

**KAVU-TV  
Annual EEO Public File Report**

Covering the Period from April 1, 2020 to March 31, 2021

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	News Director	Employee	1	05/26/20
2	General Manager	TV News Check	3	06/10/20
3	News Producer	TAB Website	2	07/27/20
4	Sports Director	Employee	4	08/03/20
5	Multi-Media Journalist	TV News Check	3	08/03/20
6	Weekend Meteorologist	Broadcast Employment Svcs	11	11/01/20
7	Technical Director	Employee	4	11/09/20
8	Multi-Skilled Journalist	TAB Website	7	03/08/21
9	Digital Content Manager	KAVU Website	6	03/12/21
10	Sales Assistant	KAVU Website	19	03/22/21

Total Number of Persons Interviewed During Applicable Period: 60

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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	8	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	5	10
	7025 Raymond Road		
	Madison, WI 53719		
	608-277-5142		
	<a href="http://www.morganmurphymedia.com">www.morganmurphymedia.com</a>		
3	Texas Association of Broadcasters	7	10
	502 E. 11th St, Suite 200		
	512-322-9944		
	Austin, TX 78701		
	<a href="http://www.tab.org">www.tab.org</a>		
4*	Texas Workforce Solutions	3	10
	120 S. Main, Suite 110		

	Victoria, TX 77901		
	361-578-0341		
	Elva Esquivel		
	Email: elvaesquivel@gcworkforce.com		
5*	Broadcast Employment Services	1	10
	P.O. Box 4116		
	Oceanside, CA 92052		
	760-754-8177		
	<a href="http://www.tvjobs.com">www.tvjobs.com</a>		
6*	Arizona State University		10
	555 N. Central Ave., Suite 320		
	Phoenix, AZ 85004-1248		
	602-496-7430		
	Mike Wong		
	Email: mike.wong@asu.edu		
7	Indeed	13	10
	6433 Champion Grandview 1-100		
	Austin, TX 78750		
	602-682-8880		
	Demi Casale		
	<a href="http://www.indeed.com">www.indeed.com</a>		
8	Breezy HR Website	3	10
	<a href="http://www.resources.breezy.hr">www.resources.breezy.hr</a>		
9	University of Houston-Victoria (Purple Briefcase.com)	1	1
10	Victoria Television Group On-Air Ads		0
11	Linked In	8	8
12	TV News Check	1	1
13	Sportscasters Talent Agy of America	1	3
14	Simply Hired Listing Job Board	1	1
15	Social Media Broadcast Mets	1	1
16	Sign on station building	1	1
17	Employee	6	10

\* 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/THIS/KUNU/KMOL  
KVTX/KXTS/KQZY/CW/ION

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.
Virtual Career Series	On May 20, 2020 Brian Alonzo, Chief Meteorologist, spoke to high school students via the Workforce Solutions Golden Crescent Virtual Career Series. Virtual Career Series allows students to learn about careers and professions in the region. Students will learn what a typical day in each of these careers looks like, what to expect and level of training and or education required. Brian spoke to approximately 15 students about careers in meteorology and they were able to ask questions about careers in broadcasting.
Virtual Career Series	On May 20, 2020 Sean Coffey, Sports Anchor, spoke to high school students via the Workforce Solutions Golden Crescent Virtual Career Series. Virtual Career Series allows students to learn about careers and professions in the region. Students will learn what a typical day in each of these careers looks like, what to expect and level of training and or education required. Sean spoke to approximately 15 students about careers in sports journalism and they were able to ask questions about careers in broadcasting.
Virtual Job Fair	On August 27, 2020 Regina Cantu, Promotions Manager, Kate Morton, Assistant Operations Manager and John Garcia, Operation Manager, all responsible for hiring employees, attended the Texas Workforce Solutions Virtual Job Fair. This event is a new platform called Virtual Premier to utilize for hiring events, acquire resumes, chat and video with job seekers. QueenB Television of Texas set up a virtual booth and placed all open positions on the website.
Internship	QueenB Television of Texas hired Mychal Hamilton for an unpaid new intern through the Texas Workforce Commission and GRACE Transition Education Services from June 15, 2020 through August 28, 2020.
Educating the Public	On September 4, 2020 Azalea "Ozzy Mora", News Anchor, participated as a guest speaker via zoom for the Western School of Science and Technology in Phoenix, Arizona. Ozzy spoke to students about how to tell news stories and about careers in broadcasting.

