

**Grantee Information**

<b>ID</b>	1874
<b>Grantee Name</b>	KUHT-TV
<b>City</b>	Houston
<b>State</b>	TX
<b>Licensee Type</b>	University

**1.1 Employment of Full-Time Television and Joint Employees**Jump to question: **1.1** ▼

Please enter the number of FULL-TIME TELEVISION and JOINT employees in the grids below.  
The first grid includes all female employees, the second grid includes all male employees,  
and the last grid includes all persons with disabilities.

**1.1 Employment of Full-Time Television and Joint Employees**Jump to question: **1.1** ▼

Major Job Category / Job Code / Joint Employee	African American Females	Hispanic Females	Native American Females	Asian/Pacific Females	White, Non-Hispanic Females	Total
Officials - 1000 - TV Only	0	0	0	0	0	0
Officials - 1000 - Joint	0	2	0	0	1	3
Managers - 2000 - TV Only	0	0	0	0	0	0
Managers - 2000 - Joint	1	1	0	0	2	4
Professionals - 3000 - TV Only	1	0	0	0	2	3
Professionals - 3000 - Joint	2	0	0	1	4	7
Technicians - 4000 - TV Only	0	0	0	0	0	0
Technicians - 4000 - Joint	0	0	0	0	0	0
Sales Workers - 4500 - TV Only	0	0	0	0	0	0
Sales Workers - 4500 - Joint	0	0	0	0	0	0
Office and Clerical - 5100 - TV Only	0	0	0	0	0	0
Office and Clerical - 5100 - Joint	4	5	0	0	7	16
Craftpersons (Skilled) - 5200 - TV Only	0	0	0	0	0	0
Craftpersons (Skilled) - 5200 - Joint	0	0	0	0	0	0
Operatives (Semi-Skilled) - 5300 - TV Only	0	0	0	0	1	1
Operatives (Semi-Skilled) - 5300 - Joint	0	0	0	0	0	0
Laborers (Unskilled) - 5400 - TV Only	0	0	0	0	0	0
Laborers (Unskilled) - 5400 - Joint	0	0	0	0	0	0
Service Workers - 5500 - TV Only	0	0	0	0	0	0
Service Workers - 5500 - Joint	0	0	0	0	0	0
<b>Total</b>	<b>8</b>	<b>8</b>	<b>0</b>	<b>1</b>	<b>17</b>	<b>34</b>

**1.1 Employment of Full-Time Television and Joint Employees**Jump to question: **1.1** ▼

Major Job Category / Job Code / Joint Employee	African American Males	Hispanic Males	Native American Males	Asian/Pacific Males	White, Non-Hispanic Males	Total
Officials - 1000 - TV Only	0	0	0	0	0	0
Officials - 1000 - Joint	0	0	0	0	2	2
Managers - 2000 - TV Only	0	1	0	0	0	1
Managers - 2000 - Joint	0	1	0	0	1	2
Professionals - 3000 - TV Only	0	0	0	0	8	8
Professionals - 3000 - Joint	0	0	0	0	4	4
Technicians - 4000 - TV Only	0	1	0	1	7	9
Technicians - 4000 - Joint	0	0	0	0	2	2
Sales Workers - 4500 - TV Only	0	0	0	0	0	0
Sales Workers - 4500 - Joint	0	0	0	0	0	0
Office and Clerical - 5100 - TV Only	0	0	0	0	0	0
Office and Clerical - 5100 - Joint	0	2	0	0	1	3

Craftspersons (Skilled) - 5200 - TV Only	0	0	0	0	0	0
Craftspersons (Skilled) - 5200 - Joint	0	0	0	0	0	0
Operatives (Semi-Skilled) - 5300 - TV Only	1	0	0	0	0	1
Operatives (Semi-Skilled) - 5300 - Joint	0	0	0	0	0	0
Laborers (Unskilled) - 5400 - TV Only	0	0	0	0	0	0
Laborers (Unskilled) - 5400 - Joint	0	0	0	0	0	0
Service Workers - 5500 - TV Only	0	0	0	0	0	0
Service Workers - 5500 - Joint	0	0	0	0	0	0
Total	1	5	0	1	25	32

