

KHOU-TV
EEO PUBLIC FILE REPORT
March 21, 2016 - March 20, 2017

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
Senior Producer, Sports & Special Projects	1-3, 8, 10-11, 16-18, 20, 22-24, 28-32, 34-36, 38-41, 44, 51, 58, 60, 63-65, 69, 75-76, 80, 97-104, 107-109, 112-115	22
Director	1-3, 8, 10-11, 16-20, 22-24, 28-32, 34-36, 38-41, 44, 51, 60, 63-65, 69, 75-76, 80-81, 97-104, 107-109, 112-113, 115	22
Executive Producer (GDH)	1, 4-11, 13-17, 19-20, 23-24, 26-28, 30, 32-43, 45-46, 49-59, 61-62, 64-66, 68-74, 78-80, 82-102, 104-106, 109-113, 115-116	46
Assignment Desk Editor/Assistant	1, 4-11, 13-17, 20, 23-24, 27-28, 30, 32-43, 45-46, 49-59, 61-62, 64-65, 68-70, 72-74, 78-80, 82-102, 104-106, 109-116	51
Account Manager (001032)	1, 8, 10-11, 16-17, 20-21, 23-25, 28, 30, 32, 34, 36, 38-41, 45, 50-52, 58, 65, 69-70, 77, 80, 96-102, 104, 109, 112-113, 115-116	25
Sales Support Specialist (001033)	1, 8, 10-11, 16-17, 20, 22-25, 28, 30, 32, 34-36, 38-41, 50-51, 58, 64-67, 69-70, 80, 97-102, 104, 109, 112-113, 115-116	22
Commercial Producer (001126)	1, 8, 10-11, 16-17, 19-24, 28, 30, 32, 34-36, 38-41, 46, 48, 51, 58, 64-65, 69, 80, 97-102, 104, 109, 112-113, 115	51
Meteorologist (001131)	1, 8, 10-11, 16-17, 20, 22-24, 28, 30, 32, 34-36, 38-41, 47, 51, 58, 64-65, 69, 80, 97-102, 104, 109, 112-113, 115	22
Sports Anchor/ Multi-Skilled Journalist (001597)	1, 8, 11, 16-17, 20-21, 23-24, 28, 30, 32, 34-36, 38-41, 51, 58, 64-65, 67, 69, 80, 85, 97-102, 104, 109, 111-113, 115	67
Multi-Platform Producer (001627)	1, 8, 11, 16-17, 19-24, 28, 30, 32, 34-36, 38-41, 46, 51, 58, 64-65, 69, 80, 97-102, 104, 109, 112-113, 115	19
Multi-Platform Producer (001686)	1, 8, 11, 16-17, 20, 22-24, 28, 30, 32, 34-36, 38-41, 51, 53, 58, 64-65, 69, 80, 82, 97-102, 104, 109, 112-113, 115	22
Multi-Skilled Journalist (Web) (001678)	1, 4, 6-9, 11, 13-14, 16-17, 20, 23-24, 27-28, 30, 32-36, 38-42, 45, 49, 51, 53-56, 58, 64-65, 68-69, 72-74, 78, 80, 82-95, 97-102, 104, 109, 111-113, 115	51
Multimedia Journalist (GDH) (001781)	1, 8, 11-12, 16-17, 19-20, 23-25, 28, 30, 32, 34-36, 38-41, 51, 58, 64-65, 69, 80, 97-102, 104, 109, 112-113, 115	25

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Associate Producer/Production Operator (001782)	1, 8, 11, 16-17, 19-21, 23-24, 28, 30, 32, 34-36, 38-41, 46, 51, 58, 64-65, 68-69, 80, 97-102, 104, 109, 112-113, 115	19
Digital Account Executive (001930)	1, 8, 11, 16-17, 20, 22-24, 28, 30, 32, 34-36, 38-42, 51, 58, 64-65, 68-69, 80, 95, 97-102, 104, 109, 112-113, 115	22

