

KSAT-TV
EEO PUBLIC FILE REPORT
April 1, 2019 - March 31, 2020

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
Investigative Producer	1-6, 9-10, 15-18, 21-22, 25-33, 35-50	17
Trainee	1-7, 9, 14-16, 18, 20-22, 25-33, 35-45, 49, 51	20
IT Specialist	1-6, 9, 14-16, 18, 21, 25-32, 35-46, 49	25
Producer	1-6, 9, 14-16, 18, 21, 25-33, 35-46, 49- 51	25
Producer	1-6, 9-10, 14-16, 18, 21, 24-33, 35-46, 49, 51	10
Executive Producer II	1-6, 8-9, 11, 13-16, 18-19, 21, 25-33, 35-46, 49	11
Assistant News Director	1-6, 9-10, 14-16, 18, 21, 25-33, 35, 37- 46, 49	10
Assignment Associate	1-6, 9-10, 14-18, 21, 24-33, 35-46, 49	17
Sports MMJ Trainee	1-6, 9, 15-16, 18, 21, 25-33, 35-46	25
Web News Producer	1-6, 9, 14-16, 18, 21, 25-27, 29-33, 35- 46, 49	25
Photographer	1-6, 9, 14-18, 21, 26-27, 29-33, 35-46, 49	17
Executive Producer	1-6, 9, 12, 14-16, 18, 21, 26-27, 29-33, 35-46, 49	12
Digital Coordinator	1-2, 5, 9, 13, 17, 21, 23, 25-26, 29, 31- 34, 38-39, 41, 43-46	17

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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.aacsa.com Email : blackchamber@aol.com Lou Miller	N	0
2	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
3	Alamo Transition Center 800 Quintana Road San Antonio, Texas 78211 Career Services Manual Posting	N	0
4	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
5	Broadcast Cable Financial Management Texas Url : http://www.bcfm.com Career Services Manual Posting	N	0
6	California Chicano News Media Association California Url : http://www.ccnma.org Career Services Manual Posting	N	0
7	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

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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 Fair	N	1
9	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
10	Current Employee	N	6
11	Current Employee - Transfer/Promotion	N	1
12	Current Employee/Internal Promotion	N	1
13	Did not indicate (Source Unknown)	N	4
14	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
15	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
16	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
17	Employee Referral	N	4

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18	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
19	Former Employee	N	1
20	Former Intern	N	1
21	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
22	Graham Media Group Texas Email : careers@grahammedia.com Career Services	N	0
23	Hispanic Chamber of Commerce 200 E Grayson #203 San Antonio, Texas 78215 Phone : 210-225-0462 Url : http://www.sahcc.org Email : AlisaG@sahcc.org Polet Figueroa	N	0
24	Indeed.com	N	3
25	KSAT.com 1408 N St Mary's San Antonio, Texas 78215 Phone : 210-351-1200 Url : http://ksat.com Station Website Manual Posting	N	13
26	Medialine California Url : http://www.medialine.com Career Services Manual Posting	N	0

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27	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
28	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
29	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
30	National Diversity Newspaper Job Bank Texas Url : http://www.newsjobs.com Career Services Manual Posting	N	0
31	Northeast Adult Education 10333 Broadway San Antonio, Texas 78218 Mary Lil Chappel Manual Posting	N	0
32	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	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
34	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
35	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
36	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
37	Spots N Dots Texas Url : http://www.spotsndots.com Career Services Manual Posting	N	0

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38	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
39	Texas Association of Broadcasters Texas Url : http://www.tab.org 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 : http://www.txstate.edu Email : careerservices@txstate.edu 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 : http://www.leadershipinstitute.org Email : amccarthy@limail.us Fax : 1-703-247-2001 Andrea McCarthy	N	0
43	TVB Texas Url : http://www.tvb.org Career Services Manual Posting	N	0
44	TVJOBS.COM North Carolina Url : http://www.tvjobs.com Career Services Manual Posting	N	0

