

**KPRC-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2021 - March 31, 2022**

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
Executive Producer, Special Projects & Investigative	1, 4, 7-10, 12, 19, 21, 23-25, 27, 31, 34, 36, 38, 40	1
Photographer	4, 6-10, 12, 19, 21, 23-25, 27, 31, 34, 36, 38, 40	6
Planning & Special Events Executive Producer	3-4, 7-9, 12-13, 19, 21, 23-25, 27, 31, 34, 36, 38, 40	4
Producer	4, 6-10, 12-13, 19, 21, 23-25, 27, 29, 31, 34, 36, 38, 40	13
Multimedia Sales Assistant	4, 7-9, 12, 19, 21, 23-25, 27-28, 31, 34, 36, 38, 40	28
News Video Editor	2-5, 7-9, 12-13, 17, 19-21, 23-27, 31, 33-34, 36, 38, 40	5
Promotions Manager	2-5, 7-9, 12-13, 19-21, 23-27, 31, 33-34, 36, 38, 40	20
Digital Managing Editor	1-5, 7-10, 12-13, 19-21, 23-25, 27, 31, 34, 36, 38, 40	4
Special Projects Producer	2-5, 7-10, 12-13, 15, 19-21, 23-25, 27, 31, 34, 36, 38, 40	5
Meteorologist	1-5, 7-9, 12-13, 20-21, 23-25, 27, 31, 34, 36, 38, 40	1
Reporter (AM)	2-4, 7-9, 12-13, 19-21, 23-25, 27, 31, 34, 36, 38, 40	7
Account Executive	2-4, 6-10, 12-13, 19-21, 23-25, 27, 31, 34, 36, 38	4
Producer	2-5, 7-10, 12-13, 19-21, 23-25, 27, 31, 34, 36, 38, 40	7
Producer	2-4, 7-10, 12-13, 20-21, 23-25, 27, 31, 34, 36, 38, 40	7
Weekend Anchor / Reporter	1-4, 7-10, 12-13, 19, 21, 23-27, 31, 34, 36, 38, 40	1
Account Executive	2-4, 6-10, 12-13, 20-21, 23-25, 27, 31, 34, 36, 38, 40	6
Associate Producer	2-5, 7-10, 12-13, 20-25, 27, 31, 34, 36, 38, 40	5

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Weather Producer	2-4, 7-10, 12-13, 21, 23-25, 27-28, 31, 34, 36, 38, 40	4
Executive Producer I	1-4, 7-10, 12-13, 19-21, 23-25, 27, 31, 34, 36, 38, 40	1
Account Executive	2-4, 7-9, 12, 20-21, 23-25, 27-28, 30-31, 34-35, 38, 40	4
Digital Content Producer	1-4, 7-10, 12-13, 20-21, 23-25, 27, 29, 31, 34, 36, 38, 40	4
Reporter	2-4, 7-10, 12-13, 18, 20-21, 23-25, 27, 31, 34, 36, 38	20
Sports MMJ/Reporter	2-4, 7-8, 10, 21, 24-25, 27, 31, 34, 38, 40	4
Photographer	2-4, 6-10, 12-13, 20-25, 27, 31, 34, 36, 38, 40	6
Producer	2-4, 7-10, 12, 19, 21, 23-25, 27, 31, 34, 38, 40	4
Multimedia Sales Assistant	2-10, 12-13, 20-21, 23-25, 27, 31, 33-34, 38, 40	5
Associate Producer	2-5, 7-10, 12-13, 16, 19-21, 23-27, 31, 34, 36, 38, 40	5
Promotions Manager	2-5, 7-10, 12-13, 19-21, 23-27, 31, 34, 36, 38, 40	5
Producer	1-4, 7-10, 12-13, 16, 19-21, 23-27, 31, 34, 36, 38, 40	4
Anchor	1-4, 7-8, 10, 21, 24-25, 27, 31, 34, 38, 40	1
Production Assistant	2-5, 7-8, 10, 12-13, 21, 23-25, 27, 31, 34, 38, 40	5
Digital Content Producer	2-5, 7-8, 10, 12-13, 20-21, 23-25, 27, 31, 34, 36, 38, 40	5
Photographer	2-4, 7-8, 10, 12-14, 20-21, 23-25, 27, 31, 34, 36, 38, 40	14
Photographer	2-4, 7-8, 10, 12-13, 20-21, 23-25, 27, 31, 34, 36, 38, 40	4

