

KPRC 2

EEO PUBLIC FILE REPORT

April 1, 2020 - March 31, 2021

KPRC 2 is an Equal Opportunity Employer. In addition to complying with the requirements of federal law, KPRC 2 will comply with applicable state and local laws prohibiting employment discrimination. Any offer of employment is conditional upon the successful completion of a background check and pre-employment drug screen.

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Traffic Reporter/Anchor	1, 3-4, 6-8, 10-12, 16-17, 19, 21-23, 25-27, 31, 33-34	1
Reporter	1, 3, 7-8, 10-12, 16-17, 19, 21-23, 25-27, 31-32, 34	1
Multimedia Sales Planner	3, 7-8, 10-12, 19, 21-23, 25, 27, 29, 31, 34	3
News Operations Manager	3, 6-8, 10-12, 16-17, 19, 21-23, 25, 27, 29, 31, 33-34	6
Photographer	3, 6-8, 10-12, 14, 16-17, 19, 21-23, 25, 27, 29, 31, 33-34	6
Photographer	3, 6-8, 10-12, 16-17, 19, 21-23, 25, 27, 29, 31-32, 34	6
Anchor (AM)	1, 3, 7-12, 19, 21-23, 25, 27, 29, 31-32, 34	1
Reporter	1, 3, 7-8, 10-12, 19, 21-23, 25, 27, 29, 31-32, 34	1
Producer	3, 7-8, 10-12, 16-17, 19, 21-23, 25, 27, 31-33	3
Houston Life MMJ	1, 3, 7-8, 10-12, 16-17, 19, 21-23, 25, 27, 29, 31-32, 34	3
Photographer	3, 6-8, 10-11, 19, 21-23, 25, 27, 29, 31, 34	3
Director of Digital & Enterprise Content	3, 5-8, 10-11, 18-19, 21-23, 25, 27, 29, 31, 34	5
Executive Producer I	1, 3, 7-8, 10-11, 19, 21-23, 25, 27, 29, 31, 34	3
Director	3, 6-11, 13, 17, 19, 21-23, 25, 27-29, 31, 33-34	6
Executive Producer, Lifestyle Show	3, 7-8, 10, 14, 18-19, 21-23, 25, 27, 29, 31, 34	18
Producer	3, 5, 7-8, 10-11, 15, 17, 19, 21-23, 25, 27, 31, 34	5
Digital Content Producer	3, 7-8, 10-11, 14, 19, 21-23, 25, 27, 31, 34	3

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Multimedia Sales Planner	3, 7-8, 10-11, 17, 19, 21-23, 25, 27, 31, 34	3
Associate Producer	2-3, 5, 7-8, 10, 15, 17, 19, 21-23, 25, 27, 31, 34	5
Digital Content/Social Media Engagement Specialist	3, 7-8, 10-11, 14, 17, 19-23, 25, 27, 30-31, 34	3
Reporter	3, 6-8, 10, 14, 17, 19-23, 25, 27, 29, 31, 34	7
Producer	3, 7-8, 10-11, 14, 19-25, 27, 29, 31, 34	24

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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	Agency Referral	N	13
2	Broadcast Career Link 1 M Street SE Washington, District of Columbia 20003 Phone : 202-429-5311 Url : https://www.broadcastcareerlink.com/ Tim Dotson Manual Posting	N	0
3	Click2Houston 8181 Southwest Freeway Houston, Texas Phone : 7137784748 Url : www.click2houston.com Email : jobs@kprc.com Maria Yanez	N	68
4	Current Employee	N	1
5	Current Employee - Transfer/Promotion	N	7
6	Employee Referral	N	14
7	Graham Media Group 161 N. Clark Street Suite 2900 Chicago, Illinois 60601 Phone : 312-917-6260 Email : careers@grahammedia.com Julie Dreixler	N	2
8	Grambling State University Department of Mass Communication Box 4292 Grambling, Louisiana 71245 Phone : 318-274-2189 Email : dunns@gram.edu Sharon Ford-Dunn	Y	0
9	HBU School of Fine Arts 7502 Fondren Road Houston, Texas 77074 Phone : 281-649-3453 Url : www.hbu.edu Email : jgrotholson@hbu.edu Jesse GrothOlson	N	0

