

**KHOU-TV**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2019 - March 20, 2020**

**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
Director of Digital Content	1, 4-8, 10-14, 17-18, 20-23, 26-35, 37, 40-41, 43-46, 49-50, 52, 54-56, 59-75, 78-80, 82, 85-89	61
Account Executive	1, 4-8, 10-14, 18, 20-23, 26-35, 37-46, 49-50, 52, 54-56, 58-75, 78-80, 82, 84-89	42
Account Executive	1, 4-8, 10-14, 18, 20-23, 26-35, 37-46, 49-50, 52, 54-56, 58-75, 78-80, 82, 84-89	42
Commercial Producer/Editor	1, 4-8, 10-14, 18-23, 26-35, 37-38, 40-41, 43-46, 49-50, 52, 54-56, 58-75, 78-80, 82, 84-89	61
Producer - Great Day Houston (006802)	1, 4-8, 10-14, 18, 20-23, 26-35, 37-41, 43-46, 49-50, 52, 54-56, 59-75, 78-80, 82, 85-89	61
Meteorologist	1, 4-8, 10-14, 16, 18, 20-23, 26-35, 37, 40-41, 43-46, 49-52, 54-56, 59-60, 62-75, 78-80, 82, 85-89	51
Photojournalist - 006785	1, 4-8, 10-14, 18, 20-23, 26-35, 37, 40-41, 43-46, 49-50, 52, 54-56, 58-75, 78-80, 82, 85-89	61
Account Executive	1-15, 18, 20-37, 40-50, 52-57, 59-60, 62-89	42
Account Executive	1-15, 18, 20-37, 40-50, 52-57, 59-60, 62-89	42
Assistant News Director - 007330	1, 4-8, 10-14, 18, 20-23, 26-35, 37, 39-41, 43-46, 49-50, 52, 54-56, 59-75, 78-80, 82, 85-89	61
Digital Content Producer	1, 4-8, 10-14, 17-18, 20-23, 26-35, 37-38, 40-46, 49-50, 52, 54-56, 59-75, 78-80, 82, 85-89	61
Digital Content Producer	1, 4-8, 10-14, 17-18, 20-23, 26-35, 37-38, 40-46, 49-50, 52, 54-56, 59-75, 78-80, 82, 85-89	42

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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>
1	Alvin Community College 3110 Mustang Rd Alvin, Texas 75111 Phone : 281-756-3531 Url : <a href="http://www.alvincollege.edu">http://www.alvincollege.edu</a> Email : <a href="mailto:dstiles@alvincollege.edu">dstiles@alvincollege.edu</a> D. Stiles	N	0
2	American Intercontinental University 9999 Richmond Ave Houston, Texas 77042 Phone : 832-201-6879 Url : <a href="http://www.aiuonline.edu">http://www.aiuonline.edu</a> Email : <a href="mailto:frichards@houston.aiuniv.edu">frichards@houston.aiuniv.edu</a> Fredrick Richards	N	0
3	Asian American Chamber of Commerce 6833 W. Sam Houston Pkwy STE 206 Houston, Texas 77072 Phone : 713-782-7222 Url : <a href="http://www.asianchamber-hou.org">http://www.asianchamber-hou.org</a> Email : <a href="mailto:yuki@asianchamber-hou.org">yuki@asianchamber-hou.org</a> Yuki Rogers	N	0
4	B-roll.net 243 17th St. SE Washington, District of Columbia 20003 Phone : 202-486-8842 Url : <a href="http://www.b-roll.net">http://www.b-roll.net</a> Kevin Johnson Manual Posting	N	0
5	Broadcast Cable Financial Management Association 550 Frontage Rd STE 3600 Northfield, Illinois 60093 Phone : 847-716-7000 Url : <a href="http://www.bcfm.com">http://www.bcfm.com</a> Jamie Smith Manual Posting	N	0
6	Broadcasting & Cable Magazine 360 Park Ave South 14th Floor New York, New York 10010 Phone : 646-746-6949 Url : <a href="http://www.broadcastingcable.com">http://www.broadcastingcable.com</a> Job Posting Manual Posting	N	0

