

KPRC-TV
EEO PUBLIC FILE REPORT
April 1, 2015 - March 31, 2016

KPRC-TV is an Equal Opportunity Employer. In addition to complying with the requirements of federal law, KPRC-TV will comply with applicable state and local laws prohibiting employment discrimination. Any offer of employment is conditional upon the successful completion of a background check and pre-employment drug screen.

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	5, 11, 15, 54	5
ACCOUNT EXECUTIVE	5, 11, 15, 36, 54	11
ACCOUNT EXECUTIVE	5, 11, 15, 36, 54	5
ACCOUNT EXECUTIVE	5, 11, 15, 36, 54	54
Accountant	5, 14, 26	26
Accounts Payable	2-6, 9-11, 13-14, 16, 18-19, 22, 25, 27-35, 37-46, 48-52	19
Air Operations Tech	5, 15, 35, 41	5
Air Operations Technical Mgr	5, 15, 20, 26, 35, 41	5
AR / Credit & Collections Clerk	5, 11, 14, 21	21
Assistant Chief Engineer	5, 8, 15, 20, 26, 35, 41	8
Chief Engineer	8, 15	8
Chief Photographer	5, 8, 14, 54	8
Click2 Sales Coordinator	5, 11, 15, 26	11
Content Editor	5, 11, 15, 26, 54	5
Digital Account Executive	3, 5, 15-16, 26, 28, 41, 49-50	26
Digital News Editor	5, 14, 26, 47	5
Digital News Editor	5, 11, 15, 26, 47	26
Director - TV News	5, 7, 14, 26, 47	47
Director - TV News	5, 11, 15, 19, 26, 47, 54	47
Entry Level Producer	5, 15, 47	5
Executive Producer	3, 5, 15, 41, 47, 49	5
HR Administrator	5, 12, 15, 17, 23	12
I.T. Manager	5, 14, 21, 26, 35, 41, 54	26
IT Broadcast Engineer	5, 15, 26, 35, 41	26
Maintenance Engineer	5, 14, 26, 35, 41	35
Media Manager / Editor	5, 15, 20, 47, 54	54

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News Assignment / Content Editor	3, 5, 11, 15-16, 26, 28-31, 34-35, 41, 47, 49-50	11
News Operations Manager	20, 47, 54	20
News Operations Manager	5, 15, 20, 41, 47, 54	20
News Reporter	1, 3, 5, 15, 28	1
News Reporter	3, 5, 7, 15-16	7
News Reporter	3, 5, 7, 15-16	16
Producer	3, 5, 11, 15, 47	3
Producer	5, 15, 26, 47	47
Producer	5, 15, 26, 47	5
Producer – Full Time	5, 15, 26, 47	26
Producer – Full Time	5, 15, 19, 26, 47	5
Promotion Manager	3, 5, 11, 15, 26, 47	11
Sales Marketing Coordinator	5, 11, 15, 26, 53	11
Sports MMJ	5, 14, 54	54
Sports Producer	5, 15, 54	54
Television Photojournalist	5, 15, 20, 26, 31, 41, 54	54
Television Photojournalist	5, 11, 15, 20, 26, 31, 41	11
TOC / Air Operations Technician	5, 11, 15, 41	11
Weekend Anchor / Reporter	1, 3, 5, 15-16, 24, 26, 28-31, 34-35, 41, 47, 49-50	5