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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	Alvin Community College 3110 Mustang Rd Alvin, Texas 75111 Phone : 281-756-3531 Url : http://www.alvincollege.edu Email : dstiles@alvincollege.edu D. Stiles	N	0
2	American Intercontinental University 9999 Richmond Ave Houston, Texas 77042 Phone : 832-201-6879 Url : http://www.aiuonline.edu Email : frichards@houston.aiuniv.edu Fredrick Richards	N	0
3	Asian American Chamber of Commerce 6833 W. Sam Houston Pkwy STE 206 Houston, Texas 77072 Phone : 713-782-7222 Url : http://www.asianchamber-hou.org Email : yuki@asianchamber-hou.org Yuki Rogers	N	0
4	B-roll.net 243 17th St. SE Washington, District of Columbia 20003 Phone : 202-486-8842 Url : http://www.b-roll.net Kevin Johnson Manual Posting	N	0
5	Bear Creek Assistance Ministries 16209 Keith Harrow Blvd Houston, Texas 77084 Phone : 281-855-0887 Desiree Ruiz Manual Posting	N	0
6	Broadcast Cable Financial Management Association 550 Frontage Rd STE 3600 Northfield, Illinois 60093 Phone : 847-716-7000 Url : http://www.bcfm.com Jamie Smith Manual Posting	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
7	Broadcasting & Cable Magazine 360 Park Ave South 14th Floor New York, New York 10010 Phone : 646-746-6949 Url : http://www.broadcastingcable.com Job Posting Manual Posting	N	0
8	Brown Chapel AME 3208 Washington Ave. Houston, Texas 77007 Phone : 713-862-8718 Email : brownchapel@hotmail.com Ruben Brazil	N	0
9	Burnett Staffing 1415 Louisiana STE 3525 Houston, Texas 77002 Phone : 713-759-9943 Url : http://www.burnettstaffing.com Susan Stone Manual Posting	N	0
10	Career & Recovery Resources, Inc. 2525 San Jacinto Houston, Texas Phone : 713-759-0468 Url : http://careerandrecovery.org Email : jalong@careerandrecovery.org Joann Long	N	0
11	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	1
12	Career Fair	N	1
13	Cars.com 175 W Jackson Blvd 8th Floor Chicago, Illinois 60604 Url : http://www.cars.com Job Posting Manual Posting	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
14	Cheryl Garcia & Associates 5120 Woodway Dr. STE 9015 Houston, Texas 77056 Phone : 281-833-3040 Url : http://www.cherylgarciaco.com Cheryl Garcia Manual Posting	N	0
15	Christian Love Missionary Baptist Church 8932 Homestead Rd Houston, Texas 77016 Phone : 713-635-7430 Joyce Snuggs Manual Posting	N	0
16	Church of Jesus Christ of Latter Day Saints - Employment Center 201 Wilcrest Dr. #1434 Houston, Texas 77042 Email : escobar.cr@gmail.com C. Ramirez	N	0
17	Coat of Many Color Ministries, Inc. PO Box 914 Montgomery, Texas 77356 Phone : 936-672-7808 Email : mahayles@cmcmi.org Job Posting	N	0
18	Collins College 1140 S. Priest Dr. Tempe, Arizona 85281 Phone : 480-446-1111 Url : http://www.collinscollege.edu Email : aroberts@collinscollege.edu Amy Roberts	N	0
19	Corporate Office	N	14
20	CSB School of Broadcasting 1455 W. Loop South STE 630 Houston, Texas 77027 Url : http://www.gocsb.com Email : csbhouston@gocsb.com Carley Buck	N	0
21	Current Employee	N	6
22	Employee Referral	N	14

