

ATTACHMENT C  
Appendix 1

Annual EEO Public File Report Form

Covering the Period from April 1, 2018 to March 31, 2019

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

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	Weekend Sports Reporter/Anchor	TAB Website	8	05/04/18
2	News Anchor/Producer	Broadcast Employment Services	5	05/04/18
3	News Anchor/Producer/Reporter	KAVU Website	12	05/14/18
4	News Reporter	You Tube	1	08/09/18
5	News Anchor	Reel Media	5	09/14/18
6	Account Executive	KAVU Website	8	10/01/18
7	Account Executive	University Of Houston-Victoria Job Fair	2	12/03/18
8	Technical Director	Employee	6	01/07/19
9	News Reporter	TAB Website	4	02/12/19
10	Interactive Content Producer	TAB Website	1	02/12/19

Total Number of Persons Interviewed During Applicable Period:

52

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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	KAVU-TV Website	14	10
	3808 N. Navarro		
	Victoria, Texas 77901		
	361-575-2500		
	<a href="http://www.crossroadstoday.com">www.crossroadstoday.com</a>		
2	Morgan Murphy Media Website	1	4
	7025 Raymond Road		
	Madison, WI 53719		
	608-277-5142		
	<a href="http://www.morganmurphymedia.com">www.morganmurphymedia.com</a>		

3	Texas Association of Broadcasters 502 E. 11th St, Suite 200 512-322-9944 Austin, TX 78701 <a href="http://www.tab.org">www.tab.org</a>	7	10
4*	Texas Workforce Solutions 120 S. Main, Suite 110 Victoria, TX 77901 361-578-0341 Elva Esquivel Email: <a href="mailto:elvaesquivel@gcworkforce.com">elvaesquivel@gcworkforce.com</a>	0	10
5*	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 760-754-8177 <a href="http://www.tvjobs.com">www.tvjobs.com</a>	15	10
6*	Arizona State University 555 N. Central Ave., Suite 320 Phoenix, AZ 85004-1248 602-496-7430 Mike Wong Email: <a href="mailto:mike.wong@asu.edu">mike.wong@asu.edu</a>	0	7
7	Indeed 6433 Champion Grandview 1-100 Austin, TX 78750 602-682-8880 Demi Casale <a href="http://www.indeed.com">www.indeed.com</a>	3	2
8	Victoria Television Group On-Air Ads	1	10
9	University of Houston-Victoria Career Services 3007 N. Ben Wilson Victoria, TX 77901 361-570-4339 <a href="http://www.app.purplebriefcase.com">www.app.purplebriefcase.com</a>	1	2
10	You Tube	2	0
11	Reel Media	1	0
12	Univeristy of Houston-Victoria Job Fair	1	1
13	Employee	5	10
14	Linked In	1	0

\* Indicates sources that have requested notification of job openings.

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

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.
Notifying the Community	QueenB Television of Texas is using Facebook Live to highlight open positions in our technical department. We have named it "Behind The Live". Amber Joseph, Multi-Media Journalist, shows the facebook audience what that person does during the show to inform and educate members of the public as to employment opportunities in broadcasting and directed all interested viewers to come in and fill out job applications.
Notifying the Community	QueenB Television of Texas air job announcements throughout the year to inform and educate the public as to employment opportunities in broadcasting and directs all interested viewers to come by the station and fill out an employment application.
Internship	QueenB Television of Texas hired Bailey Daniel for an un-paid summer news intern from June 21, 2018 through August 16, 2018. She is attending the University of Texas at Austin majoring in Communications and this internship will help her determine if she is interested in a broadcasting career.
Internship	QueenB Television of Texas hired Katherine Vrana for an unpaid new intern from August 20, 2018 through December 6, 2018. She is attending the University of Houston-Victoria majoring in communications and will receive three academic credits.
Job Fair	On May 2, 2018 Regina Cantu, Promotions Manager, and Kate Morton, Assistant Operations Manager, who are responsible for hiring employees attended the Workforce Solutions Youth Career Fair. They handed out job applications and talked to applicants about careers in broadcasting.

