

KSAT-TV
EEO PUBLIC FILE REPORT
April 1, 2022 - March 31, 2023

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
Producer	1, 3-8, 12, 15, 20, 22-24, 26-28, 30, 32-35, 38-42	20
Special Events Coordinator	1, 3-7, 10, 12, 15, 17-18, 20, 22-27, 29-30, 33-37, 41-42	20
Producer	21, 28	21
Weather Anchor	1-8, 10, 12, 15, 17-18, 20, 22-27, 29-30, 32, 34-35, 38-39	20
Reporter	1, 5, 8, 11-12, 15, 17-18, 20, 23-26, 32, 35, 38-39	11
Reporter	1, 5, 8, 11-12, 15, 17-18, 20, 23-26, 32, 35, 38-39	11
Account Executive	1, 5, 8, 11-12, 15, 17-18, 20, 23-26, 32, 35, 38-39	11
Photographer	1, 5, 8, 11-12, 15, 23-24, 32, 35	11
Executive Producer I	1, 5, 8-9, 12, 15, 20, 24, 35, 38	9
Account Executive	1, 5, 12, 15, 20-21, 24, 35	21
Account Executive	1, 5, 8, 12, 15, 21, 24, 32, 35, 38	21
Producer	1, 5, 8-9, 12, 15, 17-18, 20, 23-25, 28, 32, 35, 38-39, 42	9
Trainee	1, 5, 8, 12, 15-16, 19, 24, 28, 35	16
Photographer	1, 5, 8-9, 12, 15, 24, 32, 35, 38	9
General Sales Manager	1, 5, 8-9, 12, 15, 21, 24, 32, 35	9
Technician	1, 5, 8-9, 12, 15, 20, 23-24, 28, 31-32, 35, 38-39, 41	31
Programming Manager	1, 5, 8-9, 12, 15, 19-20, 24, 32, 35, 38	9
News Director	1, 5, 8-9, 12, 15, 20, 24, 32, 35, 38-39	9
Promotion Producer - NonExempt	1, 5, 8-9, 12-13, 15, 19-20, 24, 32, 35, 38-39	9
Assistant News Director	1, 5, 8-9, 12, 14-15, 20, 24, 32, 35, 38	9
Producer	1, 5, 8-9, 12, 15, 24, 28, 32, 35, 42	28

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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 : http://www.aaccsa.com Email : blackchamber@aol.com Lou Miller	N	0
2	Agency Referral	N	2
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

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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 : http://www.trinity.edu Email : careerservices@trinity.edu Fax : 1-210-999-7493 Samantha Jones	N	0
9	Current Employee - Transfer/Promotion	N	21
10	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
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 : http://www.epilepsyfoundation.org Email : miriam@efcst.org Fax : 1-210-653-5355 Miriam -	N	0
13	Facebook post	N	1
14	Former Employee Referral	N	1
15	Graham Media Group 550 West Lafayette Blvd Detroit, Michigan 48226 Phone : (312) 917 6260 Email : careers@grahammedia.com Julie Driexler	N	0
16	Handshake 225 Bush Street #1200 San Francisco, California Phone : 2103511248 Kathy Felix Manual Posting	N	1

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17	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
18	iHire 41 E All Saints Street Frederick, Maryland 21701 Phone : 8662380161 Url : https://www.ihire.com Career Listing Manual Posting	N	0
19	Indeed.com	N	5
20	KSAT.com 1408 N St Mary's San Antonio, Texas 78215 Phone : 210-351-1200 Url : http://ksat.com Station Website Manual Posting	N	12
21	Linked In	N	4
22	Medialine , California Url : http://www.medialine.com Career Services Manual Posting	N	0
23	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

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24	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
25	NABEF - Broadcast Career Link 1 M Street SE Washington , District of Columbia 20003 Phone : 2024293191 Url : nabef.org Career Listing Manual Posting	N	0
26	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
27	National Diversity Newspaper Job Bank , Texas Url : http://www.newsjobs.com Career Services Manual Posting	N	0
28	None indicated (Source Unknown)	N	8
29	Northeast Adult Education 10333 Broadway San Antonio, Texas 78218 Mary Lil Chappel Manual Posting	N	0
30	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
31	Previous Applicant	N	1

KSAT-TV
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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

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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	0
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:			63