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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	Epiphany of the Lord Catholic Community 1530 Norwalk Dr. Houston, Texas 77450 Phone : 281-578-0707 Email : schottsie@epiphanycatholic.org S. Hill	N	0
24	First Hope Baptist Church 7401 Katy Freeway Houston, Texas 77024 Email : hope@hfbc.org F. Suiter	N	0
25	Former Employee	N	3
26	Former Employee Referral	N	1
27	Frank N. Magid Associates Inc. One Research Center Marion, Iowa 52302 Phone : 329-377-7345 Url : http://www.magid.com Barbara Frye Manual Posting	N	0
28	Gulf Coast Community Services Association 5000 Gulf Freeway Houston, Texas 77023 Phone : 713-393-4770 Email : garcias@gccsa.org Sue Garcia	N	0
29	Harris County Community Supervisions & Corrections Dept. 49 San Jacinto St. Houston, Texas 77002 Phone : 713-755-2000 Email : tinafranklin@csc.nctx.net Tina Franklin	N	0
30	Health & Human Services 6411 Fannin St. JB 200.5 Houston, Texas 77030 Phone : 713-704-5323 Email : karen.mayfield@hhsc.state.tx.us Karen Mayfield	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
31	Hispanic Chamber of Commerce 1801 W. Main St. Houston, Texas 77002 Phone : 713-644-7070 Url : http://www.houstonhispanicchamber.com Email : mvelasquez@houstonhispanicchamber.com Maria Velasquez	N	0
32	Hispanic Women in Leadership PO Box 701065 Houston, Texas Phone : 713-807-1115 Email : mhcavazos@aol.com Helen Cavazos	N	0
33	Houston Advertising Federation (HAF) PO Box 27592 Houston, Texas 77227 Job Posting Manual Posting	N	0
34	Houston Area Urban League 1301 Texas St. Houston, Texas 77002 Phone : 713-393-8700 Email : cwalker@haul.org Carmela Walker	N	0
35	Houston Association of Black Journalists PO Box 565 Houston, Texas Phone : 713-249-0443 Email : maryrbenton@gmail.com Mary Benton	N	0
36	Houston Association of Hispanic Media Professionals PO Box 273394 Houston, Texas 77277 Phone : 713-284-8706 Email : info@hahmponline.org Job Posting	N	0
37	Houston Chronicle 801 Texas St. Houston, Texas 77002 Phone : 713-220-2738 Job Posting Manual Posting	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	Houston Community College 3100 Main MC 1120 Houston, Texas 77002 Phone : 713-718-8560 Email : james.corona@hccs.edu James Corona	N	0
39	Houston Community College - Katrina Job Readiness Program 9600 S. Gessner Blvd F Houston, Texas 77071 Phone : 832-476-9067 Email : lnellum315@yahoo.com L. Lewis-Nellum	N	0
40	Howard University 2400 Sixth St. NW Washington, District of Columbia 20036 Phone : 202-462-4267 Email : huocreruit@gmail.com Carley Troutman	N	0
41	Howard University - Internships 2400 Sixth St. NW Washington, District of Columbia 20059 Phone : 202-806-7513 Email : hucareersandinternships@gmail.com Carley Trotman	N	0
42	HR Houston PO Box 4240 Houston, Texas 77210 Phone : 713-426-2646 Url : http://www.hrhouston.org Nikki Taylor Manual Posting	N	0
43	iHispano 4265 N. Knox Ave STE 300 Chicago, Illinois 60641 Phone : 888-252-1220 Url : http://www.ihispano.com Job Posting Manual Posting	N	0

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44	Immanuel Missionary Church PO Box 17166 Sugar Land, Texas 77496 Phone : 281-961-7804 Email : vmiglehart@entouch.net Valerie Iglehart	N	0
45	Indeed 470 West Ave STE 2002 Stamford, Connecticut Url : http://www.indeed.com Job Posting Manual Posting	N	0
46	Indeed.com	N	10
47	Internal Candidate	N	1
48	Internet Ad	N	1
49	Investigative Reporters & Editors (IRE) 138 Neff Annex Columbia, Missouri 65211 Phone : 573-882-2042 B. Houston Manual Posting	N	0
50	K Staffing 2101 Crawford St. STE 301 Houston, Texas 77002 Phone : 713-650-6888 Email : skelly@kstaffing.net Sonya Kelly	Y	0
51	KHOU.com 1945 Allen Parkway Houston, Texas 77019 Phone : 713-521-4305 Url : http://www.khou.com Email : shunter@khou.com Shannon Hunter	N	4
52	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Job Posting Manual Posting	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
53	Media Alliance PO Box 980908 Houston, Texas 77098 Phone : 713-663-4613 Job Posting Manual Posting	N	0
54	Media Bistro 475 Park Avenue South 4th Floor New York, New York 10016 Job Posting Manual Posting	N	0
55	Media Line PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Mark Shilstone Manual Posting	N	0
56	Media Recruiters - Magid 20456 E. Orchard Place Centennial, Colorado 80016 Phone : 303-400-5150 Alan Oldfield Manual Posting	N	0
57	Media Staffing Network 6518 East Shooting Star Way Scottsdale, Arizona 85266 Phone : 480-306-8930 Laurie Kahn Manual Posting	N	0
58	Mental Health & Mental Retardation Authority 3737 Dacoma Houston, Texas 77092 Phone : 713-970-8424 Email : diane.bliven@mhmraharris.org Diane Bliven	N	0
59	Monster.com 622 Third Avenue 39th Floor New York, New York 10017 Neil Unknown Manual Posting	N	0

