

**KUBE-TV 57**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2018-March 31, 2019**

**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>
Sports Photographer	1 -19	4
Account Executive	1-19	5
Account Executive	1-19	5
Account Executive	1-19	3
Account Executive	1-19	4
Account Executive	1-19	4

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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	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	32
4	Personal Referral	N	13
5	Indeed.com	N	23
6	TVJobs.com	N	0
7	Depart. of Veteran Affairs thru Texas Workforce houstonjobs@twc.state.tx.us	N	0
8	National Association of Black Journalist www.nabj.org	N	0
9	University of Texas hireutexas@austin.utexas.edu	N	0
10	SHSU -Sam Houston State University www.shsu.edu/careerservices	N	0
11	University of Houston www.uhd.edu/student-resources	N	0
12	SER - Service Employment for Redevelopment Felicia.hines@serhouston.org	N	0
13	Texas Southern University taylork@tsu.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	Alvin College mramirez@alvincollege.edu	N	0
15	Austin College career@austincollege.edu	N	0
16	Houston Baptist University hbupbynam@hbu.org	N	0
17	Star of Hope Altonette A Perry Director of Workforce Development 713 226 5448 aperry@sohmission.org	N	0
18	Medialine medialine@medialine.com	N	0
19	IHIRE BROADCASTING	N	0

<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>	<b>68</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>	Internship – Fall 2018	From September 2018 through December 2018, KUBE hosted student two interns from University of Houston and Houston Community College. These interns learned firsthand about live sports, production, promotions, commercial promotions and marketing under the direct supervision of the Creative Services Director.
<b>2</b>	Internship – Fall 2018	From August 2018 to December 2018, KUBE hosted two student interns from University of Houston. The interns, who reported to the Sports Director, learned how to shoot and produce our weekly High School SportsZone show along with our live Thursday Night High School Football Game.
<b>3</b>	Internship – Spring 2019	From January 2019 to May 2019, KUBE hosted three student interns from University of Houston. The interns, who reported to the Sports Director, learned how to shoot and produce our weekly High School SportsZone show.
<b>4</b>	Internship – Spring 2019	From January 2019 through May 2019, KUBE hosted a student intern from Art Institute . This intern learned firsthand about live sports, production, promotions, commercial promotions and marketing under the direct supervision of the Creative Services Director.
<b>5</b>	Participate in Event Sponsored by Educational Institution	On October 25, 2018, the Creative Service Director and Creative producer spoke to an Advanced Editing class at Houston Community College regarding Video Production in Broadcasting and the internship program at KUBE.
<b>6</b>	Participate in Event Sponsored by Educational Institution	On February 12, 2019, the Creative Service Director spoke to an Advanced Editing class at Houston Community College regarding Video Production in Broadcasting and the internship program at KUBE
<b>7</b>	Dissemination of information about jobs in broadcasting to candidates who might otherwise be unaware of such opportunities	During this recruitment period, KUBE posted all of its vacancies using sources that target candidates who might otherwise be unaware of jobs in broadcasting, including Dept. of Veterans Affairs, SER Jobs, Star of Hope, Indeed.com and several local universities and colleges.