**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

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Promotion Writer/Producer (31745)</td>
<td>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</td>
<td>42</td>
</tr>
<tr>
<td>Multi-Platform Producer</td>
<td>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</td>
<td>21</td>
</tr>
<tr>
<td>Multi-Skilled Journalist (002001)</td>
<td>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</td>
<td>1</td>
</tr>
<tr>
<td>Broadcast Technician (002371)</td>
<td>2, 8, 11, 15-16, 20, 22-24, 26, 28, 30, 32-38, 46, 54-55, 59, 68, 84-89, 91, 94, 97-99</td>
<td>24</td>
</tr>
<tr>
<td>Producer (GDH) (002648)</td>
<td>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</td>
<td>18</td>
</tr>
<tr>
<td>Sales Support Specialist (002747)</td>
<td>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</td>
<td>56</td>
</tr>
<tr>
<td>Regional Sales Manager (002702)</td>
<td>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</td>
<td>69</td>
</tr>
<tr>
<td>Photojournalist (003208)</td>
<td>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</td>
<td>18</td>
</tr>
<tr>
<td>Multi-Platform Producer (003209)</td>
<td>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</td>
<td>21</td>
</tr>
<tr>
<td>Multi-Platform Producer (003209)</td>
<td>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</td>
<td>95</td>
</tr>
<tr>
<td>Account Manager (003280)</td>
<td>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</td>
<td>69</td>
</tr>
</tbody>
</table>
# 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

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marketing Director (003946)</td>
<td>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</td>
<td>21</td>
</tr>
<tr>
<td>GDH Director/Technical Director (004087)</td>
<td>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</td>
<td>43</td>
</tr>
<tr>
<td>Reporter/Multi-Skilled Journalist (004013)</td>
<td>2, 8, 11, 15-16, 20-23, 26, 28-30, 32-38, 46, 54-55, 58, 68, 84, 86-89, 91, 94, 97-99</td>
<td>21</td>
</tr>
<tr>
<td>Reporter/Multi-Skilled Journalist (004013)</td>
<td>2, 8, 11, 15-16, 20-23, 26, 28-30, 32-38, 46, 54-55, 58, 68, 84, 86-89, 91, 94, 97-99</td>
<td>21</td>
</tr>
</tbody>
</table>
I. VACANCY LIST

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

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reporter/Multi-Skilled Journalist</td>
<td>2, 8, 11, 15-16, 20-23, 26, 28-30, 32-38, 46, 54-55, 58, 68, 84, 86-89, 91, 94, 97-99</td>
<td>21</td>
</tr>
<tr>
<td>Producer (GDH) (004015)</td>
<td>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</td>
<td>41</td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Agency Referral</td>
<td>N</td>
<td>2</td>
</tr>
</tbody>
</table>
| 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                                                     |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 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 |
### II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 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: csbenhouston@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 |
### II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>23</td>
<td>First Hope Baptist Church&lt;br&gt;7401 Katy Freeway&lt;br&gt;Houston, Texas 77024&lt;br&gt;Email: <a href="mailto:hope@hfbc.org">hope@hfbc.org</a>&lt;br&gt;F. Suiter</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>24</td>
<td>Former Employee</td>
<td>N</td>
<td>2</td>
</tr>
<tr>
<td>25</td>
<td>Frank N. Magid Associates Inc.&lt;br&gt;One Research Center&lt;br&gt;Marion, Iowa 52302&lt;br&gt;Phone: 329-377-7345&lt;br&gt;Url: <a href="http://www.magid.com">http://www.magid.com</a>&lt;br&gt;Barbara Frye&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>26</td>
<td>Gulf Coast Community Services Association&lt;br&gt;5000 Gulf Freeway&lt;br&gt;Houston, Texas 77023&lt;br&gt;Phone: 713-393-4770&lt;br&gt;Email: <a href="mailto:garcias@gccsa.org">garcias@gccsa.org</a>&lt;br&gt;Sue Garcia</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>27</td>
<td>Harris County Community Supervisions &amp; Corrections Dept.&lt;br&gt;49 San Jacinto St.&lt;br&gt;Houston, Texas 77002&lt;br&gt;Phone: 713-755-2000&lt;br&gt;Email: <a href="mailto:tinafranklin@csc.nctx.net">tinafranklin@csc.nctx.net</a>&lt;br&gt;Tina Franklin</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>28</td>
<td>Health &amp; Human Services&lt;br&gt;6411 Fannin St. JB 200.5&lt;br&gt;Houston, Texas 77030&lt;br&gt;Phone: 713-704-5323&lt;br&gt;Email: <a href="mailto:karen.mayfield@hhsc.state.tx.us">karen.mayfield@hhsc.state.tx.us</a>&lt;br&gt;Karen Mayfield</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>29</td>
<td>Hispanic Chamber of Commerce&lt;br&gt;1801 W. Main St.&lt;br&gt;Houston, Texas 77002&lt;br&gt;Phone: 713-644-7070&lt;br&gt;Url: <a href="http://www.houstonhispanicchamber.com">http://www.houstonhispanicchamber.com</a>&lt;br&gt;Email: <a href="mailto:mvelasquez@houstonhispanicchamber.com">mvelasquez@houstonhispanicchamber.com</a>&lt;br&gt;Maria Velasquez</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>30</td>
<td>Hispanic Women in Leadership</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>PO Box 701065</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Houston, Texas</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 713-807-1115</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email: <a href="mailto:mhcavazos@aol.com">mhcavazos@aol.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Helen Cavazos</td>
<td></td>
<td></td>
</tr>
<tr>
<td>31</td>
<td>Houston Advertising Federation (HAF)</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>PO Box 27592</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Houston, Texas 77227</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Job Posting</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Manual Posting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>32</td>
<td>Houston Area Urban League</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>1301 Texas St.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Houston, Texas 77002</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 713-393-8700</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email: <a href="mailto:cwalker@haul.org">cwalker@haul.org</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Carmela Walker</td>
<td></td>
<td></td>
</tr>
<tr>
<td>33</td>
<td>Houston Association of Black Journalists</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>PO Box 565</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Houston, Texas</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 713-249-0443</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email: <a href="mailto:maryrbenton@gmail.com">maryrbenton@gmail.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mary Benton</td>
<td></td>
<td></td>
</tr>
<tr>
<td>34</td>
<td>Houston Association of Hispanic Media Professionals</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>PO Box 273394</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Houston, Texas 77277</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 713-284-8706</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email: <a href="mailto:info@hahmponline.org">info@hahmponline.org</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Job Posting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>35</td>
<td>Houston Community College</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>3100 Main MC 1120</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Houston, Texas 77002</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 713-718-8560</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email: <a href="mailto:james.corona@hccs.edu">james.corona@hccs.edu</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>James Corona</td>
<td></td>
<td></td>
</tr>
<tr>
<td>36</td>
<td>Houston Community College - Katrina Job Readiness</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Program</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>9600 S. Gessner Blvd F</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Houston, Texas 77071</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 832-476-9067</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email: <a href="mailto:lnellum315@yahoo.com">lnellum315@yahoo.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>L. Lewis-Nellum</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## KHOU-TV
### EEO PUBLIC FILE REPORT
March 21, 2017 - March 20, 2018