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60	Mounting Horizons 18062 FM 529 #151 Cypress, Texas 77433 Phone : 713-510-8755 Email : khatcher@mountinghorizons.org Carol Lazard	N	0
61	NAACP 4805 Mt. Hope Dr. Baltimore, Maryland 21215 Phone : 877-622-2798 Nancy Bailey Manual Posting	N	0
62	National Association of Black Accountants 7249 A-Hanover Parkway Greenbelt, Maryland 20770 Phone : 301-474-6222 Url : http://www.nabainc.org Job Posting Manual Posting	N	0
63	National Association of Black Journalists 8701-A Adelphi Rd Adelphi, Maryland 20783 Phone : 202-429-5498 Email : asmith@nab.org Amanda Smith	N	0
64	National Association of Hispanic Journalists 1000 National Press Building Washington, District of Columbia 20045 Phone : 202-662-7145 Email : kolivas@nahj.org Kevin Olivas	N	0
65	NID Housing Counseling Agency 10101 Fondren STE 260 Houston, Texas 77096 Phone : 713-931-3344 Email : nidhousingcounselor@gmail.com Job Posting	N	0
66	Non-Employee Referral	N	2
67	Other Source	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
68	Poynter Online 801 Third Street South St. Petersburg, Florida 33701 Url : http://www.poynter.org Job Posting Manual Posting	N	0
69	Prairie View A&M University Alumni Association PO Box 2875 Prairie View, Texas 77446 Phone : 936-857-5817 Email : pvamualumni@sbcglobal.net Cleo Sharp	N	0
70	Prairie View A&M University National Alumni Association 11 University Dr. Prairie View, Texas Job Posting Manual Posting	N	0
71	Previous Applicant	N	1
72	Production Hub 1806 Hammerlin Ave Winter Park, Florida 32789 Phone : 877-629-4122 Job Posting Manual Posting	N	0
73	Radio Television News Director Association (RTNDA) 1600 K St. NW STE 700 Washington, District of Columbia 20006 Phone : 202-659-6510 Deborah Potter Manual Posting	N	0
74	Rick Gevers PO Box 577 Zionsville, Indiana Phone : 317-769-7900 Rick Givers Manual Posting	N	0

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75	San Jacinto College North 5800 Uvalde Rd Houston, Texas 77049 Phone : 281-459-7159 Email : mary.smith@sjcd.edu Mary Smith	N	0
76	Search Project 2505 Fannin St. Houston, Texas 77002 Phone : 713-802-3167 Email : tbrown@searchproject.org Tanna Brown	N	0
77	Self Referral	N	1
78	SND Publishing LLC 600 W. Peachtree St. NW Atlanta, Georgia 30308 Url : http://www.spots-n-dots.com Job Posting Manual Posting	N	0
79	Society of Broadcasting Engineers 9102 North Meridian St. STE 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : http://www.sbe.org Job Posting Manual Posting	N	0
80	St. John Vianney Catholic Church 625 Nottingham Oaks Trail Houston, Texas 77079 Phone : 281-497-1500 Email : vclinton@stjohnvianney.org Vivian Clinton	N	0
81	Station Website	N	1
82	Talent Agency - Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0

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83	Talent Agent - Evolution Media Group 155 Woodbury Rd Woodbury, New York 11797 Phone : 516-367-2600 Job Posting Manual Posting	N	0
84	Talent Agent - Headline Media TV 888 Seventh Ave. STE 503 New York, New York 10106 Phone : 212-728-2010 Job Posting Manual Posting	N	0
85	Talent Agent - IF Management 152 West 57th St. 14th Floor New York, New York 10019 Carol Perry Manual Posting	N	1
86	Talent Agent - Joel Weisman Weisman Media 1901 Raymond Drive Northbrook, Illinois 60062 Phone : 847-400-5900 Joel Weisman Manual Posting	N	0
87	Talent Agent - Ken Linder Agency 2029 Century Park STE 100 Los Angeles, California 90067 Phone : 310-277-9223 Job Posting Manual Posting	N	0
88	Talent Agent - N.H. Bienstock Company 250 West 57th Street Suite 333 New York, New York 10107 Phone : 212-765-3040 Peter Goldberg Manual Posting	N	0
89	Talent Agent - Napoli Management Group 8844 W. Olympic Blvd. STE 100 Beverly Hills, California 90211 Phone : 310-385-8222 Liz Sherwin Manual Posting	N	0