1.1 Employment of Full-Time Television and Joint Employees

Jump to question: 1.1

Major Job Category / Job Code	Persons with Disabilities
Officials - 1000 - TV Only	0
Officials - 1000 - Joint	0
Managers - 2000 - TV Only	0
Managers - 2000 - Joint	0
Professionals - 3000 - TV Only	0
Professionals - 3000 - Joint	0
Technicians - 4000 - TV Only	0
Technicians - 4000 - Joint	0
Sales Workers - 4500 - TV Only	0
Sales Workers - 4500 - Joint	0
Office and Clerical - 5100 - TV Only	0
Office and Clerical - 5100 - Joint	0
Craftspersons (Skilled) - 5200 - TV Only	0
Craftspersons (Skilled) - 5200 - Joint	0
Operatives (Semi-Skilled) - 5300 - TV Only	0
Operatives (Semi-Skilled) - 5300 - Joint	0
Laborers (Unskilled) - 5400 - TV Only	0
Laborers (Unskilled) - 5400 - Joint	0
Service Workers - 5500 - TV Only	0
Service Workers - 5500 - Joint	0
Total	0

1.1 Employment of Full-Time Television and Joint Employees

Jump to question: 1.1

Please enter the gender and ethnicity of each person with disabilities listed above (e.g. 1 African American female).

1.2 Major Programming Decision Makers

Jump to question: 1.2

Of the full-time employees reported in Question 1.1, how many, including the station general manager, have responsibility for making major programming decisions?

	African American	Hispanic	Native American	Asian/Pacific	White, Non-Hispanic	Total
Female Major Programming Decision Makers	0	2	0	0	0	2
Male Major Programming Decision Makers	0	0	0	0	1	1
Total	0	2	0	0	1	3

1.2 Major Programming Decision Makers

Jump to question: 1.2

Please report by gender and ethnic or racial group the headcount of full-time employees having responsibility for making major programming decisions. Include the station general manager if appropriate. Major programming decisions include decisions about program acquisition and production, program development, on-air program scheduling, etc. This item should result in a double-counting of some full-time employees; employees having the responsibility for making major programming decisions should be included in the counts for this item and again, by job category above, in the full-time employee Question 1.1.

1.3 Employment of Part-Time Television and Joint Employees

Jump to question: 1.3

Please enter the number of PART-TIME employees, both TV-only and Joint, in the grids below. The first grid includes all female employees, the second grid includes all male employees, and the last grid includes all persons with disabilities.

1.3 Employment of Part-Time Television and Joint Employees

Jump to question: 1.3

Major Job Category / Job Code	African American Females	Hispanic Females	Native American Females	Asian/Pacific Females	White, Non-Hispanic Females	Total
Officials - 1000	0	0	0	0	0	0
Managers - 2000	0	0	0	0	0	0
Professionals - 3000	0	0	0	0	0	0
Technicians - 4000	0	0	0	0	0	0
Sales Workers - 4500	0	0	0	0	0	0
Office and Clerical - 5100	0	0	0	0	1	1
Craftspersons (Skilled) - 5200	0	0	0	0	0	0
Operatives (Semi-skilled) - 5300	1	1	0	0	3	5
Laborers (Unskilled) - 5400	0	0	0	0	0	0
Service Workers - 5500	0	0	0	0	0	0
Total	1	1	0	0	4	6

1.3 Employment of Part-Time Television and Joint Employees						Jump to question: 1.3
Major Job Category / Job Code	African American Males	Hispanic Males	Native American Males	Asian/Pacific Males	White, Non-Hispanic Males	Total
Officials - 1000	0	0	0	0	0	0
Managers - 2000	0	0	0	0	0	0
Professionals - 3000	0	0	0	0	1	1
Technicians - 4000	0	0	0	0	0	0
Sales Workers - 4500	0	0	0	0	0	0
Office and Clerical - 5100	1	0	0	0	0	1
Craftspersons (Skilled) - 5200	0	0	0	0	0	0
Operatives (Semi-skilled) - 5300	2	1	0	0	5	8
Laborers (Unskilled) - 5400	0	0	0	0	0	0
Service Workers - 5500	0	0	0	0	0	0
Total	3	1	0	0	6	10

