

KPRC-TV
EEO PUBLIC FILE REPORT
April 1, 2022 - March 31, 2023

KPRC-TV is an Equal Opportunity Employer. In addition to complying with the requirements of federal law, KPRC-TV 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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Senior Promo Producer	2, 4-5, 9-15, 17-24, 26, 28, 33-35	5
Newscast Producer	4, 6, 8-15, 17, 19, 21-23, 25-27, 29-35	6
Executive Producer, Houston Life Show	4-6, 9-14, 17-19, 21-23, 25-27, 29-30, 32-35	5
News Assignment Editor	4, 9-12, 14-15, 17, 19, 21-23, 25-27, 29, 32-35	15
Houston Life Producer (Editor/MMJ)	4, 9-12, 14-15, 17, 19, 21-23, 25-27, 29 -30, 32-33, 35	4
News Reporter	1, 4, 8-14, 16-17, 19, 21-23, 25-27, 29- 35	8
Houston Life Senior Producer	4-5, 9-12, 14-15, 17, 21-23, 25-27, 29- 30, 32-35	5
Associate Producer	4, 6, 9-12, 14-15, 17, 19, 21-23, 25-27, 29-30, 32-35	4
Managing Editor	1, 4-6, 9-14, 17, 19, 21-23, 25-27, 29- 30, 32-35	6
Houston Life Photographer	4-5, 9-12, 14-15, 17, 19, 21-23, 25-27, 29-35	5
Executive Producer II	4-5, 9-12, 14, 17, 19, 21-23, 25-27, 29- 35	5
Reporter	1, 4, 9-14, 21-23, 25-27, 29-35	1
Multimedia Sales Planner	4, 9-12, 14-15, 17, 19, 21-23, 25-27, 29 -35	15
Houston Life Associate Producer	4-5, 9-12, 14-15, 17, 19, 21-23, 25-27, 29-35	5
Digital Executive Producer of Streaming Programs	4-5, 9-14, 17, 19, 21-23, 25-27, 29-35	4
Entry/Mid-Level Account Executive	4, 6, 9-12, 14, 17, 19, 21-23, 25-27, 29- 35	6
Assignment Editor	4, 6-15, 17, 19, 21-23, 25-27, 29-35	6
Editor	4-5, 9-15, 17, 19, 21-23, 25-27, 29-35	5
News Operations Manager	1, 4-6, 9-14, 17-18, 21-23, 25-27, 29-35	1
Investigative Producer/Data Specialist	1, 4, 9-14, 17, 21-23, 25-27, 29-35	4

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Executive Producer I	4, 9-14, 17, 21-23, 25-27, 29-35	4
Technical Director	4, 9-14, 21-23, 25-27, 29-34	4
Photographer	4, 8-15, 21-23, 25-27, 29-34	8
Photographer	4, 9-15, 17, 21-22, 25-27, 29-35	15
Associate Producer	4-5, 9-15, 21-23, 25-27, 29-34	5
Digital Content/Social Media Engagement Specialist	1, 4-5, 9-14, 17, 21-23, 25-27, 29-35	4
Sports Photographer	4, 9-14, 21-23, 25-27, 29-35	4
Photographer	4, 9-14, 21-23, 25-27, 29-35	4
Production Assistant	4, 6, 9-15, 21-23, 25-27, 29-35	6
Reporter	1, 4, 6, 9-14, 16, 21-23, 25-27, 29-34	6
Promotion Producer	4-5, 9-15, 21-23, 25-27, 29-35	4
Producer	4, 9-14, 21-23, 25-27, 29-35	4
Associate Producer	4, 6, 9-15, 21-23, 25-27, 29-35	15
News Director	4-5, 9-14, 21-23, 25-27, 29-35	5
Producer	4-5, 9-14, 18, 21-23, 25-27, 29-35	5
Account Executive Trainee	4, 9-14, 21-23, 25-27, 29-35	4
Associate Producer	3-4, 6, 9-14, 21-23, 25-27, 29-35	4
Anchor/Reporter	1, 4, 6, 8-14, 21-23, 25-27, 29-35	8
Special Events Director	4-5, 9-14, 18, 21-23, 25-27, 29-35	5
Account Executive	4, 8-14, 18, 21-23, 25-27, 29-35	8
Executive Producer II	4-5, 9-14, 21-23, 25-27, 29-35	5
Producer	4-5, 9-15, 18, 21-23, 25-27, 29-35	5
Membership Director	4, 9-14, 18, 21-23, 25-27, 29-35	18
Livestream Producer	4-6, 9-15, 18, 21-23, 25-27, 29-35	4
Livestream Producer	4-6, 9-15, 18, 21-23, 25-27, 29-35	5
Digital Content Producer	4, 9-15, 18, 21-23, 25-27, 29-35	4