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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
10	HCC Alumni 3100 Main Street, Ste. 12B12 Houston, Texas 77002 Url : hccsfoundation.org/alumni Email : zandra.henderson@hccs.edu Fax : 1-713-718-8631 Zandra Henderson	N	0
11	HCC Career Planning 5601 West Loop South Houston, Texas 77081 Phone : 713.718.7718 Url : hccs.edu Fax : 1-713-718-7723 Carolyn Davis	N	0
12	Headline Media Management 888 Seventh Avenue Suite 503 New York, New York 10106 Phone : 212-728-2062 Email : Dambra@Headlinemedia.tv Carol Leff	N	0
13	HRJobs.com 6000 North Shore West Bloomfield, Michigan 48324 Phone : 248-366-6000 Url : http://hrjobs.com Career Services Manual Posting	N	0
14	iHire 41 E All Saints Street Frederick, Maryland 21701 Phone : 8662380161 Url : https://www.ihire.com Career Listing Manual Posting	N	6
15	Indeed.com 7501 N. Capital of Texas Hwy Building B Austin, Texas 78731 Phone : 1-800-462-5842 Career Services Manual Posting	N	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Ken Lindner @ Associates 2029 Century Park East Suite 1000 Los Angeles, California Phone : 310-277-9223 Fax : 1-310-277-5806 Rob Jordan	N	0
17	Lamar University Careers PO Box 10012 Beaumont, Texas 77710 Phone : 409.880.8878 Url : hireacardinal.org Fax : 1-409-880-8881 Jocelyn Robbins	N	0
18	LinkedIn 2029 Stierlin Ct Mountain View, California 94043 Phone : 650-687-3600 Linked In Manual Posting	N	10
19	Mae Banks 2601 N. Respdorph Rd. #1108 Seabrook, Texas 77586 Email : mae_banks@yahoo.com Mae Banks	Y	0
20	NABEF 1 M Street SE Washington , District of Columbia 20003 Phone : 2024293191 Url : nabef.org Career Listing Manual Posting	N	0
21	Napoli Management Group 8844 West Olympic Blvd, Suite 100 Beverly Hills, California 90211 Phone : 310-385-8227 Email : mcInerneys@tvtaent.com Sue McInerney	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	National Association of Black Journalists 8800 Lakewood Drive #117 Windsor, California 95492 Phone : 6267923846 Url : nabjcareers.org Email : info@nabjcareers.org Career Center	N	0
23	National Press Photographers Association 3200 Croasdaile Drive Ste. 306 Durham, California 27705 Phone : 919-383-7246 ext.10 Url : nppa.org Email : tkenniff@nppa.org Fax : 1-919-383-7261 Thomas Kenniff	N	0
24	Previous Applicant	N	1
25	Rick Gevers Newsletter 355 E. Ohio St., #303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Url : www.rickgevers.com Email : rick@rickgevers.com Fax : 1-317-635-7919 Rick Gevers	N	0
26	Right Management 600 Galleria Parkway Suite 990 Atlanta, Georgia 30339 Phone : 770-314-7259 Url : www.right.com Email : alyse.johnson@right.com Alyse Johnson	Y	0
27	Society of Broadcast Engineers 9247 North Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Email : kjones@sbe.org Fax : 1-317-846-9120 Scott Jones	N	0

During the reporting period, the station began receiving an error message when it sought to notify source 26, Right Management, of vacancies. Despite outreach, the station was unable to get in touch with anyone anyone at Right Management to update contact information or notification method. The station has now removed this source from its recruitment source list.

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Spots 'n' Dots 1635 Old Highway 41 NW, Suite 112-338 Kennesaw , Georgia 30152 Phone : 888-884-2630 Emily McKay Manual Posting	N	0
29	Texas Association of Broadcasters 502 E 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Anna Romero Manual Posting	N	0
30	The Art Institute of Houston 4140 Southwest Freeway Houston, Texas 77027 Phone : 713.353.4128 Url : artinstitutes.edu/houston Email : aswartz@aii.edu Fax : 1-713-966-2786 Aaron Swartz	N	0
31	TV Jobs.com PO Box 4116 Oceanside Oceanside, California 92052 Phone : 760-754-8177 Email : admin@tvjobs.com Mark Holloway	N	0
32	University of Houston 4800 Calhoun 106 Student Services Center #1 Houston, Texas 77204-3040 Phone : 7137435012 Email : tlloston@uh.edu Career Placement	N	0
33	University of Houston Bulletin Board 101 Communications Building Valenti School of Communication Houston, Tennessee 77204-3302 Phone : 713-743-2873 Fax : 1-713-743-2876 Beth Olson	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			125