Educating the Public	On June 12, 2018, Carol Fox, Local Sales Manager, and Amie Hudspeth, News Director, who are responsible for hiring employees attended the Workforce Solutions Golden Crescent Earn and Learn Program. They talked to students about careers in broadcasting.
Educating the Public	On August 2, 2018 Amie Hudspeth, News Director, attended the National Black Journalist Convention in Detroit. She met with Presidents of Dillard University (New Orleans), Wiley College (Marshall, Texas), Huston-Tillotson University (Austin, Texas) and Dorothy Bland of Mayborn School of Journalism at the University of North Texas (Denton, Texas). She spoke to them about recruitment and job opportunities at the Victoria Television Group.
Sponsored Events	On August 8, 2018 Haley Closson, News Anchor, sang the National Anthem at the General's Baseball Game at the Riverside Stadium in Victoria, Texas.
Sponsored Events	On August 10, 2018 Abbi Rocha, News Anchor, attended a station sponsored event "Pack the BUS" at the HEB on Navarro Street in Victoria, Texas.
Sponsored Events	On August 15, 2018 Don Brubaker, Sports Anchor, spoke at the Back to School Rally at West High School. He spoke about his career in sports broadcasting.
Station Tour	On August 20, 2018 seniors from Elmcroft Senior Living toured the station, watched the 5pm newscast and discussed weather and news with available news team. They were told about careers in television broadcasting.
Educating the Public	On August 25, 2018 Bill Alexander, Meteorologist, spoke at a station sponsored "Victoria Strong" at DeLeon Plaza in Victoria, Texas. He spoke about surviving Hurricane Harvey and his broadcasting career in weather.
Educating the Public	On September 6, 2018 Leigh Waldman, News Anchor, spoke at the Rotary Club in Cuero, Texas. She spoke about her newsroom roles, duties and careers in broadcasting.
Educating the Public	On September 11, 2018 Bill Alexander, Meteorologist, attended the Women Growing Together Express Network event at the Colony Creek Country Club in Victoria, Texas. Bill discussed hurricane awareness and disaster preparedness. They learned about weather technology, forecasting, newsroom roles and careers in broadcasting.
Sponsored Events	On October 20, 2018 Amie Hudspeth, News Director, and James Munoz, News Anchor, attended the Yorktown Western Days Parade, the longest parade in the Crossroads.
Educating the Public	On October 27, 2018 Trey Meynig, Meteorologist, presented a seminar for the Weather Merit Badge for the LaSalle District BSA Merit Badge College located at the Victoria College Emerging Technology Complex. He spoke about careers in weather broadcasting.
Job Fair	On November 8, 2018 Carol Fox, Local Sales Manager, and Mia Talley, Local Sales Manager, responsible for hiring employees attended the Working Solutions Hiring Red, White and You. They handed out job applications and talked to applicants about careers in broadcasting.

Station Tour

On January 16, 2019 Kate Morton, Assistant Operations Manager, gave a tour to Hallettsville High School. Approximately 16 high school students came in at 8:30am and watched the production of Community Crossroads. After she gave them a tour of our studio and had them pretend to do weather in front of the green screen and read teleprompter and sit on the set and take pictures. Then they went to the back area and she showed them how we punch up the news on the director's board and how audio works. Then John Garcia, Operations Manager, showed them the Master Control arena and how everything runs. The students were able to ask about careers in broadcasting.

Career Fair

On March 6, 2019 Carol Fox, Local Sales Manager, responsible for hiring employees, attended the Victoria College and Texas Workforce Solutions Career Fair at the Victoria College Student Center. She handed out job applications and talked to applicants about careers in broadcasting.

Career Day

On March 7, 2019 Jacob Sauseda, Technical Director, and Haley Closson, News Anchor, participated in the Rowland Elementary Career Day. They made a presentation about the behind the scenes of what we do at the Victoria Television Group and talked to students about careers in broadcasting.

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SEE KAVU EEO PUBLIC FILE REPORT