

KPRC-TV
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

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
Digital Content Producer	3, 7-14, 17-29	3
Reporter	1, 3, 7-12, 17-29	1
Account Executive	3, 5, 7-12, 17-29	3
Houston Life Photographer	3-4, 7-12, 17-29	3
Newscast Producer	3, 5, 7-12, 17-29	3
Video Editor	3, 7-12, 17-29	3
Producer	3-4, 7-12, 17-28	25
Account Executive	3, 5, 7-13, 17-29	5
News Video Editor	3-4, 7-12, 17-29	4
Weekend Evening Meteorologist/Science & Environmental Reporter	1, 3, 7-12, 17-29	1
Photographer	3, 5, 7-13, 17-29	5
Reporter	1, 3, 7-12, 17-29	3
Assignment Editor	2-3, 7-12, 17-29	3
Multimedia Sales Planner	3-4, 7-12, 17-29	4
Local Sales Manager	3-4, 7-12, 14, 17-29	4
Director of Digital Content	3-4, 7-12, 17-29	4
Houston Life Producer	3-4, 7-14, 17-29	3
Account Executive	3, 7-12, 15, 17-29	15
Producer	3, 5, 7-13, 17-29	5
Technical Director	3-4, 7-12, 14, 17-29	4
Assistant News Director	3-4, 7-12, 14, 16-29	4
Associate Director	3, 7-12, 16-29	3
Digital Content Lead	3-5, 7-12, 14, 16-29	14
Weekend Morning Meteorologist/Enterprise Reporter	1, 3, 7-12, 16-29	1
Livestream Producer	3-4, 7-12, 14, 16-29	4
Digital Content Producer	3, 5-14, 16-29	14

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Content Producer	3, 5-14, 16-29	12
Digital Content Producer	3, 5-14, 16-29	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	8
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	1
3	Click2Houston 8181 Southwest Freeway Houston, Texas Phone : 7137784748 Url : www.click2houston.com Email : jobs@kprc.com Estrella Gonzalez	N	58
4	Current Employee - Transfer/Promotion	N	15
5	Employee Referral	N	12
6	Former Employee Referral	N	3
7	Graham Media Group 550 West Lafayette Blvd Detroit, Michigan 48226 Phone : 312-917-6260 Email : careers@grahammedia.com Julie Dreixler	N	0
8	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
9	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	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
11	HRJobs.com 6000 North Shore West Bloomfield, Michigan 48324 Phone : 248-366-6000 Url : http://hrjobs.com Career Services Manual Posting	N	0
12	iHire 41 E All Saints Street Frederick, Maryland 21701 Phone : 8662380161 Url : https://www.ihire.com Career Listing Manual Posting	N	16
13	Indeed.com 7501 N. Capital of Texas Hwy Building B Austin, Texas 78731 Phone : 1-800-462-5842 Career Services Manual Posting	N	10
14	LinkedIn 2029 Stierlin Ct Mountain View, California 94043 Phone : 650-687-3600 Linked In Manual Posting	N	21
15	Media Staffing Network 13550 S Route 30 suite 104 Plainfield, Illinois 60544 Phone : 480-306-8930 Url : https://www.mediastaffingnetwork.com/ Email : cori@mediastaffingnetwork.com Cori Hirsh	N	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Ministry of Light Church 14421 Birch Knoll Lane Houston, Texas 77047 Phone : 713-446-9182 Email : tlmanuel76@gmail.com Tommy Manuel	Y	0
17	NABEF - Broadcast Career Link 1 M Street SE Washington , District of Columbia 20003 Phone : 2024293191 Url : nabef.org Career Listing Manual Posting	N	0
18	Napoli Management Group 8844 West Olympic Blvd, Suite 100 Beverly Hills, California 90211 Phone : 310-385-8227 Email : mcInerneys@tv talent.com Sue McInerney	N	0
19	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
20	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
21	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	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
23	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
24	Spots 'n' Dots 1635 Old Highway 41 NW, Suite 112-338 Kennesaw , Georgia 30152 Phone : 888-884-2630 Emily McKay Manual Posting	N	0
25	Talent Dynamics 322 Dawson Rd Waxahachie, Texas 75167 Phone : 214-640-3139 Sandra Connell Manual Posting	N	3
26	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
27	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