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 37         | Howard University  
2400 Sixth St. NW  
Washington, District of Columbia 20036  
Phone: 202-462-4267  
Email: huorecruit@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.hrhoustton.org  
Nikki Taylor  
Manual Posting | N | 0 |
| 40         | Immanual 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 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 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 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 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: pvmualumni@sbcglobal.net  
Cleo Sharp       | N                                                 | 0                                                 |
| 60        | Previous Applicant                                                                 | N                                                 | 3                                                 |
### II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>61</td>
<td>Production Hub 1806 Hammerlin Ave Winter Park, Florida 32789 Phone: 877-629-4122 Job Posting Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>62</td>
<td>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</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>63</td>
<td>Rick Gevers PO Box 577 Zionsville, Indiana Phone: 317-769-7900 Rick Givers Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>64</td>
<td>San Jacinto College North 5800 Uvalde Rd Houston, Texas 77049 Phone: 281-459-7159 Email: <a href="mailto:mary.smith@sjcd.edu">mary.smith@sjcd.edu</a> Mary Smith</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>65</td>
<td>Search Project 2505 Fannin St. Houston, Texas 77002 Phone: 713-802-3167 Email: <a href="mailto:tbrown@searchproject.org">tbrown@searchproject.org</a> Tanna Brown</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>66</td>
<td>Self Referral</td>
<td>N</td>
<td>1</td>
</tr>
<tr>
<td>67</td>
<td>SND Publishing LLC 600 W. Peachtree St. NW Atlanta, Georgia 30308 Url: <a href="http://www.spotsndots.com/">http://www.spotsndots.com/</a> Job Posting Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
</table>
### II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 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 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 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 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>82</td>
<td>Talent Dynamics&lt;br&gt;8828 Stemmons STE 510&lt;br&gt;Dallas, Texas 75247&lt;br&gt;Job Posting&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>83</td>
<td>Talent Zoo&lt;br&gt;1736 Defoor Place NW&lt;br&gt;Atlanta, Georgia 30318&lt;br&gt;Phone : 404-607-1955&lt;br&gt;Url : <a href="http://www.talentzoo.com">http://www.talentzoo.com</a>&lt;br&gt;Job Posting&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>84</td>
<td>Texas Association of Broadcasters (TAB)&lt;br&gt;502 E. 11th St. STE 200&lt;br&gt;Austin, Texas 78701&lt;br&gt;Phone : 512-322-9944&lt;br&gt;Url : <a href="http://www.tab.org">http://www.tab.org</a>&lt;br&gt;Email : <a href="mailto:craig@tab.com">craig@tab.com</a>&lt;br&gt;Craig Bean</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>85</td>
<td>Texas Department of Assistive &amp; Rehabilitative Services&lt;br&gt;1919 North Loop West STE 330&lt;br&gt;Houston, Texas 77008&lt;br&gt;Phone : 713-802-3167&lt;br&gt;Email : <a href="mailto:randy.lewis@dars.state.tx.us">randy.lewis@dars.state.tx.us</a>&lt;br&gt;Randy Lewis</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>86</td>
<td>Texas Southern University&lt;br&gt;3100 Cleburne Ave.&lt;br&gt;Houston, Texas 77004&lt;br&gt;Phone : 713-313-1852&lt;br&gt;Email : <a href="mailto:russelltm@tsu.edu">russelltm@tsu.edu</a>&lt;br&gt;T. Russell</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>87</td>
<td>Texas Workforce Commission - Austin&lt;br&gt;101 E. 15th&lt;br&gt;Austin, Texas 78778&lt;br&gt;Phone : 713-210-4003&lt;br&gt;Email : <a href="mailto:mary.sullivan@twc.state.tx.us">mary.sullivan@twc.state.tx.us</a>&lt;br&gt;Mary Sullivan</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>88</td>