Community Outreach	On October 10, 2020 Haley Closson, Morning News Anchor, participated in the Victoria Walk to End Alzheimer's. Sandra Kiening and Syndal Brown are co-chairs for the Victoria Walk to End Alzheimer's. This year our community's health and safety is one of our top priorities. They won't have a large in-person gathering, instead they invite participants to walk in small teams of friends and family while others in the Victoria Crossroads area do the same. They will still have an opening ceremony with a small group of committee members and their representatives from the Alzheimer's Association. Haley will join them on the morning of the event to sing the National Anthem and help emcee the opening ceremony.
Community Outreach	On November 7, 2020 Ozzy Mora, News Anchor, lead a fitness class at the Riverside Park in Victoria, Texas. She promoted health and fitness with "Be Well Victoria" and the public Victoria County Health Department.
Educating the Public	On November 11, 2020 Don Brubaker, News Anchor, spoke to the Northside Rotary Club at the Victoria Country Club luncheon from 12:00p-1:00p. He gave a 15 minute presentation to guests on how he started in television and about careers in broadcasting.
Educating the Public	On November 16, 2020 at 9:30am James Munoz, News Director, joined the Zimmerman School of Advertising and Mass Communications University of South Florida to critique portfolios for TV News students. There were 8 students each day. Each student had approximately 3 minutes to introduce themselves, explain what they hope to do in this industry and showed portions of their portfolios, which included writing samples or portions of their reels. Travis R. Bell, Ph.D., Assistant Professor of Digital and Sports Media, emailed the links to their portfolios to James so he could give them a quick look for feedback, guidance, or suggestions about their presentation and/or portfolio. James talked to students by email about careers in broadcasting.
Community Outreach	On December 5, 2020 Ozzy Mora, News Anchor, and Bianca Gonzales, Technical Director, participated in the Lighted Christmas Parade in downtown Victoria, Texas.
Virtual Job Fair	On January 28, 2021 Regina Cantu, Promotions Manager, James Munoz, News Director and Angela Nesloney-Stehling, Sales Manager, all responsible for hiring employees, attended the Texas Workforce Solutions Virtual Job Fair. This event is a platform called Virtual Premier to utilize for hiring events, acquire resumes and chat and video conference with job seekers. QueenB Television of Texas set up a virtual booth and placed open job positions on the website.
Community Outreach	On January 31, 2021 Don Brubaker, New Anchor, Geno Perez, Sports Director, Ozzy Mora, News Anchor and Howard Gordon, Meteorologist, hosted the VISD Education Foundation Bright Ideas Telethon from 6:00pm to 8:00pm. The VISD Board members assisted in answering the phones to process donations for financial gifts to benefit students and educators in VISD. The contributions go directly back into the classroom, whether it be for a Grant for Great Idea, for a teacher, a dual credit college scholarship or a scholarship for a graduating senior. The event featured testimonies and talents of VISD faculty and alumni. The take in goal was \$75,000 and \$68,000 was raised.
Educating the Public	On March 4, 2021 Ozzy Mora, News Anchor, participated as a guest speaker via zoom for the Latina Coalition Power Hours. The topic was Latinas in Media and Ozzy spoke to participants about her career in broadcasting and leadership.

Community Outreach

On March 21, 2021 from 6:00pm to 8:00pm the Victoria Television Group co-sponsored the Victoria Bach Festival's Birthday Bach-a-thon. The Victoria Bach Festival Bach-a-thon is being done to replace the non-profit organization's annual gala, which could not be done this year because of the ongoing COVID-19 pandemic. The Victoria Bach Festival is made possible through the generosity of businesses, foundations and individuals who donate to the annual fund and support events throughout the year. They rely heavily upon the enthusiasm of individual donations and the dedication of its corporate sponsors, local business partners and foundation donors to support the Festival's music and education programs. This year they raised over \$52,000.00.

Educating the Public

On March 23, 2021 Ozzy Mora, News Anchor, participated as a guest speaker via zoom for the Hope Academy Women's History Month. She spoke to students about her career in broadcasting and the achievements of women.

Virtual Job Fair

On March 25, 2021 James Munoz, News Director, Kate Morton, Operations Assistant Manager and Angela Nesloney, Sales Manager attended the Texas Workforce Solutions Virtual Job Fair. They set up a virtual booth and received about 20 applications for job openings we have.