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Livestream Producer Trainee	4-5, 9-15, 18, 21-23, 25-27, 29-35	4
Producer	4-5, 9-15, 18, 21-23, 25-27, 29-35	5
Associate Producer	4, 9-14, 16, 21-23, 25-27, 29-35	4
Associate Producer	4, 9-14, 16, 21-23, 25-27, 29-35	4
Associate Producer	4-5, 9-15, 21-23, 25-27, 29-35	5

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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	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	Career Fair	N	1
4	Click2Houston 8181 Southwest Freeway Houston, Texas Phone : 7137784748 Url : www.click2houston.com Email : jobs@kprc.com Estrella Gonzalez	N	76
5	Current Employee - Transfer/Promotion	N	33
6	Employee Referral	N	17
7	Facebook post	N	1
8	Former Employee Referral	N	6
9	Graham Media Group 550 West Lafayette Blvd Detroit, Michigan 48226 Phone : 312-917-6260 Email : careers@grahammedia.com Julie Dreixler	N	0
10	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

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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
11	HCC Alumni 3100 Main Street, Ste. 12B12 Houston, Texas 77002 Phone : 7137182775 Url : hccsfoundation.org/alumni Email : hcc.careerservices@hccs.edu Fax : 1-713-718-8631 Zandra Henderson	N	0
12	HCC Career Planning 5601 West Loop South Houston, Texas 77081 Phone : 713.718.6485 Url : hccs.edu Email : james.mable@hccs.edu Fax : 1-713-718-7723 James Mable	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	4
15	Indeed.com 7501 N. Capital of Texas Hwy Building B Austin, Texas 78731 Phone : 1-800-462-5842 Career Services Manual Posting	N	43
16	Internship Program	N	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Ken Lindner @ Associates 2029 Century Park East Suite 1000 Los Angeles, California Phone : 310-277-9223 Email : rob@klateam.com Fax : 1-310-277-5806 Rob Jordan	N	0
18	LinkedIn 2029 Stierlin Ct Mountain View, California 94043 Phone : 650-687-3600 Linked In Manual Posting	N	24
19	Mae Banks 2601 N. Respdorph Rd. #1108 Seabrook, Texas 77586 Phone : 0000000000 Email : mae_banks@yahoo.com Mae Banks	N	0
20	Monster.com 11845 W. Olympic Blvd. Suit 500 Los Angeles, California 900064 Phone : 310-893-5567 Url : www.monstertrak.com Nichole Scire Manual Posting	N	0
21	NABEF - Broadcast Career Link 1 M Street SE Washington , District of Columbia 20003 Phone : 2024293191 Url : nabef.org Career Listing Manual Posting	N	0
22	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
23	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
24	National Association of Hispanic Journalists 1000 National Press Building 529 14th St. NW Ste 1000 Washington, District of Columbia 20045 Phone : 202-662-7145 Kathleen McHugh Manual Posting	N	0
25	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
26	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
27	Right Management 600 Galleria Parkway Suite 990 Atlanta, Georgia 30339 Phone : 770-314-7259 Url : www.right.com Email : rightmarketconnections@right.com Career Services	N	0
28	Simply Hired Inc 525 Almanor Ave, Suite 100 Sunnyvale, California 94085 Phone : 800-560-9439 Simply Post Simply Hired Manual Posting	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
29	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
30	Spots 'n' Dots 1635 Old Highway 41 NW, Suite 112-338 Kennesaw , Georgia 30152 Phone : 888-884-2630 Emily McKay Manual Posting	N	0
31	Talent Dynamics 322 Dawson Rd Waxahachie, Texas 75167 Phone : 214-640-3139 Sandra Connell Manual Posting	N	3
32	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
33	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
34	TV Jobs.com PO Box 4116 Oceanside Oceanside, California 92052 Phone : 760-754-8177 Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	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
35	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:			225