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<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>
7	Brown Chapel AME 3208 Washington Ave. Houston, Texas 77007 Phone : 713-862-8718 Email : brownchapel@hotmail.com Ruben Brazil	N	0
8	Burnett Staffing 1415 Louisiana STE 3525 Houston, Texas 77002 Phone : 713-759-9943 Url : <a href="http://www.burnettstaffing.com">http://www.burnettstaffing.com</a> Susan Stone Manual Posting	N	0
9	Career & Recovery Resources, Inc. 2525 San Jacinto Houston, Texas Phone : 713-759-0468 Url : <a href="http://careerandrecovery.org">http://careerandrecovery.org</a> Email : <a href="mailto:jalong@careerandrecovery.org">jalong@careerandrecovery.org</a> Joann Long	N	0
10	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Career Service Manual Posting	N	0
11	Cars.com 175 W Jackson Blvd 8th Floor Chicago, Illinois 60604 Url : <a href="http://www.cars.com">http://www.cars.com</a> Job Posting Manual Posting	N	0
12	Cheryl Garcia & Associates 5120 Woodway Dr. STE 9015 Houston, Texas 77056 Phone : 281-833-3040 Url : <a href="http://www.cherylgarciaco.com">http://www.cherylgarciaco.com</a> Cheryl Garcia Manual Posting	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
13	Church of Jesus Christ of Latter Day Saints - Employment Center 201 Wilcrest Dr. #1434 Houston, Texas 77042 Email : escobar.cr@gmail.com C. Ramirez	N	0
14	Coat of Many Color Ministries, Inc. PO Box 914 Montgomery, Texas 77356 Phone : 936-672-7808 Email : mahayles@cmcmi.org Job Posting	N	0
15	Collins College 1140 S. Priest Dr. Tempe, Arizona 85281 Phone : 480-446-1111 Url : http://www.collinscollege.edu Email : aroberts@collinscollege.edu Amy Roberts	N	0
16	Corporate Office	N	3
17	Corporate Recruiter	N	5
18	CSB School of Broadcasting 1455 W. Loop South STE 630 Houston, Texas 77027 Url : http://www.gocsb.com Email : csbhouston@gocsb.com Carley Buck	N	0
19	Did not indicate (Source Unknown)	N	1
20	Epiphany of the Lord Catholic Community 1530 Norwalk Dr. Houston, Texas 77450 Phone : 281-578-0707 Email : schottsie@epiphanycatholic.org S. Hill	N	0
21	First Hope Baptist Church 7401 Katy Freeway Houston, Texas 77024 Email : hope@hfbc.org F. Suiter	N	0

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<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>
22	Frank N. Magid Associates Inc. One Research Center Marion, Iowa 52302 Phone : 329-377-7345 Url : <a href="http://www.magid.com">http://www.magid.com</a> Barbara Frye Manual Posting	N	0
23	Gulf Coast Community Services Association 5000 Gulf Freeway Houston, Texas 77023 Phone : 713-393-4770 Email : <a href="mailto:garcias@gccsa.org">garcias@gccsa.org</a> Sue Garcia	N	0
24	Harris County Community Supervisions & Corrections Dept. 49 San Jacinto St. Houston, Texas 77002 Phone : 713-755-2000 Email : <a href="mailto:tinafranklin@csc.nctx.net">tinafranklin@csc.nctx.net</a> Tina Franklin	N	0
25	Health & Human Services 6411 Fannin St. JB 200.5 Houston, Texas 77030 Phone : 713-704-5323 Email : <a href="mailto:karen.mayfield@hhsc.state.tx.us">karen.mayfield@hhsc.state.tx.us</a> Karen Mayfield	N	0
26	Hispanic Chamber of Commerce 1801 W. Main St. Houston, Texas 77002 Phone : 713-644-7070 Url : <a href="http://www.houstonhispanicchamber.com">http://www.houstonhispanicchamber.com</a> Email : <a href="mailto:mvelasquez@houstonhispanicchamber.com">mvelasquez@houstonhispanicchamber.com</a> Maria Velasquez	N	0
27	Hispanic Women in Leadership PO Box 701065 Houston, Texas Phone : 713-807-1115 Email : <a href="mailto:mhcavazos@aol.com">mhcavazos@aol.com</a> Helen Cavazos	N	0