KSAT-TV
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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	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.	4	News Director Creative Service Director GSM DOT
2	5/24/2022	Participation in events sponsored by organizations representing the community	Virtual Career Day - Mark Twain Dual Language Academy Took students on a virtual tour of the KSAT studio and newsroom. Told students about our jobs and answered some questions. We told them about the importance of doing well in school.	1	Anchor
3	6/16/2022	Participation in Job Fairs	Emma Bowen Annual Career Fair Virtual portion of the 2022 Emma Bowen Foundation Summer Conference and Career Fair. More than 150 Emma Bowen fellows (we've invited all active fellows, including underclassmen to participate, but the majority should be recent graduates and rising seniors). Chatted with EB fellows about careers in broadcasting with GMG.	1	HR Admin
4	7/22/2022	Participation in events sponsored by organizations representing the community	Served as a judge for the LION awards. The LION Local Journalism Awards recognize excellence by local independent online news businesses in award categories focused on LION's pillars of sustainability — journalistic impact, financial health and operational resilience.	1	Membership Producer
5	8/3/2022	Participation in Job Fairs	NABJ/NAHJ National Convention and Career Fair This year's convention offers more than 200 sessions on training, leadership development, skills-building, networking and panels, along with a career fair with about 90 partners.	1	News Director

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6	9/8/2022	Participation in events sponsored by organizations representing the community	school presentation - St Paul's school The students are preparing their own newscast. The will use a Zoom link to broadcast it throughout the school. I talked to them about preparing for the newscast and about speaking in front of a camera.	1	Reporter
7	9/28/2022	Participation in events or programs sponsored by educational institutions	On-campus recruitment table at St. Mary's University. This is set up through the schools career center to provide a space where employers can set up an information table on campus for students to visit and ask questions about potential careers.	2	LSM Account Executive
8	10/4/2022	Participation in events or programs sponsored by educational institutions	<ul style="list-style-type: none"> We have a team going on October 4 to Texas State University to attend a career fair/student outreach trip and see their campus TV station. That's Sean, Emily, and Jason. They will watch their newscast, critique it, and conduct one-on-one interviews. 	3	Asst. News Director Executive Producer Executive Producer
9	10/7/2022	Participation in events sponsored by organizations representing the community	Mass Comm Week @ Texas State University Sat on a panel of journalists who talked about the industry, TV news and what is currently taking place in the industry.	1	Reporter
10	11/1/2022	Participation in events or programs sponsored by educational institutions	Science with Sarah Sarah Spivey, Meteorologist, visits schools in the San Antonio area and conducts science related experiments with the students.	2	Meteorologist Reorter
11	11/11/2022	Participation in events sponsored by organizations representing the community	School visit - visited Edgewood ISD to talk about the weather and what meteorologists do to forecast it.	1	Meteorologist
12	12/15/2022	Participation in events sponsored by organizations representing the community	Visited Green Valley school to see their class newscast project.	1	Executive Producer
13	12/19/2022	Participation in events or programs sponsored by educational institutions	Job Shadow Communication Arts HS student who is pursuing a career in forensic journalism shadowed our investigative reporter at the station.	1	Investigative Reporter

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14	1/1/2023	Participation in events or programs sponsored by educational institutions	I'm a member of the University Star Advisory Board at Texas State and do lots of recruiting for specific open positions with Kym Fox and other professors/journalists there.	1	Digital Executive Producer
15	1/9/2023	Participation in events sponsored by organizations representing the community	School Visit Discussed the concept of meteorology as well as the professions/careers associated with the field. Also showed how to forecast and what goes into making a weathercast.	1	Meteorologist
16	2/26/2023	Participation in events or programs sponsored by educational institutions	Mahogany Brain Challenge Elementary school students competed in a competition about Black history.	2	Producer Reporter
17	2/28/2023	Participation in Job Fairs	University of Texas - Moody Spring Career Expo Attended this career fair and spoke to students about the job opportunities at all GMG stations.	4	Asst. News Director Asst. News Director Reporter Reporter
18	3/27/2023	Participation in events or programs sponsored by educational institutions	Weather Presentation Gave students an in-depth look at all things meteorology. Presented a crash course in Meteorology to students - how a newscast works and what you can do with a meteorology degree.	1	Meteorologist