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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
28	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
29	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			150

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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	Special Events Executive Producer
3	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 through their graduation.	4	General Manager Director of Finance News Director HR Administrator
4	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, Sports, Weathers, Digital)	5	News Director Asst. News Director Executive Producer Manager Producer Development
5	Ongoing Event	Establishment of training programs for station personnel	Quarterly Just2It University learning sessions taught by fellow employees and outside personnel to educate staff on station and industry updates.	170	All Station Employees
6	Ongoing Event	Establishment of training programs for station personnel	Monthly "Up You Culture" meetings with station people leaders.	18	Leadership
7	4/1/2023	Participation in events or programs sponsored by educational institutions	Buffalo Creek Elementary School Career Day and weather lab	1	Meteorologist
8	Ongoing Event	Establishment of training programs for station personnel	Monthly DEI trainings videos from Blue Ocean Brain	170	All Station Employees
9	4/4/2023	Participation in Job Fairs	University of Houston Sales Excellence all majors Career Expo	2	Local Sales Manager
10	4/5/2023	Participation in events or programs sponsored by educational institutions	Brighton Academy Career Day. Discussed weather and science.	1	Meteorologist
11	4/19/2023	Participation in events or programs sponsored by educational institutions	Treasure Forrest Elementary School career day and weather lab	1	Meteorologist

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12	4/24/2023	Establishment of training programs for station personnel	Annual GMG Boss School, where managers from each station attend three day intensive training sessions.	3	Executive Producers CHRO
13	4/26/2023	Participation in events or programs sponsored by educational institutions	Spoke to Spanish classes at Westbury about broadcast journalism & a recent trip to Mexico for Juneteenth.	1	Anchor
14	4/26/2023	Participation in events or programs sponsored by educational institutions	Dulles Elementary School Career and weather day	1	Meteorologist
15	5/16/2023	Participation in events or programs sponsored by educational institutions	West Memorial Elementary School Career day and weather day	1	Meteorologist
16	5/17/2023	Participation in events or programs sponsored by educational institutions	Carpenter elementary school career day and weather safety	1	Meteorologist
17	6/21/2023	Participation in Job Fairs	Emma Bowen Virtual Job Fair	6	HR Administrators
18	6/22/2023	Participation in Job Fairs	NABJ - National Association of Black Journalists	3	CHRO News Director DEI Director
19	6/22/2023	Participation in Job Fairs	IRE - Investigative Reporters and Editors	15	Reporters
20	7/12/2023	Participation in Job Fairs	NAHJ -National Association of Hispanic Journalists	4	Asst. News Director CHRO DEI Director
21	7/19/2023	Participation in Job Fairs	AAJA - Asian American Journalist Association	5	CHRO New Director Producer DEI Director
22	8/14/2023	Establishment of training programs for station personnel	REACH '23 Leadership Training	10	Leadership
23	8/30/2023	Participation in events or programs sponsored by educational institutions	Alvin elementary school career day and weather safety	1	Meteorologist
24	9/6/2023	Participation in events or programs sponsored by educational institutions	Arizona Fleming Elementary School Career Day and weather day	2	Meteorologist Meteorologist

