

KPRC-TV

EEO PUBLIC FILE REPORT

April 1, 2017 - March 31, 2018

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
Multi-Media Journalist	4-5, 7-9, 12, 18-19, 22-24, 27, 31, 33-34, 37-38, 40-41, 45-47, 49, 51-55, 57-63, 65-70	8
Investigative Reporter	2, 5-9, 12-13, 18-19, 21-24, 27, 33-34, 37-38, 40-41, 45-47, 49, 52-55, 57-62, 66-70	6
Jr. Account Executive	5, 7-9, 12-13, 18-19, 21-24, 27, 31, 33-34, 37-38, 40-41, 45-47, 49-55, 57-62, 65-71	71
Research / Programming Analyst	3, 5, 7-9, 12-13, 18-20, 22-24, 27-28, 31, 33-34, 36-37, 40-41, 45-46, 49-55, 57-62, 65-70	36
Weekend Anchor / Reporter	2-3, 5, 7-9, 12-13, 18-20, 22-24, 27, 31, 33-34, 37-38, 40-41, 45-46, 49-62, 65-70	2
Production Assistant	3, 8, 11, 19-20, 50	11
Branding Producer	3, 5, 7-9, 13, 18-24, 27, 30-31, 33-34, 37-38, 40-41, 43-45, 49-50, 52, 55, 57-62, 65, 68-70	8
Senior Content Manager	3, 5, 7-9, 13, 18-25, 27, 30-31, 33-34, 37-41, 43-45, 48-52, 55-62, 65, 67-70	65
Executive Producer	3, 5, 7-10, 13, 18-25, 27, 30, 33-34, 37-41, 43-45, 48-52, 55-62, 65, 67-70	8
Creative Services Director	3, 5, 7-9, 13, 15, 18-20, 22-25, 27, 30, 33-34, 37-41, 43-45, 49-52, 55, 57-62, 65, 67-70	15
Content Editor	3, 7-9, 11, 13, 18-23, 27, 30-31, 34, 36-41, 43-45, 49-50, 52, 55-62, 65, 67-70	11
News Video Editor	3, 5, 8, 10, 19-24, 33, 35, 38, 40-41, 45, 49-51, 57, 61, 65, 67-68	10
News Video Editor	3, 7-10, 13, 18-20, 22-23, 27, 30-31, 33-34, 37, 39-41, 43-45, 49-52, 55-62, 65, 67-70	8
Editor, Special Projects	3, 8, 10, 14-15, 19-20, 36, 50, 65	15

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Sales Marketing Coordinator	3, 5, 7-9, 13, 15, 17-24, 27, 30-31, 33-34, 37-41, 43-45, 49-52, 55-62, 65, 67-70	17
AR / Credit & Collections Clerk	3, 7-9, 13, 15, 18-23, 25, 27, 30-31, 33-34, 36-41, 43-45, 49-52, 55-62, 65, 67-70	15
Broadcast I.T. Engineer	3, 8, 15, 19-20, 36, 50	36
Broadcast I.T. Engineer (2)	3, 7-9, 13, 15, 18-23, 27, 30-31, 33-34, 36-41, 43-45, 49-52, 55-62, 65, 67-70	15
Photographer	3, 5, 7-9, 13, 18-25, 27, 30-31, 33-34, 37-41, 43-45, 49-52, 55-60, 62, 65, 67-71	8
Host - Lifestyle Show	2, 8, 16, 71	16
Investigative Producer	8, 10, 19, 29, 57, 65	29
Business Manager	3, 7-9, 13, 18-20, 22-27, 30-31, 34, 36-37, 39-45, 49-50, 52, 55-62, 64-65, 67-71	71
News Reporter	3, 5, 7-9, 13, 18-20, 22-24, 27, 30, 33-34, 37-38, 40-41, 43-45, 49-50, 52, 55, 57-62, 65, 67-70	65
Television Studio Manager	3, 7-10, 13, 18-20, 22-25, 30-31, 33-34, 37-38, 40-41, 43-45, 49-52, 55, 57-61, 65, 67-69	8
Content Editor	3, 7-9, 13, 15, 18-20, 22-24, 27, 30, 34, 36-37, 40-45, 49-50, 52, 55, 57-62, 65, 67-70	36
Accountant	1, 3, 7-9, 13, 15, 18-22, 24, 30-34, 37, 39-41, 43-45, 49-50, 52, 55-56, 58-62, 65, 67-70	15
Multimedia Sales Planner	3, 5, 7-9, 13, 15, 18-23, 27, 30, 33-34, 37-41, 43-45, 49-50, 52, 55-62, 65, 67-70	15
HOUSTON LIFE Producer/ Reporter	2-3, 5, 7-9, 11, 13, 15, 17-20, 22-24, 27, 30, 33-34, 36-38, 40-41, 43-45, 49-50, 52, 55, 57-62, 65, 67-70	11