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<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>
28	Houston Advertising Federation (HAF) PO Box 27592 Houston, Texas 77227 Job Posting Manual Posting	N	0
29	Houston Area Urban League 1301 Texas St. Houston, Texas 77002 Phone : 713-393-8700 Email : cwalker@haul.org Carmela Walker	N	0
30	Houston Association of Black Journalists PO Box 565 Houston, Texas Phone : 713-249-0443 Email : maryrbenton@gmail.com Mary Benton	N	0
31	Houston Association of Hispanic Media Professionals PO Box 273394 Houston, Texas 77277 Phone : 713-284-8706 Email : info@hahmponline.org Job Posting	N	0
32	Houston Community College 3100 Main MC 1120 Houston, Texas 77002 Phone : 713-718-8560 Email : james.corona@hccs.edu James Corona	N	0
33	Houston Community College - Katrina Job Readiness Program 9600 S. Gessner Blvd F Houston, Texas 77071 Phone : 832-476-9067 Email : lnellum315@yahoo.com L. Lewis-Nellum	N	0
34	Howard University - Internships 2400 Sixth St. NW Washington, District of Columbia 20059 Phone : 202-806-7513 Email : hucareersandinternships@gmail.com Carley Trotman	N	0

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35	HR Houston PO Box 4240 Houston, Texas 77210 Phone : 713-426-2646 Url : <a href="http://www.hrhouston.org">http://www.hrhouston.org</a> Nikki Taylor Manual Posting	N	0
36	Immanuel Missionary Church PO Box 17166 Sugar Land, Texas 77496 Phone : 281-961-7804 Email : <a href="mailto:vmiglehart@entouch.net">vmiglehart@entouch.net</a> Valerie Iglehart	N	0
37	Indeed 470 West Ave STE 2002 Stamford, Connecticut Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Job Posting Manual Posting	N	0
38	Indeed.com - Not Directly Contacted by SEU	N	9
39	Internal Candidate	N	4
40	Investigative Reporters & Editors (IRE) 138 Neff Annex Columbia, Missouri 65211 Phone : 573-882-2042 B. Houston Manual Posting	N	0
41	KHOU.com 1945 Allen Parkway Houston, Texas 77019 Phone : 713-521-4305 Url : <a href="http://www.khou.com">http://www.khou.com</a> Email : <a href="mailto:shunter@khou.com">shunter@khou.com</a> Shannon Hunter	N	0
42	Linked In	N	5
43	Media Alliance PO Box 980908 Houston, Texas 77098 Phone : 713-663-4613 Url : <a href="https://www.mediaalliancehouston.org/">https://www.mediaalliancehouston.org/</a> Job Posting Manual Posting	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
44	Media Bistro 475 Park Avenue South 4th Floor New York, New York 10016 Job Posting Manual Posting	N	0
45	Media Line PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Mark Shilstone Manual Posting	N	0
46	Media Recruiters - Magid 20456 E. Orchard Place Centennial, Colorado 80016 Phone : 303-400-5150 Alan Oldfield Manual Posting	N	0
47	Mounting Horizons 18062 FM 529 #151 Cypress, Texas 77433 Phone : 713-510-8755 Email : <a href="mailto:khatcher@mountinghorizons.org">khatcher@mountinghorizons.org</a> Carol Lazard	N	0
48	National Association of Black Journalists 8701-A Adelphi Rd Adelphi, Maryland 20783 Phone : 202-429-5498 Email : <a href="mailto:asmith@nab.org">asmith@nab.org</a> Amanda Smith	N	0
49	National Association of Hispanic Journalists 1000 National Press Building Washington, District of Columbia 20045 Phone : 202-662-7145 Email : <a href="mailto:kolivas@nahj.org">kolivas@nahj.org</a> Kevin Olivas	N	0
50	NID Housing Counseling Agency 10101 Fondren STE 260 Houston, Texas 77096 Phone : 713-931-3344 Email : <a href="mailto:nidhousingcounselor@gmail.com">nidhousingcounselor@gmail.com</a> Job Posting	N	0
51	Other Source	N	1



