

ATTACHMENT C
Appendix 1

Annual EEO Public File Report Form

Covering the Period from April 1, 2017 to March 31, 2018

Station(s) Comprising Station Employment Unit: KAVU/KVCT/THIS/KUNU/KMOL/KVTX/KXTS/KQZY

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources for this position	Date Position Filled
1	Master Control Operator	Employee	4	05/17/17
2	News Reporter	KAVU Website	15	06/02/17
3	News Anchor/Prod/Reporter	TAB Website	6	06/30/17
4	News Reporter	TAB Website	4	07/19/17
5	News Anchor/Prod/Reporter	KAVU Website	7	07/21/17
6	News Reporter	KAVU Website	9	07/24/17
7	News Reporter	TAB Website	7	07/25/17
8	Creative Services Manager	KAVU Website	14	08/14/17
9	Master Control Operator	Employee	5	10/05/17
10	News Reporter	Broadcast Employment Svcs/TVjobs	4	10/13/17
11	Account Executive	KAVU Website	1	10/25/17
12	Account Executive	KAVU Website	8	12/16/17
13	Account Executive	KAVU Website	1	01/16/18
14	Account Executive	KAVU Website	3	02/26/18
15	News Reporter	KAVU Website	3	03/19/18
16	Master Control Operator	Employee	3	03/25/18

Total Number of Persons Interviewed During Applicable Period: 94

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Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
1	Minority Business Commission P.O. Box 2465, Victoria, TX 77902-2465 361-573-5277 Randy Vivian		3
2*	Texas Vocational Schools 1921 E. Red River, Victoria, TX 77901 361-575-4768 Linda Simmons		3
3*	Texas Workforce Solutions 120 S. Main, Ste 110, Victoria, TX 77901 361-578-0341 Cecilia Guetierrez		16
4	Victoria College Career Center		3

	2200 E. Red River, Victoria, TX 77901		
	361-582-2404 Lisa Elsik		
5	University of Houston-Victoria		3
	3007 N. Ben Wilson, Victoria, TX 77901		
	361-570-4339 Bethany Bowman		
6*	Senior Citizens Center		3
	P.O. Box 1433, Victoria, TX 77901		
	361-576-2189 Yvonne Smith		
7*	Houston Assoc of Black Journalists		3
	P.O. Box 565, Houston, TX 77001-0565		
	281-920-2284 Nicole Jones		
8*	Illinois Center for Broadcasting		3
	55 W. 22nd St., #240, Lombard, IL 60148		
	630-916-1700 David Cogozzo		
9*	Broadcast Employment Services/Tvjobs	15	16
	P.O. Box 4116, Oceanside, CA 92052		
	760-754-8177 Mark Holloway (tvjobs.com)		
10	Broadcast Center		3
	2360 Hampton Ave., St. Louis, MO 63139		
	314-647-8181 John Carroll		
11*	TV News Gigs		3
	318 SE Jackson St., Lee's Summit, MO 64063		
	816-267-0316 Stacey Chaloux		
12	National Association of Broadcasters		3
	1771 N. St., NW, Washington, DC 20036		
	202-429-5300 Karen Hunter		
13*	San Antonio College Placement Center		3
	1300 San Pedro Ave., San Antonio, TX 78212		
	210-785-6026 Xavier Barron		
14	Women in Film & Television		3
	P.O. Box 981104, Houston, TX 77098		
	713-788-8075 Cynthia Neely		
15	Alamo Community College		3
	811 W. Houston St., San Antonio, TX 78207-3303		
	219-220-1500 Lidia Ortega		
16	Palo Alto College		3
	1400 Villaret, San Antonio, TX 78224		
	210-921-5114 Career Resource Center		
17*	American Broadcasting School		3
	712 N. Watson, Arlington, TX 76011		
	817-695-2474 Michelle McConnell		
18	Hispanic Association of Colleges & Universities		3
	8415 Datapoint Drive, #408, San Antonio, TX 78229		
	Gloria Weber		
19	Coastal Bend Workforce		3
	520 N. Staples, Corpus Christi, TX 78401		
	361-882-7491 Stacey Dill		
20	Houston Association of Hispanic Media Professionals		3
	P.O. Box 273394, Houston, TX 77277		
	713-284-8706 Vicente Arenas		
21	Media Line		3
	P.O. Box 51909, Pacific Grove, CA 93950		
	800-237-8073 Mark Shilstone		
22*	NAACP San Antonio		3
	P.O. Box 200225, San Antonio, TX 78220-0225		
	210-224-7636 Oliver Hill		
23*	NAACP Corpus Christi		3
	P.O. Box 2921, Corpus Christi, TX 78403		
	361-884-8541 Terry Mills		

