

KIAH-TV

EEO PUBLIC FILE REPORT

April 1, 2016 - March 31, 2017

Statement of EEO Policy

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's EEO Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Station(s) KIAH-TV, Houston, Texas.

KIAH-TV, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact Human Resources at 713-781-3939.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed a background check and drug test (if required). A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

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
Multi-Media Journalist	1-8, 10-13, 18-19, 21-23, 25-28, 30-34, 36	11
Multi-Media Journalist	1-8, 10-13, 18-19, 21-23, 25-28, 30-34, 36	13
Digital Executive Producer/Content Manager	1-2, 4-10, 12-15, 18-19, 21-23, 26-28, 30-34, 36	9
Motion Designer/Graphic Artist	1-2, 4-10, 12-13, 18-23, 26-28, 30-34, 36	9
Producer	1-2, 4-8, 10, 12-13, 17-19, 21-23, 26-28, 30-36	17
Producer	1-2, 4-8, 10, 12-13, 17-19, 21-23, 26-28, 30-36	31
Digital Sales Executive	1-2, 4-8, 10, 12-14, 19, 21-23, 25-28, 30-34, 36	25
Assistant/Weekend Managing Editor	1-2, 4-10, 12-13, 16, 19, 21-23, 26-28, 30-34, 36	16
Account Executive	1-2, 4-8, 10, 12-13, 18-19, 21-23, 25-28, 30-34, 36	18
Graphics Designer	1-2, 4-8, 10, 12-13, 19-23, 26-28, 30-34, 36	13
Digital Producer	1-2, 4-8, 10, 12-13, 18-19, 21-23, 26-28, 30-34, 36	18
Producer	1-2, 4-8, 10, 12-14, 18-19, 21-23, 26-28, 30-34, 36	14

KIAH-TV
EEO PUBLIC FILE REPORT
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Editor, Assignment	1-2, 4-10, 12-13, 18, 21-23, 26-28, 30-36	31
Associate Producer/Writer	1-2, 4-10, 12-13, 18, 21-23, 26-28, 30-34, 36	9
Multi-Media Journalist	1-2, 4-10, 12-14, 18, 21-23, 26-28, 30-36	18
Digital Content Producer	1-2, 4-8, 10, 12-13, 18, 21-24, 26-34, 36	13

KIAH-TV
EEO PUBLIC FILE REPORT
April 1, 2016 - March 31, 2017

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	602 Communications 4349 E. Colter St. Phoenix, Arizona 85018 Phone : 602-954-8373 Email : slizik@602communications.com Sandy Lizik	Y	0
2	Alvin Community College 3110 Mustang Rd Alvin, Texas 77511 Phone : 281-756-3560 Email : mramirez@alvincollege.edu Melissa Ramirez	Y	0
3	Art Institute 4140 Southwest Fwy Houston, Texas 77027 Phone : 713-353-4146 Email : mkrobinson@aai.edu Mary Kate Robinson	Y	0
4	Austin College 900 N. Grand Ave Suite 61629 Sherman, Texas 75090 Phone : 903-813-2248 Email : career@austincollege.edu Christina Robertson	Y	0
5	Brookhaven College/Development Center 3939 Valley View Ln Farmers Branch, Texas 75244 Phone : 972-860-4894 Email : bhcjobs@dcccd.edu Lisa Miller	Y	0
6	Career and Recovery 2525 San Jacinto Houston, Texas 77002 Phone : 713-754-7000 Email : careerservices@lonestar.edu Marth Guterrez	Y	0
7	Career Builder 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Luke Scanlon Manual Posting	N	3