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52	Poynter Online 801 Third Street South St. Petersburg, Florida 33701 Url : <a href="http://www.poynter.org">http://www.poynter.org</a> Job Posting Manual Posting	N	0
53	Prairie View A&M University Alumni Association PO Box 2875 Prairie View, Texas 77446 Phone : 936-857-5817 Email : <a href="mailto:pvamualumni@sbcglobal.net">pvamualumni@sbcglobal.net</a> Cleo Sharp	N	0
54	Production Hub 1806 Hammerlin Ave Winter Park, Florida 32789 Phone : 877-629-4122 Job Posting Manual Posting	N	0
55	Radio Television News Director Association (RTNDA) 1600 K St. NW STE 700 Washington, District of Columbia 20006 Phone : 202-659-6510 Deborah Potter Manual Posting	N	0
56	Rick Gevers PO Box 577 Zionsville, Indiana Phone : 317-769-7900 Rick Givers Manual Posting	N	0
57	San Jacinto College North 5800 Uvalde Rd Houston, Texas 77049 Phone : 281-459-7159 Email : <a href="mailto:mary.smith@sjcd.edu">mary.smith@sjcd.edu</a> Mary Smith	N	0
58	Self Referral	N	4
59	SND Publishing LLC 600 W. Peachtree St. NW Atlanta, Georgia 30308 Url : <a href="http://www.spotsndots.com/">http://www.spotsndots.com/</a> Job Posting Manual Posting	N	0

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60	St. John Vianney Catholic Church 625 Nottingham Oaks Trail Houston, Texas 77079 Phone : 281-497-1500 Email : vclinton@stjohnvianney.org Vivian Clinton	N	0
61	Station Website	N	24
62	Talent Agency - Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : bille@michaelsmedia.com Michael Bille	N	0
63	Talent Agent - Evolution Media Group 155 Woodbury Rd Woodbury, New York 11797 Phone : 516-367-2600 Job Posting Manual Posting	N	0
64	Talent Agent - Headline Media TV 888 Seventh Ave. STE 503 New York, New York 10106 Phone : 212-728-2010 Job Posting Manual Posting	N	0
65	Talent Agent - IF Management 152 West 57th St. 14th Floor New York, New York 10019 Carol Perry Manual Posting	N	0
66	Talent Agent - Joel Weisman Weisman Media 1901 Raymond Drive Northbrook, Illinois 60062 Phone : 847-400-5900 Joel Weisman Manual Posting	N	0
67	Talent Agent - Ken Linder Agency 2029 Century Park STE 100 Los Angeles, California 90067 Phone : 310-277-9223 Job Posting Manual Posting	N	0