1.3 Employment of Part-Time Television and Joint Employees		Jump to question: 1.3
Major Job Category / Job Code	Persons with Disabilities	
Officials - 1000	0	
Managers - 2000	0	
Professionals - 3000	0	
Technicians - 4000	0	
Sales Workers - 4500	0	
Office and Clerical - 5100	0	
Craftspersons (Skilled) - 5200	0	
Operatives (Semi-skilled) - 5300	0	
Laborers (Unskilled) - 5400	0	
Service Workers - 5500	0	
Total	0	

1.4 Part-Time Employment	Jump to question: 1.4
Of all the part-time employees listed in Question 1.3, how many worked less than 15 hours per week and how many worked 15 or more hours per week, but not full time?	

1.4 Part-Time Employment	Jump to question: 1.4
Number working less than 15 hours per week	0

1.4 Part-Time Employment	Jump to question: 1.4
Number working 15 or more hours per week	16

1.5 Full-Time Hiring	Jump to question: 1.5
Enter the number of full-time employees in each category hired during the fiscal year. (Do not include internal promotions, but do include employees who changed from part-time to full-time status during the fiscal year.)	

1.5 Full-Time Hiring	Jump to question: 1.5
No full-time employees were hired (check here if applicable)	<input type="checkbox"/>

1.5 Full-Time Hiring	Jump to question: 1.5
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Major Job Category / Job Code	Minority Female	Non-Minority Female	Minority Male	Non-Minority Male	Total
Officials - 1000	0	1	0	0	1
Managers - 2000	0	1	0	0	1
Professionals - 3000	2	0	0	1	3
Technicians - 4000	0	0	0	0	0
Sales Workers - 4500	0	0	0	0	0
Office / Service Workers - 5100-5500	7	1	1	0	9
Total	9	3	1	1	14

1.6 Full-Time and Part-Time Job Openings

Jump to question: 1.6

Enter the total number of full-time and part-time openings that occurred during the fiscal year. Include both vacancies in previously filled positions and newly created positions. Include all positions that became available during the fiscal year, regardless of whether they were filled during the year. If a job opening was filled during the year, include it regardless of whether it was filled by an internal or an external candidate. Do not include as job openings any positions created through the promotion of an employee who stays in essentially the same job but has a different title (i.e. where there was no vacancy or newly created position to be filled). If no full-time or part-time job openings occurred, please enter zero.

1.6 Full-Time and Part-Time Job Openings

Jump to question: 1.6

Number of full-time and part-time job openings

10

1.7 Hiring Contractors

Jump to question: 1.7

During the fiscal year, did you hire independent contractors to provide any of the following services?

