

KHOU-TV
EEO PUBLIC FILE REPORT
March 21, 2017 - March 20, 2018

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
Promotion Writer/Producer (31745)	2-4, 8, 10, 15-17, 20, 22-23, 26-30, 32-38, 40, 42, 46, 51-55, 59-60, 64-65, 68, 85-90, 92-93, 97-99	42
Multi-Platform Producer	2, 8, 10-11, 15-16, 20-23, 26, 28, 30, 32-38, 46, 51, 54-55, 59, 68, 70, 84-89, 91, 94, 97-99	21
Multi-Skilled Journalist (002001)	1-2, 8, 11, 15-16, 20, 22-23, 26, 28, 30-38, 46, 51, 54-55, 59, 68, 77, 84-89, 91, 94, 97-99	1
Broadcast Technician (002371)	2, 8, 11, 15-16, 20, 22-24, 26, 28, 30, 32-38, 46, 54-55, 59, 68, 84-89, 91, 94, 97-99	24
Producer (GDH) (002648)	2, 5, 8, 11-12, 15-16, 18, 20, 22-23, 26, 28-30, 32-38, 46, 54-55, 59, 66, 68, 84, 86-89, 91, 94, 97-99	18
Reporter/MSJ	1-2, 8, 11, 15-16, 20, 22-23, 26, 28-30, 32-38, 45-46, 53-55, 59, 68-69, 73, 84, 86-89, 91, 94, 97-99	1
Reporter/MSJ	1-2, 8, 11, 15-16, 20, 22-23, 26, 28-30, 32-38, 45-46, 53-55, 59, 68-69, 73, 84, 86-89, 91, 94, 97-99	69
Sales Support Specialist (002747)	2, 8, 11, 15-16, 19-23, 26, 28-30, 32-38, 46, 53-56, 59, 68, 84, 86-89, 91, 94-95, 97-99	56
Regional Sales Manager (002702)	2, 8, 11, 15-16, 20-23, 26, 28-30, 32-38, 43, 46, 53-55, 57, 59, 68-69, 84, 86-89, 91, 94, 97-99	69
Account Manager (Auto) (003160)	2, 8, 11, 15-16, 20-23, 25-26, 28-30, 32-38, 42, 46, 53-55, 59-60, 68, 84, 86-89, 91, 94, 97-99	60
Photojournalist (003208)	2, 8, 11, 15-16, 18, 20-23, 26, 28-30, 32-38, 46, 53-55, 59, 68, 84, 86-89, 91, 94, 97-99	18
Multi-Platform Producer (003209)	2, 8, 11, 15-16, 18, 20-23, 26, 28-30, 32-38, 46, 53-55, 59, 68, 84, 86-89, 91, 94-95, 97-99	21
Multi-Platform Producer (003209)	2, 8, 11, 15-16, 18, 20-23, 26, 28-30, 32-38, 46, 53-55, 59, 68, 84, 86-89, 91, 94-95, 97-99	95
Account Manager (003280)	2, 8, 11, 15-16, 20, 22-23, 26, 28-38, 41, 46, 53-55, 59, 67-69, 84, 86-89, 91, 94, 97-99	69