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/1/2020	Participation in events or programs sponsored by educational institutions	GMG participated in Syracuse University's Newhouse Annual Career Fair	2	News Director, WSLs Assistant News Director, KPRC
2	6/8/2020	Establishment of an intern program designed to assist members of the community	Participant in the Emma Bowen Fellowship Intern Program	8	HR Manager General Manager Business Manager Creative Services Director
3	7/15/2020	Participation in events or programs sponsored by educational institutions	GMG hosted a virtual booth at Emma Bowen's Annual Summer Career Fair.	3	HR Manager, KPRC HR Manager, WJXT HR Manager, WDIV
4	8/5/2020	Participation in Job Fairs	GMG hosted 2 virtual booths at NABJ/NAHJ's Annual convention. GMG representatives attended to meet a diverse group of possible candidates, collected resumes and conducted interviews for current job openings	6	VP/CHRO News Director, KPRC Assistant News Director, KSAT News Director, WDIV
5	9/16/2020	Provision of training to management	KPRC management participated in interactive training session that focused on Diversity, Equity & Inclusion and how to address unconscious bias in the workplace. Training was hosted by BRBS World, LLC.	7	
6	9/17/2020	Establishment of training programs for station personnel	KPRC News & Creative services department staff participated in interactive training session that focused on Diversity, Equity & Inclusion and how to address unconscious bias in the workplace. Training was hosted by BRBS World, LLC.	29	
7	9/21/2020	Establishment of training programs for station personnel	KPRC News & Creative services department staff participated in interactive training session that focused on Diversity, Equity & Inclusion and how to address unconscious bias in the workplace. Training was hosted by BRBS World, LLC.	87	

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	9/23/2020	Establishment of training programs for station personnel	KPRC Newsroom staff engaged in a virtual workshop/training. The workshop included a news audit and open dialogue based on assessments by staff, best practices specific to KPRC newsroom, along with a Q&A session. The workshop focused on news coverage and how to fairly represent minorities in the writing and videos in our news stories. GMG is committed to providing DEI training for all staff and practice fairness and accuracy in its news reporting.	25	
9	9/24/2020	Establishment of training programs for station personnel	KPRC Newsroom staff engaged in a virtual workshop/training. The workshop included a news audit and open dialogue based on assessments by staff, best practices specific to KPRC newsroom, along with a Q&A session. The workshop focused on news coverage and how to fairly represent minorities in the writing and videos in our news stories. GMG is committed to providing DEI training for all staff and practice fairness and accuracy in its news reporting.	39	
10	9/28/2020	Establishment of training programs for station personnel	KPRC Newsroom staff engaged in a virtual workshop/training. The workshop included a news audit and open dialogue based on assessments by staff, best practices specific to KPRC newsroom, along with a Q&A session. The workshop focused on news coverage and how to fairly represent minorities in the writing and videos in our news stories. GMG is committed to providing DEI training for all staff and practice fairness and accuracy in its news reporting.	33	
11	10/19/2020	Provision of training to management	FCC EEO regulations & best hiring practices training for GMG HR and Business Managers	10	
12	10/29/2020	Provision of training to management	Graham Holdings Company hosted a Diversity, Equity and Inclusion training for all HR Staff, including GMG HR team.	1	HR Manager, KPRC

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13	11/19/2020	Establishment of training programs for station personnel	KPRC staff participated in interactive training session that focused on Diversity, Equity & Inclusion and how to address unconscious bias in the workplace. Training was hosted by BRBS World, LLC.	65	
14	2/1/2021	Participation in scholarship programs	KPRC co-sponsored the Senior Scholarships program for the 7th straight year. 20 high school seniors will receive a \$2,500 scholarship to go toward their college education	8	General Manager News Director Director of Digital Business Manager
15	3/5/2021	Participation in events or programs sponsored by educational institutions	Career Day at Willow Creek Elementary - Spoke to 5th grade students about career as Reporter/Anchor	1	Anchor/Reporter
16	3/24/2021	Provision of training to management	FCC EEO regulations & best hiring practices to KPRC management	20	