<td>Texas Workforce Commission - Houston&lt;br&gt;600 Jefferson&lt;br&gt;Houston, Texas 77002&lt;br&gt;Phone : 713-590-2665&lt;br&gt;Email : <a href="mailto:houstonjobs@twc.state.tx.us">houstonjobs@twc.state.tx.us</a>&lt;br&gt;D. Garcia</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification?</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 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 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification?</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 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 : tammylyn.alexander@wrksolutions.com  
Tammylyn 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
### III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th></th>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>3/21/2017</td>
<td>Participation in events sponsored by community groups</td>
<td>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.</td>
<td>1</td>
<td>Operations Manager</td>
</tr>
<tr>
<td>2</td>
<td>3/22/2017</td>
<td>Participation in events sponsored by community groups</td>
<td>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.</td>
<td>1</td>
<td>Operations Manager</td>
</tr>
<tr>
<td>3</td>
<td>3/22/2017</td>
<td>Establishment of training programs for station personnel</td>
<td>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.</td>
<td>205</td>
<td>All Employees</td>
</tr>
<tr>
<td>4</td>
<td>3/22/2017</td>
<td>Establishment of training programs for station personnel</td>
<td>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.</td>
<td>205</td>
<td>All Employees</td>
</tr>
<tr>
<td>5</td>
<td>3/23/2017</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Community Marketing Specialist was keynote speaker at the Spring Tea-Girls Empowerment event at Prairie View A&amp;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.</td>
<td>1</td>
<td>Comm Mktg/PR Specialist</td>
</tr>
</tbody>
</table>
### III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td>Participation in events sponsored by community groups</td>
<td>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.</td>
<td>3</td>
<td>Comm Mktg/PR Specialist Meteorologist Anchor/Reporter</td>
</tr>
<tr>
<td>7</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>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.</td>
<td>3</td>
<td>Comm Mktg/PR Specialist Meteorologist Operations Manager</td>
</tr>
<tr>
<td>8</td>
<td>Participation in events sponsored by community groups</td>
<td>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.</td>
<td>2</td>
<td>Comm Mktg/PR Specialist Meteorologist</td>
</tr>
<tr>
<td>9</td>
<td>Establishment of training programs for station personnel</td>
<td>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.</td>
<td>1</td>
<td>HR Director</td>
</tr>
<tr>
<td>10</td>
<td>Participation in events sponsored by community groups</td>
<td>Our Community Marketing &amp; PR Specialist served as a &quot;Meet the Firms&quot; 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.</td>
<td>1</td>
<td>Comm Mktg/PR Specialist</td>
</tr>
<tr>
<td>11</td>
<td>Establishment of training programs for station personnel</td>
<td>KHOU piloted &quot;Verify&quot; 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.</td>
<td>19</td>
<td>News Director Local Sales Manager Photographer Art Director</td>
</tr>
<tr>
<td>12</td>
<td>Establishment of training programs for station personnel</td>
<td>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.</td>
<td>1</td>
<td>Director of Sales</td>
</tr>
</tbody>
</table>
### III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>6/27/2017</td>
<td>Establishment of training programs for station personnel</td>
<td>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.</td>
<td>2</td>
<td>News Director Marketing Director</td>
</tr>
<tr>
<td>6/27/2017</td>
<td>Establishment of training programs for station personnel</td>
<td>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.</td>
<td>1</td>
<td>HR Director</td>
</tr>
<tr>
<td>10/20/2017</td>
<td>Co Sponsoring Job Fair</td>
<td>Texas A&amp;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.</td>
<td>2</td>
<td>Director of Sales Director of Local Sales</td>
</tr>
<tr>
<td>1/26/2018</td>
<td>Establishment of training programs for station personnel</td>
<td>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.</td>
<td>205</td>
<td>All Employees</td>
</tr>
</tbody>
</table>