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68	Talent Agent - N.H. Bienstock Company 250 West 57th Street Suite 333 New York, New York 10107 Phone : 212-765-3040 Peter Goldberg Manual Posting	N	0
69	Talent Agent - Napoli Management Group 8844 W. Olympic Blvd. STE 100 Beverly Hills, California 90211 Phone : 310-385-8222 Liz Sherwin Manual Posting	N	0
70	Talent Agent - Robert Miggins, Recruiter 6414 Senford Ave Los Angeles, California 90056 Phone : 310-641-4292 Robert Miggins Manual Posting	N	0
71	Talent Agent - TV NewsCheck PO Box 565 Chatham, New Jersey Phone : 215-901-9495 Job Posting Manual Posting	N	0
72	Talent Agent - Willinger Talent Agent 875 Avenue of the Americas New York, New York 10001 Phone : 212-695-1950 Gregg Willinger Manual Posting	N	0
73	Talent Agents 3 N. Court St. Frederick, Maryland 21701 Phone : 301-668-1511 T. Dolan Manual Posting	N	0
74	Talent Dynamics 8828 Stemmons STE 510 Dallas, Texas 75247 Job Posting Manual Posting	N	0

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75	Talent Zoo 1736 Defoor Place NW Atlanta, Georgia 30318 Phone : 404-607-1955 Url : <a href="http://www.talentzoo.com">http://www.talentzoo.com</a> Job Posting Manual Posting	N	0
76	Texas Association of Broadcasters (TAB) 502 E. 11th St. STE 200 Austin, Texas 78701 Phone : 512-322-9944 Url : <a href="http://www.tab.org">http://www.tab.org</a> Email : <a href="mailto:craig@tab.com">craig@tab.com</a> Craig Bean	N	0
77	Texas Department of Assistive & Rehabilitative Services 1919 North Loop West STE 330 Houston, Texas 77008 Phone : 713-802-3167 Email : <a href="mailto:randy.lewis@dars.state.tx.us">randy.lewis@dars.state.tx.us</a> Randy Lewis	N	0
78	Texas Southern University 3100 Cleburne Ave. Houston, Texas 77004 Phone : 713-313-1852 T. Russell Manual Posting	N	0
79	Texas Workforce Commission - Houston 600 Jefferson Houston, Texas 77002 Phone : 713-590-2665 Email : <a href="mailto:houstonjobs@twc.state.tx.us">houstonjobs@twc.state.tx.us</a> D. Garcia	N	0
80	Texas Workforce Commission - Waller Office 40644 Highway 290 Business Waller, Texas 77484 Phone : 936-931-3987 Email : <a href="mailto:lashan.arceneaux@gmail.com">lashan.arceneaux@gmail.com</a> LaShan Arceneaux	N	0

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81	The Art Institute 4140 Southwest Freeway Houston, Texas 77027 Phone : 713-623-2040 Url : <a href="http://www.artinstitutes.edu/houston">http://www.artinstitutes.edu/houston</a> Email : <a href="mailto:mkrobinson@aii.edu">mkrobinson@aii.edu</a> Mary Kate Robinson	N	0
82	TV Jobs PO Box 4116 Oceanside, California 92502 Phone : 800-374-0119 Email : <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a> Job Posting	N	0
83	University of Houston 4800 Calhoun Houston, Texas 77004 Phone : 713-743-5123 Email : <a href="mailto:ctonewinn@uh.edu">ctonewinn@uh.edu</a> C. Winn	N	0
84	University of Houston Career Services 106 Student Service Center 1 Houston, Texas 77204 Phone : 713-743-5088 Email : <a href="mailto:hgodgrey@central.uh.edu">hgodgrey@central.uh.edu</a> Helen Godfrey	N	0
85	William Morris Agency 1325 Avenue of the Americas New York, New York 10019 Phone : 212-903-1100 Job Posting Manual Posting	N	0
86	Windsor Village United Methodist Church 6011 W. Orem Dr. Houston, Texas 77085 Phone : 713-723-8187 Url : <a href="http://www.kingdombuilders.com">http://www.kingdombuilders.com</a> Email : <a href="mailto:jwhite@wvumc.com">jwhite@wvumc.com</a> Kirbijon Caldwell	N	0

