

KUBE-TV 57
EEO PUBLIC FILE REPORT
April 1, 2017-March 31, 2018

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
Local Sales Manager	1 -20	4
Sales Associate Trainee	3-8;10-19	4
Creative Services Producer	3-8,10-19	4
Local Sales Account Executive	1-20	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 ads@spotsndots.com 1-888-884-2630	N	7
3	KUBE-TV Website 2401 Fountain View Houston, TX 77057	N	2
4	Personal Referral	N	4
5	Indeed.com	N	10
6	TVJobs.com	N	0
7	Career & Recovery Patricia.vazquez@careerandrecovery.org	N	0
8	Depart. of Veteran Affairs thru Texas Workforce houstonjobs@twc.state.tx.us	N	0
9	National Association of Black Journalist www.nabj.org	N	0
10	University of Texas hireutexas@austin.utexas.edu	N	0
11	SHSU -Sam Houston State University www.shsu.edu/careerservices	N	0
12	University of Houston www.uhd.edu/student-resources	N	0
13	SER - Service Employment for Redevelopment Felicia.hines@serhouston.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Texas Southern University taylork@tsu.edu	N	0
15	Alvin College mramirez@alvincollege.edu	N	0
16	Austin College career@austincollege.edu	N	0
17	Texas Workforce houstonjobs@twc.state.tx.us	N	0
18	TVB 120 Wall Street 15 th Floor New York, NY 10005 info@tvb.org 212-486-1111	N	0
19	Star of Hope Altonette A Perry Director of Workforce Development 713 226 5448 aperry@sohmission.org	N	0
20	Linkedin.com HR Recruiter	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			23

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship – Summer 2017	From May 2017 through August 2017, KUBE hosted a student intern from the Baylor University. This intern learned firsthand about live sports, production, promotions, commercial promotions and marketing under the direct supervision of the Creative Services Director.
2	Internship – Summer 2017	From May 2017 through June 2017, KUBE hosted a student intern from the Texas State University. This intern learned firsthand about live sports, production, promotions, commercial promotions and marketing under the direct supervision of the Creative Services Director.
3	Internship – Summer 2017	July 2017 through August 2017, KUBE hosted a student intern from the Art Institute. This intern learned firsthand about live sports, production, promotions, commercial promotions and marketing under the direct supervision of the Creative Services Director.
4	Scholarship Program #1 - 2017	KUBE promoted the sports scholarships using social media along with a dedicated segment on High School SportsZone program. In June 2017, two \$2,000 Scholarships were awarded to High School Seniors for the Xfinity Scholar Athlete.
5	Scholarship Program #2 - 2017	KUBE joined with AAF/AEFH to present 20 students with \$3,000 scholarship in April 2017. Our recipient is Gyeryeong Kim who will be attending Southern Methodist University majoring in digital advertising.

6	Internship – Fall 2017	From August 2017 to November 2017, KUBE hosted two student interns from Texas Southern University. 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.
7	Internship – Fall 2017	From August 2017 to November 2017, KUBE hosted two student interns from Texas Southern University. 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.
8	Participate in Event Sponsored by Educational Institution	On April 3, 2017, the Creative Service Director spoke to Advanced Editing class at Lone Star College regarding Video Production in Broadcasting and the internship program at KUBE.
9	Participate in Event Sponsored by Educational Institution	On May 1, 2017, the Creative Service Director spoke to Advanced Editing class at Houston Baptist University regarding Video Production in Broadcasting and the internship program at KUBE
10	Participate in Event Sponsored by Educational Institution	On September 26, 2017, the Creative Service Director spoke to Advanced Editing class at Houston Community College, 2811 Hayes St, regarding Video Production in Broadcasting and the internship program at KUBE.
11	Participate in Event Sponsored by Educational Institution	On February 11, 2018, the Creative Service Director spoke to Advanced Editing class at Houston Community College, 2811 Hayes St, regarding Video Production in Broadcasting and the internship program at KUBE.

12	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.
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