

KPRC-TV
EEO PUBLIC FILE REPORT
April 1, 2025 - March 31, 2026

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
Livestream News Producer	2-4, 6-19, 22-29, 31	13
Promotions Producer	2, 4, 6-11, 14-17, 19, 22-23, 25-27, 29-31	4
Promotion Producer - Exempt	2, 4, 6-11, 14-19, 22-23, 25-27, 29-31	4
Account Executive	2, 6-11, 14-19, 22-23, 25-27, 29-31	14
Producer	2-3, 6-19, 22-23, 25-27, 29-31	13
Local Sales Manager	2, 4, 6-11, 14-17, 19, 22-23, 25-27, 29-31	14
Producer	2-3, 6-17, 19, 22-23, 25-27, 29-31	3
Photographer	2, 4, 6-11, 15-17, 19, 22-23, 25-27, 29-31	4
Logistics Coordinator-2	2, 4-11, 15-17, 19-20, 22-23, 25-27, 29-31	4
Multi-Media Journalist	1-3, 6-11, 15-17, 19, 22-23, 25-27, 29-31	3
Vice President/General Manager	2-4, 6-11, 15-17, 19, 22-23, 25-27, 29-31	3
News Video Editor	2, 4, 6-11, 15-17, 19, 22-23, 25-27, 29-31	2
Photographer	2, 6-11, 15-17, 19, 22-23, 25-27, 29-31	2
Account Executive	2, 4, 6-11, 14-17, 19, 22-23, 25-27, 29-31	4
Promotion Producer - Exempt	2, 4, 6-11, 14-17, 19, 22-23, 25-27, 29-31	4
Account Executive	2, 4, 6-11, 14-17, 19, 22-23, 25-27, 29-31	4
Account Executive	2-4, 6-11, 14-17, 19, 22-23, 25-27, 29-31	3
Logistics Coordinator-1	2, 4-11, 14-17, 19, 22-23, 25-27, 29-31	4
Technical Director	2, 6-11, 15-17, 19, 22-23, 25-27, 29-31	2
Sports MMJ	1-4, 6-11, 15-17, 19, 22-23, 25-27, 29-31	3

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Account Executive	2, 4, 6-11, 14-17, 19, 22, 25-27, 29-31	4
Director	2, 4, 6-11, 15-17, 19, 22-23, 25-27, 29-31	4
Anchor	1-3, 6-11, 14-17, 19-20, 22, 25-27, 29-31	3
Account Executive	2, 6-11, 14-17, 19, 22, 25-27, 29-31	14
Executive Reporter	2-3, 6-11, 15-17, 22, 25-27, 29-31	2
Executive Reporter	2-3, 6-11, 15-17, 22, 25-27, 29-31	2
Producer	2-3, 6-11, 15-17, 22, 25-27, 29-31	3
Reporter	1-3, 6-11, 15-17, 22, 25-27, 29-31	2
Executive Producer	2-3, 6-11, 15-17, 20, 22, 25-27, 29-31	20
Account Executive	2, 6-11, 14-17, 22, 25-27, 29-31	14
Office Manager/Executive Assistant	2, 4, 6-11, 15-17, 22, 25-27, 29-31	4
Manager of Content and Coverage-2	2-3, 6-11, 15-17, 21-22, 25-27, 29-31	2
Manager of Content and Coverage-3	2, 6-11, 15-17, 21-22, 25-27, 29-31	21
Membership Program Manager	2, 6-11, 15-17, 22, 25-27, 29-31	11
Account Executive	2, 6-11, 14-17, 22, 25-27, 29-31	14
Photographer	2, 6-11, 14-17, 22, 25-27, 29-31	14
Account Executive	2, 6-11, 14-17, 22, 25-27, 29-31	14
Technical Director	2, 4, 6-11, 15-17, 22, 25-27, 29-31	4
Director	2, 4, 6-11, 15-17, 22, 25-27, 29-31	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	Agency Referral	N	10
2	Click2Houston 8181 Southwest Freeway Houston, Texas Phone : 7137784748 Url : www.click2houston.com Email : jobs@kprc.com Estrella Gonzalez	N	42
3	Current Employee - Transfer/Promotion	N	17
4	Employee Referral	N	34
5	Former Employee Referral	N	2
6	Graham Media Group 550 West Lafayette Blvd Detroit, Michigan 48226 Phone : 312-917-6260 Email : careers@grahammedia.com Michelle Zackay	N	0
7	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
8	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
9	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