1.7 Hiring Contractors

Jump to question: 1.7

Check all that apply

None

☐

Development Activities

☒

Legal Services

☒

Human Resources Services

☐

Accounting/Payroll Services

☒

Computer Operations

☒

Engineering

☒

Comments

Question	Comment
	Section 1 - 3 per HR representative Christy Pennington

2.1 Average Salaries FULL TIME EMPLOYEES ONLY

Jump to question: 2.1

	# of Employees	Avg. Annual Salary	Average Tenure
<a href="#">Chief Executive Officer</a> - TV Only		\$ 0	0
Chief Executive Officer - Joint	1.00	\$ 283,242	5
<a href="#">Chief Operations Officer</a> - TV Only		\$ 0	0
Chief Operations Officer - Joint	2.00	\$ 128,003	3
<a href="#">Chief Financial Officer</a> - TV Only		\$ 0	0
Chief Financial Officer - Joint		\$ 0	0
<a href="#">Publicity, Program Promotion Chief</a> - TV Only		\$ 0	0
Publicity, Program Promotion Chief - Joint	1.00	\$ 76,500	3
<a href="#">Communication and Public Relations, Chief</a> - TV Only		\$ 0	0
Communication and Public Relations, Chief - Joint		\$ 0	0
<a href="#">Programming Director</a> - TV Only		\$ 0	0
Programming Director - Joint		\$ 0	0
<a href="#">Production, Chief</a> - TV Only		\$ 0	0
Production, Chief - Joint		\$ 0	0
<a href="#">Executive Producer</a> - TV Only	2.00	\$ 72,613	3
Executive Producer - Joint		\$ 0	0
<a href="#">Producer</a> - TV Only	2.00	\$ 55,782	8
Producer - Joint		\$ 0	0
<a href="#">Director - (Television Production ONLY)</a>		\$ 0	0
<a href="#">Development, Chief</a> - TV Only		\$ 0	0
Development, Chief - Joint		\$ 0	0
<a href="#">Member Services, Chief</a> - TV Only		\$ 0	0
Member Services, Chief - Joint	1.00	\$ 64,800	1
<a href="#">Membership Fundraising, Chief</a> - TV Only		\$ 0	0

Membership Fundraising, Chief - Joint	1.00	\$ 98,940	2
On-Air Fundraising, Chief - TV Only		\$ 0	0
On-Air Fundraising, Chief - Joint	1.00	\$ 73,542	3
Auction Fundraising, Chief - TV Only		\$ 0	0
Auction Fundraising, Chief - Joint		\$ 0	0
Underwriting, Chief - TV Only		\$ 0	0
Underwriting, Chief - Joint	1.00	\$ 84,048	4
Corporate Underwriting, Chief - TV Only		\$ 0	0
Corporate Underwriting, Chief - Joint		\$ 0	0
Foundation Underwriting, Chief - TV Only		\$ 0	0
Foundation Underwriting, Chief - Joint		\$ 0	0
Government Grants Solicitation, Chief - TV Only		\$ 0	0
Government Grants Solicitation, Chief - Joint		\$ 0	0
Operations and Engineering, Chief - TV Only		\$ 0	0
Operations and Engineering, Chief - Joint	1.00	\$ 91,800	2
Engineering Chief - TV Only	1.00	\$ 78,149	15
Engineering Chief - Joint		\$ 0	0
Broadcast Engineer 1 - TV Only		\$ 0	0
Broadcast Engineer 1 - Joint		\$ 0	0
Production Engineer - TV Only		\$ 0	0
Production Engineer - Joint		\$ 0	0
Facilities, Satellite and Tower Maintenance, Chief - TV Only		\$ 0	0
Facilities, Satellite and Tower Maintenance, Chief - Joint		\$ 0	0
Technical Operations, Chief - TV Only	1.00	\$ 56,663	3
Technical Operations, Chief - Joint		\$ 0	0
Education, Chief - TV Only		\$ 0	0
Education, Chief - Joint		\$ 0	0
Information Technology, Director - TV Only		\$ 0	0
Information Technology, Director - Joint		\$ 0	0
Instructional Services Director - TV Only		\$ 0	0
Parent / Pre-School Coordinator - TV Only		\$ 0	0
Volunteer Coordinator - TV Only		\$ 0	0
Volunteer Coordinator - Joint		\$ 0	0
News / Current Affairs Director - TV Only		\$ 0	0
News / Current Affairs Director - Joint		\$ 0	0
Announcer / On-Air Talent - TV Only	1.00	\$ 76,000	21
Announcer / On-Air Talent - Joint	2.00	\$ 64,007	7
Reporter - TV Only		\$ 0	0
Reporter - Joint	1.00	\$ 55,210	4
Cinema / Videographer - TV Only	2.00	\$ 60,878	29
Video Film Editor - TV Only	1.00	\$ 51,000	3
Unit / Studio Supervisor - TV Only		\$ 0	0
Public Information Assistant - TV Only		\$ 0	0
Public Information Assistant - Joint		\$ 0	0
Broadcast Supervisor - TV Only		\$ 0	0
Broadcast Supervisor - Joint		\$ 0	0
Director of Continuity / Traffic - TV Only		\$ 0	0
Director of Continuity / Traffic - Joint	1.00	\$ 49,730	6
Events Coordinator - TV Only		\$ 0	0
Events Coordinator - Joint	1.00	\$ 47,476	3
Web Administrator/Web Master - TV Only		\$ 0	0
Web Administrator/Web Master - Joint	1.00	\$ 71,043	3
Total	25.00	1,639,426	128