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	6
2	Asian American Chamber of Commerce 11171 Harry Hines Blvd., Suite 115 Dallas, Texas 75229 Phone : 972-241-8250 Fax : 972-241-8270 Lisa Vongthackdy	N	0
3	Broadcast Image Group The Pearl - Full Goods Building 200 East Grayson Street San Antonio, Texas 78215 Phone : 2108286664 Url : www.broadcastimage.com Email : sleventhal@broadcastimage.com Fax : 1-210-828-6225 Sheryl Leventhal	N	3
4	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	N	0
5	Click2Houston 8181 Southwest Freeway Houston, Texas Phone : 7137784601 Url : www.click2houston.com Email : maufdenspring@kprc.com Matt Aufdenspring	N	50
6	Concordia University 3400 IH 35 North Austin, Texas 78705 Phone : 512-486-1199 Url : www.concordia.edu Email : Leslie.Brunson@concordia.edu Leslie Brunson	N	0
7	Current Employee - Transfer/Promotion	N	2
8	Current Employee/Internal Promotion	N	6
9	Daily Sentinel Nacodoches, Texas 75963 Fax : 936-560-4267 Kaye	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Dallas Black Chamber of Commerce 2838 MLK Jr. Blvd. Dallas, Texas 75215 Phone : 214-421-5200 Fax : 214-421-5510 Reginal Gates	N	0
11	Employee Referral	N	29
12	Former Employee Referral	N	1
13	Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411 Fax : 817-625-1405 Rosa Navejar	N	0
14	Graham Media Group 161 N. Clark Street Suite 2900 Chicago, Illinois 60601 Phone : 312-917-6260 Email : careers@grahammedia.com Julie Dreixler	N	1
15	Graham Media Jobs 180 N. LaSalle Suite 2880 Chicago, Illinois 60601 Phone : 312-917-6260 Url : http://gmgintranet/ Julie Drexler Manual Posting	N	0
16	Headline Media Management 888 Seventh Avenue Suite 503 New York, New York 10106 Phone : 212-728-2062 Email : Leff@Headlinemedia.tv Carol Leff	N	1
17	HRJobs.com 6000 North Shore West Bloomfield, Michigan 48324 Phone : 248-366-6000 Url : http://hrjobs.com Career Services Manual Posting	N	0

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18	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
19	Indeed.com 7501 N. Capital of Texas Hwy Building B Austin, Texas 78731 Phone : 1-800-462-5842 Career Services Manual Posting	N	6
20	Internal Candidate	N	9
21	Internal Transfer/Promotion	N	2
22	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	N	0
23	Job Board	N	3
24	KD Search 2328 Oak Drive Suite D Ijamsville, Maryland 21754 Phone : 301-874-1784 Email : KarleneC@KDSearch.com Karlene Comiskey	N	0
25	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
26	LinkedIn 2029 Stierlin Ct Mountain View, California 94043 Phone : 650-687-3600 Linked In Manual Posting	N	48

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
28	Napoli Management Group 8844 West Olympic Blvd, Suite 100 Beverly Hills, California 90211 Phone : 310-385-8227 Email : mcInerneys@tvtalent.com Sue McInerney	N	0
29	National Association of Black Journalists 8800 Lakewood Drive #117 Windsor, California 95492 Phone : 6267923846 Url : nabjcareers.org Email : info@nabjcareers.org Career Center	N	0
30	National Association of Broadcasters 1771 N Street, N W Washington, District of Columbia 20036 Phone : 2024293928 Url : nab.org Email : hr@nab.org Fax : 1-202-775-2983 Human Resources	N	0
31	National Press Photographers Association 3200 Croasdaile Drive Ste. 306 Durham, California 27705 Phone : 919-383-7246 ext.10 Url : nppa.org Email : tkenniff@nppa.org Fax : 1-919-383-7261 Thomas Kenniff	N	0
32	Native American Journalist Association 3359 36th Avenue South Minneapolis, Texas 55406 Phone : 612-729-9244 Url : www.naja.com Fax : 612-729-9373 Referral Director	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	OnAirJobs.Com, Inc. P.O. Box 541157 Houston, Texas 77254 Phone : NA Url : www.onairjobs.com/employers/ Email : todd@onairjobs.com Fax : (801) 697-6657 Todd Nelson	N	0
34	Rick Gevers Newsletter 355 E. Ohio St., #303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Url : www.rickgevers.com Email : rick@rickgevers.com Fax : 1-317-635-7919 Rick Gevers	N	0
35	Society of Broadcast Engineers 9247 North Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Email : kjones@sbe.org Fax : 1-317-846-9120 Scott Jones	N	1
36	Spots 'n' Dots 1635 Old Highway 41 NW, Suite 112-338 Kennesaw , Georgia 30152 Phone : 888-884-2630 Emily McKay Manual Posting	N	0
37	St. Mary's University of San Antonio One Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Fax : 210-431-2231 Roger Young	N	0
38	Texarkana College/Placement Director 2500 N Robison Road Texarkana, Texas 75599 Phone : 903-838-4541 Fax : 903-832-5030 Georgia McFall	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 903-792-2976 James Ashford	N	0
40	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
41	Texas Association of Broadcasters 502 E 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : craig@tab.org Fax : 1-512-322-0522 Craig Bean	N	6
42	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
43	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
44	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0

