

KPRC-TV
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

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
News Reporter	1-4, 9, 12-14, 16-19, 21-23, 26-33, 35-50, 52	1
Anchor / Reporter	1-4, 13-14, 16, 18, 22, 26-27, 29-31, 33, 35-37, 41, 46-47, 50	1
Digital News Manager	1-4, 9, 12-19, 21-23, 26-33, 35-39, 41-50, 52	1
News Video Editor	2, 4, 7, 13-14, 16-18, 22, 24, 27, 29-30, 33, 35-37, 41, 46-48, 52	7
Assignment Editor	2, 4, 13-14, 16-18, 24-25, 27, 29-30, 33, 35-37, 41, 46-48, 52	4
Multimedia Sales Planner	2, 4, 10-11, 13-14, 16-18, 22, 24-25, 27, 29-30, 33-37, 41, 46-47, 52	34
Account Executive	2, 4, 10, 13-14, 16-18, 24-25, 27, 29-30, 33, 35-37, 41, 46, 52	10
Photographer	2, 4, 13-14, 16-18, 24, 27, 29-30, 33, 35-37, 41, 46, 52	4
Producer-MMJ -Live Show	2, 4, 13-14, 16-18, 24, 27, 29-30, 33, 35-37, 41, 46, 48, 52	52
Assistant News Director	2, 4, 7, 13-14, 16-18, 24, 27, 29-30, 33, 35-37, 41, 46, 48, 52	7
Reporter	1-2, 4, 13-14, 16-18, 22, 24, 27, 29-30, 33, 35-37, 41, 46, 52	1
Producer	2, 4, 13-14, 16-18, 22, 24, 27, 29-30, 33, 35-37, 41, 46, 52	13
Broadcast I.T. Engineer	2, 4, 13-14, 16-18, 22, 24-25, 27, 29-30, 33, 35-37, 41, 46, 52	25
Executive Producer, Houston Life Show	2, 4-6, 13-14, 16-18, 22, 24, 27, 29-30, 33, 35-37, 41, 46, 48, 52	6
Production Assistant	2, 4, 8, 13-14, 16-18, 27, 29-30, 33-37, 41, 46, 48, 52	34
Account Executive	2, 4, 10, 13-14, 16-18, 25, 27, 29-30, 33, 35-37, 41, 46, 48, 51-52	25
Digital News Producer	2, 4-5, 10, 13-14, 16-18, 25, 27, 29-30, 33, 35-37, 41, 46-48, 52	10

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Photographer	2, 4, 13-14, 16-18, 27, 29-30, 33, 35-37, 41, 46, 48, 51-52	51
Newscast Producer	1-2, 4, 13-14, 16-18, 27, 29, 33, 35-37, 41, 47-48, 52	4
Newscast Producer	1-2, 4, 10, 13-14, 16-18, 25, 27, 29, 33, 35-37, 41, 46-48, 52	1
Director	2, 4, 13-14, 16-18, 20, 22, 24, 27, 29, 33, 35-37, 41, 46, 48, 52	4
Assignment Editor	2, 4, 13-14, 16-18, 22, 24, 27, 29, 33, 35-37, 41, 46, 48, 52	4
Associate Producer	1-2, 4-5, 10, 13-14, 16-18, 20, 22, 24-25, 27, 29, 33, 35-37, 41, 46, 48, 52	4
Anchor / Reporter	1-2, 4, 13-14, 16-18, 22, 24, 27, 29, 33, 35-37, 41, 46, 48, 52	1
HL Photographer	2, 4, 13-14, 16-18, 22, 24, 27, 29, 33, 35-37, 41, 46, 48, 52	4
Producer	2, 4-5, 10-11, 13-14, 16-18, 22, 24, 27, 29, 33, 35-37, 41, 46, 48, 52	11
Assignment Editor	2, 4, 10, 13-14, 16-18, 22, 24, 27, 33, 35-37, 41, 46, 48, 52	4

