

# KSAT-TV

## EEO PUBLIC FILE REPORT

### April 1, 2015 - March 31, 2016

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 Multi-Media Journalist	1, 3-4, 6-10, 15-18, 20, 25-27, 33-34, 37-42, 44-46, 48-53, 55-61, 65-68	15
Investigative Producer Trainee - 1 year term	1, 3-4, 6-10, 16-18, 20, 25-27, 33-34, 36-42, 44-62, 65-68	41
Investigative Producer	1, 3-4, 6-10, 15-17, 20, 25-27, 33-34, 36-42, 44-46, 48-53, 55-61, 65-68	36
News Multimedia Journalist	1, 3-10, 16-18, 20, 25-27, 33-34, 37-42, 44-46, 48-53, 55-61, 65-68	5
Morning News Anchor/Reporter	1-4, 6-10, 16-18, 20, 25-27, 33-34, 37-42, 44-46, 48-53, 55-61, 64-66, 68	41
Accounting Clerk - P/T	1, 3-4, 6-10, 16-18, 20, 25-28, 33-34, 37-42, 44-46, 48-53, 55-61, 64-66, 68	34
News Photographer	1, 3-10, 15-20, 25-27, 33-34, 37-42, 44-46, 49-53, 55-61, 64-66, 68	19
News Producer Trainee (1 year term)	1, 3-4, 6-10, 14-15, 17-18, 20, 22, 24-27, 33-34, 37-42, 44-47, 49-53, 55-61, 64-66, 68	14
Executive Producer, Social Media	1, 3-4, 6-10, 12, 16-18, 20, 25-27, 33-34, 36-42, 44-46, 49-53, 55-61, 64-66, 68	12
Executive Producer, Live/Daily/Variety Show	1, 3-4, 6-11, 13, 16-18, 20, 25-27, 31-34, 37-42, 44-46, 49-53, 55-61, 64-66, 68	11
Booking/Segment Producer, Live, Daily Variety Prog	1, 3-4, 6-11, 15-20, 25-27, 33-34, 37-42, 44-46, 49-53, 55-61, 64-66, 68	19
Graphics Coordinator	1, 3-4, 6-10, 17-20, 25-28, 32-34, 37-42, 44-47, 49-61, 64-66, 68	28
Managing Editor: KSAT.com Enterprise Team	1, 3-4, 6-11, 16-20, 25-27, 33-35, 37-42, 44-46, 49-53, 55-61, 64-66, 68	11
Digital Curator: KSAT.com Enterprise Team	1, 3-4, 6-10, 12, 16-18, 20, 25-27, 33-34, 37-42, 44-46, 49-61, 64-66, 68	12
Digital Multi Media Journalist	1-4, 6-10, 15-18, 20, 22, 25-27, 33-34, 37-42, 44-46, 49-61, 64-66, 68	54
Digital Multi Media Journalist	1-4, 6-10, 15-18, 20, 22, 25-27, 33-34, 37-42, 44-46, 49-61, 64-66, 68	22

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Television Promotion Editor	1, 3-4, 6-10, 12, 16-18, 20, 24-27, 30-31, 34, 37-42, 44-46, 49-53, 55-61, 64-66, 68	12
Television Technical Director	1, 3-4, 6-10, 16-18, 20, 24-27, 34, 37-42, 44-46, 49-53, 55-61, 64-66, 68	24
Web Producer	1, 3-4, 6-10, 15-18, 20-21, 24-27, 34, 37-42, 44-46, 49-53, 55-61, 64-66, 68	24
Web Producer	1, 3-4, 6-10, 15-18, 20-21, 24-27, 34, 37-42, 44-46, 49-53, 55-61, 64-66, 68	15
Executive Producer GMSA	1, 3-4, 6-10, 15-20, 25-27, 34, 37-42, 44-46, 49-53, 55-61, 64-66, 68	41
Digital Coordinator	1, 3-4, 6-10, 16-18, 20, 23, 25-28, 34, 37-42, 44-47, 49-53, 55-62, 64-66, 68	28
Assistant Chief Engineer	1, 3-4, 6-10, 16-20, 25-27, 29-30, 34, 37-42, 44-46, 49-53, 55-61, 64-66, 68	29
News Photographer	1, 3-4, 6-10, 15-18, 20, 25-27, 34, 37-42, 44-45, 49-61, 64-66, 68	15
News Photographer	1, 3-4, 6-10, 15-18, 20, 25-27, 34, 37-42, 44-45, 49-61, 64-66, 68	15
News Producer	1, 3-4, 6-10, 15-18, 20, 25-28, 34, 37-42, 44-46, 49-53, 55-61, 64-66, 68	15
Associate Producer	1, 3-4, 6-10, 15-20, 25-28, 34, 37-42, 44-46, 49-53, 55-61, 63-66, 68	19
Digital Curator/Data Visualizer	1, 3-4, 6-10, 16-20, 25-27, 31, 34, 37-42, 44-46, 49-53, 55-61, 64-66, 68	19
Multi-Platform Reporter	1-4, 6-10, 15-20, 25-27, 34, 37-42, 44-46, 49-53, 55-61, 64-66, 68	2
Assignments Manager	1, 3-4, 6-12, 16-18, 20, 22, 25-27, 34, 37-42, 44-46, 49-53, 55-61, 64-66, 68	12
Special Events Coordinator	1, 3-4, 6-10, 16-20, 22, 25-28, 34, 37-42, 44-46, 49-61, 64-66, 68	19
Regional Digital Account Executive	1, 3-4, 6-10, 16-18, 20, 25-28, 34-35, 37-46, 49-53, 55-61, 64-66, 68	35