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90	Talent Agent - Robert Miggins, Recruiter 6414 Senford Ave Los Angeles, California 90056 Phone : 310-641-4292 Robert Miggins Manual Posting	N	0
91	Talent Agent - TV NewsCheck PO Box 565 Chatham, New Jersey Phone : 215-901-9495 Job Posting Manual Posting	N	0
92	Talent Agent - Willinger Talent Agent 875 Avenue of the Americas New York, New York 10001 Phone : 212-695-1950 Gregg Willinger Manual Posting	N	0
93	Talent Agents 3 N. Court St. Frederick, Maryland 21701 Phone : 301-668-1511 T. Dolan Manual Posting	N	0
94	Talent Dynamics 8828 Stemmons STE 510 Dallas, Texas 75247 Job Posting Manual Posting	N	0
95	Talent Zoo 1736 Defoor Place NW Atlanta, Georgia 30318 Phone : 404-607-1955 Url : http://www.talentzoo.com Job Posting Manual Posting	N	0
96	Television Week Crain Communications, Inc. 1155 Gratiot Ave Detroit, Michigan 48207 Phone : 323-370-2415 Eric Chasko Manual Posting	N	0

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97	Texas Association of Broadcasters (TAB) 502 E. 11th St. STE 200 Austin, Texas 78701 Phone : 512-322-9944 Url : http://www.tab.org Email : craig@tab.com Craig Bean	N	0
98	Texas Department of Assistive & Rehabilitative Services 1919 North Loop West STE 330 Houston, Texas 77008 Phone : 713-802-3167 Email : randy.lewis@dars.state.tx.us Randy Lewis	N	0
99	Texas Southern University 3100 Cleburne Ave. Houston, Texas 77004 Phone : 713-313-1852 Email : russelltm@tsu.edu T. Russell	N	0
100	Texas Workforce Commission - Austin 101 E. 15th Austin, Texas 78778 Phone : 713-210-4003 Email : mary.sullivan@twc.state.tx.us Mary Sullivan	N	0
101	Texas Workforce Commission - Houston 600 Jefferson Houston, Texas 77002 Phone : 713-590-2665 Email : houstonjobs@twc.state.tx.us D. Garcia	N	0
102	Texas Workforce Commission - Waller Office 40644 Highway 290 Business Waller, Texas 77484 Phone : 936-931-3987 Email : lashan.arceneaux@gmail.com LaShan Arceneaux	N	0

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103	The Art Institute 4140 Southwest Freeway Houston, Texas 77027 Phone : 713-623-2040 Url : http://www.artinstitutes.edu/houston Email : mkrobinson@aii.edu Mary Kate Robinson	N	0
104	TV Jobs PO Box 4116 Oceanside, California 92502 Phone : 800-374-0119 Email : jobs@tvjobs.com Job Posting	N	1
105	TVSpy Website 150 W. 22nd St. New York, New York 10011 Phone : 212-366-4212 Job Posting Manual Posting	N	0
106	Unity Journalists 7950 Jones Branch Dr. McLean, Virginia 22107 Phone : 703-854-3585 Onica Makwakwa Manual Posting	N	0
107	University of Houston 4800 Calhoun Houston, Texas 77004 Phone : 713-743-5123 Email : ctonewinn@uh.edu C. Winn	N	0
108	University of Houston Career Services 106 Student Service Center 1 Houston, Texas 77204 Phone : 713-743-5088 Email : hgodgrey@central.uh.edu Helen Godfrey	N	0
109	University of Texas at Austin 1717 Guadalupe Austin, Texas 78712 Phone : 512-471-9421 Email : ccsrecruit@austin.utexas.edu Jennifer Hinojosa	N	0