KHOU-TV
EEO PUBLIC FILE REPORT
March 21, 2017 - March 20, 2018

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Regional Account Executive (003289)	2, 8, 11, 15-16, 20-24, 26, 28-30, 32-38, 46-47, 53-56, 59, 63, 67-68, 84, 86-89, 91, 94-95, 97-99	21
Account Executive (Auto) (003399)	2, 8, 11, 15-16, 20-23, 26, 28-30, 32-38, 46, 53-56, 61-62, 68, 84, 86-89, 91, 94, 97-99	21
Account Executive (Auto) (003399)	2, 8, 11, 15-16, 20-23, 26, 28-30, 32-38, 46, 53-56, 61-62, 68, 84, 86-89, 91, 94, 97-99	56
Content Discovery Producer	2, 5-9, 11, 13-16, 20, 22-23, 25-26, 28-39, 41, 44, 46-50, 54-55, 58, 61-63, 67-84, 86-89, 91, 94, 96-99	69
Audio Operator	2, 5-9, 11, 13-16, 20-23, 25-26, 28-39, 41, 43-44, 46-50, 54-55, 58, 61-63, 67-68, 70-84, 86-89, 91, 94, 96-99	21
Audio Operator	2, 5-9, 11, 13-16, 20-23, 25-26, 28-39, 41, 43-44, 46-50, 54-55, 58, 61-63, 67-68, 70-84, 86-89, 91, 94, 96-99	43
Audio Operator	2, 5-9, 11, 13-16, 20-23, 25-26, 28-39, 41, 43-44, 46-50, 54-55, 58, 61-63, 67-68, 70-84, 86-89, 91, 94, 96-99	43
Marketing Director (003946)	2, 8, 11, 15-16, 20-23, 26, 28-30, 32-38, 46, 50, 54-55, 58, 68, 84, 86-89, 91, 94, 97-99	21
GDH Director/Technical Director (004087)	2, 8, 11, 15-16, 20, 22-23, 26, 28-31, 33-38, 41, 43-44, 46, 54-55, 68, 84, 86-89, 91, 94, 97-99	43
Media Operations Specialist (003953)	2, 5-9, 11, 13-16, 20, 22-23, 25-26, 28-39, 41, 44, 46-50, 54-55, 58, 61-63, 67-84, 86-89, 91, 94-99	95
Media Operations Specialist (003953)	2, 5-9, 11, 13-16, 20, 22-23, 25-26, 28-39, 41, 44, 46-50, 54-55, 58, 61-63, 67-84, 86-89, 91, 94-99	69
Reporter/Multi-Skilled Journalist (004013)	2, 8, 11, 15-16, 20-23, 26, 28-30, 32-38, 46, 54-55, 58, 68, 84, 86-89, 91, 94, 97-99	21
Director/Technical Director (004007)	2, 5-9, 11, 13-16, 20-23, 25-26, 28-39, 41, 44, 46-50, 54-55, 58, 61-63, 67-68, 70-84, 86-89, 91, 94, 96-99	21
Reporter/Multi-Skilled Journalist (004013)	2, 8, 11, 15-16, 20-23, 26, 28-30, 32-38, 46, 54-55, 58, 68, 84, 86-89, 91, 94, 97-99	21

KHOU-TV
EEO PUBLIC FILE REPORT
March 21, 2017 - March 20, 2018

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
Reporter/Multi-Skilled Journalist (004013)	2, 8, 11, 15-16, 20-23, 26, 28-30, 32-38, 46, 54-55, 58, 68, 84, 86-89, 91, 94, 97-99	21
Producer (GDH) (004015)	2, 8, 11, 15-16, 20, 22-23, 26, 28-30, 32-38, 41, 46, 54-55, 68-69, 84, 86-89, 91, 94, 97-99	41
Multi-Platform Video Editor/Producer	2, 5-9, 11, 13-16, 20, 22-23, 25-26, 28-39, 41, 44, 46-50, 54-55, 58, 61-63, 67-84, 86-89, 91, 94, 96-100	69
Multi-Platform Video Editor/Producer	2, 5-9, 11, 13-16, 20, 22-23, 25-26, 28-39, 41, 44, 46-50, 54-55, 58, 61-63, 67-84, 86-89, 91, 94, 96-100	69
Commercial Producer/Editor	2, 5-9, 11, 13-16, 18, 20, 22-23, 25-26, 28-39, 41-42, 44, 46-50, 54-55, 58, 61-63, 67-68, 70-84, 86-89, 91, 94, 96-100	18

KHOU-TV
EEO PUBLIC FILE REPORT
March 21, 2017 - March 20, 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	Agency Referral	N	2
2	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
3	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
4	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
5	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
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

