

KSAT-TV
EEO PUBLIC FILE REPORT
April 1, 2014 - March 31, 2015

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
Television News Video Journalist	16, 20, 29, 33, 59, 65	16
Co-Host, Variety/Talk Show	1-6, 8-9, 11-12, 17-20, 22, 26-27, 31-32, 34-42, 44-56, 58-64	2
Co-Host, Variety/Talk Show	1-6, 8-9, 11-12, 17-20, 22, 26-27, 31-32, 34-42, 44-56, 58-64	20
Assistant News Director	1, 3-6, 8-9, 11-13, 17-19, 22, 26-27, 32, 34-42, 44-50, 53-56, 58-60, 63-64	12
Executive Producer	1, 3-6, 8-9, 11, 13, 15, 17-19, 22, 26-27, 32, 34-42, 44-51, 53-56, 58-60, 63-64	15
Account Executive	1, 3-6, 8-9, 11, 17-19, 22, 26-27, 32, 34-42, 44-50, 53-60, 63-64	57
Regional Sales Assistant	1, 3-6, 8-9, 11, 17-19, 22, 26-28, 32, 34, 36-50, 53-56, 58-60, 63-64	28
Meteorologist	1, 3-6, 8-9, 11-12, 17-19, 22, 26-27, 32, 34, 36-42, 44-50, 53-56, 58-60, 63-64	12
PM Talk Show MMJ	1, 3-6, 8-9, 11, 15-19, 21-22, 26-27, 29-30, 32-34, 36-41, 44-46, 48-50, 53-56, 58-60, 62-65	15
PM Talk Show MMJ	1, 3-6, 8-9, 11, 15-19, 21-22, 26-27, 29-30, 32-34, 36-41, 44-46, 48-50, 53-56, 58-60, 62-65	30
Morning News Producer	1, 3-6, 8-9, 11, 13, 16-19, 22-23, 26-27, 32-34, 36-42, 44, 46-50, 53-56, 58-60, 62-65	23
Graphic Designer	1, 3-6, 8-9, 11, 17-19, 22, 26-27, 32-34, 36-42, 44, 46-51, 53-56, 58-60, 62-65	51
Television News Multimedia Journalist	1-6, 8-9, 11, 16-19, 22, 26-27, 33-34, 36-42, 44-50, 53-56, 58-60, 62-65	2
News Photographer	1, 3-6, 8-9, 11, 16-20, 22, 26-27, 32-34, 36-41, 44-50, 53-56, 58-60, 62-65	16
Business Manager	1, 3-6, 8-9, 11, 14, 17-20, 22, 26-27, 32-34, 36-42, 44-50, 53-56, 58-60, 62-65	14
Newscast Producer	1, 3-6, 8-9, 11, 16-19, 22, 25-27, 32-34, 36-50, 53-56, 58-65	59
Asst Producer, Variety/Talk Show	1, 3-6, 8-9, 11, 13, 17-20, 22, 26-27, 31-34, 36-41, 43-50, 53-56, 58-65	31
Director of Social Media	1, 3-6, 8-9, 11, 17-20, 22, 26-27, 30-34, 36-42, 44-51, 53-56, 58-60, 62-65	31
Assignments/Web Editor	1, 3-6, 8-9, 11, 16-19, 22, 26-27, 32-34, 36-42, 44-50, 53-56, 58-60, 62-65	16

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Graphic Designer	1, 3-6, 8-9, 11, 17-20, 22-23, 26-27, 30, 32-34, 36-42, 44-51, 53-60, 62-65	30
Graphic Designer	1, 3-6, 8-9, 11, 17-20, 22-23, 26-27, 30, 32-34, 36-42, 44-51, 53-60, 62-65	20
TV Operations Technician	1, 3-9, 11, 14, 17-19, 22, 26-27, 32-34, 36-42, 44-50, 53-56, 58-60, 62-65	14
Associate News Producer/Web Editor	1, 3-6, 8-9, 11, 16-19, 22, 26-27, 32-34, 36-42, 44-47, 49-50, 53-56, 58-60, 62-65	16
Television Sales Assistant	1, 3-6, 8-9, 11, 17-20, 22, 26-27, 32-42, 44-51, 53-56, 58-60, 62-65	20
Assistant Producer/Floor Director, "SA Live"	1, 3-6, 8-9, 11, 13, 17-19, 22, 26-27, 32-42, 44-51, 53-56, 58-60, 62-65	13
Television Promotion Producer	1, 3-6, 8-11, 17-20, 22, 25-27, 32-42, 44-51, 53-56, 58-60, 62-65	25
News Photographer	1, 3-6, 8-9, 11, 17-18, 20, 22, 24, 26-27, 32-34, 36-42, 44-50, 53-56, 58-60, 62-65	20
TV Operations Technician	1, 3-6, 8-9, 11, 17-18, 20, 22, 26-27, 32-42, 45-50, 53-56, 58-60, 62-65	20