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**I. VACANCY LIST**

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<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Newscast Producer	1, 3-4, 6-11, 13, 15, 17-18, 20, 25-27, 34, 37-42, 44-46, 49-53, 55-61, 64-66, 68	13
Newscast Producer	1, 3-4, 6-11, 13, 15, 17-18, 20, 25-27, 34, 37-42, 44-46, 49-53, 55-61, 64-66, 68	34
Research Director	1, 3-4, 6-10, 17-18, 20, 25-27, 34-35, 37-42, 44-46, 49-61, 64-66, 68	54
News Producer Trainee – Good Morning San Antonio	1, 3-4, 6-10, 15-18, 20, 25-27, 34, 37-42, 44-46, 49-53, 55-61, 64-66, 68	15
IT Specialist	1, 3-4, 6-8, 10, 16-18, 20, 25-27, 34, 37-42, 44-46, 49-61, 64-66, 68	34

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**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	6
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	Application already on file	N	2
6	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
7	Broadcast Cable Financial Management Texas Url : <a href="http://www.bcfm.com">http://www.bcfm.com</a> Career Services 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

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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 : <a href="http://www.ollusa.edu/">http://www.ollusa.edu/</a> Email : <a href="mailto:career@ollusa.edu">career@ollusa.edu</a> Rhonda Boyles	N	0
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	N	5
12	Current Employee - Transfer/Promotion	N	4
13	Current Employee/Internal Promotion	N	2
14	Current Intern	N	1
15	E-mail Inquiry	N	24
16	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
17	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

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18	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
19	Employee Referral	N	15
20	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
21	Facebook post	N	1
22	Former Employee	N	7
23	Former Employee Referral	N	1
24	Former Intern	N	4
25	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
26	Graham Media Group Texas Email : <a href="mailto:careers@grahammedia.com">careers@grahammedia.com</a> Career Services	N	0
27	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> Email : <a href="mailto:poletf@sahcc.org">poletf@sahcc.org</a> Fax : 1-210-225-2485 Polet Figueroa	N	0

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28	Indeed.com	N	15
29	Internal Candidate	N	5
30	Internet Ad	N	3
31	Job Board	N	3
32	Job posting on internet	N	2
33	KPRC TV2 8181 Southwest Freeway Houston, Texas 77074 Phone : 713-222-2222 Url : <a href="http://www.click2houston.com">http://www.click2houston.com</a> Email : <a href="mailto:wgough@kprc.com">wgough@kprc.com</a> Fax : 1-713-778-8995 Will Gough	N	0
34	KSAT.com 1408 N St Mary's San Antonio, Texas 78215 Url : <a href="http://ksat.com">http://ksat.com</a> Station Website Manual Posting	N	15
35	Linked In	N	4
36	LinkedIn / Word of Mouth	N	3
37	Medialine California Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Career Services Manual Posting	N	0
38	Medill News Service 1325 G Street, NW, #730 Washington, District of Columbia Phone : 202 347-8700 Url : <a href="http://www.medillnewsdc.com">http://www.medillnewsdc.com</a> Email : <a href="mailto:m-coffman@northwestern.edu">m-coffman@northwestern.edu</a> Fax : 1-202-662-1847 Ms. Mary Coffman	N	0

