

KUBE-TV 57
EEO PUBLIC FILE REPORT
April 1, 2020-March 31, 2021

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
Regional Sales Manager	1-18	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	0
3	KUBE-TV Website 2401 Fountain View Houston, TX 77057	N	0
4	Personal Referral	N	6
5	Indeed.com	N	2
6	TVJobs.com	N	0
7	Depart. of Veteran Affairs thru Texas Workforce houstonjobs@twc.state.tx.us	N	0
8	University of Texas hireutexas@austin.utexas.edu	N	0
9	SHSU -Sam Houston State University www.shsu.edu/careerservices	N	0
10	University of Houston www.uhd.edu/student-resources	N	0
11	SER - Service Employment for Redevelopment Felicia.hines@serhouston.org	N	0
12	Texas Southern University taylork@tsu.edu	N	0
13	Alvin College mramirez@alvincollege.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Austin College career@austincollege.edu	N	0
15	Houston Baptist University hbufpbynam@hbu.org	N	0
16	Medialine medialine@medialine.com	N	0
17	Texas Workforce houstonjobs@twc.state.tx.us	N	0
18	IHIRE BROADCASTING	N	0

TOTAL INTERVIEWEES OVER REPORTING PERIOD	8
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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Event Sponsored by Educational Institution	On February 2, 2021, the Creative Service Director and Creative producer spoke to Advanced Editing class at Houston Community College regarding Video Production in Broadcasting and the internship program at KUBE.
2	Job Fair	On March 24, 2021 the station attended a virtual job fair sponsored by Texas A & M University – Kingsville. The Business Manager spoke to students about the Broadcasting industry and KUBE 57’s intern program which runs continuously throughout the year.
3	Intern Program	Beginning in April 2020 and through March 31, 2021, the station sponsored six interns, five from the University of Houston of Clear Lake and one from Houston Community College. These interns learned first-hand about live sports, production, commercial promotions and marketing under the direct supervision of the Creative Services Director.
4	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. The station currently posts all jobs to these organizations: Dept. of Veterans Affairs, SER Jobs, Texas Workforce, Indeed.com and several local universities and colleges which reaches a broad pool of candidates who might not be aware of careers in broadcasting.