KIAH-TV
EEO PUBLIC FILE REPORT
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8	Dept of Vet Affaris 6900 Alameda Rd Houston, Texas 77030 Phone : 832-477-2379 Email : aletha.jacobs2@va.gov Aletha Jacobs	Y	0
9	Employee Referral	N	10
10	Entertainment Careers 2118 Wilshire Blvd #401 Santa Monica, California 90403 Url : http://www.entertainmentcareers.net Job Listing Manual Posting	N	0
11	Former Employee	N	1
12	Illinois Center for Broadcasting 9885 Rockside Rd #160 Valley View, Ohio 44125 Phone : 216-447-9117 Email : dclark@beonair.com Gary James	Y	0
13	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting Manual Posting	N	7
14	Internal Candidate	N	6
15	Internal Posting	N	1
16	Internal Transfer/Promotion	N	1
17	Internet Ad	N	1
18	KIAH 770 Westpark Dr Houston, Texas 77063 Phone : 713-781-3939 Url : http://www.39online.com Email : NCooper@Tribunemedia.com Nakia Cooper	N	10

KIAH-TV
EEO PUBLIC FILE REPORT
April 1, 2016 - March 31, 2017

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Leap of Faith Ministries 5326 W Bellfort St St #204 Houston, Texas 77035 Phone : 713-987-4623 Email : leapoffaithtx@lycos.com Job Listing	Y	0
20	Linked In	N	4
21	Media Match.com 8112 1/2 West 3rd ST Los Angeles, California 90048 Phone : 323-284-5589 Url : http://www.mediamatch.com Job Listing Manual Posting	N	0
22	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 831-648-5200 Email : medialine@medialine.com Mark Shilstone	Y	0
23	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
24	None indicated (Source Unknown)	N	6
25	Other Source	N	13
26	Sam Houston Univeristy 1806 Avenue J Huntsville, Texas 77340 Phone : 936-294-1111 Url : http://www.shsu.edu/get-started/jobs4kats.html.htm Job Listing Manual Posting	Y	0
27	Texas Association of Broadcasters 502 E 11th St Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : http://www.tab.org Job Listing Manual Posting	N	1

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28	Texas Southern Univeristy 3100 Cleburne, MLK 216 Houston, Texas 77004 Phone : 713-313-7670 Email : talork@tsu.edu Kimberly Taylor	Y	0
29	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgstv.com Elysia Niemi	N	0
30	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting Manual Posting	N	0
31	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : http://www.tribunemediacareers.com Online Posting Manual Posting	N	13
32	TVJOBS P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Job Listing Manual Posting	N	0
33	UH Downtown One Main Street Suite S402 Houston, Texas 77002 Phone : 713-221-8980 Email : uhdcareer@uhd.edu Job Listing	Y	0

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34	University of St. Thomas 3800 Montrose Blvd Houston, Texas 77006 Phone : 713-522-7911 Url : https://www.myinterfase.com/stthom/employer/ Job Listing Manual Posting	Y	0
35	Unknown Referral Source	N	8
36	Work Solutions 500 McKinney Houston, Texas 77002 Phone : 832-393-1313 Email : houstonjobs@twc.state.tx.us Job Listing	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			85

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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	4/8/2016	Participation in events or programs sponsored by educational institutions	Participated as a panelist for Texas Southern University Communications Week. Spoke to and answered questions from students on landing that first job and rising in media.	1	Digital Exec. Producer
2	8/3/2016	Co Sponsoring Job Fair	Tribune Media stations were represented for 3 days 8/3/16-8/5/16 at the NABJ/NAHJ Career Fair held at the Marriott Wardman Park Hotel in Washington, DC. The 2016 NABJ and NAHJ annual career fair is a venue for journalism, education, and career development for media, business, arts, entertainment, and technology. The two largest minority journalist organizations in the United States	5	Dir. HR HR Mgr. Dir. HR Sr. Dir. Talent Acquisition
3	12/17/2016	Participation in job banks, internet programs and other programs designed to promote outreach	Participated as a panelist for Houston Association of Black Journalists mentor's breakfast. Presented on "How to maximize your internships"	1	Digital Exec. Producer
4	1/19/2017	Participation in events or programs sponsored by educational institutions	Career Day – Garcia Middle School Spoke to six groups of students for 30 minute sessions on broadcasting	1	Producer
5	3/30/2017	Participation in job banks, internet programs and other programs designed to promote outreach	Participation in events sponsored by North Lake College Spring Career Fair. Worked in the booth collecting resumes and speaking to individuals about various station openings at our Dallas and Houston stations.	2	HR Generalist Accountant