

ATTACHMENT C  
Appendix 1

Annual EEO Public File Report Form

Covering the Period from April 1, 2019 to March 31, 2020

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	Account Executive	Indeed	8	04/01/19
2	Meteorologist/Web Reporter	KAVU Website	15	04/24/19
3	Account Executive	TAB Website	6	06/03/19
4	Technical Director	Employee	3	06/13/19
5	Creative Media/Digital Assitant	Employee	6	06/26/19
6	Newscast Producer	Employee	6	08/13/19
7	Master Control Operator	Employee	5	08/15/19
8	News Director	Indeed	9	08/26/19
9	Anchor/Producer/Reporter	Indeed	8	10/02/19
10	Wknd Anchor/Producer/Reporter	Indeed	3	10/02/19
11	Digital Multimedia Journalist	Indeed	2	10/02/19
12	Anchor/Producer/Reporter	Morgan Murphy Media Website	6	10/14/19
13	Account Executive	KAVU Website	7	10/28/19
14	Account Executive	KAVU Website	8	11/01/19
15	Chief Meteorologist	KAVU Website	2	03/02/20

Total Number of Persons Interviewed During Applicable Period:

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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 3808 N. Navarro Victoria, Texas 77901 361-575-2500 <a href="http://www.crossroadstoday.com">www.crossroadstoday.com</a>	18	15
2	Morgan Murphy Media Website 7025 Raymond Road Madison, WI 53719 608-277-5142 <a href="http://www.morganmurphymedia.com">www.morganmurphymedia.com</a>	3	15
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>	6	15
4*	Texas Workforce Solutions	0	15

	120 S. Main, Suite 110 Victoria, TX 77901 361-578-0341 Elva Esquivel Email: elvaesquivel@gcworkforce.com		
5*	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 760-754-8177 <a href="http://www.tvjobs.com">www.tvjobs.com</a>	11	15
6*	Arizona State University 555 N. Central Ave., Suite 320 Phoenix, AZ 85004-1248 602-496-7430 Mike Wong Email: mike.wong@asu.edu	0	15
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>	33	15
8	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>	0	10
9	Breezy HR Website <a href="http://www.resources.breezy.hr">www.resources.breezy.hr</a>	0	2
	Victoria Television Group On-Air Ads	6	15
10	Employee	8	15
11	Linked In	2	0
12	Google Search	2	0
13	RTNDA	5	1

\* 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/KVTV/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 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.
Educating the Public	On April 4, 2019 Sean Coffey, Sports Anchor, attended the University of Houston-Victoria Communications Class. He talked to students about careers in broadcasting.
Community Outreach	On April 10, 2019 James Munoz, News Anchor, and Cassie Cameron, Newscast Producer, attended the Community Crossroads 2019 Victoria Mayoral Forum in Victoria, Texas.
Educating the Public	On April 11, 2019 Bill Alexander, Meteorologist, went to the Victoria County Retirees Teachers Association. He talked about weather and careers in broadcasting.
Educating the Public	On April 19, 2019 Bill Alexander, Meteorologist, attended the Mid Coast Hurricane Conference at the Victoria Community Center. He talked to citizens about hurricane preparedness and careers in broadcasting.
Community Outreach	On April 25, 2019 Don Brubaker, Sports Anchor, attended the Victoria High School West and East Swim Banquet at 120 South Main Street, Victoria, Texas.
Community Outreach	On April 27, 2019 LaShanda McCuin, News Reporter, and Bria Woods, News Digital Content, attended the Devereaux Kid's Birthday Party at the Devereux Dining Hall in Victoria, Texas.
Community Outreach	On May 18, 2019 Trey Meynig, Weather Anchor, attended the Warrior's Weekend Fishing Rodeo at the gulf in Port Lavaca, Texas.
Job Fair	On June 6, 2019 Carol Fox, Local Sales Manager, Regina Cantu, Promotions Manager, and Kate Morton, Operations Assistant Manager, participated in the Golden Crescent Workforce Solutions Job Fair. They handed out approximately 50 employment applications and talked to applicants about careers in broadcasting. Kate Morton scheduled interviews with three applicants on June 12, 2019.
Community Outreach	On June 12, 2019 Bill Alexander, Meteorologist, attended the Master Gardeners Kids Growing Camp with 60 children divided into 3 groups from 8:45am-11:45am at the Victoria Airport.
Career Fair	On July 25, 2019 the Victoria Television Group sponsored the Victoria Television Group Career Fair. Carol, Local Sales Manager, Regina Cantu, Operations Manager, and Kate Morton, Operations Assistant Manager, handed out approximately 70 employment applications and talked to them about careers in broadcasting.
Job Fair	On August 27, 2019 Angela Nesloney-Stehling, National Sales Coordinator, Regina Cantu, Promotions Manager, and Kate Morton, Operations Assistant Manager, attended the University of Houston-Victoria Part Time Job Fair. They handed out approximately 60 employment applications and talked to applicants about careers in broadcasting. Kate Morton scheduled interviews with 6 applicants on August 29, 2019 and 5 applicants on August 30, 2019.

Educating the Public	On September 27, 2019 Alexandra Kent, Weather Anchor, spoke to VISD students about being a Meteorologist and about careers in broadcasting.
Community Outreach	On November 6, 2019 Roxann Fisher, News Director, attended the Port Lavaca Chamber of Commerce 55th Annual Chamber Awards in Port Lavaca, Texas. As part of the awards banquet they honored the Man and Woman of the Year, Small Business of the Year, Industry of the Year and the Agriculture Award.
Educating the Public	On November 8, 2019 Carolina Astrain, News Reporter, spoke to the Hopkins Elementary School about news reporting and careers in broadcasting. She volunteered helping first and second grade students with their reading and writing skills.
Community Outreach	On December 7, 2019 the news staff from the Victoria Television Group attended the City of Victoria Christmas Parade.
Community Outreach	On December 7, 2019 Tania Tchalikian, News Reporter, attended the 17th Annual Port O'Connor Toy Drive in Port O'Connor, Texas. The community gathered at the port to drop off gifts for those children in need. The toys were distributed at the Port O'Connor Community Center.
Community Outreach	On December 13, 2019 Ozzy Mora, News Anchor, attended the Toys for Tots Toy Drive at the the HEB location in Victoria, Texas. The goal set for this year was 30,000 toys helping 15,000 kids, 2 toys at a time.
Community Outreach	On January 20, 2020 Roxann Fisher, News Director, and the news staff attended the Martin Luther King, Jr. Annual Parade in Victoria, Texas.
Job Shadow	On February 28, 2020 the Victoria Television Group participated in the Victoria Business and Education Coalition Job Shadowing Event. John Garcia, Operations Manager, and Kate Morton, Operations Assistant Manager, job shadowed two junior students from West High School from 9:00a-1:30p. They learned the details of the operations department and taped a newscast in the studio, They were able to ask questions about careers in broadcasting.
Career Day	On March 6, 2020 Cassie Cameron, Newscast Producer, participated in the Rowland Elementary Career Day. She 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.
Career Day	On March 13, 2020 Bria Woods, Digital News Producer, participated in Hunt Elementary School Career Day in Cuero, Texas. She gave back to back 30-minute presentations from 9:00am-2:30pm to groups of students ranging from 2nd to 5th grade. She was able to interview and film students and some other presenters for a short story that we ran on the Friday night newscasts. She was able to talk to students about careers in broadcasting.

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