

Grantee Information

ID

1627

Grantee Name

KUHF-FM

City

Houston

State

TX

Licensee Type

University

1.1 Employment of Full-Time Radio Employees

Jump to question: 1.1

Please enter the number of FULL-TIME RADIO 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 Radio 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						0
Managers - 2000						0
Professionals - 3000					4	4
Technicians - 4000						0
Sales Workers - 4500						0
Office and Clerical - 5100					1	1
Craftspersons (Skilled) - 5200						0
Operatives (Semi-Skilled) - 5300						0
Laborers (Unskilled) - 5400						0
Service Workers - 5500						0
Total	0	0	0	0	5	5

1.1 Employment of Full-Time Radio 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		0				0
Managers - 2000					1	1
Professionals - 3000	1	2			10	13
Technicians - 4000		1	1		3	5
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	1	3	1	0	14	19

1.1 Employment of Full-Time Radio Employees

Jump to question: 1.1

Major Job Category / Job Code / Joint Employee	Persons with Disabilities
Officials - 1000	
Managers - 2000	
Professionals - 3000	
Technicians - 4000	
Sales Workers - 4500	
Office and Clerical - 5100	
Craftspersons (Skilled) - 5200	
Operatives (Semi-Skilled) - 5300	

Laborers (Unskilled) - 5400

Service Workers - 5500

Total

0

1.1 Employment of Full-Time Radio 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

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.

1.2 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?

1.2 Major Programming Decision Makers

Jump to question: 1.2

	African American	Hispanic	Native American	Asian/Pacific	White, Non-Hispanic	Total
Female Major Programming Decision Makers		1				1
Male Major Programming Decision Makers					3	3
Total	0	1	0	0	3	4

1.3 Employment of Part-Time Radio Employees

Jump to question: 1.3

Please enter the number of PART-TIME 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.

1.3 Employment of Part-Time Radio 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
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	0	0	0	0	0

1.3 Employment of Part-Time Radio 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
Managers - 2000						0
Professionals - 3000	1				4	5
Technicians - 4000						0
Sales Workers - 4500						0
Office and Clerical - 5100						0
Craftspersons (Skilled) - 5200						0
Operatives (Semi-skilled) - 5300					2	2
Laborers (Unskilled) - 5400						0
Service Workers - 5500						0
Total	1	0	0	0	6	7

1.3 Employment of Part-Time Radio Employees

Jump to question: 1.3

Major Job Category / Job Code	Persons with Disabilities
Officials - 1000	
Managers - 2000	
Professionals - 3000	
Technicians - 4000	
Sales Workers - 4500	
Office and Clerical - 5100	
Craftspersons (Skilled) - 5200	
Operatives (Semi-skilled) - 5300	
Laborers (Unskilled) - 5400	
Service Workers - 5500	
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	7

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)

☐

Major Job Category / Job Code	Minority Female	Non-Minority Female	Minority Male	Non-Minority Male	Total
Officials - 1000					0
Managers - 2000					0
Professionals - 3000				1	1
Technicians - 4000					0
Sales Workers - 4500					0
Office / Service Workers - 5100-5500		1			1
Total	0	1	0	1	2

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	43

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?

Check all that apply	
Underwriting solicitation related activities	<input checked="" type="checkbox"/>
Direct Mail	<input checked="" type="checkbox"/>
Telemarketing	<input checked="" type="checkbox"/>
Other development activities	<input checked="" type="checkbox"/>
Legal services	<input checked="" type="checkbox"/>
Human Resource services	<input type="checkbox"/>
Accounting/Payroll	<input checked="" type="checkbox"/>
Computer operations	<input type="checkbox"/>
Website design	<input type="checkbox"/>
Website content	<input type="checkbox"/>

Broadcasting engineering	<input type="checkbox"/>
Engineering	<input type="checkbox"/>
Program director activities	<input type="checkbox"/>
None of the above	<input type="checkbox"/>

Comments

Question	Comment
	Margaret Martin,Gail Delaughter,Laura Isensee, Laurie Ramirez
	Elizabeth Trovall
	Edward Robinson
	Al Ortiz, Joshua Zinn
	Meza Mitchell
	James Byron
	Dave Fehling
	Todd Hulslander, Florian Martin, Travis Bubenik, Michael Hagerty, Andrew Schneider, David Pitman, Craig Cohen, Tom Carter, Eric Ladau, Davis Land
	James Beeler, James Pivero, Andrew Becknell
	Lisa Shumate
	Josh Adams, Dave Fehlnig, James Pivero
	Keith Myles
	Rand Crouch, Charles Scott, Jarrod Carroll, Rickey Standley (Temporary-Crouch & Scott)
	Brent Clanton, Steven Kalinowski
	Keith Myles/Rand Crouch, Charles Scott, Jarrod Carroll, Rickey Standley (Temporary-Crouch & Scott)
	Elizabeth Trovall
	Davis Land