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Editor	2-5, 7-8, 10, 12-13, 20-21, 23-25, 27, 31, 34, 36, 38, 40	5
Multimedia Sales Planner	2-4, 6-8, 10, 13, 19, 21, 23-25, 27, 31, 34, 38, 40	13
Associate Producer	2-5, 7-10, 12-13, 21, 23-25, 27, 29, 31, 34, 36, 38, 40	5
Human Resources Administrator	2-4, 6-9, 11-13, 19-21, 23-25, 27-28, 31, 34, 38, 40	28
Production Assistant	2-4, 6-10, 12-13, 20-21, 23-25, 27, 31, 34, 36-40	6
Digital Associate Content Producer	4-5, 7-12, 18, 21, 23-25, 27, 31-32, 34-38, 40	5

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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	Agency Referral	N	26
2	b-roll.net 1623 D St. NE Washington, District of Columbia 20002 Phone : (800) 443-0697 Kevin Johnson Manual Posting	N	0
3	Broadcast Career Link 1 M Street SE Washington, District of Columbia 20003 Phone : 202-429-5311 Url : <a href="https://www.broadcastcareerlink.com/">https://www.broadcastcareerlink.com/</a> Tim Dotson Manual Posting	N	0
4	Click2Houston 8181 Southwest Freeway Houston, Texas Phone : 7137784748 Url : <a href="http://www.click2houston.com">www.click2houston.com</a> Email : <a href="mailto:jobs@kprc.com">jobs@kprc.com</a> Maria Yanez	N	61
5	Current Employee - Transfer/Promotion	N	21
6	Employee Referral	N	14
7	Graham Media Group 161 N. Clark Street Suite 2900 Chicago, Illinois 60601 Phone : 312-917-6260 Email : <a href="mailto:careers@grahammedia.com">careers@grahammedia.com</a> Julie Dreixler	N	8
8	Grambling State University Department of Mass Communication Box 4292 Grambling, Louisiana 71245 Phone : 318-274-2189 Email : <a href="mailto:dunns@gram.edu">dunns@gram.edu</a> Sharon Ford-Dunn	Y	0

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<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>
9	HCC Alumni 3100 Main Street, Ste. 12B12 Houston, Texas 77002 Phone : 7137182775 Url : <a href="http://hccsfoundation.org/alumni">hccsfoundation.org/alumni</a> Email : <a href="mailto:hcc.careerservices@hccs.edu">hcc.careerservices@hccs.edu</a> Fax : 1-713-718-8631 Zandra Henderson	N	0
10	HCC Career Planning 5601 West Loop South Houston, Texas 77081 Phone : 713.718.6485 Url : <a href="http://hccs.edu">hccs.edu</a> Email : <a href="mailto:james.mable@hccs.edu">james.mable@hccs.edu</a> Fax : 1-713-718-7723 James Mable	N	0
11	HRJobs.com 6000 North Shore West Bloomfield, Michigan 48324 Phone : 248-366-6000 Url : <a href="http://hrjobs.com">http://hrjobs.com</a> Career Services Manual Posting	N	0
12	iHire 41 E All Saints Street Frederick, Maryland 21701 Phone : 8662380161 Url : <a href="https://www.ihire.com">https://www.ihire.com</a> Career Listing Manual Posting	N	9
13	Indeed.com 7501 N. Capital of Texas Hwy Building B Austin, Texas 78731 Phone : 1-800-462-5842 Career Services Manual Posting	N	9
14	Indeed.com	N	1

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15	Investigative Reporters & Editors 141 Neff Annex Columbia, Missouri 65211 Phone : 573-882-2042 Url : ire.org Investigate Reporters & Editors info@ire.org Manual Posting	N	0
16	Journalismjobs.com NA NA, California Phone : 510-508-7386 Url : journalistjobs.com Dan Rohn Manual Posting	N	0
17	KD Search 2328 Oak Drive Suite D Ijamsville, Maryland 21754 Phone : 301-874-1784 Karlene Comiskey Manual Posting	N	0
18	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
19	Lamar University Careers PO Box 10012 Beaumont, Texas 77710 Phone : 409.880.8878 Url : hireacardinal.org Fax : 1-409-880-8881 Jocelyn Robbins	N	0
20	LinkedIn 2029 Stierlin Ct Mountain View, California 94043 Phone : 650-687-3600 Linked In Manual Posting	N	20