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

KHOU-TV
EEO PUBLIC FILE REPORT
March 21, 2017 - March 20, 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
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	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
16	Coat of Many Color Ministries, Inc. PO Box 914 Montgomery, Texas 77356 Phone : 936-672-7808 Email : mahayles@cmcmi.org Job Posting	N	0
17	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
18	Corporate Office	N	5
19	Corporate Recruiter	N	2
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	Employee Referral	N	21
22	Epiphany of the Lord Catholic Community 1530 Norwalk Dr. Houston, Texas 77450 Phone : 281-578-0707 Email : schottsie@epiphanycatholic.org S. Hill	N	0

KHOU-TV
EEO PUBLIC FILE REPORT
March 21, 2017 - March 20, 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
23	First Hope Baptist Church 7401 Katy Freeway Houston, Texas 77024 Email : hope@hfbc.org F. Suiter	N	0
24	Former Employee	N	2
25	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
26	Gulf Coast Community Services Association 5000 Gulf Freeway Houston, Texas 77023 Phone : 713-393-4770 Email : garcias@gccsa.org Sue Garcia	N	0
27	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
28	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
29	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

KHOU-TV
EEO PUBLIC FILE REPORT
March 21, 2017 - March 20, 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
30	Hispanic Women in Leadership PO Box 701065 Houston, Texas Phone : 713-807-1115 Email : mhcaavazos@aol.com Helen Cavazos	N	0
31	Houston Advertising Federation (HAF) PO Box 27592 Houston, Texas 77227 Job Posting Manual Posting	N	0
32	Houston Area Urban League 1301 Texas St. Houston, Texas 77002 Phone : 713-393-8700 Email : cwalker@haul.org Carmela Walker	N	0
33	Houston Association of Black Journalists PO Box 565 Houston, Texas Phone : 713-249-0443 Email : maryrbenton@gmail.com Mary Benton	N	0
34	Houston Association of Hispanic Media Professionals PO Box 273394 Houston, Texas 77277 Phone : 713-284-8706 Email : info@hahmponline.org Job Posting	N	0
35	Houston Community College 3100 Main MC 1120 Houston, Texas 77002 Phone : 713-718-8560 Email : james.corona@hccs.edu James Corona	N	0
36	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

KHOU-TV
EEO PUBLIC FILE REPORT
March 21, 2017 - March 20, 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
37	Howard University 2400 Sixth St. NW Washington, District of Columbia 20036 Phone : 202-462-4267 Email : huocreruit@gmail.com Carley Troutman	N	0
38	Howard University - Internships 2400 Sixth St. NW Washington, District of Columbia 20059 Phone : 202-806-7513 Email : hucareersandinternships@gmail.com Carley Trotman	N	0
39	HR Houston PO Box 4240 Houston, Texas 77210 Phone : 713-426-2646 Url : http://www.hrhouston.org Nikki Taylor Manual Posting	N	0
40	Immanuel Missionary Church PO Box 17166 Sugar Land, Texas 77496 Phone : 281-961-7804 Email : vmiglehart@entouch.net Valerie Iglehart	N	0
41	Indeed 470 West Ave STE 2002 Stamford, Connecticut Url : http://www.indeed.com Job Posting Manual Posting	N	1
42	Indeed.com	N	6
43	Indeed.com - Not Directly Contacted by SEU	N	4
44	Investigative Reporters & Editors (IRE) 138 Neff Annex Columbia, Missouri 65211 Phone : 573-882-2042 B. Houston Manual Posting	N	0
45	Job posting on internet	N	1