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	HRJobs.com 6000 North Shore West Bloomfield, Michigan 48324 Phone : 248-366-6000 Url : http://hrjobs.com Career Services Manual Posting	N	0
11	iHire 41 E All Saints Street Frederick, Maryland 21701 Phone : 8662380161 Url : https://www.ihire.com Career Listing Manual Posting	N	9
12	Indeed.com 7501 N. Capital of Texas Hwy Building B Austin, Texas 78731 Phone : 1-800-462-5842 Career Services Manual Posting	N	3
13	Internship Program	N	3
14	LinkedIn 2029 Stierlin Ct Mountain View, California 94043 Phone : 650-687-3600 Linked In Manual Posting	N	61
15	Ministry of Light Church 14421 Birch Knoll Lane Houston, Texas 77047 Phone : 713-446-9182 Email : tlmanuel76@gmail.com Tommy Manuel	Y	0
16	NABEF - Broadcast Career Link 1 M Street SE Washington , District of Columbia 20003 Phone : 2024293191 Url : nabef.org Career Listing Manual Posting	N	0

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17	Napoli Management Group 8844 West Olympic Blvd, Suite 100 Beverly Hills, California 90211 Phone : 310-385-8227 Email : mcInerneys@tvtalent.com Sue McInerney	N	0
18	National Association of Black Journalists 8800 Lakewood Drive #117 Windsor, California 95492 Phone : 6267923846 Url : nabjcareers.org Career Center Manual Posting	N	0
19	National Press Photographers Association 3200 Croasdaile Drive Ste. 306 Durham, California 27705 Phone : 919-383-7246 ext.10 Url : nppa.org Fax : 1-919-383-7261 Thomas Kenniff	N	0
20	Previous Applicant	N	3
21	Recruiter	N	6
22	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
23	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Society of Broadcast Engineers 9247 North Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Fax : 1-317-846-9120 Scott Jones	N	0
25	Spots 'n' Dots 1635 Old Highway 41 NW, Suite 112-338 Kennesaw , Georgia 30152 Phone : 888-884-2630 Emily McKay Manual Posting	N	0
26	Talent Dynamics 322 Dawson Rd Waxahachie, Texas 75167 Phone : 214-640-3139 Sandra Connell Manual Posting	N	0
27	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
28	The Art Institute of Houston 4140 Southwest Freeway Houston, Texas 77027 Phone : 713.353.4128 Url : artinstitutes.edu/houston Email : aswartz@aai.edu Fax : 1-713-966-2786 Aaron Swartz	N	0
29	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	Worforce Solutions - Employer Engagement (requested notice 8/2/2024) 24 Greeway Plaza Houston, Texas 77046 Phone : 737-381-1663 Url : www.wrksolutions.com Email : Samuel.Olivares@wrksolutions.com Samuel Olivares	Y	0
31	www.mediagignow.com 625 West Adams St. Suite 20-110 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:			190

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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	Year-round tours of the television broadcast facility	1	Special Events Executive Producer
2	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 year/junior year of college and are active interns through their graduation.	3	General Manager News Director HR Administrator
3	Ongoing Event	Establishment of an intern program designed to assist members of the community	KPRC hosted 7 interns, from various colleges and universities in the news department from June to August 2025. 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, Weather, Digital).	3	News Director Managers of Content and Coverage Executive Producer
4	Ongoing Event	Participation in other activities designed by the station employment unit	The station runs a year-round on-air EEO announcement	0	
5	4/24/2025	Establishment of training programs for station personnel	Station people leaders attended development meeting on leading culture improvements for teams	17	leadership
6	5/16/2025	Establishment of training programs for station personnel	Station people leaders attended development meeting on leading culture improvements for teams	17	Leadership
7	6/19/2025	Participation in Job Fairs	IRE - Investigative Reporters and Editors conference.	3	Producer Producer Reporter
8	6/25/2025	Participation in Job Fairs	Emma Bowen Virtual Career Fair	4	HR Administrators Dir. Culture & Inclusion
9	7/1/2025	Participation in events sponsored by organizations representing the community	A Reporter and Houston Life Co-Host led the incoming class of Houston Texans Cheerleaders in a media training session. They discussed public speaking, social media, and how to handle difficult interviews.	2	Reporter Co-Host