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<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>
87	Women in Film & Television PO Box 981104 Houston, Texas 77098 Phone : 713-788-8075 Email : cynthia.neely7@gmail.com Cynthia Neely	N	0
88	Workforce Solutions - Downtown 600 Jefferson Houston, Texas 77002 Email : tammylyn.alexander@wrksolutions.com Tammylyn Alexander	N	0
89	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>56</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	3/21/2019	Provision of training to management	Brand Health Summit The five-day event brought leaders together from administration, marketing, news and promotions to better understand the impact of brand health on audience interest and loyalty, as well as employee engagement. Discussed and learned best practices during presentations and breakout groups, and a real-time research project which included evaluating brand initiatives and interview customers and retailers.	3	General Manager News Director Robyn Keeney
2	3/24/2019	Participation in events or programs sponsored by educational institutions	Memorial H.S. Journalism classes conducted by on-air Anchor to provide career advice for aspiring journalists and anchors.	1	Anchor
3	3/26/2019	Establishment of training programs for station personnel	Three (3) TEGNA Tag Board Training sessions were hosted by Corporate Tag Board Team to help stations tell their stories in a unique way. Participants included on-air producers, newsroom, promotions, and engineering staff.	30	Content Staff Content Staff Content Staff
4	4/2/2019	Participation in events or programs sponsored by educational institutions	Sports Anchor addressed a communications media class at the UH School of Communications. Anchor covered his career path in sports broadcasting as well as other opportunities in television. A Q&A was conducted after presentation.	1	Anchor
5	4/16/2019	Provision of training to management	TEGNA Innovation Summit April 16-18, 2019 Innovation Summit where employees from across the country came to brainstorm new content ideas for shows, segment pilots and discuss how to have better working news rooms. Discussed options for greater audience involvement, how to get our talent noticed, how to gain audience trust and how to report hard issues without being too negative. Many pilot projects that are in full swing (i.e., The Loop) came from ideas generated at the Innovation Summit.	1	News Director

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
6	4/16/2019	Establishment of training programs for station personnel	Innovation Summit where employees from across the country came to brainstorm new content ideas for shows, segment pilots and discuss how to have better working news rooms. Discussed options for greater audience involvement, how to get our talent noticed, how to gain audience trust and how to report hard issues without being too negative. Many pilot projects that are in full swing (i.e., The Loop) came from ideas generated at the Innovation Summit.	3	General Manager News Director Marketing Director
7	4/18/2019	Participation in events or programs sponsored by educational institutions	Career Day at Intermediate School included presentation about career opportunities in broadcasting.	1	Multi Skilled Journalist
8	4/30/2019	Participation in events or programs sponsored by educational institutions	YES Prep North Central Career Networking Event allowed students an opportunity to learn about various careers in different industries including broadcast media. Journalist spoke about her career track and journalism.	1	Multi Skilled Journalist
9	5/28/2019	Participation in events or programs sponsored by educational institutions	Willow Creek Elementary Career Day attended by station Multi Skilled Journalist who discussed career opportunities in broadcasting.	1	Multi Skilled Journalist
10	6/3/2019	Establishment of an intern program designed to assist members of the community	KHOU actively recruits students attending accredited colleges and universities for the station's Internship Program. The program offers student/intern active participation in a professional broadcast setting. The intern experiences the live work environment gaining real-world hands on experience that cannot be obtained in the classroom. These paid interns also earn academic credit for their participation in the program. Internships primarily support news and marketing, but can touch other departments as well. During the reporting period, KHOU hired and trained 3 intern(s) for three month assignments.	3	Content Manager News Room Manager Digital Manager