KHOU-TV
EEO PUBLIC FILE REPORT
March 21, 2017 - March 20, 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
46	KHOU.com 1945 Allen Parkway Houston, Texas 77019 Phone : 713-521-4305 Url : http://www.khou.com Email : shunter@khou.com Shannon Hunter	N	7
47	Media Alliance PO Box 980908 Houston, Texas 77098 Phone : 713-663-4613 Url : https://www.mediaalliancehouston.org/ Job Posting Manual Posting	N	0
48	Media Bistro 475 Park Avenue South 4th Floor New York, New York 10016 Job Posting Manual Posting	N	0
49	Media Line PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Mark Shilstone Manual Posting	N	0
50	Media Recruiters - Magid 20456 E. Orchard Place Centennial, Colorado 80016 Phone : 303-400-5150 Alan Oldfield Manual Posting	N	0
51	Mental Health & Mental Retardation Authority 3737 Dacoma Houston, Texas 77092 Phone : 713-970-8424 Email : diane.bliven@mhmraharris.org Diane Bliven	N	0

KHOU-TV
EEO PUBLIC FILE REPORT
March 21, 2017 - March 20, 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
52	Mounting Horizons 18062 FM 529 #151 Cypress, Texas 77433 Phone : 713-510-8755 Email : khatcher@mountinghorizons.org Carol Lazard	N	0
53	National Association of Black Journalists 8701-A Adelphi Rd Adelphi, Maryland 20783 Phone : 202-429-5498 Email : asmith@nab.org Amanda Smith	N	0
54	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
55	NID Housing Counseling Agency 10101 Fondren STE 260 Houston, Texas 77096 Phone : 713-931-3344 Email : nidhousingcounselor@gmail.com Job Posting	N	0
56	Non-Employee Referral	N	4
57	Other Source	N	1
58	Poynter Online 801 Third Street South St. Petersburg, Florida 33701 Url : http://www.poynter.org Job Posting Manual Posting	N	0
59	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
60	Previous Applicant	N	3

KHOU-TV
EEO PUBLIC FILE REPORT
March 21, 2017 - March 20, 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
61	Production Hub 1806 Hammerlin Ave Winter Park, Florida 32789 Phone : 877-629-4122 Job Posting Manual Posting	N	0
62	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
63	Rick Gevers PO Box 577 Zionsville, Indiana Phone : 317-769-7900 Rick Givers Manual Posting	N	0
64	San Jacinto College North 5800 Uvalde Rd Houston, Texas 77049 Phone : 281-459-7159 Email : mary.smith@sjcd.edu Mary Smith	N	0
65	Search Project 2505 Fannin St. Houston, Texas 77002 Phone : 713-802-3167 Email : tbrown@searchproject.org Tanna Brown	N	0
66	Self Referral	N	1
67	SND Publishing LLC 600 W. Peachtree St. NW Atlanta, Georgia 30308 Url : http://www.spotsndots.com/ Job Posting Manual Posting	N	0

KHOU-TV
EEO PUBLIC FILE REPORT
March 21, 2017 - March 20, 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
68	St. John Vianney Catholic Church 625 Nottingham Oaks Trail Houston, Texas 77079 Phone : 281-497-1500 Email : vclinton@stjohnvianney.org Vivian Clinton	N	0
69	Station Website	N	14
70	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
71	Talent Agent - Evolution Media Group 155 Woodbury Rd Woodbury, New York 11797 Phone : 516-367-2600 Job Posting Manual Posting	N	0
72	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
73	Talent Agent - IF Management 152 West 57th St. 14th Floor New York, New York 10019 Carol Perry Manual Posting	N	1
74	Talent Agent - Joel Weisman Weisman Media 1901 Raymond Drive Northbrook, Illinois 60062 Phone : 847-400-5900 Joel Weisman Manual Posting	N	0