Comments

Question	Comment

Question

Comment

No Comments for this section

3.1 Governing Board Method of Selection

Jump to question: 3.1

Enter the number of governing board members (including the chairperson and both voting and non-voting ex-officio members) who are selected by the following methods:

3.1 Governing Board Method of Selection

Jump to question: 3.1

Ex-Officio (Automatic membership because of another office held)

0

3.1 Governing Board Method of Selection

Jump to question: 3.1

Appointed by government legislative body (including school board) or other government official (e.g. governor)

10

3.1 Governing Board Method of Selection

Jump to question: 3.1

Elected by community/membership

0

3.1 Governing Board Method of Selection

Jump to question: 3.1

Elected by board of directors itself (self-perpetuating body)

0

3.1 Governing Board Method of Selection

Jump to question: 3.1

Other (please specify below)

0

3.1 Governing Board Method of Selection

Jump to question: 3.1

3.1 Governing Board Method of Selection

Jump to question: 3.1

Total number of board members (Automatic total of the above)

10

3.2 Governing Board Members

Jump to question: 3.2

Please report the racial or ethnic group of the members of your governing board by gender. Please also report the number of governing board members with a disability.

3.2 Governing Board Members

Jump to question: 3.2

For minority group identification, please refer to "Instructions and Definitions" in the Employment subsection.

3.2 Governing Board Members

Jump to question: 3.2

	African American	Hispanic	Native American	Asian / Pacific	White, Non-Hispanic	Total
Female Board Members	0	1	0	0	1	2
Male Board Members	1	0	0	1	6	8
Total	1	1	0	1	7	10

3.2 Governing Board Members

Jump to question: 3.2

Number of Vacant Positions

0

3.2 Governing Board Members

Jump to question: 3.2

Total Number of Board Members (Total should equal the total reported in Question 3.1.)

10

3.2 Governing Board Members

Jump to question: 3.2

Number of Board Members with disabilities

0

Comments

Question

Comment

Section 4 per Josh Adams email

4.1 Local Community Outreach

Jump to question: 4.1

In what local community outreach or educational activities has your station been involved this year that supports unserved or underserved audiences? Please describe in detail: outcomes, audience served, community response.

TV8 coordinates with more than 1,000 schools across 42 counties for the second largest spelling bee in the country. The effort starts at the beginning of the school year and concludes with a live broadcast of the top 55 spellers from the diverse region. For 21 years, HPM has presented a writing contest for children in the hugely diverse Houston region. HPM also conducted hundreds of station tours, the majority of them dedicated to different children's groups including Boy Scouts and Girl Scouts. HPM hosted a series of town hall discussions and documentary screenings with community partners and experts on LGBTQ diversity, police race relations and politics.

4.2 Production Activity

Jump to question: 4.2

In what production activity has you station been involved that supports unserved or underserved audiences?

TV 8 works in close partnership with sister stations News 88.7 and our digital properties to cover important educational stories across all platforms. TV 8 produces local programs that serve all Houstonians. In fiscal year 2016, Red White and Blue covered the presidential election. The program also has a digital initiative called Political Perspectives that expanded the topics covered to serve the greater Houston Community. HPM hosted a series of town hall discussions and documentary screenings with community partners and experts on LGBTQ diversity, police race relations and politics. HPM also airs children's programming 24x7x365 on the 8.3 digital sub channel.