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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 Sandra Richards	N	3
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	Bulletin Board	N	4
8	California Chicano News Media Association California Url : http://www.ccnma.org Career Services Manual Posting	N	0

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9	Career & Counseling Services O.L.O.L. Univ. 411 S.W. 24 Street San Antonio, Texas 78207 Phone : 210 431-3971 Url : http://www.ollusa.edu/ Email : career@ollusa.edu Rhonda Boyles	N	0
10	Career Fair	N	1
11	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
12	Consultant Referral	N	7
13	Current Employee	N	11
14	Current Employee - Transfer/Promotion	N	2
15	Current Employee/Internal Promotion	N	2
16	E-mail Inquiry	N	12
17	Easter Seal Rehab Center 2203 Babcock San Antonio, Texas 78229 Phone : 210 614-3911 Url : http://www.easterseals.com Fax : 1-210-616-0443 Carlos Medina	N	0
18	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Eastern New Mexico University Station 24 Portales, New Mexico 88130 Phone : 575 562-2211 Url : http://www.enmu.edu Email : rickie.bonner@enmu.edu Fax : 1-575-562-2215 Lucy Wilson	N	0
20	Employee Referral	N	23
21	Employment Agency	N	1
22	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
23	Former Employee	N	2
24	Former Employee Referral	N	1
25	Former Intern	N	3
26	Goodwill Industries - Job Help Center 2902 Goliad Road San Antonio, Texas 78221 Phone : 210 924-8581 Url : http://www.goodwill.org Email : nwatson@goodwillsa.org Fax : 1-210-924-3011 Nelly Watson	N	0
27	Hispanic Chamber of Commerce 200 E Grayson #203 San Antonio, Texas 78215 Phone : 210-225-0462 Url : http://www.sahcc.org Email : poletf@sahcc.org Fax : 1-210-225-2485 Polet Figueroa	N	1
28	Indeed.com	N	7
29	Internet Ad	N	3
30	Job Board	N	4

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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
31	Job posting on internet	N	6
32	KPRC TV2 8181 Southwest Freeway Houston, Texas 77074 Phone : 713-222-2222 Url : http://www.click2houston.com Email : jbagwell@kprc.com Fax : 1-713-778-8995 Judy Bagwell	N	0
33	KSAT.com 1408 N St Mary's San Antonio, Texas 78215 Url : http://ksat.com Station Website Manual Posting	N	5
34	Medialine California Url : http://www.medialine.com Career Services Manual Posting	N	0
35	Medill News Service 1325 G Street, NW, #730 Washington, District of Columbia Phone : 202 347-8700 Url : http://www.medillnewsdc.com Email : m-coffman@northwestern.edu Fax : 1-202-662-1847 Ms. Mary Coffman	N	0
36	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	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
38	National Association of Hispanic Journalists National Press Bldg., #1193 Washington, District of Columbia 20045 Phone : 202 662-7145 Url : http://www.hahj.org Anna Lopez Manual Posting	N	0
39	National Diversity Newspaper Job Bank Texas Url : http://www.newsjobs.com Career Services Manual Posting	N	0
40	Northeast Adult Education 10333 Broadway San Antonio, Texas 78218 Mary Lil Chappel Manual Posting	N	0
41	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
42	Northwest Vista College 3535 N. Ellison Dr. San Antonio, Texas 78251 Phone : 210-486-4127 Url : http://www.alamo.edu/nvc/students/cats/employers_u Email : dabrams3@alamo.edu Fax : 1-210-486-9113 Doreen Abrams	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
43	Office of Human Resources - UT at Austin P.O. Drawer 5 Austin, Texas Phone : 512 475-6243 Url : http://www.utexas.edu Email : ccsmain@austin.utexas.edu Sarah Andrews	N	0
44	Palo Alto College 1400 Villaret San Antonio, Texas 78224 Phone : 210 486-3123 Url : http://www.alamo.edu/pac/ Email : nesparza@alamo.edu Fax : 1-210-486-3102 Nora Esparza	N	0
45	Penn State University College Communications 205 Carnegie Building University Park, Pennsylvania 16802 Phone : 814 865-2377 Url : http://www.psu.edu/ Email : oci@sa.psu.edu Fax : 1-814-863-8044 Joseph Selden	N	0
46	PNS HR Texas Url : http://www.wponet.com Career Services Manual Posting	N	0
47	SAHA - San Juan Homes Road Center 300 Gente Walk San Antonio, Texas 78207 Phone : 210-223-2889 Url : http://www.saha.org Email : jarmendariz@narpgroup.com Fax : 1-210-223-9814 Jessica Armendariz	N	0