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110	Variety Careers 5700 Wilshire Blvd STE 120 Los Angeles, California 90036 Phone : 800-357-4745 Url : http://www.varietycareers.com Job Posting Manual Posting	N	0
111	William Morris Agency 1325 Avenue of the Americas New York, New York 10019 Phone : 212-903-1100 Job Posting Manual Posting	N	0
112	Windsor Village United Methodist Church 6011 W. Orem Dr. Houston, Texas 77085 Phone : 713-723-8187 Url : http://www.kingdombuilders.com Email : jwhite@wvumc.com Kirbijon Caldwell	N	0
113	Women in Film & Television PO Box 981104 Houston, Texas 77098 Phone : 713-788-8075 Email : cynthia.neely7@gmail.com Cynthia Neely	N	0
114	Word of Mouth Referral	N	2
115	Workforce Solutions - Downtown 600 Jefferson Houston, Texas 77002 Email : tammlyn.alexander@wrksolutions.com Tammlyn Alexander	N	0
116	WorkinTexas.com 101 E 15th St. Rm 665 Austin, Texas Job Posting Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			67

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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	3/21/2016	Sponsorship of events in the community designed to increase public awareness	Houston Chronicle Student Program - KHOU hosted a week long program for several area high school students advising them on a variety of career options in the news media industry. Employees at all levels from various departments participated as speakers in the program	19	Director, HR News Admin Asst Director, Digital Media Anchor
2	3/28/2016	Establishment of training programs for station personnel	G/O Digital Training for Sales Team - A day and a half training session moderated by G/O Digital leaders which provided a deep dive on G/O products. Topics also included: - What to expect and best way to explain to potential clients - How advertising is changing and best way to approach clients (differentiation). Entire sales team participated	39	Director, Digital Sales Director, Sales Local Sales Manager Local Sales Manager
3	4/22/2016	Participation in events sponsored by community groups	Presenter at SER-Ninos Charter School. Sports Anchor was asked to present to Pre-K to 8th grade students. Pablo spoke about Sports and the dangers of drugs and performance enhancement drugs.	1	Sports Anchor
4	4/27/2016	Participation in events sponsored by community groups	Station tour for 23 students from Fayetteville ISD. Purpose of the tour is to provide insight on career opportunities available in the news media industry.	1	Community Marketing/PR Specialist
5	4/29/2016	Participation in scholarship programs	The Advertising Education Foundation of Houston and the American Advertising Federation-Houston annual benefit luncheon to present 20 scholarships totaling \$60,000 to college students from throughout the AAF Tenth District area that includes Texas, Arkansas, Oklahoma and part of Louisiana. KHOU sponsored a student by awarding a \$3,000 scholarship to be used for tuition and fees. KHOU's participation is in support of regional growth of the communications industry.	2	Director of Sales Director of Local Sales

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6	5/10/2016	Participation in events sponsored by community groups	Station tour for 13 8th grade journalism students at St. John Paul Catholic School. Purpose of the tour is to provide insight on career opportunities available in the news media industry.	1	Community Marketing/PR Specialist
7	5/17/2016	Participation in events sponsored by community groups	Station tour for 15 3rd and 5th graders from Lantern Elementary school. Purpose of the tour is to provide insight on career opportunities available in the news media industry.	1	Community Marketing/PR Specialist
8	5/24/2016	Establishment of training programs for station personnel	IRE Training Part 1. Megan Luther of IRE provided Investigative training to staff station-wide.	66	Executive Producer Managing Editor Photographer Reporter
9	5/25/2016	Establishment of training programs for station personnel	IRE Training Part 1. Megan Luther of IRE provided Investigative training to staff station-wide.	35	Producer Promotions Writer/Producer Reporter/MMJ Supervising Director
10	5/25/2016	Participation in events sponsored by community groups	Station tour for 14 5th grade technology students from Pasadena ISD. Purpose of the tour is to provide insight on career opportunities available in the news media industry.	1	Community Marketing/PR Specialist
11	6/1/2016	Establishment of training programs for station personnel	Social Media Training: Engagement & Amplification. Reporters and anchors participated in Social Media training facilitated by TEGNA's Frank Mungeam, Vice President of Digital Content, and Ian Hill, Director of Digital Strategy discussing different ways to engage listeners and amplify content using social media.	31	Promotions Writer/Producer Reporter Reporter Anchor/Reporter
12	6/1/2016	Establishment of training programs for station personnel	Social Media Training: Content Discovery. Reporters, producers, photographers and anchors participated in Social Media training facilitated by TEGNA's Frank Mungeam, Vice President of Digital Content, and Ian Hill, Director of Digital Strategy discussing different ways to find viable content using various social media outlets.	69	Photographer Web Editor Anchor Producer

