

KIAH-TV
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

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
Integrated Account Executive	10, 13, 29	10
Graphic Artist	1, 3, 6-8, 10, 12-13, 16, 19-21, 24-26, 28-31, 33-34	10
Multi-Media Journalist	1, 3, 6-8, 12-13, 16, 19-21, 24-26, 28- 31, 33-34	29
Associate Producer/Writer	1-3, 6-8, 10, 12-13, 16, 19-21, 24-26, 28-31, 33-34	2
Associate Producer	1, 3, 6-8, 12-13, 16, 19-21, 24-26, 28- 31, 33-34	16
Producer	1, 3, 6, 8, 12-13, 16, 18-21, 24-26, 28- 31, 33-34	18
Senior Producer	1, 3-6, 8-9, 11-13, 16-17, 19-21, 23-35	23
Multi-Media Journalist/Reporter	1, 3-6, 8-9, 11-13, 16-17, 19-21, 24-35	29
Meteorologist	1, 3, 6, 8, 10, 12-13, 16, 19-21, 24-26, 28-31, 33-34	10
Director, Technology	1, 3, 6, 8, 12-13, 16, 19-21, 24-26, 28- 31, 33-34	29
Anchor	1, 3, 6, 8, 12-13, 16, 19-21, 23-26, 28- 31, 33-34	23
Multi-Media Journalist/Reporter	1, 3-6, 8-9, 11-13, 16-17, 19-22, 24-35	22
Anchor	1, 3, 6, 8-9, 12-13, 16, 18-21, 24-26, 28 -31, 33-34	18
Director	1, 3, 6, 8, 12-13, 15-16, 19-21, 24-26, 28-31, 33-34	15

KIAH-TV
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

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
Producer	1, 3, 6, 8, 10, 12-13, 16, 19-21, 23-26, 28-31, 33-34	10
Manager, Traffic	1, 3, 6, 8, 12-14, 19-21, 24-26, 28-31, 33-34	14

KIAH-TV
EEO PUBLIC FILE REPORT

April 1, 2018 - March 31, 2019

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	602 Communications 4349 E. Colter St. Phoenix, Arizona 85018 Phone : 602-954-8373 Email : slizik@602communications.com Sandy Lizik	Y	0
2	Agency Referral	N	1
3	Alvin Community College 3110 Mustang Rd Alvin, Texas 77511 Phone : 281-756-3560 Email : mramirez@alvincollege.edu Melissa Ramirez	Y	0
4	American InterContinental University 9999 Richmond Ave Houston, Texas 77042 Phone : 832-201-6879 Email : frichards@houston.aiuniv.edu Erin Paul	Y	0
5	Art Institute 4140 Southwest Fwy Houston, Texas 77027 Phone : 713-353-4146 Email : mkrobinson@aai.edu Mary Kate Robinson	Y	0
6	Austin College 900 N. Grand Ave Suite 61629 Sherman, Texas 75090 Phone : 903-813-2248 Email : career@austincollege.edu Christina Robertson	Y	0
7	Brookhaven College/Development Center 3939 Valley View Ln Farmers Branch, Texas 75244 Phone : 972-860-4894 Email : bhjobs@dcccd.edu Lisa Miller	Y	0

KIAH-TV
EEO PUBLIC FILE REPORT

April 1, 2018 - March 31, 2019

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
8	Career and Recovery 2525 San Jacinto Houston, Texas 77002 Phone : 713-754-7000 Email : careerservices@lonestar.edu Marth Guterrez	Y	0
9	Dept of Vet Affaris 6900 Almeda Rd Houston, Texas 77030 Phone : 832-477-2379 Email : aletha.jacobs2@va.gov Aletha Jacobs	Y	0
10	Employee Referral	N	7
11	Houston Baptist University 7502 Fondren Red Houston, Texas 77074 Phone : 281-649-3387 Email : fpbynam@hbu.edu Dolores Lorenzo	Y	0
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	8
14	Internal Transfer/Promotion	N	1
15	Job Board	N	1
16	KIAH 770 Westpark Dr Houston, Texas 77063 Phone : 713-781-3939 Url : http://www.39online.com Email : NCooper@Tribunemedia.com Nakia Cooper	N	5

KIAH-TV
EEO PUBLIC FILE REPORT

April 1, 2018 - March 31, 2019

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
17	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
18	Linked In	N	3
19	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
20	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 831-648-5200 Email : medialine@medialine.com Mark Shilstone	Y	0
21	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
22	Other Source	N	1
23	Recruiter	N	3
24	Sam Houston Univeristy 1806 Avenue J Huntsville, Texas 77340 Phone : 936-294-3009 Url : http://www.shsu.edu/get-started/jobs4kats.html.htm Email : gmonteilh@shsu.edu Greg Monteilh	Y	0
25	Texas Association of Broadcasters 502 E 11th St Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : http://www.tab.org Job Listing	N	0

KIAH-TV
EEO PUBLIC FILE REPORT

April 1, 2018 - March 31, 2019

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
26	Texas Southern Univeristy 3100 Cleburne, MLK 216 Houston, Texas 77004 Phone : 713-313-7670 Email : talork@tsu.edu Kimberly Taylor	Y	0
27	The Monarch School 2815 Rosefield Dr Houston, Texas 77080 Phone : 713-479-0800 Email : tsandlin@monarchschoool.org Job Listing	Y	0
28	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting Manual Posting	N	3
29	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : http://www.tribunemediacareers.com Online Posting Manual Posting	N	30
30	UH Downtown One Main Street Suite S402 Houston, Texas 77002 Phone : 713-221-8980 Email : uhdcareer@uhd.edu Job Listing	Y	0
31	University of St. Thomas 3800 Montrose Blvd Houston, Texas 77006 Phone : 713-525-6939 Url : https://www.myinterfase.com/stthom/employer/ Email : brucknb@stthom.edu Brianna Bruckner	Y	0

KIAH-TV
EEO PUBLIC FILE REPORT

April 1, 2018 - March 31, 2019

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
32	Westwood College 7322 Southwest Fwy #110 Houston, Texas 77074 Phone : 713-777-4433 Email : smaeker@westwood.edu Job Listing	Y	0
33	Work Solutions 500 McKinney Houston, Texas 77002 Phone : 832-393-1313 Email : houstonjobs@twc.state.tx.us Job Listing	Y	0
34	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
35	YMCA Int'l Services 6300 Westpark Dr #600 Houston, Texas 77057 Phone : 713-339-9015 Email : anna@ymcahouston.org Ann Amedy	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			63

KIAH-TV
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/18/2018	Participation in events or programs sponsored by educational institutions	Producer spoke to 100 journalism college students who were preparing to graduate on their career and first steps to take in broadcast media.	1	Executive Digital Producer
2	5/3/2018	Participation in events or programs sponsored by educational institutions	News Director spoke to 2nd graders about their career in broadcast media.	1	News Operations Director
3	5/25/2018	Participation in events or programs sponsored by educational institutions	News Director spoke to 50 5th graders about various jobs in broadcast media and what each is responsible for to keep a station running smoothly.	1	News Operations Director
4	7/31/2018	Participation in Job Fairs	NABJ job fair in Detroit, MI. Recruited, interviewed and critiqued reels/resumes.	1	Executive Digital Producer
5	8/15/2018	Participation in events or programs sponsored by educational institutions	Station personnel conducted a workshop to inform/aid elementary school teachers about their jobs as well as provide project ideas to encourage students interest in broadcast media jobs.	3	News Operations Director Supervising Producer Photographer