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25	9/13/2023	Participation in events or programs sponsored by educational institutions	Westlake Prep Academy Career Day meteorologist speaker	3	Meteorologist Meteorologist Graphic Designer
26	9/13/2023	Participation in events or programs sponsored by educational institutions	Westbury Christian Academy Career Day journalism speaker	1	Anchor
27	9/20/2023	Participation in events or programs sponsored by educational institutions	Stephen F Austin Elementary Career Day Presentation on the Weather.	1	Meteorologist
28	9/20/2023	Participation in Job Fairs	RTDNA - Radio Television Digital News Association	2	CHRO New Director
29	9/20/2023	Participation in events or programs sponsored by educational institutions	Stephen F Austin Elementary School Career Day and weather lab	3	Meteorologist Meteorologist Photographer
30	9/27/2023	Participation in events or programs sponsored by educational institutions	Brosnahan Elementary School Career Day	1	Meteorologist
31	10/4/2023	Participation in Job Fairs	Texas Southern University Career Fair	1	Asst. News Director
32	10/4/2023	Participation in events or programs sponsored by educational institutions	Young Elementary School career day and weather lab	3	Meteorologist Photographer Producer
33	10/12/2023	Participation in events or programs sponsored by educational institutions	Baylor College of Medicine Alumni awards. Approximately 170 were in attendance, including the BCM President Dr. Paul Klotman and Methodist Hospital President and CEO Marc Boom, a BCM Grad	1	Meteorologist
34	10/15/2023	Establishment of training programs for station personnel	Annual Human Resources Summit for all stations HR admin training	10	HR Administrator CHRO General Counsel Dir, DEI
35	10/18/2023	Participation in events or programs sponsored by educational institutions	CArter Elementary School Career Day and Weather Lab	1	Meteorologist

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36	10/25/2023	Participation in events or programs sponsored by educational institutions	Walker Elementary Career Day and Weather Lab	3	Meteorologist Photographer Producer
37	10/27/2023	Participation in events or programs sponsored by educational institutions	Burnet Elementary School Career Day Speaker	2	Reporter Reporter
38	11/1/2023	Participation in events or programs sponsored by educational institutions	Spoke with the 2nd grade class at Ault Elementary sharing the science of the water cycle and how rain is made.	3	Meteorologist Photographer Producer
39	11/6/2023	Participation in events or programs sponsored by educational institutions	Spoke to students at Harmony Science Academy about becoming a Meteorologist.	1	Meteorologist/ Reporter
40	1/17/2024	Participation in events or programs sponsored by educational institutions	Quail Valley Elementary School Career day and Weather lab	3	Meteorologist Producer Photographer
41	1/19/2024	Participation in events or programs sponsored by educational institutions	Shafer Elementary School Career Day and weather lab	2	Meteorologist Anchor
42	1/22/2024	Establishment of training programs for station personnel	Producer Swap - Two producers from each station are selected to learn and teach at a sister station.	2	Producer Digital Content Producer
43	1/31/2024	Participation in events sponsored by organizations representing the community	Hosted World Youth Foundation Celebrating National Mentoring Month	1	Digital Content Producer
44	2/8/2024	Participation in events or programs sponsored by educational institutions	Announcer for Burnet Elementary annual Spelling Bee Competition.	1	Reporter
45	2/14/2024	Participation in events or programs sponsored by educational institutions	Jenkins Elementary School Career Day and Weather lab	3	Meteorologist Producer Photographer
46	2/21/2024	Participation in events or programs sponsored by educational institutions	Canyon Pointe Elementary School career day and Weather Lab	3	Meteorologist Producer Photographer

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47	2/28/2024	Participation in events or programs sponsored by educational institutions	Bear Creek Elementary School Career day and weather Lab	3	Meteorologist Producer Photographer
48	3/6/2024	Participation in events or programs sponsored by educational institutions	Willbern Elementary School Career Day and Weather lab	2	Meteorologist Photographer
49	3/19/2024	Participation in events or programs sponsored by educational institutions	Read across America day at Harmony Endeavour School. Read my book I wrote on the water cycle to the 2nd grader class.	1	Meteorologist
50	3/20/2024	Participation in events or programs sponsored by educational institutions	McMullan Elementary School Career Day and Weather lab. Spoke about the upcoming total eclipse.	3	Meteorologist Photographer Producer
51	3/29/2024	Participation in events or programs sponsored by educational institutions	Career day at Cline Elementary School in Friendswood to discuss the weather and weather lab.	1	Meteorologist