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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
11	6/12/2019	Establishment of training programs for station personnel	IRE Conference and Training offered to innovative investigators selected to attend sessions designed to revolutionize local news investigations.	7	Executive Producer Investigative Journalist Digital Content Producer Photographer
12	6/17/2019	Establishment of training programs for station personnel	TEGNA Producer Academy June 17-21,2019 Offers participants a full week of leadership training and discussions. Goal is for future leaders to help shape, develop and impact the media industry and audiences.	1	Executive Producer
13	6/18/2019	Establishment of training programs for station personnel	Content Summit June 18 -21, 2019 Participants include News, Digital, Marketing Directors and General Managers at TEGNA HQ. Over the course of four days, leaders focused on new ways to examine and transform content, shared transformation journeys and best practices across all platforms, trained on ethics and social media policies and capitalized on networking and recruitment opportunities.	3	News Director Digital Marketing Manager Marketing Director
14	7/15/2019	Establishment of training programs for station personnel	Conflicts of Interest Survey July 15-August 2,2019 "Integrity is a core value at TEGNA. As a media company, we must comply with all laws and take the necessary safeguards to prevent any action or association that may adversely impact our business and the trusted information and services we provide to our communities. Knowing, understanding and abiding by our TEGNA Ethics Policy is fundamental to our ability to serve our communities with the highest of standards. Because it is critical that we hold ourselves to the highest levels of ethics and professionalism, we require all employees to complete "Conflicts of Interest: Protecting Company Interests" training as well as a brief survey on ethics."	195	Director, Marketing Manager, Digital Video Editor Producer

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15	7/20/2019	Participation in events or programs sponsored by educational institutions	Texas A&M Journalism Workshop conducted by station Multi Skilled Journalist to provide an overview of writing in broadcast as well as career opportunities.	1	Multi Skilled Journalist
16	8/8/2019	Sponsorship of events in the community designed to increase public awareness	Stop the Bleed Training Facilitated by: Healthcare providers from Red Duke Trauma Institute at Memorial Herman and Children's Memorial Herman Hospital Uncontrolled bleeding is the No. 1 cause of preventable death from trauma. "Stop the Bleed" is a national initiative by The Hartford Consensus supported by the American College of Surgeons Committee on Trauma, The Committee on Tactical Combat Casualty Care and the National Association of Emergency Medical Technicians. This national effort aims to train first responders and civilians to: recognize life-threatening bleeding, and appropriately stop the bleed	1	Marketing Director
17	8/20/2019	Establishment of training programs for station personnel	Social Discovery Training August 20-21,2019 Two day sessions dedicated to showing digital content participants investigative solutions for the capture and analysis of social media content on the internet and various social media platforms.	1	Executive Digital Producer
18	1/15/2020	Establishment of training programs for station personnel	Disinformation Training January 15-16,2020 Key content newsroom staff across TEGNA stations were invited to Corporate to participate in two-day, Train-The-Trainer sessions. Training addressed techniques of how to identify false information and how best to stop the spread of that information, especially on social platforms.	2	Executive Producer Digital Director

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19	1/16/2020	Establishment of training programs for station personnel	Byte Back Challenge January 16-31, 2020 When it comes to cyber security, TEGNA, like other companies, works around the clock to prevent IT security breaches and ensure the confidentiality and integrity of our business systems. All of us must be vigilant and savvy when it comes to identifying attempts to gain access to our network or confidential information. To help, TEGNA launched an annual Byte Back Security Awareness Campaign in January to help them understand TEGNA's IT standards and procedures, employee's role in keeping us safe from attacks, and how to incorporate security practices into their daily work routine. Every employee was required to take the Byte Back Challenge to test their knowledge on how they can prevent cyber attacks. The challenge is a seven-question online simulation based on the topics featured throughout the campaign.	183	General Manager News Director Regional Digital Director Multi Skilled Journalist
20	2/19/2020	Establishment of training programs for station personnel	Talent Coaching & Writing Sessions were conducted by outside consultant for on-air anchors, reporters, program hosts, traffic, weather and sports to improve writing, editing and presentation skills.	15	Meteorologist Multi Skilled Journalist Executive Producer Traffic Anchor
21	2/26/2020	Establishment of training programs for station personnel	KHOU Disinformation Training February 26-28,2020 Content newsroom staff were trained on techniques of how to identify false information and how best to stop the spread of that information, especially on social media platforms.	30	Multi Skilled Journalist Anchor Executive Producer Operations Manager