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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	Ongoing Event	Participation in other activities designed by the station employment unit	The stations runs year-round on-air EEO announcements.	0	
2	Ongoing Event	Participation in other activities designed by the station employment unit	Year-round tours of the television broadcast facility	1	Promotions Producer
3	Ongoing Event	Establishment of training programs for station personnel	All new News employees are trained on Arc Wb Publishing content management system.	1	Dir. Digital & Enterprising Content
4	Ongoing Event	Establishment of an intern program designed to assist members of the community	Active member of Emma Bowen Foundation. KPRC hosts one Emma Bowen fellow (intern) beginning their sophomore /junior year of college and are active interns thru their graduation.	8	General Manager Business Manager News Director HR Administrator
5	Ongoing Event	Establishment of an intern program designed to assist members of the community	The internship program at KPRC is designed to provide students with the opportunity to enhance their knowledge in various fields of communication by receiving hands on experience in several KPRC departments (News, ports, Weathers, Digital).	4	meteorologist New Director Asst, News Dir. Digital Director
6	Ongoing Event	Establishment of training programs for station personnel	Monthly GMG Apprise webinars	181	All Station Employees
7	4/8/2022	Participation in events or programs sponsored by educational institutions	Career Day at Holmquist Elementary School	1	News Reporter
8	4/20/2022	Participation in events or programs sponsored by educational institutions	Career Day at Heritage Rose Elementary and Commonwealth elementary schools	1	Reporter
9	4/20/2022	Participation in events or programs sponsored by educational institutions	Speaker at Sam Houston State Universities Dan Rather Mass Communication/Journalism program	1	Sports Anchor
10	4/26/2022	Participation in events or programs sponsored by educational institutions	Sam Houston State University school of mass communications	1	Sports anchor
11	4/27/2022	Participation in events or programs sponsored by educational institutions	Stafford Early Childhood center career day	1	Report

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12	5/3/2022	Participation in events or programs sponsored by educational institutions	Northpointe Intermediate School Journalism Club	1	Reporter
13	5/12/2022	Participation in events or programs sponsored by educational institutions	DeSantiago Primary School	1	meteorologist
14	5/17/2022	Establishment of training programs for station personnel	Annual GMG Boss School, where managers from each station attend three-day intensive training sessions.	4	HR administrator Executive Producer Local Sales Manager CHRO
15	5/20/2022	Participation in events or programs sponsored by educational institutions	Kate Bell Elementary School Career Day	1	Anchor
16	5/24/2022	Participation in events or programs sponsored by educational institutions	Meyerland Performing and Visual Arts Middle School Career Day	2	Reporter Reporter
17	5/27/2022	Participation in events or programs sponsored by educational institutions	Shirley J Williamson Elementary School Young Men's Symposium	1	Reporter
18	6/9/2022	Participation in events or programs sponsored by educational institutions	New Caney ISD STEM CAMP	1	meteorologist
19	6/16/2022	Participation in Job Fairs	Emma Bowen Annual Virtual career fair for all current and alumni Emma Bowen fellows	4	HR administrator Dir, DEI HR administrator, WSLS HR administrator, WJXT
20	6/23/2022	Establishment of a mentoring program	IRE - Investigative reporters and editors conference	2	Reporter News Director
21	7/14/2022	Establishment of training programs for station personnel	Kevin Benz Inclusive Journalism Sessions - diversity, equity and inclusion training for the station	115	All News Staff General Manager Business Manager HR Administrator
22	8/3/2022	Participation in events sponsored by organizations representing the community	Participated and sponsored booth at the annual National Association of Black Journalists/National Association of Hispanic journalist to seek active and passive candidates to fill open positions across Graham Media Group	4	Asst. News Director New Director Digital Managing Editor VP HR