KHOU-TV
EEO PUBLIC FILE REPORT
March 21, 2017 - March 20, 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
75	Talent Agent - Ken Linder Agency 2029 Century Park STE 100 Los Angeles, California 90067 Phone : 310-277-9223 Job Posting Manual Posting	N	0
76	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
77	Talent Agent - Napoli Management Group 8844 W. Olympic Blvd. STE 100 Beverly Hills, California 90211 Phone : 310-385-8222 Liz Sherwin Manual Posting	N	1
78	Talent Agent - Robert Miggins, Recruiter 6414 Senford Ave Los Angeles, California 90056 Phone : 310-641-4292 Robert Miggins Manual Posting	N	0
79	Talent Agent - TV NewsCheck PO Box 565 Chatham, New Jersey Phone : 215-901-9495 Job Posting Manual Posting	N	0
80	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
81	Talent Agents 3 N. Court St. Frederick, Maryland 21701 Phone : 301-668-1511 T. Dolan Manual Posting	N	0

KHOU-TV
EEO PUBLIC FILE REPORT
March 21, 2017 - March 20, 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
82	Talent Dynamics 8828 Stemmons STE 510 Dallas, Texas 75247 Job Posting Manual Posting	N	0
83	Talent Zoo 1736 Defoor Place NW Atlanta, Georgia 30318 Phone : 404-607-1955 Url : http://www.talentzoo.com Job Posting Manual Posting	N	0
84	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
85	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
86	Texas Southern University 3100 Cleburne Ave. Houston, Texas 77004 Phone : 713-313-1852 Email : russelltm@tsu.edu T. Russell	N	0
87	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
88	Texas Workforce Commission - Houston 600 Jefferson Houston, Texas 77002 Phone : 713-590-2665 Email : houstonjobs@twc.state.tx.us D. Garcia	N	0

KHOU-TV
EEO PUBLIC FILE REPORT
March 21, 2017 - March 20, 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
89	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
90	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
91	TV Jobs PO Box 4116 Oceanside, California 92502 Phone : 800-374-0119 Email : jobs@tvjobs.com Job Posting	N	0
92	University of Houston 4800 Calhoun Houston, Texas 77004 Phone : 713-743-5123 Email : ctonewinn@uh.edu C. Winn	N	0
93	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
94	University of Texas at Austin 1717 Guadalupe Austin, Texas 78712 Phone : 512-471-9421 Email : ccsrecruit@austin.utexas.edu Jennifer Hinojosa	N	0
95	Unknown Referral Source	N	4

KHOU-TV
EEO PUBLIC FILE REPORT
March 21, 2017 - March 20, 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
96	William Morris Agency 1325 Avenue of the Americas New York, New York 10019 Phone : 212-903-1100 Job Posting Manual Posting	N	0
97	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
98	Women in Film & Television PO Box 981104 Houston, Texas 77098 Phone : 713-788-8075 Email : cynthia.neely7@gmail.com Cynthia Neely	N	0
99	Workforce Solutions - Downtown 600 Jefferson Houston, Texas 77002 Email : tammlyn.alexander@wrksolutions.com Tammlyn Alexander	N	0
100	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:			82

KHOU-TV
EEO PUBLIC FILE REPORT
March 21, 2017 - March 20, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/21/2017	Participation in events sponsored by community groups	Provided tour for 35 students from Hightower Digital Media Academy. The purpose of the tour is to provide insight on career opportunities available in the news media industry.	1	Operations Manager
2	3/22/2017	Participation in events sponsored by community groups	Conducted a tour for 35 students from Hightower Digital Media Academy. The purpose of the tour is to provide insight on career opportunities available in the news media industry.	1	Operations Manager
3	3/22/2017	Establishment of training programs for station personnel	All TEGNA employees play a part in ensuring that our workplace is free of discrimination and harassment. Indeed, TEGNA is committed to providing all employees with the necessary tools and information for maintaining a workplace that is harassment free. Therefore all employees were required to participate in an on-line training course. Please allow approximately 30 to 45 minutes to complete the course. Everyone was given 60 days from January 19, 2017 to complete the course requirement.	205	All Employees
4	3/22/2017	Establishment of training programs for station personnel	VP Labor Relations conducted 1 hour training sessions Workplace Violence Prevention and Situational Awareness training for all station employees and leaders. There were three date options as follows. • Monday, March 20 at 1:00 PM (CT) • Tuesday, March 21 at 5:00 PM (CT) • Thursday, March 30 at 9:00 AM (CT) Those that could not make the live training options were provided a link to watch a recorded version.	205	All Employees
5	3/23/2017	Participation in events or programs sponsored by educational institutions	Community Marketing Specialist was keynote speaker at the Spring Tea-Girls Empowerment event at Prairie View A&M University. She spoke with approximately 230 students and 20 faculty members. Her topic focused on her transition from college to the work world, which included her career in marketing and her journey entering the media industry.	1	Comm Mktg/PR Specialist