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45	The Hispanic Chamber of Commerce 823 Congress Ave., Ste. 1330 Austin, Texas 78701 Phone : 512-476-7502 Fax : 512-476-6417 Claudia Olivares	N	0
46	The Ohio Center for Broadcasting 900 Sweet Valley Drive Valley View, Texas 44125 Phone : 216-447-9117 Fax : 216-642-9232 Gary James	N	0
47	TV Jobs.com PO Box 4116 Oceanside Oceanside, California 92052 Phone : 760-754-8177 Mark Holloway Manual Posting	N	12
48	University of Arkansas, Fayetteville Planning & Placement Fayetteville, Texas 72701 Phone : 479-575-2000 Fax : 479-575-2550 Placement Director	N	0
49	University of Houston 4800 Calhoun 106 Student Services Center #1 Houston, Texas 77204-3040 Phone : 713-743-5012 Email : blcubina@central.uh.edu Career Placement	N	0
50	University of Houston Bulletin Board 101 Communications Building Valenti School of Communication Houston, Tennessee 77204-3302 Phone : 713-743-2873 Fax : 1-713-743-2876 Beth Olson	N	0
51	University of Texas-El Paso 500 W. University, W. Union Bldg, #103 El Paso, Texas 79902 Phone : 915-747-5640 Fax : 915-747-5730 Briane Carter	N	0

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52	Urban League of Austin 1825 E. 38 1/2 Street Austin, Texas 78722 Phone : 512-478-7176 Fax : 512-478-1239 Herman Lessard	N	0
53	WJXT-TV 4 Broadcast Place Jacksonville, Florida 32207 Phone : 904-399-4000 Email : kbarnard@wjxt.com Keira Barnard	N	1
54	Word of Mouth Referral	N	27
TOTAL INTERVIEWS OVER REPORTING PERIOD:			214

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/7/2015	Participation in events sponsored by community groups	Anchor, Bill Balleza, emceed at a Fundraising event for the BARC Animal Shelter	1	William "Bill" Balleza Anchor
2	4/8/2015	Participation in events or programs sponsored by educational institutions	Reporter, Simone Eli, will speak at the National Association of Black Journalists' "Getting the Inside Scoop" seminar	1	Simone Eli Reporter
3	4/15/2015	Participation in events sponsored by community groups	Justin Stapleton, Meteorologist, paid an educational visit to the Copperwood Residential Home	1	Justin Stapleton Meteorologist
4	4/18/2015	Participation in events or programs sponsored by educational institutions	Simone Eli, Reporter, participated in a "Demo Reel Workshop" sponsored by the National Broadcasting Society at Sam Houston State University.	1	Simon Eli Reporter
5	4/18/2015	Participation in events sponsored by community groups	Reporter, Haley Hernandez, will emcee the "Art with Heart" Fundraiser for the San Jose Clinic	1	Haley Hernandez Reporter
6	4/22/2015	Participation in events or programs sponsored by educational institutions	Meteorologist, Britta Merwin, will participate in the Spring Safety, Health & Environment Fair at NASA.	1	Britta Merwin Meteorologist
7	4/28/2015	Participation in events or programs sponsored by educational institutions	Justin Stapleton, Meteorologist, will discuss weather with students at Walker Station Elementary for Earth Week.	1	Justin Stapleton Meteorologist
8	4/29/2015	Participation in events or programs sponsored by educational institutions	Justin Stapleton, Meteorologist, will speak with students at Harmony School during Earth Week.	1	Justin Stapleton Meteorologist
9	5/1/2015	Participation in events or programs sponsored by educational institutions	Britta Merwin participates in Career Day for Austin Parkway Elementary.	1	Britta Merwin Meteorologist