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23	8/17/2022	Establishment of training programs for station personnel	Annual Human Resources Summit for all stations HR admin training	10	HR Administrators CHRO Dir, DEI General Counsel
24	9/8/2022	Participation in Job Fairs	Participated in career fair workshops for NLGJA National association of LGBTQ journalist seek active and passive candidates to fill current opening across Graham Media Group and to disseminate information to broadcast media.	1	Asst. News Director
25	9/14/2022	Participation in events sponsored by organizations representing the community	Participated in the Annual RTDNA convention/Career fair to seek active and passive candidates to fill current opening across GMG and to disseminate information about GMG.	2	News Director CHRO
26	9/21/2022	Participation in events sponsored by organizations representing the community	Online News Association Conference	15	CHRO Digital Director Web News Producers
27	9/21/2022	Participation in events or programs sponsored by educational institutions	Speakers at Sue Creech Elementary School career day	2	meteorologist meteorologist
28	9/28/2022	Participation in events or programs sponsored by educational institutions	Speaker Lantern Lane Elementary School career day	1	meteorologist
29	9/29/2022	Participation in Job Fairs	Fall 2022 Syracuse University Business & Communications Fair	1	Asst. News Director
30	10/31/2022	Participation in events or programs sponsored by educational institutions	University of Houston School for Sales Excellence PES Golf Tournament Recruiting event	2	Account Executive HR administrator
31	11/2/2022	Participation in events or programs sponsored by educational institutions	Speaker at Grand Okas Elementary School Career Day	1	meteorologist
32	12/14/2022	Participation in events or programs sponsored by educational institutions	Speaker Nottingham Elementary School career day	1	meteorologist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
33	1/4/2023	Participation in events or programs sponsored by educational institutions	Speaker at Dickenson Elementary School Career Day	1	meteorologist
34	1/11/2023	Participation in events or programs sponsored by educational institutions	Speaker Lee elementary school Science and weather day	1	meteorologist
35	1/13/2023	Participation in events or programs sponsored by educational institutions	Speakers at Reading Middle School Career Day	2	Reporter Sports Anchor
36	1/18/2023	Participation in events or programs sponsored by educational institutions	Speaker at Cimarron Elementary School Career day to weather and meteorology	1	meteorologist
37	2/8/2023	Participation in events or programs sponsored by educational institutions	Speaker Thomas Elementary School Career Day to discuss weather and meteorology.	1	meteorologist
38	2/15/2023	Participation in events or programs sponsored by educational institutions	Speaker at Pine Shadows School Career Day.	1	meteorologist
39	2/22/2023	Participation in events or programs sponsored by educational institutions	Speaker at Adam Elementary School career day to discuss weather and meteorology.	1	meteorologist
40	2/28/2023	Participation in Job Fairs	University of Texas at Austin Career Fair	2	Asst. News Director Investigative Reporter
41	3/2/2023	Participation in events or programs sponsored by educational institutions	Speaker at Beth Yeshurn Day School to discuss weather and meteorology	1	meteorologist
42	3/4/2023	Participation in other activities designed by the station employment unit	KPRC Hosted the Houston Association of Black Journalist Student Mentorship Breakfast at the station for various panel members to discuss a range of topics from careers in Communications to Entrepreneurship.	4	Digital Content Producer Digital Managing Editor Morning Streaming Manager Producer
43	3/6/2023	Participation in events sponsored by organizations representing the community	Participation at the National Association of Broadcasters media sales academy Competition and Career fair	1	Local Sales Manager

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44	3/8/2023	Participation in events or programs sponsored by educational institutions	Speaker at William Barnett elementary school career day to discuss weather and meteorology.	1	meteorologist
45	3/8/2023	Establishment of training programs for station personnel	Just2it University training sessions for KPRC2+ and Streaming efforts	92	Various staff members
46	3/22/2023	Participation in events or programs sponsored by educational institutions	Speaker at Lula Belle Goodman Elementary School's career day to discuss weather and meteorology.	1	meteorologist
47	3/30/2023	Participation in Job Fairs	Syracuse University Newhouse School Spring Career Fair	1	Asst. News Director