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21	Mae Banks 2601 N. Respdorph Rd. #1108 Seabrook, Texas 77586 Phone : 0000000000 Email : mae_banks@yahoo.com Mae Banks	N	0
22	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
23	NABEF 1 M Street SE Washington , District of Columbia 20003 Phone : 2024293191 Url : nabef.org Career Listing Manual Posting	N	0
24	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
25	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
26	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

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27	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
28	Non-Employee Referral	N	4
29	Previous Applicant	N	6
30	Recruiter	N	2
31	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
32	Right Management 600 Galleria Parkway Suite 990 Atlanta, Georgia 30339 Phone : 770-314-7259 Url : www.right.com Email : rightmarketconnections@right.com Career Services  Prong 2 Ended Date: 12/31/2021	N	0
33	Simply Hired Inc 525 Almanor Ave, Suite 100 Sunnyvale, California 94085 Phone : 800-560-9439 Simply Post Simply Hired Manual Posting	N	0
34	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



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35	Spots 'n' Dots 1635 Old Highway 41 NW, Suite 112-338 Kennesaw , Georgia 30152 Phone : 888-884-2630 Emily McKay Manual Posting	N	0
36	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
37	The Art Institute of Houston 4140 Southwest Freeway Houston, Texas 77027 Phone : 713.353.4128 Url : artinstitutes.edu/houston Email : aswartz@aai.edu Fax : 1-713-966-2786 Aaron Swartz	N	0
38	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
39	University of Houston Bulletin Board 101 Communications Building Valenti School of Communication Houston, Tennessee 77204-3302 Phone : 713-743-2873 Fax : 1-713-743-2876 Beth Olson	N	0
40	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>181</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	Ongoing Event	Establishment of an intern program designed to assist members of the community	Active member of Emma Bowen Foundation, by giving talented students of color the opportunity to intern at our station until they graduate. KPRC hosts one Emma Bowen fellow (intern) beginning their sophomore/junior year of college and are active interns thru their graduation.	8	HR Manager General Manager Business Manager Creative Services Director
2	4/1/2021	Participation in events or programs sponsored by educational institutions	GMG participating in Prairie View A&M's Communications Virtual Career Fair	4	HR Manager, KPRC News Director, KSAT Assistant News Director, KSAT Promotions Producer
3	4/29/2021	Participation in events or programs sponsored by educational institutions	Syracuse, Newhouse Virtual Recruitment Collective	2	AND Digital Content Specialist
4	Ongoing Event	Establishment of an intern program designed to assist members of the community	The internship program at KPRC 2 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, Sports, Weather, Digital). The station had 3 interns during the summer semester and 1 intern during the spring semester.	4	Senor Sports Producer Digital Executive Producer Meteorologist News Office Manager
5	6/30/2021	Participation in events or programs sponsored by educational institutions	Emma Bowen Annual virtual career Fair for all current and alumni Emma Bowen Fellows	3	HR Manager HR Manager DEI Director
6	7/15/2021	Participation in Job Fairs	Participated and sponsored booth at the annual National Association of Hispanic Journalists to seek active and passive candidates to fill current openings across Graham Media Group	3	CHRO Investigative Reporter News Director
7	8/18/2021	Participation in Job Fairs	Participated and sponsored booth at the annual National Association of Black Journalists to seek active and passive candidates to fill current openings across Graham Media Group	3	Executive Producer, SP Investigative Reporter News Director, WDIV

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8	9/9/2021	Participation in events sponsored by organizations representing the community	Participated in virtual career fair and workshops for NLGJA National Association of LGBTQ Journalists to seek active and passive candidates to fill current openings across Graham Media Group and to disseminate information about broadcast media	1	Asst News Director, KPRC
9	9/22/2021	Participation in events sponsored by organizations representing the community	Participated in annual RTDNA convention/career fair to seek active and passive candidates to fill current openings across Graham Media Group and to disseminate information about GMG	2	CHRO News Director, WKMG
10	11/23/2021	Participation in events sponsored by organizations representing the community	Recruit Military virtual career fair focused on expanding knowledge of Broadcasting opportunities with active members of military, veterans and spouses of military members	3	HR Manager Executive Producer Assistant News Director
11	12/7/2021	Participation in events sponsored by organizations representing the community	Recruit Military virtual career fair focused on expanding knowledge of Broadcasting opportunities with active members of military, veterans and spouses of military members	3	HR Manager DEI Director Digital
12	1/14/2022	Participation in events or programs sponsored by educational institutions	8th Grade Dulles Middle School Career day.	1	News Reporter
13	3/11/2022	Participation in events or programs sponsored by educational institutions	Girls in STEM	1	Weather EP/Anchor