

**KSAT-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2025 - March 31, 2026**

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
Web - News Producer	2, 4-5, 8, 10, 12, 14, 19-20, 22	4
Account Executive	1-2, 5, 8, 10, 12-15	13
Content Gatherer	1-3, 5, 8, 10, 12, 14-15, 18	12
Producer	1-2, 5, 8, 10, 12, 14-15	12
Texas Eats Trainee	1-2, 5, 8-10, 12, 14-15	12
News Director	1-5, 8, 10, 12-16, 18	4
Meteorologist	1-6, 8, 12, 14-15, 18, 21	12
Photographer	1-2, 4-5, 8, 10, 12, 14-15, 18	4
Trainee	8, 10, 12, 15	12
Editor	1-2, 5, 7-8, 10, 12, 15, 17-18	7
Account Executive	1-2, 5, 8, 10, 12-15	13
Photographer	4, 8, 10-12, 15, 18	4
Account Executive	1-2, 8, 10, 12-15	13
Sports Reporter	3-4, 8, 10, 12, 15	4
Maintenance Engineer	8-10, 12, 15	12
Producer	3, 8, 10, 12-13, 15	12

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

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 : <a href="http://www.aacsa.com">http://www.aacsa.com</a> Email : <a href="mailto:blackchamber@aol.com">blackchamber@aol.com</a> Lou Miller	N	0
2	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
3	Current Employee - Transfer/Promotion	N	6
4	Employee Referral	N	14
5	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
6	Facebook post	N	1
7	Former Employee Referral	N	1
8	Graham Media Group 550 West Lafayette Blvd Detroit, Michigan 48226 Phone : 248-983-5224 Michelle Zackay Manual Posting	N	1
9	Handshake 225 Bush Street #1200 San Francisco, California Phone : 2103511248 Kathy Felix Manual Posting	N	0

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10	iHire 41 E All Saints Street Frederick, Maryland 21701 Phone : 8662380161 Url : <a href="https://www.ihire.com">https://www.ihire.com</a> Career Listing Manual Posting	N	5
11	Indeed.com	N	1
12	KSAT.com 1408 N St Mary's San Antonio, Texas 78215 Phone : 210-351-1200 Url : <a href="http://ksat.com">http://ksat.com</a> Station Website Manual Posting	N	36
13	Linked In	N	14
14	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
15	NABEF - Broadcast Career Link 1 M Street SE Washington , District of Columbia 20003 Phone : 2024293191 Url : <a href="http://nabef.org">nabef.org</a> Career Listing Manual Posting	N	0
16	National Association of Hispanic Journalists National Press Bldg., #1193 Washington, District of Columbia 20045 Phone : 202 662-7145 Url : <a href="http://www.nahj.org">http://www.nahj.org</a> NAHJ Career Center Eric Manual Posting	N	0
17	Non-Employee Referral	N	1

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18	Texas Association of Broadcasters 502 E 11th St #200 Austin, Texas 78701 Phone : 512-322-9944 Url : <a href="http://www.tab.org">http://www.tab.org</a> Career Services Manual Posting	N	0
19	Texas Workforce Solutions 101 E 15th Austin, Texas 78778 Phone : 800-628-5115 Url : <a href="https://www.twc.texas.gov/">https://www.twc.texas.gov/</a> Career Services Manual Posting	N	0
20	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
21	TVJOBS.COM PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Career Services Manual Posting	N	0
22	WORK IN TEXAS , Texas Url : <a href="http://www.workintexas.com">http://www.workintexas.com</a> Career Services Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>80</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>
1	Ongoing Event	Establishment of an intern program designed to assist members of the community	The internship program at KSAT12 is designed to provide students with the opportunity to enhance their knowledge in various fields of communication by receiving hands-on experience in several KSAT departments (News, Sports, Weather, Digital). The KSAT News Department hosted one intern each from Texas State University, The University of Texas at Austin, Abilene Christian University, and The University of Texas at San Antonio from May through August 2025. The KSAT Programming Department hosted one intern from the University of the Incarnate Word from October through December 2025.	2	Manager Content Coverage Director of Marketing
2	Ongoing Event	Establishment of training programs for station personnel	Up Your Culture. Monthly meetings with station people leaders were held to provide training that contributes to the development and support of station personnel they may qualify them for higher-level positions.	17	General Manager Director of Marketing Director of Technology Manager of Content and Coverage
3	4/10/2025	Participation in events or programs sponsored by educational institutions	Texas Intercollegiate Press Association Conference and Awards, San Marcos, TX How to get a job in journalism, for upper-classmen who are involved in student media at universities across Texas Panelist with Texas Tribune Marketing Director	1	Manager Content Coverage
4	4/11/2025	Participation in events or programs sponsored by educational institutions	Invited to Tiger TV, the student-run television station on the Trinity University campus, to observe their news show, provide feedback to students, and speak about careers in journalism and ways to meet industry standards. A station tour was also provided, along with an opportunity for students to watch the A block of a newscast in the studio.	1	Reporter

