

KSAT-TV

EEO PUBLIC FILE REPORT

April 1, 2018 - April 1, 2019

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
Video Journalist	1-6, 9, 14-15, 18, 23-26, 28-33, 35-42, 44-53, 55-56	26
Trainee	1-6, 9, 13-15, 18-19, 21-26, 28-33, 35-38, 40-42, 44-53, 55-57	21
Research Director I	1-6, 14-15, 18, 23-26, 28-33, 35-38, 40-42, 44-53, 55-57	26
Local Sales Manager	1-7, 9, 13-15, 17-18, 23-33, 35-57	54
Anchor/Reporter - Digital Platform	1-6, 9, 12-15, 17-18, 20-21, 23-26, 28-33, 35-38, 40-42, 44-53, 55-57	21
Editor	26	26
Executive Producer	1-6, 9-11, 13-15, 18, 23-33, 35-38, 40-42, 44-53, 55-57	10
Account Executive	1-6, 9, 12-18, 23-26, 28-38, 40-42, 44-53, 55-57	34
Editor	1-6, 9, 14-15, 18, 23-24, 26, 28-33, 35-38, 40-42, 44-53, 55-57	26
Assignment Associate	1-6, 9-10, 13-15, 18, 23-24, 26, 28, 30-33, 35-38, 40-42, 44-53, 55-57	10
OTT Curator	1-6, 9, 13-15, 18, 22-24, 26, 28, 30-33, 35-38, 40-42, 44-53, 55-57	26
Sports MMJ Trainee	1-6, 8-9, 13-16, 18, 22-23, 26, 28, 30-33, 35-38, 40-42, 44-51, 55-56	22
Newscast Producer	26	26

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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	1
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.ccma.org Career Services Manual Posting	N	0
7	Call In	N	1
8	Career Fair	N	1

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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	4
11	Current Employee - Transfer/Promotion	N	2
12	E-mail Inquiry	N	3
13	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
14	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
15	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
16	Employee Referral	N	2
17	Employment Agency	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	Facebook post	N	1
20	Former Employee	N	1
21	Former Employee Referral	N	2
22	Former Intern	N	3
23	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
24	Graham Media Group Texas Email : careers@grahammedia.com Career Services	N	0
25	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
26	KSAT.com 1408 N St Mary's San Antonio, Texas 78215 Phone : 210-351-1200 Url : http://ksat.com Station Website Manual Posting	N	21
27	Linked In	N	2

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28	Medialine California Url : http://www.medialine.com Career Services Manual Posting	N	0
29	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
30	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
31	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
32	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
33	National Diversity Newspaper Job Bank Texas Url : http://www.newsjobs.com Career Services Manual Posting	N	0
34	Non-Employee Referral	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	Northeast Adult Education 10333 Broadway San Antonio, Texas 78218 Mary Lil Chappel Manual Posting	N	0
36	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
37	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
38	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
39	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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40	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
41	Spots N Dots Texas Url : http://www.spotsndots.com Career Services Manual Posting	N	0
42	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
43	Station Website	N	1
44	Texas Association of Broadcasters Texas Url : http://www.tab.org Career Services Manual Posting	N	0
45	Texas Rehabilitation Commission 8610 Broadway St., Ste. 310 San Antonio, Texas Career Services Manual Posting	N	0
46	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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47	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
48	TVB Texas Url : http://www.tvb.org Career Services Manual Posting	N	0
49	TVJOBS.COM North Carolina Url : http://www.tvjobs.com Career Services Manual Posting	N	0
50	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
51	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
52	WDIV 550 W Lafayette Blvd Detroit, Michigan 48226 Phone : 313-222-0469 Email : angelas@wdiv.com Angela Satizabal-Rifai	N	0

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53	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
54	Word of Mouth Referral	N	1
55	WORK IN TEXAS Texas Url : http://www.workintexas.com Career Services Manual Posting	N	0
56	WPOnet 180 N LaSalle Chicago, Illinois Url : https://essghconnect.net Inter-company website Manual Posting	N	0
57	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			51

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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	4/7/2018	Participation in Job Fairs	NAHJ/Washington DC Journalism Job Fair	1	Executive Producer
2	4/11/2018	Participation in events or programs sponsored by educational institutions	St. Mary's University student tour	4	News Director Producer Social Media EP Assignments Manager
3	4/14/2018	Participation in scholarship programs	Scholarship Review Committee, SAAHJ	1	News Director
4	4/28/2018	Participation in Job Fairs	NAHJ-NABJ Chicago Job Fair	1	Executive Producer
5	7/18/2018	Participation in Job Fairs	NAHJ18	2	News Director Executive Producer
6	8/1/2018	Participation in Job Fairs	NABJ18	7	Chief HR Officer News Director Asst News Director
7	8/8/2018	Participation in Job Fairs	AAJA18	1	Asst. News Director
8	9/27/2018	Participation in Job Fairs	RTDNA/Excellence in Journalism	1	News Director
9	10/15/2018	Participation in events or programs sponsored by educational institutions	Texas State Mass Communication Event	1	Digital Producer
10	10/16/2018	Participation in events or programs sponsored by educational institutions	Texas Lutheran College Latin-x speaker series	2	Reporter Reporter
11	10/16/2018	Participation in events or programs sponsored by educational institutions	Career Day at Randolph High School	1	Reporter
12	11/3/2018	Participation in events sponsored by community groups	Merit Badge University	2	Photographer Photographer
13	11/3/2018	Participation in events sponsored by community groups	Merit Badge University	1	1
14	11/29/2018	Participation in events or programs sponsored by educational institutions	Educating students on Journalism	1	Reporter
15	12/9/2018	Participation in events sponsored by community groups	AVID Career Project	1	Reporter

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16	12/14/2018	Participation in events sponsored by community groups	Career Day at Briscoe Elementary School	1	Reporter
17	12/20/2018	Participation in events or programs sponsored by educational institutions	Station tour to John Jay HS Journalism Class	1	Web Producer
18	1/1/2019	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.	4	Producer Dir. of Technology Executive Producer sports Producer
19	1/8/2019	Participation in events or programs sponsored by educational institutions	Career Day - Nathan Kallison Elementary	1	Executive Producer
20	1/12/2019	Participation in events or programs sponsored by educational institutions	Station tour of weather department	1	1
21	1/16/2019	Participation in events sponsored by community groups	Career Day at Wetmore Elementary	1	Gray
22	1/18/2019	Participation in events or programs sponsored by educational institutions	School presentation on Meteorology at Harmon Elementary	1	Meteorologist
23	1/23/2019	Participation in events sponsored by community groups	DreamWeek 2019: The Status and Role of News Media in a Polarizing World	1	News Director
24	2/1/2019	Participation in events sponsored by community groups	Career Day at Cibolo Creek School	1	Reporter
25	3/5/2019	Participation in events or programs sponsored by educational institutions	Speaker at Young Ladies Organization at Michael Elementary	1	Producer
26	3/5/2019	Participation in events or programs sponsored by educational institutions	Texas State University - Broadcasting Society	1	Digital Journalist
27	3/26/2019	Participation in events or programs sponsored by educational institutions	Texas State Broadcasting Society - this is a journalism organization. Students meet with journalist and toured our newsroom.	1	Producer

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28	3/28/2019	Participation in events or programs sponsored by educational institutions	Careers & Cuisine The Advanced Learning Academy at Fox Tech HS invites professionals in various careers to come present to kids who are on their lunch break.	1	News Director
29	3/28/2019	Participation in events or programs sponsored by educational institutions	Job Shadow - Michael Smith	1	Investigative Reporter