participation in events or programs sponsored by educational institutions	Power point presentation about what I do as a meteorologist	1	Meteorologist
15	2/24/2022	Participation in events or programs sponsored by educational institutions	chat with Journalism students at Poth Jr High Presented a behind the scenes video of KSAT, photos of the KSAT Building and participated in a Q & A with the students.	1	Reporter
16	3/1/2022	Participation in events or programs sponsored by educational institutions	Teach students about the weather Power point presentation about what I do as a meteorologist First Baptist Academy	1	Meteorologist