KPRC-TV
EEO PUBLIC FILE REPORT
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Sports Producer	3, 7-8, 13, 18-20, 22-24, 27, 30, 33-34, 37-38, 40-41, 43-45, 49-52, 55-62, 65, 67-69, 72	65
Account Executive	3, 7-8, 13, 16, 18-20, 22-23, 27, 30, 33-34, 37-41, 43-45, 49-52, 55, 57-60, 62, 65, 67-69, 72	16
Human Resources Administrator	1, 3, 7-8, 13, 18-20, 22-23, 27, 30, 33-34, 36-37, 39-41, 43-44, 50, 52, 55, 57-60, 62, 65, 67-70, 72	36

KPRC-TV
EEO PUBLIC FILE REPORT

April 1, 2017 - March 31, 2018

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	African American Student Affairs 1107 Pullen Hall Raleigh, North Carolina 27695-7314 Phone : (919) 515-3835 Fax : 1-919-515-8078 Tracey Ray	N	0
2	Agency Referral	N	7
3	American Broadcasting School 4511 SE 29th Street Oklahoma City, Oklahoma 73115 Phone : 405-672-6511 Url : radioschool.com Email : michelle@radioschool.com Michelle McConnell Prong 2 Start Date: 2/2/2017	Y	0
4	Asian American Chamber of Commerce 11171 Harry Hines Blvd., Suite 115 Dallas, Texas 75229 Phone : 972-241-8250 Fax : 1-972-241-8270 Lisa Vongthackdy	N	0
5	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	2
6	Career Fair	N	2
7	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	N	0

KPRC-TV
EEO PUBLIC FILE REPORT

April 1, 2017 - March 31, 2018

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
8	Click2Houston 8181 Southwest Freeway Houston, Texas Phone : 7137784748 Url : www.click2houston.com Email : jobs@kprc.com Will Gough	N	59
9	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
10	Current Employee	N	8
11	Current Employee/Internal Promotion	N	3
12	Daily Sentinel Nacodoches, Texas 75963 Fax : 936-560-4267 Kaye	N	0
13	Dallas Black Chamber of Commerce 2838 MLK Jr. Blvd. Dallas, Texas 75215 Phone : 214-421-5200 Fax : 1-214-421-5510 Reginal Gates	N	0
14	Dee Carolina Unknown Houston, Texas Phone : 713-823-7011 Email : deecarol@sbcglobal.net Dee Carolina	N	0
15	Employee Referral	N	17
16	Former Employee	N	2
17	Former Intern	N	3

KPRC-TV
EEO PUBLIC FILE REPORT

April 1, 2017 - March 31, 2018

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	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
19	Graham Media Group 161 N. Clark Street Suite 2900 Chicago, Illinois 60601 Phone : 312-917-6260 Email : careers@grahammedia.com Julie Dreixler	N	0
20	Grambling State University Department of Mass Communication Box 4292 Grambling, Louisiana 71245 Phone : 318-274-2189 Email : dunn@gram.edu Sharon Ford-Dunn Prong 2 Start Date: 10/12/2016	Y	0
21	HBU School of Fine Arts 7502 Fondren Road Houston, Texas 77074 Phone : 281-649-3453 Url : www.hbu.edu Email : jgrotholson@hbu.edu Jesse GrothOlson	N	0
22	HCC Alumni 3100 Main Street, Ste. 12B12 Houston, Texas 77002 Url : hccsfoundation.org/alumni Email : zandra.henderson@hccs.edu Fax : 1-713-718-8631 Zandra Henderson	N	0

KPRC-TV
EEO PUBLIC FILE REPORT

April 1, 2017 - March 31, 2018

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	HCC Career Planning 5601 West Loop South Houston, Texas 77081 Phone : 713.718.7718 Url : hccs.edu Fax : 1-713-718-7723 Carolyn Davis	N	0
24	Headline Media Management 888 Seventh Avenue Suite 503 New York, New York 10106 Phone : 212-728-2062 Email : Dambra@Headlinemedia.tv Carol Leff	N	0
25	Hispanic Link News Service, Inc. 1420 N. St., N W Washington, District of Columbia 20005 Phone : (202) 234-0280 Email : editor@hispaniclink.org Fax : (202) 234-4090 EEO Officer	N	0
26	HRJobs.com 6000 North Shore West Bloomfield, Michigan 48324 Phone : 248-366-6000 Url : http://hrjobs.com Career Services Manual Posting	N	0
27	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
28	Indeed.com 7501 N. Capital of Texas Hwy Building B Austin, Texas 78731 Phone : 1-800-462-5842 Career Services Manual Posting	N	1