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45	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
46	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
47	WDIV 550 W Lafayette Blvd Detroit, Michigan 48226 Phone : 313-222-0469 Email : angelas@wdiv.com Angela Satizabal-Rifai	N	0
48	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
49	WORK IN TEXAS Texas Url : http://www.workintexas.com Career Services Manual Posting	N	0
50	WPOnet 180 N LaSalle Chicago, Illinois Url : https://essghconnect.net Inter-company website Manual Posting	N	0

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51	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:			35

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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	4/1/2019	Participation in events sponsored by community groups	Reporter job shadow	1	Reporter
2	4/7/2019	Participation in events or programs sponsored by educational institutions	Station Tour	1	Reporter
3	6/5/2019	Participation in events or programs sponsored by educational institutions	Premier HS Graduation - New Braunfels	1	Producer
4	7/2/2019	Participation in events or programs sponsored by educational institutions	Station Tour	1	Producer
5	9/11/2019	Participation in events or programs sponsored by educational institutions	School presentation at Sunshine Cottage. Gave a presentation to the schools deaf and hard of hearing middle school students.	1	Meteorologist
6	9/27/2019	Participation in events or programs sponsored by educational institutions	NISD Mentoring Video Conference with Taft HS students for journalism mentoring program.	1	Investigative Reporter
7	10/7/2019	Participation in events or programs sponsored by educational institutions	East Central HS Project Filmed a Weather Warning with the students so they could use during football games.	1	Meteorologist
8	10/8/2019	Participation in events or programs sponsored by educational institutions	Student Tour Gave a tour to freshmen students at Texas State University.	1	Assignment Manager
9	10/15/2019	Participation in events or programs sponsored by educational institutions	Interview - Interviewed by a SAC student about pursuing a career in broadcast journalism	1	Investigative Reporter
10	10/19/2019	Participation in events or programs sponsored by educational institutions	Girls Leadership San Antonio - Studio Tour Partnership with local chapter of Women's Global Connection gave tour and presentation to show young women what it's like to work in television broadcasting.	1	Meteorologist

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11	10/23/2019	Participation in events or programs sponsored by educational institutions	Presentation at Clarke High School Informed students about my career path as a broadcast meteorologist.	1	Meteorologist
12	10/29/2019	Participation in events or programs sponsored by educational institutions	Core 4 STEM presentation	2	Meteorologist Meteorologist
13	11/6/2019	Participation in events or programs sponsored by educational institutions	Presentation at Young Women's Leadership Academy	2	Meteorologist Meteorologist
14	11/15/2019	Participation in events or programs sponsored by educational institutions	Station tour to students from Jackson Middle School	1	Promotion Producer
15	11/22/2019	Participation in events or programs sponsored by educational institutions	Career Day - Sun Valley Elementary Spoke to 5th grade students about my career path as a Video Journalist. Showed them news clips and answered questions.	1	Video Journalist
16	11/22/2019	Participation in events or programs sponsored by educational institutions	Career day - spoke to students about how a newscast comes together.	2	Video Journalist Photographer
17	11/23/2019	Participation in events or programs sponsored by educational institutions	Mass Comm Interview at Palo Alto College I was interviewed about my journey towards journalism by Mass Comm Students. The initiative was in regards to teaching students about what education is needed to work in TV news.	1	Video Journalist
18	12/13/2019	Participation in events or programs sponsored by educational institutions	Participation in a group of faculty and students for Cowbo PR Productions at McCollum High School. The purpose was to review the type of equipment the group uses and make recommendations on how to improve their production and quality of their segments.	1	Sports Producer
19	2/5/2020	Participation in events or programs sponsored by educational institutions	University of Texas at Austin - Mass Comm Intern and Job Fair	2	HR Administrator Meteorologist KPRC

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20	2/7/2020	Participation in events or programs sponsored by educational institutions	Career Day - Barbara Jordan Intermediate School	1	Reporter
21	3/1/2020	Participation in events or programs sponsored by educational institutions	Texas State University Star newspaper advisory board	1	Digital Executive Producer
22	3/26/2020	Participation in events or programs sponsored by educational institutions	Interview with San Antonio College student regarding my career in television	1	Reporter