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48	SAILS 1028 S Alamo San Antonio, Texas 78210 Phone : 210 281-1878 Url : http://www.sailstx.org/ Email : mrangarajan@sailstx.org Fax : 1-210-281-1759 Mallika Rangarajan	N	0
49	Spots N Dots Texas Url : http://www.spotsndots.com Career Services Manual Posting	N	0
50	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
51	Station Website	N	13
52	Station Website Posting (One or More SEU Stations)	N	1
53	Texas Association of Broadcasters Texas Url : http://www.tab.org Career Services Manual Posting	N	0
54	Texas Rehabilitation Commission 8610 Broadway St., Ste. 310 San Antonio, Texas Career Services Manual Posting	N	0
55	Texas State University Career Services 601 University Drive San Marcos, Texas 78666 Phone : 512 245-2645 Url : http://www.txstate.edu Email : careerservices@txstate.edu Fax : 1-512-245-3993 Victoria Hinojosa	N	0

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56	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
57	Trade Website	N	2
58	TVB Texas Url : http://www.tvb.org Career Services Manual Posting	N	0
59	TVJOBS.COM North Carolina Url : http://www.tvjobs.com Career Services Manual Posting	N	6
60	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
61	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
62	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

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63	WORK IN TEXAS Texas Url : http://www.workintexas.com Career Services Manual Posting	N	0
64	WPLG TV10 3401 West Hallandale Beach Blvd. Pembroke Park, Florida 33023 Phone : 954-364-2500 Url : http://www.justnews.com Email : rvasco@wplg.com Fax : 1-954-364-2991 Rosie Vasco	N	0
65	WPOnet 180 N LaSalle Chicago, Illinois Url : https://essghconnect.net Inter-company website Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			120

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	5/3/2014	Sponsorship of events in the community designed to increase public awareness	ARC of San Antonio Gala.	1	Anchor	0.50
2	5/6/2014	Participation in events or programs sponsored by educational institutions	Guest speaker at Pat Neff MS Academic Awards Ceremony.	1	Reporter	0.25
3	5/7/2014	Participation in events or programs sponsored by educational institutions	Career day at Stewart Elementary School	1	Reporter	0.25
4	5/20/2014	Participation in events or programs sponsored by educational institutions	Career day at Japhet Elementary School.	1	Reporter	0.25
5	5/29/2014	Participation in events or programs sponsored by educational institutions	Career Day at Floresville Middle School	2	Tech Operator IT Specialist	0.25
6	5/30/2014	Participation in events or programs sponsored by educational institutions	Career Day at Nichols Elementary	1	Meteorologist	0.25
7	5/30/2014	Participation in events or programs sponsored by educational institutions	Career Day at La Vernia Intermediate School.	1	Meteorologist	0.25
8	7/15/2014	Participation in events or programs sponsored by educational institutions	Career day presentation to the PREP students at UTSA. The PREP program is a program for 6th through 8th grade students to help the prepare for college.	1	Reporter	0.25
9	8/6/2014	Co Sponsoring Job Fair	KSAT was a Scoop Level sponsor of the National Association of Hispanic Journalist conference.	1	News Director	1.00
10	8/14/2014	Co Sponsoring Job Fair	NAHJ is dedicated to helping members of the Hispanic community advance in the news industry.	1	News Director	1.00
11	9/22/2014	Participation in job banks, internet programs and other programs designed to promote outreach	KSAT Community event - Go Orange for Hunger Whataburger offered 20% of proceeds from one evening as a donation to the San Antonio Food Bank.	1	Reporter	1.00

