

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

**Covering the Period from April 1, 2025 to March 31, 2026**

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

**I. VACANCY LIST**

	<b>Full-Time Positions Filled by Job Title</b>	<b>Recruitment Source of Hiree</b>	<b>No. Of Interviewees Referred by Recruitment Source Over Reporting Period</b>	<b>Date Position Filled</b>
1	Senior Digital Sales Specialist	In House Posting	3	05/12/25
2	Sales Representative	Indeed	4	06/04/25
3	Senior Digital Sales Specialist	KAVU Website	3	09/15/25
4	Digital Media Account Executive	Indeed	3	09/24/25
5	Digital Media Account Executive	KAVU Website	2	11/13/25
6	Account Executive	Texas Workforce Solutions	1	11/20/25
7	Digital Media Account Executive	KAVU Website	3	12/08/25
8	News Director	In House Posting	1	01/21/26
9	Digital Media Account Executive	KAVU Website	1	02/09/26

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

21

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**II. RECRUITMENT SOURCE LIST**

	<b>Recruitment Source Information</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>	<b>Source Entitled To Vacancy Notification?</b>
1	KAVU-TV Website 3808 N. Navarro Victoria, Texas 77901 361-575-2500 <a href="http://www.crossroadstoday.com">www.crossroadstoday.com</a> Manual Posting	6	23	N
2	Morgan Murphy Media Website 7025 Raymond Road Madison, WI 53719 608-277-5142 <a href="http://www.morganmurphymedia.com">www.morganmurphymedia.com</a> Manual Posting	0	23	N
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> Manual Posting	0	23	N
4 *	Texas Workforce Solutions 120 S. Main, Suite 110 Victoria, TX 77901 361-578-0341 Elva Esquivel <a href="mailto:elvaesquivel@gcworkforce.com">Email:elvaesquivel@gcworkforce.com</a>	1	23	Y
5 *	Broadcast Employment Services TV Jobs P.O. Box 4116 Oceanside, CA 92052 760-754-8177 <a href="http://www.tvjobs.com">www.tvjobs.com</a> Manual Posting	0	23	Y
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	23	Y
7	In House Posting KAVU-TV 3808 N. Navarro Street Victoria, TX 77901 361-575-2500	2	23	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	23	Y
9	Breezy HR Website 1534 Oak St., Suite 301 Jacksonville, FL 32204 <a href="http://www.resources.breezy.hr">www.resources.breezy.hr</a> Manual Posting	6	23	N
10	Indeed 6433 Champion Grandview Austin, TX 78750 Breezy HR - Manual Posting	3	0	N
11	ON AIR VTG 3808 N. Navarro Victoria, TX 77901 On air ad	0	23	N
12	Victoria College 2200 E. Red River St. Victoria, TX 77901 361-573-3291 <a href="https://joinhandshake.com/employers/">https://joinhandshake.com/employers/</a> Handshake - Manual Posting	0	3	N
13	University of Houston-Victoria 3007 N. Ben Wilson St. Victoria, TX 77901 361-570-4848 Handshake - Manual Posting	0	3	N
14	University of Texas at Austin 110 Inner Campus Drive Austin, TX 78712 512-471-3434 Handshake - Manual Posting	0	3	N

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15	Palomar College 1140 W. Mission Road W San Marcos, TX 92069 760-744-1150 Handshake - Manual Posting	0	3	N
16	University of Texas at San Antonio 1 UTSA Circle San Antonio, TX 78249 210-458-4011 Handshake - Manual Posting	0	3	N
17	Texas A&M University-San Antonio University Way San Antonio, TX 78224 210-784-1421 Handshake - Manual Posting	0	3	N
18	California State University-San Marcos San Marcos, CA 760-750-4000 Handshake - Manual Posting	0	3	N
19	Alamo Colleges District 2222 N. Alamo San Antonio, TX 78215 210-212-5266 Handshake - Manual Posting	0	3	N
21	Dallas College Dallas, TX 972-669-6400 Handshake - Manual Posting	0	3	N
22	Texas Southern University 3100 Cleburne Houston, TX 77004 713-313-7000 Handshake - Manual Posting	0	3	N
23	Sportscaster Talent Agency of America Website Jon Chelesnik <a href="mailto:jon@staatalent.com">jon@staatalent.com</a> 949-648-7822	0	3	N

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24	Texas State University 601 University Drive San Marcos, TX 78666 512-245-2111 Handshake - Manual Posting	1	3	N
25	Victoria College & Texas Workforce Solutions Job Fair 2205 E Red River, Sports Center Victoria, TX 77901 Blake Brittain	2	1	