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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	Agency Referral	N	16
2	American Broadcasting School 4511 SE 29th Street Oklahoma City, Oklahoma 73115 Phone : 405-672-6511 Url : radioschool.com Email : michelle@radioschool.com Michelle McConnell	Y	0
3	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	N	0
4	Click2Houston 8181 Southwest Freeway Houston, Texas Phone : 7137784748 Url : www.click2houston.com Email : jobs@kprc.com Maria Yanez	N	53
5	Current Employee	N	5
6	Current Employee - Transfer/Promotion	N	1
7	Current Employee/Internal Promotion	N	2
8	Current Intern	N	1
9	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
10	Employee Referral	N	13
11	Former Employee	N	2
12	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Graham Media Group 161 N. Clark Street Suite 2900 Chicago, Illinois 60601 Phone : 312-917-6260 Email : careers@grahammedia.com Julie Dreixler	N	2
14	Grambling State University Department of Mass Communication Box 4292 Grambling, Louisiana 71245 Phone : 318-274-2189 Email : dunns@gram.edu Sharon Ford-Dunn	Y	0
15	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
16	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
17	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
18	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Incarinate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
20	Indeed.com 7501 N. Capital of Texas Hwy Building B Austin, Texas 78731 Phone : 1-800-462-5842 Career Services Manual Posting	N	4
21	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Fax : 415-931-4671	N	0
22	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
23	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
24	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
25	LinkedIn 2029 Stierlin Ct Mountain View, California 94043 Phone : 650-687-3600 Linked In Manual Posting	N	17

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
27	Napoli Management Group 8844 West Olympic Blvd, Suite 100 Beverly Hills, California 90211 Phone : 310-385-8227 Email : mcInerneys@tvtaent.com Sue McInerney	N	0
28	National Association of Black Accountants 7249-A Hanover Parkway Greenbelt, Maryland 20770 Phone : (301) 474-6222 Fax : (301) 474-3114 EEO Officer	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 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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone : 410-358-8900 Fax : 410-486-9255 Kweisi Mfume	N	0
33	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
34	Non-Employee Referral	N	2
35	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
36	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	Y	0
37	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	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
39	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
40	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 Anna Romero	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 : jobs@tab.org Fax : 1-512-322-0522 Anna Romero	N	0
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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
44	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
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	TV Jobs.com PO Box 4116 Oceanside Oceanside, California 92052 Phone : 760-754-8177 Email : admin@tvjobs.com Mark Holloway	N	1
47	University of Houston 4800 Calhoun 106 Student Services Center #1 Houston, Texas 77204-3040 Phone : 7137435012 Email : tlloston@uh.edu Career Placement	N	0
48	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
49	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
50	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
51	Word of Mouth Referral	N	5
52	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	3
TOTAL INTERVIEWS OVER REPORTING PERIOD:			127

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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	4/7/2018	Participation in Job Fairs	GMG Hiring Managers participated in NAHJ/Washington DC Journalism Job Fair to speak with a diverse pool of local and national candidates of all experience levels	2	Assistant News Director Executive Producer
2	4/11/2018	Participation in Job Fairs	GMG hiring managers participated in Syracuse University Career Fair to meet and interview possible future interns and other other newsroom employees	3	News Director News Director News Director
3	6/5/2018	Participation in Job Fairs	GMG hiring managers participated in NABEF's Media Sales Institute Job Fair; the hiring managers met and interviewed with possible future sales interns and sales employees.	4	General Sales Manager General Sales Manager Local Sales Manager Research Director
4	7/18/2018	Participation in Job Fairs	GMG hosted a booth at the NAHJ Convention and Career Fair in Miami, FL. GMG representatives attended to meet potential candidates and collect resumes and conduct interviews for job openings	5	CHRO News Director News Director Executive Producer
5	8/1/2018	Participation in Job Fairs	Graham Media Group hosted a booth at the NABJ Convention and Career fair in Detroit, MI. GMG representatives attended to meet potential future candidates, collect resumes and conduct interviews for job openings.	7	CHRO News Director Assistant News Director News Director
6	8/9/2018	Participation in Job Fairs	Graham Media Group hosted a booth at AAJA 2018 National Convention, representatives from GMG attended to meet with potential candidates and review resumes and reels for company-wide job openings	7	HR Manager News Director Assistant News Director Executive Producer
7	9/27/2018	Participation in Job Fairs	GMG hiring managers participated in the RTDNA/Excellence in Journalism conference and career fair to make contact with potential candidates for current job openings	3	News Director News Director News Director
8	1/28/2019	Participation in scholarship programs	KPRC co-sponsored the Senior Scholarships program for the 5th straight year. Twenty deserving high school seniors will receive \$2,500 to go towards the college of their choice.	10	
9	3/11/2019	Provision of training to management	Hiring Managers received training on EEOC regulations and diversity at Graham Media Group's Boss School.	3	HR Manager Creative Services Director Executive Producer