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39	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
40	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
41	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	4
42	National Diversity Newspaper Job Bank Texas Url : <a href="http://www.newsjobs.com">http://www.newsjobs.com</a> Career Services Manual Posting	N	0
43	Non-Employee Referral	N	1
44	Northeast Adult Education 10333 Broadway San Antonio, Texas 78218 Mary Lil Chappel Manual Posting	N	0
45	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



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46	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
47	Office of Human Resources - UT at Austin P.O. Drawer 5 Austin, Texas Phone : 512 475-6243 Url : <a href="http://www.utexas.edu">http://www.utexas.edu</a> Email : <a href="mailto:ccsmain@austin.utexas.edu">ccsmain@austin.utexas.edu</a> Sarah Andrews	N	0
48	Palo Alto College 1400 Villaret San Antonio, Texas 78224 Phone : 210 486-3123 Url : <a href="http://www.alamo.edu/pac/">http://www.alamo.edu/pac/</a> Email : <a href="mailto:nesparza@alamo.edu">nesparza@alamo.edu</a> Fax : 1-210-486-3102 Nora Esparza	N	0
49	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
50	SAHA - San Juan Homes Road Center 300 Gente Walk San Antonio, Texas 78207 Phone : 210-223-2889 Url : <a href="http://www.saha.org">http://www.saha.org</a> Email : <a href="mailto:jarmendariz@narpgroup.com">jarmendariz@narpgroup.com</a> Fax : 1-210-223-9814 Jessica Armendariz	N	0

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51	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
52	Spots N Dots Texas Url : <a href="http://www.spotsndots.com">http://www.spotsndots.com</a> Career Services Manual Posting	N	0
53	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
54	Station Website	N	13
55	Texas Association of Broadcasters Texas Url : <a href="http://www.tab.org">http://www.tab.org</a> Career Services Manual Posting	N	1
56	Texas Rehabilitation Commission 8610 Broadway St., Ste. 310 San Antonio, Texas Career Services Manual Posting	N	0
57	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	1

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58	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
59	TVB Texas Url : <a href="http://www.tvb.org">http://www.tvb.org</a> Career Services Manual Posting	N	0
60	TVJOBS.COM North Carolina Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Career Services Manual Posting	N	3
61	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
62	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
63	Walk In/Self-Referral	N	1
64	WDIV 550 W Lafayette Blvd Detroit, Michigan 48226 Phone : 313-222-0469 Email : <a href="mailto:angelas@wdiv.com">angelas@wdiv.com</a> Angela Satizabal-Rifai	N	0

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65	WJXT TV4 4 Broadcast Place Jacksonville, Florida 32207 Phone : 904-399-4000 Url : <a href="http://www.news4jax.com">http://www.news4jax.com</a> Email : <a href="mailto:kbarnard@wjxt.com">kbarnard@wjxt.com</a> Fax : 1-904-391-1655 Keira Barnard	N	0
66	WORK IN TEXAS Texas Url : <a href="http://www.workintexas.com">http://www.workintexas.com</a> Career Services Manual Posting	N	0
67	WPLG TV10 3401 West Hallandale Beach Blvd. Pembroke Park, Florida 33023 Phone : 954-364-2500 Url : <a href="http://www.justnews.com">http://www.justnews.com</a> Email : <a href="mailto:rvasco@wplg.com">rvasco@wplg.com</a> Fax : 1-954-364-2991 Rosie Vasco	N	0
68	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>146</b>

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**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>	<b>Points</b>
1	4/1/2015	Participation in other activities designed by the station employment unit	Station Tour - Texas A & M San Antonio Media Studies	1	Promotions Asst	1.00
2	4/6/2015	Participation in events sponsored by community groups	UTSA COMM Week	1	Anchor	0.25
3	4/10/2015	Participation in events sponsored by community groups	TIPA Conference	1	New Producer	0.25
4	4/11/2015	Participation in job banks, internet programs and other programs designed to promote outreach	KSAT Community - TX Book Festival	2	Dir Creative Service PR Coordinator	1.00
5	5/5/2015	Participation in job banks, internet programs and other programs designed to promote outreach	KSAT Community - The Big Give SA	2	Dir Creative Service PR Coordinator	1.00
6	5/19/2015	Sponsorship of events in the community designed to increase public awareness	Recruiting/Relationship Building	1	Business Manager	0.50
7	5/29/2015	Participation in events sponsored by community groups	Career day at Nichols Elementary School	1	Reporter	0.25
8	6/4/2015	Participation in events sponsored by community groups	Career Day - San Antonio Technology Academy	1	MMJ	0.25
9	7/6/2015	Participation in events sponsored by community groups	Career Day at UTSA	1	1	0.25
10	7/10/2015	Participation in events sponsored by community groups	Guest speaker at Girls, Inc.	1	News Producer	0.25
11	8/8/2015	Participation in Job Fairs	NABJ Convention 2015	4	News Director News Director News Director MMJ	0.25
12	8/9/2015	Participation in events sponsored by community groups	Woman's Club of San Antonio	1	Anchor/Reporter	0.25