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5	5/16/2025	Participation in events sponsored by organizations representing the community	Cibolo Valley Elementary School  Career Day presentation to 4th graders. A presentation of what a day in the life of a meteorologist looks like was shown to the students and then we had a question and answer session about careers in TV.	1	Meteorologist
6	5/21/2025	Participation in events sponsored by organizations representing the community	Career Day at Maverick Elementary School Provided a presentation to students on the different careers available at KSAT and why it is important to continue their education.	1	Maintenance Engineer
7	8/18/2025	Establishment of training programs for station personnel	Station leadership attended REACH, a program that brings together leaders from across all GMG stations. The program focuses on motivation, strategic discussions, and strengthening teamwork throughout the company.	5	General Manager Director of Technology Director of Marketing News Director
8	10/8/2025	Participation in events or programs sponsored by educational institutions	Texas State University, speaking with dozens of high school students from Laredo who are interested in media.  Discussed career opportunities in news, the evolving media landscape, how students can effectively navigate the industry, and the steps to pursue a career in journalism during college.	1	Manager Content Coverage
9	10/20/2025	Participation in events or programs sponsored by educational institutions	Hope Faith and Dreams Foundation Real World Journalism Experience.  Spoke with San Antonio College students interested in journalism and broadcasting about various roles held in the industry over the years and the experience gained in each.	1	Special Events Coordinator
10	10/22/2025	Participation in events or programs sponsored by educational institutions	Provided station tour to 3rd grade students from Green Valley Elementary with a studio demonstration and discussion about jobs in the broadcast industry.	1	Executive Producer

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11	12/16/2025	Participation in events or programs sponsored by educational institutions	<p>A KSAT studios tour was given to the 4th grade and 5th grade students from Mora Elementary School with Northside ISD.</p> <p>Students from Mora Elementary take part in the school's broadcast program. Spoke with the students about job duties, what it's like working in the broadcast/journalism field, and answered their questions. Students were also given the opportunity to read from the prompter in the studio and were shown how to operate it.</p>	2	Anchor/Reporter Planning Editor
12	1/12/2026	Participation in events or programs sponsored by educational institutions	<p>KSAT 12; Bylines &amp; Bites Luncheon</p> <p>Journalism students from San Antonio College participated in a mentorship program led by the nonprofit Hope Faith and Dreams Foundation in collaboration with SAC and KSAT. Our station acted as the lab portion of the program. Students had the opportunity to shadow editors, photographers, and journalists and ask them questions before heading out into the field to produce their own news package.</p> <p>The Bylines &amp; Bites Luncheon celebrated the students and gave them an opportunity to hear from the station general manager and news director to hear how they entered the journalism business, industry insights and ask questions.</p>	3	General Manager News Director Special Events Coordinator
13	2/11/2026	Participation in events sponsored by organizations representing the community	Career Day at Herff Elementary School Spoke with several groups of students about KSAT and the career path that led me there, including an overview of the station's work and its importance to the community.	1	Reporter
14	2/19/2026	Establishment of training programs for station personnel	Center for Sales Strategy and GMG Corporate provided Digital training to the Sales Account Executives. Training the AE's to be better skilled in digital selling would help them with advancement.	7	Account Executive Account Executive Account Executive Account Executive

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15	3/5/2026	Participation in Job Fairs	Participated in the University of Missouri recruitment event. Met with students on an individual basis to review reels, give feedback and inform them on the careers available with GMG. Our goal was to create a pipeline between GMG and Mizaou's broadcast journalism program.	1	Manager Content Coverage