2.1 Average Salaries FULL TIME EMPLOYEES ONLY			Jump to question: 2.1
	# of Employees	Avg. Annual Salary	Average Tenure
<u>Chief Executive Officer</u>		\$	
Chief Executive Officer - Joint	1.00	\$ 294,685	7
<u>Chief Operations Officer</u>		\$	
Chief Operations Officer - Joint	1.00	\$ 144,786	7
<u>Chief Financial Officer</u>		\$	
Chief Financial Officer - Joint		\$	
<u>Publicity, Program Promotion Chief</u>		\$	
Publicity, Program Promotion Chief - Joint	1.00	\$ 92,000	5
<u>Communication and Public Relations, Chief</u>		\$	
Communication and Public Relations, Chief - Joint		\$	
<u>Programming Director</u>	2.00	\$ 105,133	9
Programming Director - Joint		\$	
<u>Production, Chief</u>	1.00	\$ 68,862	15
Production, Chief - Joint		\$	
<u>Executive Producer</u>	1.00	\$ 90,203	6
Executive Producer - Joint	2.00	\$ 75,547	15
<u>Producer</u>	12.00	\$ 62,640	5
Producer - Joint	11.00	\$ 61,140	11
<u>Development, Chief</u>		\$	
Development, Chief - Joint		\$	
<u>Member Services, Chief</u>		\$	
Member Services, Chief - Joint		\$	
<u>Membership Fundraising, Chief</u>		\$	
Membership Fundraising, Chief - Joint		\$	
<u>On-Air Fundraising, Chief</u>		\$	
On-Air Fundraising, Chief - Joint		\$	
<u>Auction Fundraising, Chief</u>		\$	
Auction Fundraising, Chief - Joint		\$	
<u>Underwriting, Chief</u>		\$ 0	
Underwriting, Chief - Joint	1.00	\$ 100,000	6
<u>Corporate Underwriting, Chief</u>		\$	
Corporate Underwriting, Chief - Joint		\$	

Foundation Underwriting, Chief		\$		
Foundation Underwriting, Chief - Joint		\$		
Government Grants Solicitation, Chief		\$		
Government Grants Solicitation, Chief - Joint		\$		
Operations and Engineering, Chief		\$		
Operations and Engineering, Chief - Joint	1.00	\$	97,381	27
Engineering Chief	1.00	\$	86,657	4
Engineering Chief - Joint		\$		
Broadcast Engineer 1	2.00	\$	52,344	9
Broadcast Engineer 1 - Joint		\$		
Production Engineer		\$		
Production Engineer - Joint		\$		
Facilities, Satellite and Tower Maintenance, Chief		\$		
Facilities, Satellite and Tower Maintenance, Chief - Joint		\$		
Technical Operations, Chief	1.00	\$	58,952	4
Technical Operations, Chief - Joint		\$		
Education, Chief		\$		
Education, Chief - Joint		\$		
Information Technology, Director		\$		
Information Technology, Director - Joint		\$		
Volunteer Coordinator		\$		
Volunteer Coordinator - Joint		\$		
News / Current Affairs Director		\$		
News / Current Affairs Director - Joint		\$	0	
Music Director		\$		
Music Librarian/Programmer		\$		
Announcer / On-Air Talent	3.00	\$	71,422	16
Announcer / On-Air Talent - Joint		\$		
Reporter	1.00	\$	60,118	10
Reporter - Joint		\$		
Public Information Assistant		\$		
Public Information Assistant - Joint		\$		
Broadcast Supervisor		\$		
Broadcast Supervisor - Joint		\$		
Director of Continuity / Traffic		\$		
Director of Continuity / Traffic - Joint		\$		
Events Coordinator		\$		
Events Coordinator - Joint		\$		
Web Administrator/Web Master		\$		
Web Administrator/Web Master - Joint		\$		
Total	42.00	\$	1521870	156

Comments

Question	Comment
	Dave Fehling, James Pivero
	Todd Hulslander
	Craig Cohen
	Travis Bubenik, Michael Hagerty, Davis Land, Florian Martin, Margaret Martin, Al Ortiz, Laurie Ramirez, Edward Robinson, Andrew Schneider, Elizabeth Trovall, Joshua Zinn, Laura Isensee
	Andrew Bicknell
	James Byron, Mitchell Meza
	Rudy Gonzalez
	Tom Carter, Eric Ladau, David Pitman
	Gail Delalughter
	\$114,444 and \$95820.84
	\$61,200, \$64,812, \$45,000, \$50,366, \$54,438, \$72,308, \$76,128, \$82,514, \$75,452, \$45,780, \$49,394, \$74,285
	\$52,021, \$52,666
	\$56,838, \$76347.6, \$81,081

Question	Comment
	12 and 6
	2, 5, 1, 6, 5, 3, 17, 5, 8, 1, 5, 6
	15, 3
	8, 31, 9

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)

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)

3.1 Governing Board Method of Selection

Jump to question: 3.1

Elected by community/membership

3.1 Governing Board Method of Selection

Jump to question: 3.1

Other (please specify below)

3.1 Governing Board Method of Selection

Jump to question: 3.1

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

3.1 Governing Board Method of Selection

Jump to question: 3.1

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

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		1			1	2
Male Board Members	1			2	5	8
Total	1	1	0	2	6	10

3.2 Governing Board Members

Jump to question: 3.2

Number of Vacant Positions

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.)