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**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>	<b>Points</b>
13	8/15/2015	Participation in job banks, internet programs and other programs designed to promote outreach	KSAT Community - Back to School Health Stop	1	Dir Creative Service PR Coordinator	1.00
14	9/17/2015	Participation in Job Fairs	Houston Baptist University Communications and Fine Arts Job Fair	1	HR Administrator	0.25
15	9/17/2015	Participation in Job Fairs	Excellence in Journalism Conference 2015	2	Business Manager News Director	0.25
16	9/21/2015	Participation in job banks, internet programs and other programs designed to promote outreach	KSAT Community - Oh What A Night, function for SA Food bank	1	Dir Creative Services	1.00
17	9/24/2015	Participation in events sponsored by community groups	School Visit - Kipp Aspire Academy	1	Investigative MMJ	0.25
18	9/25/2015	Participation in events sponsored by community groups	Career Day - Frank Madla Elementary	1	Meterologist	0.25
19	9/25/2015	Participation in events sponsored by community groups	School Visit - Rodriguez Elementary	1	Meteorologist	0.25
20	10/1/2015	Participation in job banks, internet programs and other programs designed to promote outreach	KSAT 12 in conjunction with UHS are also proud to make Breast Cancer Awareness Month the KSAT Community event for October.	1	1	1.00
21	10/28/2015	Participation in Job Fairs	Texas State University Mass Comm Career Fair	1	HR Administrator	0.25
22	11/7/2015	Participation in events sponsored by community groups	Counselor for Boy Scouts of America, Merit Badge University	2	Photographer Photographer	0.25
23	11/10/2015	Participation in other activities designed by the station employment unit	Station Tour	1	Sports Producer	1.00
24	11/14/2015	Participation in job banks, internet programs and other programs designed to promote outreach	KSAT Community's partner, Corner Store, is hosting a big event Saturday at Freeman Coliseum: the Corner Store Country Run.  The event benefits Big Brothers, Big Sisters	1	Dir Creative Service	1.00

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25	11/21/2015	Participation in events or programs sponsored by educational institutions	Light the Way	1	Anchor/Reporter	0.25
26	12/1/2015	Participation in job banks, internet programs and other programs designed to promote outreach	KSAT Community - Holiday Helpers	5	Anchor Anchor Weather Anchor Traffic Anchor	1.00
27	12/18/2015	Participation in other activities designed by the station employment unit	Station Tour - Ursuline Academy, Brazil	1	News Director	1.00
28	12/18/2015	Participation in Job Fairs	Job Fair - Full Sail University	1	Business Manager	0.25
29	12/18/2015	Participation in other activities designed by the station employment unit	Presentation to UTSA Communications and Marketing students	1	Dir of Creative Services	1.00
30	1/1/2016	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.	5	Business Manager News Director Chief Engineer Creative Services Dri	1.00
31	1/15/2016	Participation in events sponsored by community groups	Career Day, Brentwood Middle School.	1	Reporter	0.25
32	1/27/2016	Participation in Job Fairs	2016 Career & Internship Fair co-hosted by Northwestern School of Communication and Medill Career Services	2	Business Manager VP/Chief HR Officer	0.25
33	2/10/2016	Participation in other activities designed by the station employment unit	Texas A&M - San Antonio Tour	1	News Director	1.00
34	2/25/2016	Participation in events sponsored by community groups	Career Day, Barkley-Ruiz School	1	Reporter	0.25
35	3/12/2016	Participation in events sponsored by community groups	San Antonio Association of Hispanic Journalists meeting	2	News Director Executive Producer	0.25
36	3/19/2016	Participation in Job Fairs	Journalism Job Fair	5	News Director Business Manager VP/CHRO Executive Producer	0.25

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	<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>	<b>Points</b>
37	3/30/2016	Participation in Job Fairs	Texas Job Fair sponsored by the Houston Area Consortium of Career Centers.	1	HR Administrator	0.25
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>19.25</b>