KHOU-TV
EEO PUBLIC FILE REPORT
March 21, 2017 - March 20, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	3/23/2017	Participation in events sponsored by community groups	Conducted a tour for 10 middle school students from Christ the Redeemer 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 Anchor/Reporter
7	3/29/2017	Participation in events or programs sponsored by educational institutions	Conducted a tour for 15 broadcast journalism students from the University of Houston. 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
8	3/30/2017	Participation in events sponsored by community groups	Conducted a tour for 15 elementary broadcast journalism students from Felix Cook Elementary 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
9	4/20/2017	Establishment of training programs for station personnel	TEGNA Labor Relations provides a series of monthly webinar training sessions for HR Business Partners to stay informed of current and changing employment laws. Best practices are discussed and HR Business Partners then share this topical information with their Executive Teams.	1	HR Director
10	4/20/2017	Participation in events sponsored by community groups	Our Community Marketing & PR Specialist served as a "Meet the Firms" panelist at Texas Southern University's Communications Week. She shared information at career opportunities at KHOU, how she uses communication, and why communication and marketing is important.	1	Comm Mktg/PR Specialist
11	4/25/2017	Establishment of training programs for station personnel	KHOU piloted "Verify" training for staff which is part of our content transformation process. This training provides insight to staff on what Verify is and what it will look like on TV and digital platforms.	19	News Director Local Sales Manager Photographer Art Director
12	5/25/2017	Establishment of training programs for station personnel	Annual Sales Summit held in Phoenix, Arizona for Director of Sales and Sales Leadership throughout the company. The summit focused on leadership development, talent recruiting, and how to be transformation and successfully lead our group sales efforts.	1	Director of Sales

KHOU-TV
EEO PUBLIC FILE REPORT
March 21, 2017 - March 20, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
13	6/27/2017	Establishment of training programs for station personnel	KHOU sent two employees to TEGNA's Content Summit in McLean, VA designed to give our management team new ways to examine content issues and get noticed, enhance the station brand, increase audience on all platforms and hire a diverse staff that is representative of the communities in which we serve.	2	News Director Marketing Director
14	6/27/2017	Establishment of training programs for station personnel	The Human Resources Director attended the HR Summit in McLean, VA for two days with a focus on transformation. The summit was full of interactive sessions, breakout groups, entertaining presentations and more. A good amount of time was spent with HR peers working through various aspects of our transformation.	1	HR Director
15	10/20/2017	Co Sponsoring Job Fair	Texas A&M Collegiate Sales Competition, where TEGNA/KHOU were sponsors. Our sales leadership team attended a 2-day recruitment event and sales competition. They had the opportunity to share the TEGNA story with the students as well as served as judges for the sales competition.	2	Director of Sales Director of Local Sales
16	1/26/2018	Establishment of training programs for station personnel	TEGNA rolled out the Byte Back Challenge training curriculum to educate all employees on the proper handling of sensitive data. Among other things, the training reminded employees that information that is private to you or to the company should never be stored on your computer or mobile phone and should not be shared through email. The training was rolled out electronically on January 26, 2018 with an expected completion date of February 2, 2018.	205	All Employees