

KIAH, HOUSTON, TEXAS
ANNUAL EEO PUBLIC FILE REPORT
Date: April 1, 2012

Statement of EEO Policy

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of KIAH(TV), Houston, Texas

KIAH, 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 HR Coordinator, Holli Turner at 713 435 2875.

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(where 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.

Full-Time Vacancies Filled During Reporting Period

Full-Time Position		Recruitment Sources Used	Recruitment Source for Successful Applicant	Total Number Interviewed (from all Referral Sources)
1	Web Producer	1-33, 34	Career Builder	5
2	Sound Designer	1-33	Internal	5
3	Final Cut Pro Editor (2)	1-33, 34, 36	Indeed.com, Career Builder	10
4	Motion Designer/Animator (2)	1-33, 34, 36, 40, 41, 42	Other (non internet), Career Builder	11
5	Associate Producer/Writer	1-33	Internal	5
6	Local Sales Manager	1-33, 35	Trib Jobs	5
7	Multi-Platform Media Mgr	1-33	Career Builder	8
8	Photographer	1-33, 34, 36	Internal	6
9	Assignment Editor	1-33, 34	Internal	5
10	Director/Tech Director	1-33	Media Match	5
11	Preditor (2)	1-33, 34	Career Builder; Employee Referral	10
12	Account Executive (2)	1-33, 34	39online, Employee Referral	6
13	Assignments Manager	1-33	Internal	5
14	Writer/Producer	1-33, 34	Employee Referral	5
15	Photographer	1-33, 34	Employee Referral	5
16	Preditor - CS (3)	1-33, 36	Indeed.com, Career Builder, Ent Careers	9
17	Assoc Producer/Writer	1-33	Internal	5
18	Engineering Operators Tech	1-33, 34	Internal	7
19	Assign Editor/Content Coord	1-33, 34, 36	Employee Referral	6
20	Director of News Operations	1-33, 34	TV Jobs	6
21	Marketing Writer/Producer (2)	1-33, 34, 36	Employee Referral, Indeed.com	10
22	Weekend Assistant Managing Editor	1-33, 34, 35	Employee Referral	10

Total number of persons interviewed during applicable period: 149

Supplemental Recruitment Measures 4/01/11 - 03/31/12

Activity/Description	Date	Staff Participant	Sponsor
<u>Internship Program:</u> College students spend a semester in a position that gives them hands-on experience in their career field. This position is part-time, usually 20 hours per week. 12 to 14 interns per year.	Ongoing	Various Department Heads	KIAH
<u>4-Year Internship Program:</u> A college student from Emma L. Bowen Foundation for Minority Interests in Media spends each summer in a position that gives him/her hands-on experience in various industry fields. This is a paid position, usually 40 hours per week for four consecutive summers while the student is in college. In addition, the student receives a scholarship for 50% of his/her tuition, books, housing and other expenses.	Ongoing	VP/General Manager Various Department Managers	KIAH Emma Bowen Foundation
<u>University of Houston Job Fair:</u> Holli Turner, Accountant/HR & Feli Wong, Controller, attended and discussed career opportunities in Broadcasting and the intern program at KIAH. Resumes were accepted along with active recruitment for job openings and internships.	September 14, 2011	Controller, Feli Wong Accountant/HR Holli Turner	University of Houston Downtown
<u>American Advertising Federation:</u> Aldie Beard, Account Executive spoke to students regarding how to improve their resumes and how to get their first job in the business. The function was attended by various schools from Texas, Oklahoma & Louisiana.	November 5, 2011	Account Exective, Aldie Beard	American Advertising Fed - Houston, TX
<u>TAB Career Expo at Tx State University:</u> Holli Turner, Accountant/HR & Feli Wong, Controller, attended and discussed career opportunities in Broadcasting and the intern program at KIAH. Resumes were accepted along with active recruitment for job openings and internships.	March 23, 2012	Controller, Feli Wong Accountant/HR Holli Turner	Texas State University - San Marcos, TX Texas Association of Broadcasters