

KUBE-TV 57
EEO PUBLIC FILE REPORT
 April 1, 2016-March 31, 2017

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
Sales Associate	1-20	6
Account Executive	1-19	5
Account Executive	1-19	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	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 ads@spotsndots.com 1-888-884-2630	N	7

3	Craig's List www.Craigslist.com	N	0
4	KUBE-TV Website 2401 Fountain View Houston, TX 77057	N	2
5	Personal Referral	N	2
6	Indeed.com	N	6
7	TVJobs.com	N	0
8	Career & Recovery Patricia.vazquez@careerandrecovery.org	N	0
9	Depart. of Veteran Affairs thru Texas Workforce houstonjobs@twc.state.tx.us	N	0
10	National Association of Black Journalist www.nabj.org	N	0
11	University of Texas hireutexas@austin.utexas.edu	N	0
12	SHSU -Sam Houston State University www.shsu.edu/careerservices	N	0
13	University of Houston www.uhd.edu/student-resources	N	0
14	SER - Service Employment for Redevelopment Felicia.hines@serhouston.org	N	0
15	Texas Southern University taylork@tsu.edu	N	0
16	Alvin College mramirez@alvincollege.edu	N	0
17	Austin College career@austincollege.edu	N	0
18	Texas Workforce houstonjobs@twc.state.tx.us	N	0
19	TVB 120 Wall Street 15 th Floor New York, NY 10005 info@tvb.org 212-486-1111	N	0
20	Star of Hope Altonette A Perry Director of Workforce Development 713 226 5448 aperry@sohmission.org	N	0

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TOTAL INTERVIEWEES OVER REPORTING PERIOD

17

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship – Summer 2016	From June 2016 through August 2016, KUBE hosted a student intern from the Houston Community College. This intern learned firsthand about live sports, production, promotions, commercial promotions and marketing under the direct supervision of the Creative Services Director.
2	Scholarship Program #1 - 2016	KUBE promoted the sports scholarships using social media along with a dedicated segment on High School SportsZone program. In June 2016, two \$2,000 Scholarships were awarded to High School Seniors for the Xfinity Scholar Athlete.
3	Scholarship Program #2 - 2016	KUBE’s new scholarship program information was emailed to Houston area counselors which included several surrounding counties. The scholarship program was posted on our website and social media. These scholarships are dedicated to high school seniors interested in pursuing a career in Broadcasting. In June 2016, two \$2,000 Scholarships were award to Houston High School students who were majoring in Broadcasting.

4	Internship – Fall 2016	From August 2016 to November 2016, KUBE hosted a student intern from the University of Houston. The intern, 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.
5	Participate in Event Sponsored by Educational Institution	On September 27, 2016, the Creative Service Director and Assistant Creative Services Director spoke to Advanced Editing class at Houston Community College, 2811 Hayes St, regarding Video Production in Broadcasting and the internship program at KUBE.
6	Participate in Event Sponsored by Educational Institution	On October 4, 2016, the Creative Service Director spoke to Advanced Editing class at Houston Baptist University regarding Video Production in Broadcasting and the internship program at KUBE.
7	Participate in Event Sponsored by Educational Institution	On October 11, 2016, Sports Director spoke to Wisdom High School regarding TV script writing and presence in front of a camera.
8	Participate in Event Sponsored by Educational Institution	On November 11,2016 the Creative Services Director and Assistant Creative Service Director participated in a Career Day at Crossroads High School in Alief.
9	Participate in Event Sponsored by Educational Institution	On February 21,2017 the Creative Services Director and Assistant Creative Service Director spoke to Advanced Editing class at Houston Baptist University regarding Video Production in Broadcasting and the internship program.
10	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, it also posts jobs with Craig’s List which reaches a broad pool of candidates who might not otherwise be aware of careers in broadcasting. The station currently posts all jobs to these organizations: Career & Recovery, Dept. of Veterans Affairs, SER Jobs, Star of Hope, Texas Workforce, Indeed.com and several local universities and colleges.

