

**KAVU-TV
ANNUAL EEO PUBLIC FILE REPORT**

Covering the Period from April 1, 2024 to March 31, 2025

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

I. VACANCY LIST

	Full-Time Positions Filled by Job Title	Recruitment Source of Hiree	No. Of Interviewees Referred by Recruitment Source Over Reporting Period	Date Position Filled
1	Sports Director	Indeed	10	05/03/24
2	Promotions & Digital Assistant	Indeed	4	05/31/24
3	Digital Content Manager	Morgan Murphy Media Website	3	06/03/24
4	Multi-Skilled Journalist	Morgan Murphy Media Website	2	06/06/24
5	Multi-Skilled Journalist	Indeed	3	06/18/24
6	News Producer	Morgan Murphy Media Website	2	06/24/24
7	Multi-Skilled Journalist	Morgan Murphy Media Website	13	06/27/24
8	Salesperson	Morgan Murphy Media Website	7	07/01/24
9	Weekend News Anchor/MSJ	Morgan Murphy Media Website	3	07/10/24
10	Salesperson	Morgan Murphy Media Website	7	07/17/24
11	Salesperson	KAVU Website	7	07/23/24
12	Sales Assistant	Morgan Murphy Media Website	11	07/25/24
13	News Anchor/MSJ	Morgan Murphy Media Website	2	08/08/24
14	Salesperson	KAVU Website	2	08/30/24
15	General Sales Manager	KAVU Website	5	09/03/24
16	Promotions & Digital Assistant	Indeed	4	09/06/24
17	Salesperson	Indeed	3	10/01/24
18	Sales Representative	KAVU Website	2	11/25/24
19	Master Control Operator	In House Posting	5	12/29/24

Total Number of Persons Interviewed During Reporting Period:

95

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II. RECRUITMENT SOURCE LIST

	Recruitment Source Information	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized	Source Entitled To Vacancy Notification?
1	KAVU-TV Website 3808 N. Navarro Victoria, Texas 77901 361-575-2500 www.crossroadstoday.com Manual Posting	9	19	N
2	Morgan Murphy Media Website 7025 Raymond Road Madison, WI 53719 608-277-5142 www.morganmurphymedia.com Manual Posting	31	19	N
3	Texas Association of Broadcasters 502 E. 11th St, Suite 200 512-322-9944 Austin, TX 78701 www.tab.org Manual Posting	5	19	N
4 *	Texas Workforce Solutions 120 S. Main, Suite 110 Victoria, TX 77901 361-578-0341 Elva Esquivel Email: elvaesquivel@gcworkforce.com	2	19	Y
5 *	Broadcast Employment Services TV Jobs P.O. Box 4116 Oceanside, CA 92052 760-754-8177 www.tvjobs.com Manual Posting	0	19	Y
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	19	Y
7	In House Posting KAVU-TV 3808 N. Navarro Street Victoria, TX 77901 361-575-2500	2	19	N

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8 *	Cuero Chamber of Commerce 210 E. Main Street Cuero, TX 77954 361-275-2112 Angie Cuellar email: cuerocc@cuero.org	0	19	Y
9	Indeed 6433 Champion Grandview 1-100 Austin, TX 78750 602-682-8880 Demi Casale www.indeed.com Manual Posting	40	19	N
10	Breezy HR Website 1534 Oak St., Suite 301 Jacksonville, FL 32204 www.resources.breezy.hr Manual Posting	3	19	N
11	ON AIR VTG 3808 N. Navarro Victoria, TX 77901 On air ad	0	19	N
12	Victoria College 2200 E. Red River St. Victoria, TX 77901 361-573-3291 Handshake - Manual Posting	0	5	N
13	University of Houston-Victoria 3007 N. Ben Wilson St. Victoria, TX 77901 361-570-4848 Handshake - Manual Posting	0	5	N
14	University of Texas at Austin 110 Inner Campus Drive Austin, TX 78712 512-471-3434 Handshake - Manual Posting	0	5	N
15	TIPA Conference San Marcus, TX	1	1	N

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16	Palomar College 1140 W. Mission Road W San Marcos, TX 92069 760-744-1150 Handshake - Manual Posting	0	5	N
17	University of Texas at San Antonio 1 UTSA Circle San Antonio, TX 78249 210-458-4011 Handshake - Manual Posting	0	5	N
18	Texas A&M University-San Antonio University Way San Antonio, TX 78224 210-784-1421 Handshake - Manual Posting	0	5	N
19	California State University-San Marcos San Marcos, CA 760-750-4000 Handshake - Manual Posting	0	5	N
20	Alamo Colleges District 2222 N. Alamo San Antonio, TX 78215 210-212-5266 Handshake - Manual Posting	0	5	N
21	Dallas College Dallas, TX 972-669-6400 Handshake - Manual Posting	0	5	N
22	Texas Southern University 3100 Cleburne Houston, TX 77004 713-313-7000 Handshake - Manual Posting	0	5	N
23	Sportscaster Talent Agency of America Website Jon Chelesnik jon@staatalent.com 949-648-7822	2	2	N

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24	Texas State University 601 University Drive San Marcos, TX 78666 512-245-2111 Handshake - Manual Posting	0	5	N

**Total Number of Persons Interviewed
During Reporting Period:**

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III. RECRUITMENT INITIATIVES

Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KAVU/KVCT/THIS/KUNU/KMOL/KVTX/KXTS/KQZY/CW/ION

	Date	Type of Recruitment Initiative	Brief Description of Recruitment Activity	Participant Title	No. of Station Participants
1	Ongoing	Nationwide Job Bank	Texas Workforce Commission state and nationwide search and information database for job opportunities.		
2	Ongoing	Training of Management Personnel	Business Manager routinely discusses with management level personnel in department head meetings about methods of ensuring equal opportunity, outreach activities, and procedures for hiring and preventing discrimination.	Business Manager/ EEO Officer Dept Managers	7
3	Ongoing	Notifying the Community	The Victoria Television Group airs 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.		
4	Ongoing	Community Outreach	Carolina Astrain is a volunteer at Hopkins Elementary School for the past 13 years. The program known as HOSTS, is housed primarily at Hopkins Elementary School. The Victoria ISD campus has a pre-dominantly Hispanic student population and is located in the heart of a low-income neighborhood on the southside of Victoria. She mentors students with reading and writing.	News Anchor	1
5	4/27/2024	Community Outreach	Lupe Zapata emceed at the Victoria Symphony's 50th Anniversary Concert. The mission of the Victoria Symphony Society is to enrich, entertain, educate and inspire our community through symphonic concerts of the highest possible artistic quality within framework of available resources.	News Reporter	1

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	Date	Type of Recruitment Initiative	Brief Description of Recruitment Activity	Participant Title	No. of Station Participants
6	4/12/2024	Career Fair	James Munoz attended the TIPA Career Fair. He set up a table and interviewed 65 students about careers in broadcasting. It includes over 40 workshops, presentations by media professionals and a career fair.	News Director	1
7	4/18/2024	Career Fair	John Garcia and Kate Morton attended the Victoria College Career Fair. They set up a booth and handed out applications and talked to candidates about careers in broadcasting.	Operations Manager Asst Operations Mgr	2
8	4/18/2024	Educating the Public	Mac Perez was a guest speaker at the Cuero Rotary Club from 12:00n-1:00p. He spoke about his career as a Meteorologist and careers in broadcasting.	Chief Meteorologist	1
9	4/27/2024	Educating the Public	Karina Garcia was a Judge at the General Zaragoza Society in Goliad, Texas. She got to speak to talent about her career in broadcasting and they were able to ask her questions. The Miss Zaragoza winner automatically receives a scholarship.	News Anchor	1
10	5/3/2024	Community Outreach	Mac Perez participated in the ceremonies in Goliad, Texas marking the Battle of Puebla. The event was put on by the local Zaragoza Society and Mac served as a Master of Ceremonies for 2 hours.	Chief Meteorologist	1
11	5/8/2024	Educating the Public Career Exploration	Mac Perez and Parker Cox participated in the Schorlemmer Elementary Explore our Genius event in Victoria, Texas. They gave 10-minute presentations from 8:30a-11:30a to groups of students ranging from 2nd grade to 5th grade. They gave an interactive presentation explaining how TV broadcast weather works and the students were able to ask questions about careers in broadcasting.	Chief Meteorologist Meteorologist	2

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	Date	Type of Recruitment Initiative	Brief Description of Recruitment Activity	Participant Title	No. of Station Participants
12	5/14/2024	Educating the Public Career Day	Parker Cox participated in the Smith STEM Academy's Annual Career Day in Victoria, Texas. He gave presentations to groups of students ranging from 2nd grade to 5th grade. He gave an interactive presentation explaining how TV broadcast weather works and the students were able to ask questions about careers in broadcasting.	Meteorologist	1
13	5/16/2024	Educating the Public Career Day	Karina Garcia participated in the Crain Elementary Career Day in Victoria, Texas. She spoke about careers in broadcasting and discussed her experience as a News Anchor. She made a journalists presentation and gave motivational points on getting started in the broadcasting industry.	News Anchor	1
14	5/20/2024	Internship	VTG hired Andrew Hicks as a paid part-time news intern through the Texas Workforce Commission May 20, 2024 to August 16, 2024. He then returned to Baylor University.	PT News Intern	1
15	6/24/2024	Internship	VTG participated in the Summer Earn & Learn Program sponsored by Workforce Solutions Golden Crescent Development Board and the Victoria Television Group worksite. Graham Livesay worked in the program starting June 24, 2024 for 4 weeks in the technical department with our Technical Director, Jacob Sauseda. He learned teleprompter and cameras.	Technical Director	1
16	10/5/2024	Community Outreach	Shawna Currie emceed at the Victoria's Walk to end Alzheimer's. The walk is to raise funds for The Alzheimer's Association to provide 24/7 care and support and advance research.	News Anchor	1
17	3/6/2025	Educating the Public	Parker Cox participated as a guest speaker at the Port Lavaca Rotary Club from 12:00n-1:00p. He spoke about Hurricane Beryl, his career as a Meteorologist and careers in broadcasting.	Meteorologist	1
18	3/27/2025	Educating the Public Station Tour	Carolina Astrain, Sunrise Anchor, gave a station tour to 18 elementary students from the Faith Family Church homeschool field trip. She gave them a tour of the news studio and weather arena. The students were able to ask about careers in broadcasting.	News Anchor	1