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10	5/2/2015	Participation in events sponsored by community groups	Keith Garvin served as emcee for the Texas Equusearch Fundraiser.	1	Keith Garvin Anchor
11	5/5/2015	Participation in events sponsored by community groups	Khambrel Marshall served as emcee for the State of Children luncheon.	1	Khambrel Marshall Meteorologist
12	5/31/2015	Participation in events or programs sponsored by educational institutions	Keith Garvin was the guest speaker at Barbara Jordan High School's graduation exercises.	1	Keith Garvin Anchor / Reporter
13	6/10/2015	Participation in events or programs sponsored by educational institutions	Haley Hernandez spoke during the Junior High Yearbook Workshop at Houston Baptist University.	1	Haley Hernandez Reporter
14	6/19/2015	Participation in events sponsored by community groups	Frank Billingsley hosted the annual Founders Luncheon for the Junior League of Houston	1	Frank Billingsley Chief Meteorologist
15	6/27/2015	Participation in events sponsored by community groups	Khambrel Marshall and Syan Rhodes spoke at the Houston Area Urban League	2	Khambrel Marshall Meteorologist Syan Rhodes Reporter
16	8/8/2015	Participation in Job Fairs	Graham Media hiring managers interviewed and spoke to attendees at the National Association of Black Journalists Convention.	1	Sean McNamara Asst. News Director Rhonda LaVelle News Director Kim Voet News Director
17	9/10/2015	Participation in events or programs sponsored by educational institutions	Britta Merwin spoke with 2nd Grade students at the Awty International School	1	Britta Merwin Meteorologist

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18	9/17/2015	Participation in Job Fairs	Houston Baptist University Communications and Fine Arts Job Fair	1	Will Gough HR Administrator
19	9/24/2015	Participation in events or programs sponsored by educational institutions	Britta Merwin spoke with 4th Grade students at Glenn York Elementary school.	1	Britta Merwin Meteorologist
20	9/26/2015	Participation in events sponsored by community groups	Rachel McNeill spoke at the Big Brothers / Big Sisters Gala	1	Rachel McNeill Anchor
21	10/28/2015	Participation in Job Fairs	Texas State University Mass Communications Career Fair	1	Kathy Felix HR Administrator
22	12/18/2015	Participation in Job Fairs	At the Full Sail University Job Fair Jaimie Leon interviewed candidates that would be interested in Graham Media internships or employment opportunities.	1	Jaimie Leon Business Manager
23	1/27/2016	Participation in Job Fairs	Hiring managers attended the 2016 Career & Internship Fair co-hosted by Northwestern School of Communication and Medill Career Services.	2	Akeba Means Business Manager Julie Dreixler Chief HR Officer
24	3/7/2016	Provision of training to management	Hiring Managers received training on EEOC regulations and diversity at Graham Media Group's Boss School.	4	Will Gough HR Administrator Kirk Gordon News Ops Manager Michael Friedrich Asst. News Director Erin Hoffman Accounts Manager
25	3/30/2016	Participation in Job Fairs	Will Gough promoted KPRC Internship Opportunities at the Texas Job Fair sponsored by the Houston Area Consortium of Career Centers	1	Will Gough HR Administrator