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12	9/24/2014	Participation in events or programs sponsored by educational institutions	Presentation to seniors at John Marshall high school about weather and forecasting.	1	Meterologist	0.25
13	9/25/2014	Participation in events or programs sponsored by educational institutions	School visit to Fenwick elementary school.	1	Meterologist	0.25
14	10/7/2014	Participation in events or programs sponsored by educational institutions	School visit to talk about weather to 7th grade students studying weather at San Antonio Academy.	1	Meterologist	0.25
15	10/8/2014	Participation in events or programs sponsored by educational institutions	Presentation to Communication students at UTSA who are interested in entering the PR/marketing field.	1	Director Creative Service	0.25
16	10/8/2014	Sponsorship of events in the community designed to increase public awareness	Served as emcee for Mi Casa for Children & Elderly annual gala dinner. Mi Casa is a nonprofit group that aids homes in Mexico, which help children and elderly who have been neglected, abused or abandoned.	1	Reporter	0.50
17	10/22/2014	Participation in events or programs sponsored by educational institutions	Career day at Wetmore Elementary. Spoke to multiple groups about opportunities in the broadcast field.	1	Reporter	0.25
18	10/29/2014	Participation in Job Fairs	Texas State University Mass Media Job Fair	2	PR & Benefits Admin Account Executive	0.25
19	11/1/2014	Establishment of an intern program designed to assist members of the community	Emcee for Good Samaritan Community Services 5k run/walk. This organization provides child development programs, after school and summer youth enrichment programs.	1	Anchor	1.00
20	11/15/2014	Participation in events or programs sponsored by educational institutions	Guest speaker for the Leadership Lab November session. This program develops leadership skills among the Alamo Colleges student body. It gives students a chance to meet business and community leaders and learn skills they'll use as they move forward in their own career paths.	1	News Director	0.25
21	11/21/2014	Participation in other activities designed by the station employment unit	Station tour to broadcasting students from Providence High School.	1	Chief Engineer	1.00

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22	11/21/2014	Participation in events or programs sponsored by educational institutions	Career Day at Henderson Elementary School	1	Meteorologist	0.25
23	11/29/2014	Participation in events sponsored by community groups	Karaoke with Seniors. Members of the media were invited to sing karaoke with residents at Incarnate Word Village, a home for seniors.	1	Reporter	0.25
24	12/3/2014	Participation in events or programs sponsored by educational institutions	School visit to Vineyard Ranch Elementary School to talk to kindergarten classes about the weather and my job as a meteorologist at KSAT.	1	Meteorologist	0.25
25	12/9/2014	Participation in events or programs sponsored by educational institutions	School visit to Woodstone Elementary School 5th grade classes. Spoke about the weather and my job as a meteorologist at KSAT.	1	Meteorologist	0.25
26	12/11/2014	Participation in events or programs sponsored by educational institutions	Judge for the SWISD science fair.	1	Meteorologist	0.25
27	12/11/2014	Participation in other activities designed by the station employment unit	Station tour provided to Sam Houston High School's visual media program.	1	Director	1.00
28	12/17/2014	Participation in events or programs sponsored by educational institutions	School visit to Cambridge Elementary School to talk about the weather and my job as a meteorologist.	1	Meteorologist	0.25
29	3/20/2015	Participation in job banks, internet programs and other programs designed to promote outreach	KSAT Community Event - The Corner Store Country Run. A 5k was held to raise funds for Big Brothers Big Sisters.	2	Meteorologist Anchor/Host	1.00
30	3/24/2015	Participation in events or programs sponsored by educational institutions	Station tour - Gave a station tour to Brackenridge High School broadcast journalism classes.	2	Digital Sales Manager Digital Coordinator	0.25
TOTAL POINTS OVER REPORTING PERIOD:						13.25