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
13	6/2/2016	Establishment of training programs for station personnel	Social Media Training: Videolicious. News staff participated in Social Media training facilitated by TEGNA's Frank Mungeam, Vice President of Digital Content, and Ian Hill, Director of Digital Strategy to learn more about Videolicious.	15	Reporter Photographer Reporter Meteorologist
14	6/2/2016	Establishment of training programs for station personnel	Social Media Training: Tagboard. News staff participated in Social Media training facilitated by TEGNA's Frank Mungeam, Vice President of Digital Content, and Ian Hill, Director of Digital Strategy to learn more about Tagboard.	17	Producer Executive Producer Producer Producer
15	6/6/2016	Participation in events sponsored by community groups	Station tour for students from Jack Yates Summer Media Camp. Purpose of the tour is to provide insight on career opportunities available in the news media industry.	1	News Operations Manager
16	6/6/2016	Establishment of an intern program designed to assist members of the community	KHOU Summer Internship Program. KHOU hires summer interns in the news, sports, web, creative services, and Great Day Houston departments. This year we hosted 2 students from Texas A&M, 2 students from Sam Houston State University, and 1 student from Grambling State University. We provide the opportunity for students to gain real-world experience in the broadcast media industry.	5	Intern Intern Intern Intern
17	6/7/2016	Participation in events sponsored by community groups	Hurricane Presentation for 100 ConocoPhillips Geo-Engineers at the corporate headquarters in Houston. Meteorologist conducted 2-hour session with slideshow on hurricanes, specifics about 2016 hurricane season, and preparation and evacuation. Many of attendees had never been through a hurricane and found it helpful. Event was organized by Bridget Hearn, ConocoPhillips Public Outreach Coordinator.	1	Meteorologist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
18	7/11/2016	Establishment of training programs for station personnel	Investigative training for colleague at sister station. Several members of KHOU investigative team provided tools and resources on how to monitor news tips, address challenges on finding story ideas, legal and ethical issues with story ideas, how to generate good story ideas, tips on how to shoot and edit investigative stories, and how to use tools in MMJ kit (GoPro, Cube Camera, etc.).	4	Executive Producer Consumer Reporter Investigative Reporter Photographer
19	8/29/2016	Establishment of training programs for station personnel	IRE Training Pt. 2: Generating Watchdog Content. News staff participated in the second part of IRE training facilitated by Mark Horvit, Exec Director of IRE. This session included interactive exercises on fact checking and finding information. Stories were also deconstructed with reporters to show how to take an investigative mindset to make the story standout.	21	Executive News Director Reporter Managing Editor Assistant News Director
20	8/30/2016	Establishment of training programs for station personnel	IRE Training Pt. 2: Deadline Watchdog. News staff participated in the second part of IRE training facilitated by Mark Horvit, Exec Director of IRE. This session included interactive exercises on fact checking and finding information. Stories were also deconstructed with reporters to show how to take an investigative mindset to make the story standout.	21	Executive News Director Assignment Manager Executive Producer Reporter
21	8/31/2016	Establishment of training programs for station personnel	IRE Training Pt. 2: Fact Checking. News staff participated in a session on Fact checking during the second part of IRE training facilitated by Jaimi Dowdell of IRE. She discussed different things you can do to fact check and verify a story.	46	Executive Producer Reporter Digital Content Producer Chief Photographer