24*	Haskell Indian Nations University		3
	155 Indian Ave., Box 5021, Lawrence, KS 66046		
	785-749-8448 Mona Gonzales		
25*	Columbia Graduate School of Journalism		3
	2950 Broadway, 2MO7, New York, NY 10027		
	212-854-4422 Jacqueline DeLa Fuente		
26*	University of Missouri School of Journalism		3
	76D Gannett Hall, Columbia, MO 65211		
	573-882-0373 Barbara G. Willis, Ph.D.		
27*	University of Texas at Arlington		3
	700 W. Greek Row Dr., 118FAB, Arlington, TX 76019		
	817-272-1246 Andrew M. Clark, Ph.D.		
28*	Greater Phoenix Black Chamber of Commerce		3
	201 E. Washington, Suite 350, Phoenix, AZ 85004		
	602-307-5200 Heather Holmes		
29	University of Texas at Austin		3
	1 University Station, Austin TX 78712		
	800-687-4178 CCS Manager		
30*	SOME Center for Employment Training		3
	2300 Marting Luther King Jr Ave SE, 4th Floor, Washington, DC 20020		
	202-292-4460 x 210 Karla Nelson		
31*	Kent State University		3
	261 Schwartz Center, 800 E. Summit Street, Kent, OH 44242		
	330-672-2360 Cahty Sandella		
32*	Trinity University Department of Career Services		3
	One Trinity Place #78, San Antonio, TX 78212		
	210-999-8321 Samantha Hernandez-Jones		
33	Texas State University		3
	601 University Drive, San Marcos, TX 78666		
	512-245-2645 Allison Birk		
34*	Ohio State School of Communications		3
	3033 Derby Hall, 154 North Oval Mall, Columbus, OH 43210-1339		
	614-292-8195 Lisa Sipes		
35	Cronkite School of Journalism and Mass Communication		3
	555 N. Central Ave., Suite 302, Phoenix, AZ 85004		
	602-496-7430 Mike Wong		
36	University of Phoenix		3
	3157 E. Elwood St., Phoenix, AZ 85034		
	866-766-0766 Career Services		
37	KAVU-TV Website	33	16
38	TAB Website	24	16
39	Employee	8	16
40	Indeed.com	7	3
41	UHV Career Services	0	1
42	Real Media	2	0
43	Houston Film Commission	4	0
44	Media Match	1	0

* Indicates sources that have requested notification of job openings.

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Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KAVU/KVCT/KUNU/KMOL/KVTX/KXTS

Texas Workforce Solutions Job Bank	State and nationwide search and information database for job opportunities.
Training Of Management Personnel	Mike Wall, Business Manager and EEO Officer, routinely discusses with management level personnel in Department Head Meetings about methods of ensuring equal opportunity, outreach activities, procedures for hiring and preventing discrimination.
Job Fair	On April 5, 2017 Kate Morton, Assistant Operations Manager and Regina Cantu, Promotions Manager attended the Victoria College Career Fair. They handed out job applications and talked to applicants about careers in broadcasting.
Educating The Public	On April 24, 2017 the Victoria Television Group had a tour with FW Gross at the station with 50 students and 6 teachers. We have them in three groups and rotated them between Bill Alexander, Chief Meteorologist, Kate Morton, Assistant Operations Manager, Jesse Kelley, Weather Anchor and Trey Meynig, Weather Anchor. They learned about how to put the news together and about weather.
Job Fair	On May 15, 2017 Kate Morton, Assistant Operations Manager and Regina Cantu, Promotions Manager attended the Victoria College Career Fair. They handed out job applications and talked to applicants about careers in broadcasting.
Summer Internship	The Victoria Television Group participated in the summer intern Youth Services Program sponsored by Workforce Solutions Golden Crescent and the Victoria Television Group worksite. Kayla Garcia started in the Work Experience Program on June 12, 2017 in our promotions department with our department manager Regina Cantu.
Summer Internship	The Victoria Television Group participated in the Youth Services Program sponsored by Workforce Solutions Golden Crescent and the Victoria Television Group worksite. Emerald Shorter started in the Work Experience Program on June 19, 2017 in our technical department with our department assistant manager Kate Morton.
Summer Internship	The Victoria Television Group participated in the Youth Services Program sponsored by Workforce Solutions Golden Crescent and the Victoria Television Group worksite. Nelly Nunez started in the Work Experience Program on July 10, 2017 in our technical department with our department assistant manager Kate Morton.

Summer Teacher Externship Project	The Victoria Television Group hosted a Summer Teacher Externship program July 25-July 27, 2017. We provided the teacher with job-relevant experiences that he/she takes back to their students. Cecilia Mangum is a teacher with the Victoria Independent School District who learned about our industry.
Educating The Public	On March 1, 2018 Amie Hudspeth, News Director spoke at Texas A&M San Antonio journalist students about getting their first job in the business.
Educating The Public	On March 8, 2018 Jasmine Haynes, Anchor, Jesse Kelly, Weather Anchor and Trey Meynig, Weather Anchor attended a career day at Rowland Elementary. They spoke about careers in broadcasting.
Educating The Public	On March 8, 2018 Jesse Kelly, Weather Anchor attended a career day at Hopkins Elementary. He spoke about careers in broadcasting.
Educating The Public	On March 9, 2018 Jesse Kelly, Weather Anchor attended a spring fling at Torres Elementary. He spoke about careers in broadcasting.
Career Conference	On March 14, 2018 Amie Hudspeth, News Director attended the Grambling State University Mass Communications Career Conference in Grambling, LA. She was a workshop presenter and panelist.
Educating The Public	On March 20, 2018 Jesse Kelly, Weather Anchor attended a career day at Dudley Elementary. He spoke about careers in broadcasting and did a weather presentation.
Educating The Public	On March 21, 2018 the Victoria Television had a station tour with Vysehrad School students and teachers. Jasmine Haynes, News Anchor, Trey Meynig, Weather Anchor and James Munoz, News Anchor gave the tour and spoke about careers in broadcasting.

KVCT EEO ANNUAL PUBLIC FILE REPORT 2017-2018

SEE KAVU EEO PUBLIC FILE REPORT