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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

	<b>Date</b>	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Recruitment Activity</b>	<b>Participant Title</b>	<b>No. of Station Participants</b>
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	6
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	HOST Mentoring Program	Carolina Astrain has been volunteer at Hopkins Elementary School for the past 14 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	4/3/2025	Educating the Public	Mac and Trey Meynig spoke at the Mid Coast Hurricane and Disaster Conference. They talked to citizens about hurricane preparedness and careers in weather broadcasting.	Chief Meteorologist Meteorologist	2
6	4/16/2025	Job Fair	James Munoz attended the Victoria College Career and Texas Workforce Solution Career Fair. He set up a booth and handed out applications and talked to candidates about careers in broadcasting. professionals and a career fair.	News Director	1
7	5/8/2025	Educating the Public/ Career Day	Amaya Norman participated in the Shields School Career Day in Victoria, Texas. She spoke about careers in broadcasting and discussed her	News Anchor	1

		experience as a News Anchor. She made a journalists presentation and gave motivational points on getting started in the broadcasting industry.		
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8	5/9/2025	Educating the Public/ Career Day	Gaby Alvarez participated in the O'Connor Elementary School Career Day. She spoke about careers in broadcasting and the students were able to ask questions.	Digital Content Mgr	1
9	5/16/2025	Educating the Public/ Career Day	Shawna Currie and Neida Guterrez participated in the Crain Elementary Career Day in Victoria, Texas. They spoke about careers in broadcasting and discussed their experiences in the news department. They made journalists presentations and gave motivational points on getting started in the broadcasting industry.	News Reporter News Producer	2
10	5/20/2025	Educating the Public/ Career Day	Jacob Lozano participated in the Dudley Elementary School Career Day. He spoke about careers in broadcasting and the students were able to ask questions.	Meteorologist	1
11	7/9/2025	Mentoring	Carolina Astrain mentored at the NAHJ Conference & Expo 7/9-7/12. The NAHJ conference offered career development opportunities with leading Hispanic journalists and media professionals, featuring workshops and panels that provide essential tools for career growth. Attendees gained valuable insights on storytelling, media trends, and journalism.	News Anchor	1
12	9/2/2025	Community Outreach	Don Brubaker emceed at the Love Beyond Annual dinner sponsored by the Salvation Army of Texas. The dinner raised donations to help people in our community with sheltering, housing, medical and financial assistance, and much more.	News Anchor	1
13	9/3/2025	Job Fair	John Garcia and Kate Morton attended the University of Houston-Victoria Job Fair. They set up a booth and handed out applications and talked to candidates about careers in broadcasting.	Operations Manager Operations Asst Mgr	2

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14	10/4/2025	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
15	11/12/2025	Job Fair	Jim Chancey attended the Texas Workforce Solutions Job Fair Hiring Red, White and You. He handed out applications and talked to candidates about careers in broadcasting.	Local Sales Manager	1
16	12/3/2025	Educating the Public	Carolina Astrain participated in the Hallettsville School Career Connects Program. She gave an interactive presentation explaining how television broadcast works and her career as an Anchor. The students were able to ask questions about careers in broadcasting.	News Anchor	1
17	12/16/2025	Educating the Public	Parker Cox participated in the Smith STEM Academy's weather project in Victoria, Texas. He gave presentations to groups of students ranging from 1st grade to 3rd grade. He gave an interactive presentation explaining how television weather broadcast works and the students were able to ask questions about careers in broadcasting.	Meteorologist	1
18	1/8/2026	Community Outreach	Shawna Currie attended the Port O'Connor Elementary Spelling Bee. She was on stage with the students competing and gave them the words to spell.	News Anchor	1
19	2/12/2026	Educating the Public	Jacob Lozano spoke at Trinity Lutheran School. He gave a weather presentation, and students were able to ask him about careers in broadcasting.	Meteorologist	1
20	3/10/2026	Educating the Public Career Fair	Jacob Lozano and Ray Robinson participated in the Schorlemmer Elementary Career Fair event in Victoria, Texas. They gave presentations to 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.	Meteorologist Sports Anchor	2
21	3/12/2026	Educating the Public	Jacob Lozano spoke at Smith Elementary School. He gave a weather presentation, and students	Meteorologist	1

			were able to ask him about careers in broadcasting.		
22	3/30/2026	Educating the Public	Parker Cox spoke at the Kiwanis Club Meeting. He spoke about his career, how he got into it, and what he does for the community.	Meteorologist	1