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
22	8/31/2016	Establishment of training programs for station personnel	IRE Training Pt. 2: Advanced Excel. News staff participated in a session on Fact checking during the second part of IRE training facilitated by Jaimi Dowdell of IRE. This session tackled problem solving - learning about various tools and functions in Excel that come in handy when cleaning, re-structuring or otherwise getting data ready for analysis. This was a fast-paced class intended to introduce participants to these tools, not master them.	8	Executive Producer Admin Assistant MSJ Investigative Reporter MSJ Investigative Producer
23	8/31/2016	Establishment of training programs for station personnel	IRE Training Pt. 2: Getting Started with Access. News staff participated in a session on Fact checking during the second part of IRE training facilitated by Jaimi Dowdell of IRE. This session introduced participants to using SQL to zero in on their data by viewing slices and chunks of it and putting it into a useful order needed to get started toward a story.	8	Investigative Reporter Investigative Reporter Investigative Reporter Investigative Reporter
24	9/1/2016	Establishment of training programs for station personnel	IRE Training Pt. 2: Investigative Secrets, Tricks & Techniques. News staff participated in a session on Fact checking during the second part of IRE training facilitated by Jaimi Dowdell of IRE. This session covered lesser-known sources of documents and data; tricks for finding, requesting and negotiating for data; and making data-based stories airtight.	10	Executive Producer Reporter Digital Content Producer Photographer
25	9/1/2016	Establishment of training programs for station personnel	IRE Training Pt. 2: Digging Deeper with Access: Grouping & Summing. News staff participated in a session on Fact checking during the second part of IRE training facilitated by Jaimi Dowdell of IRE. This class built up SQL muscles, adding some common tasks that journalists need every day: checking for missing data, grouping your data, getting counts and sums and doing math in SQL.	10	Executive Producer Reporter Digital Content Producer Investigative Reporter

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26	9/8/2016	Establishment of training programs for station personnel	CBS Newspath Training Bill Felling, Executive Director, CBS News Services, and Marsha Cooke, Vice President, CBS News Services visited to walk-through the Newspath system with our staff, answer questions, teach team how to maximize its use, exchange best practices and get feedback from the team on its usefulness.	28	Producer Producer Executive Producer Chief Photographer
27	9/26/2016	Establishment of training programs for station personnel	Content Transformation Summit - Sally Ramirez (News Director), Dale Lockett (Director of Creative Services), and Christine DiStadio (Director of Digital Media) attended a 4-day corporate-led training to discuss how the organization would transform how we present the news. News Directors, Marketing Directors, and Digital Directors from various stations participated in the training.	3	Director, Digital Media Director, Creative Services News Director
28	9/30/2016	Establishment of training programs for station personnel	IRE Training Pt. 2: Getting Started with Excel. News staff participated in a session on Fact checking during the second part of IRE training facilitated by Jaimi Dowdell of IRE. Participants learned how to make sense of data on deadline, starting with the basics and working up from there. Participants learned how to interview data to drive their story. Topics covered in this session included: sorting, formulas, percent change and more.	10	Reporter Reporter Anchor/Reporter Reporter
29	10/4/2016	Provision of training to management	Workplace Violence Prevention & Situational Awareness Training - Director of HR attended initial rollout of training.	1	Director, HR
30	11/18/2016	Participation in events sponsored by community groups	Ninfa Saavedra conducted a tour for 3 students and a professor from Grambling State University, her alma mater. The purpose of the tour is to provide insight on career opportunities available in the news media industry.	1	Assignment Desk Editor

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31	1/25/2017	Participation in events sponsored by community groups	Alexis Herron represented KHOU at a career day held at The Rice School. She set up a table with KHOU and Great Day Houston brand items, including autograph station cards, pencils, mints, and wristbands. She spoke with students about a career in the TV/news media industry.	1	Producer
32	2/15/2017	Participation in events sponsored by community groups	Alexandria Williams conducted a tour for 8 special needs students from Heights High School. The purpose of the tour is to provide insight on career opportunities available in the news media industry.	2	Comm Mktg/PR Specialist Meteorologist
33	3/2/2017	Participation in events sponsored by community groups	Alexandria Williams conducted a tour for 13 high school journalism students from St. John Paul II Catholic School. The purpose of the tour is to provide insight on career opportunities available in the news media industry.	3	Comm Mktg/PR Specialist Meteorologist Operations Manager
34	3/10/2017	Participation in events sponsored by community groups	Alexandria Williams conducted a tour for 15 middle school students from Berry Elementary School. The purpose of the tour is to provide insight on career opportunities available in the news media industry.	4	Comm Mktg/PR Specialist Meteorologist Operations Manager Production Manager
35	3/10/2017	Participation in events sponsored by community groups	Bill Bishop conducted a tour for a local physician and his family, whose children are interested. The purpose of the tour is to provide insight on career opportunities available in the news media industry.	1	Managing Editor
36	3/13/2017	Participation in events or programs sponsored by educational institutions	Alexandria Williams was a guest speaker at the Spring Break Camp for Girls, Inc. of Greater Houston Camp. She shared with approximately 20 students a description of what community marketing is and the importance of giving back to the community.	1	Comm Mktg/PR Specialist