KPRC-TV
EEO PUBLIC FILE REPORT

April 1, 2017 - March 31, 2018

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Internal Transfer/Promotion	N	1
30	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Fax : 415-931-4671	N	0
31	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	N	0
32	Job Board	N	2
33	Ken Lindner @ Associates 2029 Century Park East Suite 1000 Los Angeles, California Phone : 310-277-9223 Fax : 1-310-277-5806 Rob Jordan	N	0
34	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
35	Lamar University Careers PO Box 10012 Beaumont, Texas 77710 Phone : 409.880.8878 Url : hireacardinal.org Fax : 1-409-880-8881 Jocelyn Robbins	N	0
36	LinkedIn 2029 Stierlin Ct Mountain View, California 94043 Phone : 650-687-3600 Linked In Manual Posting	N	33

KPRC-TV
EEO PUBLIC FILE REPORT

April 1, 2017 - March 31, 2018

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
38	Napoli Management Group 8844 West Olympic Blvd, Suite 100 Beverly Hills, California 90211 Phone : 310-385-8227 Email : mcInerneys@tv talent.com Sue McInerney	N	0
39	National Association of Black Accountants 7249-A Hanover Parkway Greenbelt, Maryland 20770 Phone : (301) 474-6222 Fax : (301) 474-3114 EEO Officer	N	0
40	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
41	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
42	National Association of Hispanic Journalists 1000 National Press Building 529 14th St. NW Ste 1000 Washington, District of Columbia 20045 Phone : 202-662-7145 Kathleen McHugh Manual Posting	N	0

KPRC-TV
EEO PUBLIC FILE REPORT

April 1, 2017 - March 31, 2018

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
43	National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : bsalkin@nljja.org Brian Salkin	N	0
44	National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone : 410-358-8900 Fax : 410-486-9255 Kweisi Mfume	N	0
45	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
46	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
47	OnAirJobs.Com, Inc. P.O. Box 541157 Houston, Texas 77254 Phone : NA Url : www.onairjobs.com/employers/ Email : todd@onairjobs.com Fax : 1-801-697-6657 Todd Nelson	N	0

KPRC-TV
EEO PUBLIC FILE REPORT

April 1, 2017 - March 31, 2018

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
48	Organization of Chinese Americans 1001 Connecticut Avenue, N W Ste. 707 Washington, District of Columbia 20036 Phone : (202) 223-5500 Fax : (202) 296-0540 EEO Officer	N	0
49	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
50	Right Management 600 Galleria Parkway Suite 990 Atlanta, Georgia 30339 Phone : 770-314-7259 Url : www.right.com Email : alyse.johnson@right.com Alyse Johnson Prong 2 Start Date: 8/10/2016	Y	0
51	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	0
52	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

KPRC-TV
EEO PUBLIC FILE REPORT

April 1, 2017 - March 31, 2018

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
53	Texarkana College/Placement Director 2500 N Robison Road Texarkana, Texas 75599 Phone : 903-838-4541 Fax : 903-832-5030 Georgia McFall	N	0
54	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 903-792-2976 James Ashford	N	0
55	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
56	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : jobs@tab.org Job Listings	N	0
57	Texas Association of Broadcasters 502 E 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : jobs@tab.org Fax : 1-512-322-0522 Craig Bean	N	1
58	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0

KPRC-TV
EEO PUBLIC FILE REPORT

April 1, 2017 - March 31, 2018

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59	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
60	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
61	The Art Institute of Houston 4140 Southwest Freeway Houston, Texas 77027 Phone : 713.353.4128 Url : artinstitutes.edu/houston Email : aswartz@aii.edu Fax : 1-713-966-2786 Aaron Swartz	N	0
62	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
63	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
64	Trade Website	N	1

KPRC-TV
EEO PUBLIC FILE REPORT

April 1, 2017 - March 31, 2018

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65	TV Jobs.com PO Box 4116 Oceanside Oceanside, California 92052 Phone : 760-754-8177 Email : admin@tvjobs.com Mark Holloway	N	10
66	University of Arkansas, Fayetteville Planning & Placement Fayetteville, Texas 72701 Phone : 479-575-2000 Fax : 479-575-2550 Placement Director	N	0
67	University of Houston 4800 Calhoun 106 Student Services Center #1 Houston, Texas 77204-3040 Phone : 7137435012 Email : tlloston@uh.edu Career Placement	N	0
68	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
69	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
70	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
71	Word of Mouth Referral	N	5

KPRC-TV
EEO PUBLIC FILE REPORT
April 1, 2017 - March 31, 2018

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72	www.mediagignow.com 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			157

KPRC-TV
EEO PUBLIC FILE REPORT
April 1, 2017 - March 31, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/20/2018	Participation in Job Fairs	Will Gough attended the U of H CLASS Job Fair to speak with potential Interns and Candidates.	3	HR Director
2	2/21/2018	Participation in Job Fairs	KPRC Staff attended the Spring 2018 Communication Job & Intern Fair at University of Texas to speak to potential intern and entry level communication specialists.	2	HR Director