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10	7/12/2025	Participation in events sponsored by organizations representing the community	A Reporter spoke on a panel regarding experience working in broadcast media and spoke to university students about internships and career opportunities at KPRC.	1	Reporter
11	8/13/2025	Establishment of training programs for station personnel	Company held a 3-day leadership conference that provided training to station leaders around business strategy, financial management, and leading teams	6	General Manager News Director Marketing Director General Sales Manager
12	8/19/2025	Establishment of training programs for station personnel	Baron Weather Conference. The event focused on enhancing broadcast storytelling, AI in weather analysis, and hands-on training for meteorologists. Key 2025 themes included AI-supported analysis and advanced radar data quality.	1	Meteorologist
13	9/2/2025	Participation in other activities designed by the station employment unit	A Reporter and Executive Producer spoke with a group of home-schooled teens touring the KPRC studios about KPRC, why KPRC is important and what they can do with their futures if they have an interest in a broadcast career.	2	Reporter Executive Producer
14	9/4/2025	Participation in Job Fairs	NLGJA: The Association of LGBTQ+ Journalists conference	1	Reporter
15	9/10/2025	Participation in events or programs sponsored by educational institutions	Library speaker series from Alvin Community College where a KPRC meteorologist spoke to students, faculty, and community members about the on-going hurricane season and answered broadcast career and internship questions from the participants.	1	Meteorologist
16	9/16/2025	Establishment of training programs for station personnel	KPRC Sales training with our CFO to learn tools, systems and post-sales processes.	16	General Sales Manager Local Sales Managers Accounts Executives
17	10/23/2025	Participation in events sponsored by organizations representing the community	A Reporter was invited to deliver the keynote at the Texas Safari Ranch, where they shared their career journey and the career opportunities available at KPRC.	1	Reporter

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18	11/11/2025	Participation in other activities designed by the station employment unit	A Reporter spoke with a class of children from Sugar Land Middle School who came in for a station tour. The Reporter discussed the media industry; it's impact and how they got in the industry.	1	Reporter
19	11/28/2025	Establishment of training programs for station personnel	Interactive sales workshop/training with Center for Sales Strategy for the sales management team and account executives.	16	General Sales Manager Local Sales Managers Accounts Executives
20	12/11/2025	Participation in events or programs sponsored by educational institutions	A Reporter participated in Quail Valley Middle School's career day, speaking to their 8th Grade class about journalism, investigative journalism and a career at KPRC.	1	Reporter
21	12/13/2025	Participation in events sponsored by organizations representing the community	An Investigative Reporter attended the Girl Scout Career fair speaking to about 100 Girls Scouts about their job as an investigative reporter at KPRC.	1	Reporter
22	1/15/2026	Participation in events or programs sponsored by educational institutions	An Investigative Reporter participated in Garcia Middle School's career day where five classes got to hear about journalism, KPRC, and careers in broadcast.	1	Reporter
23	1/29/2026	Participation in events or programs sponsored by educational institutions	A Reporter was the keynote speaker at Fort Settlement Middle School career day addressing nearly 400 students about KPRC and journalism.	1	Reporter
24	2/18/2026	Establishment of training programs for station personnel	Houston sales team Digital Training with Center for Sales Excellence	16	General Sales Manager Local Sales Managers Accounts Executives
25	3/5/2026	Participation in events or programs sponsored by educational institutions	A Reporter spoke with students from Sharpstown International School about KPRC, being a Reporter, and jobs in the broadcast industry.	1	Reporter