4.3 Program Content in Other Languages

Jump to question: 4.3

Do you provide program content in languages other than English? If so, please list your services in this area

Houston Public Media broadcasts Vme, the first and only Spanish broadcast television network in association with public television stations. We also offer SAP programming when available.

4.4 Governance Structure

Jump to question: 4.4

Please describe your station's governance structure. Please include information about your station's Board of Directors, Advisory Boards or Panels, Community Boards or Panels, and the Committee Structure under each of these entities. Your response should include but is not limited to:  
What are the direct and indirect reporting relationships?

What committees are active and what is their function?  
Does your Board have an Audit and Finance Committee?  
What are the roles and responsibilities of these Boards, Panels and/or Committees? Etc.

The University of Houston Board of Regents is the governing body of the University of Houston System as authorized by the Texas Legislature according to Section 111.11 of the Texas Education Code. The Board of Regents is the licensee. The Board has fiduciary responsibility for the station as well as the University. The station reports to the board via upper administration of the University (Asst. Vice Chancellor/Vice President for Outreach & University Planning). The BOR consists of the Executive Committee and three standing committees...Academic and Student Affairs, University Advancement and Administration and Finance. The Administration and Finance reviews the station's annual audit and also approves the station's annual budget.

4.5 Community Outreach Jump to question: 4.5

CPB is interested in learning more about stations' significant activities planned for the upcoming year - both broadcast and beyond broadcast. What types of on-air programs and off-air activities are you planning in the upcoming year that will connect your station more closely with your community? What goals are you setting in conjunction with these initiatives, and how will you measure your success?

Houston Public Media will host community screenings geared toward veterans in conjunction with Ken Burns' national production. We will also host a traveling Vietnam Wall, "The Wall that Heals," for veterans. The wall will feature collaboration with local veteran groups and community partners. We are offering a 4 part special featuring life in Vietnam and life in Houston. . We will measure success by the number of veterans we are able to mobilize and impact, these metrics will be compared to the success levels at other similarly sized UH cities with similar veteran populations. The Houston Public Media Spelling Bee will welcome 50 students and their families to the station for a 2-part broadcast /community event .

Comments

Question	Comment
No Comments for this section	

5.1 Journalists Jump to question: 5.1

This section builds on the Census of Journalists conducted by CPB in the summer of 2010. These positions are the primary professional full-time, part-time or contract contributors to local journalism at your organization. The individuals in these positions will have had training in the standards and practices of fact-based news origination, verification, production and presentation. These are generally accepted titles for these positions but may not match position descriptions at your organization exactly. Please do your best to account for each professional journalist in your organization. Please do not count student or volunteer journalists.

5.1 Journalists										
Job Title	Full Time	Part Time	Contract	Male	Female	African-American	Hispanic	Native-American	Asian/Pacific	
News Director	0	0	0	0	0	0	0	0	0	
Assistant News Director	0	0	0	0	0	0	0	0	0	
Managing Editor	0	0	0	0	0	0	0	0	0	
Senior Editor	0	0	0	0	0	0	0	0	0	
Editor	0	0	0	0	0	0	0	0	0	
Executive Producer	1	0	0	1	0	0	0	0	0	
Senior Producer	0	0	0	0	0	0	0	0	0	
Producer	4	0	0	1	3	1	0	0	0	
Associate Producer	0	0	0	0	0	0	0	0	0	
Reporter/Producer	0	0	0	0	0	0	0	0	0	
Host/Reporter	0	0	0	0	0	0	0	0	0	
Reporter	0	0	0	0	0	0	0	0	0	
Beat Reporter	0	0	0	0	0	0	0	0	0	
Anchor/Reporter	0	0	0	0	0	0	0	0	0	
Anchor/Host	3	1	0	4	0	0	0	0	0	
Videographer	0	0	0	0	0	0	0	0	0	
Video Editor	0	0	0	0	0	0	0	0	0	
Other positions not already accounted for	0	0	0	0	0	0	0	0	0	
Total	8	1	0	6	3	1	0	0	0	

Comments

Question	Comment
Section 5 per HR representative Christy Pennington	