

**KUBE-TV 57**  
**EEO PUBLIC FILE REPORT**  
**January 31, 2020-March 31, 2020\***

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-17	4

- The station for this employment unit was acquired by the current licensee pursuant to a long-form assignment of license on January 31, 2020. Accordingly, this EEO Report covers the time period from January 31, 2020 through March 31, 2020.

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, TX 78701 Craig Bean 512-322-9944	N	0
2	Spots N Dots 1635 Old Highway 41 Kennesaw, GA 30152 <a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a> 1-888-884-2630	N	0
3	KUBE-TV Website 2401 Fountain View Houston, TX 77057	N	0
4	Personal Referral	N	6
5	Indeed.com	N	0
6	TVJobs.com	N	0
7	Depart. of Veteran Affairs thru Texas Workforce houstonjobs@twc.state.tx.us	N	0
8	University of Texas hireutexas@austin.utexas.edu	N	0
9	SHSU -Sam Houston State University www.shsu.edu/careerservices	N	0
10	University of Houston www.uhd.edu/student-resources	N	0
11	SER - Service Employment for Redevelopment Felicia.hines@serhouston.org	N	0
12	Texas Southern University taylork@tsu.edu	N	0
13	Alvin College mramirez@alvincollege.edu	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
14	Austin College career@austincollege.edu	N	0
15	Houston Baptist University hbupbynam@hbu.org	N	0
16	Medialine medialine@medialine.com	N	0
17	IHIRE BROADCASTING	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>6</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Intern Program	Beginning in January, 2020 and through March 31, 2020, the station sponsored two interns, one from the University of Houston of Clear Lake and the other from Houston Community College. These interns learned first-hand about live sports, production, commercial promotions and marketing under the direct supervision of the Creative Services Director.
<b>2</b>	Dissemination of information about jobs in broadcasting to candidates who might otherwise be unaware of such opportunities	While KUBE has traditionally posted jobs primarily with organizations commonly used in the broadcast industry such as Texas Association of Broadcasters, and Spot n Dots. The station currently posts all jobs to these organizations: Dept. of Veterans Affairs, SER Jobs, Star of Hope, Texas Workforce, Indeed.com and several local universities and colleges which reaches a broad pool of candidates who might not be aware of careers in broadcasting.