3.2 Governing Board Members

Jump to question: 3.2

Number of Board Members with disabilities

Comments

Question	Comment
	Tilman J. Fertitta, Peter K. Taaffe, Durga D. Agrawal, Paula M. Mendoza, Beth Madison, Gerald W. McElvy, Doug Brooks, Jack B. Moore, Steve I. Chazen
	Andrew Z. Teoh
	Gerald W. McElvy
	Paula Mendoza
	Durga D. Agrawal, Andrew Z. Teoh
	Beth Madison
	Tilman J. Fertitta, Peter K. Taaffe, Doug H. Brooks,Jack Moore, Steven Chazen

4.1 Community Outreach Activities

Jump to question: 4.1

Did the grant recipient engage in any of the following community outreach services, and, if so, did the outreach activity have a specific, formal component designed to be of special service to either the educational community or minority and/or other diverse audiences?

4.1 Community Outreach Activities

Jump to question: 4.1

	Yes/No
Produce public service announcements?	No
Did the public service announcements have a specific, formal component designed to be of special service to the educational community?	No
Did the public service announcements have a specific, formal component designed to be of special service to the minority community and/or diverse audiences?	No
Broadcast community activities information (e.g., community bulletin board, series highlighting local nonprofit agencies)?	Yes

Did the community activities information broadcast have a specific, formal component designed to be of special service to the educational community?	Yes
Did the community activities information broadcast have a specific, formal component designed to be of special service to the minority community and/or diverse audiences?	No
Produce/distribute informational materials based on local or national programming?	Yes
Did the informational programming materials have a specific, formal component designed to be of special service to the educational community?	No
Did the informational programming materials have a specific, formal component designed to be of special service to the minority community and/or diverse audiences?	Yes
Host community events (e.g. benefit concerts, neighborhood festivals)?	No
Did the community events have a specific, formal component designed to be of special service to the educational community?	No
Did the community events have a specific, formal component designed to be of special service to the minority community and/or diverse audiences?	No
Provide locally created content for your own or another community-based computer network/web site?	Yes
Did the locally created web content have a specific, formal component designed to be of special service to the educational community?	No
Did the locally created web content have a specific, formal component designed to be of special service to the minority community and/or diverse audiences?	No
Partner with other community agencies or organizations (e.g., local commerical TV station, Red Cross, Urban League, school district)?	Yes
Did the partnership have a specific, formal component designed to be of special service to the educational community?	No
Did the partnership have a specific, formal component designed to be of special service to the minority community and/or diverse audiences?	No

Comments	
Question	Comment
No Comments for this section	

5.1 Radio Programming and Production

Jump to question: 5.1

Instructions and Definitions:

5.1 Radio Programming and Production

Jump to question: 5.1

About how many original hours of station program production in each of the following categories did the grant recipient complete this year? (For purposes of this survey, programming intended for national distribution is defined as all programming distributed or offered for distribution to at least one station outside the grant recipients local market.)

5.1 Radio Programming and Production	Jump to question: 5.1		
	For National Distribution	For Local Distribution/All Other	Total
Music (announcer in studio playing principally a sequence of musical recording)		0	0
Arts and Cultural (includes live or narrated performances, interviews, and discussions, in the form of extended coverage and broadcast time devote to artistic and/or cultural subject matter)		104	104
News and Public Affairs (includes regular coverage of news events, such as that produced by a newsroom, and public issues-driven listener participation, interview and discussion programs)		675	675
Documentary (includes highly produced longform stand alone or series of programs, principally devoted to in-depth investigation, exploration, or examination of a single or related multiple subject matter)		0	0
All Other (incl. sports and religious — Do NOT include fundraising)		0	0
Total	0	779	779

5.1 Radio Programming and Production

Jump to question: 5.1

Out of all these hours of station production during the year for about how many was a minority ethnic or racial group member in principal charge of the production? (Minority ethnic or racial groups refer to: African-American, Hispanic, Native American and Asian American/Pacific Islander.)

5.1 Radio Programming and Production

Jump to question: 5.1

Approx Number of Original Program Hours

Comments	
Question	Comment
No Comments for this section	

6.1 Telling Public Radio's Story

Jump to question: 6.1

The purpose of this section is to give you an opportunity to tell us and your community about the activities you have engaged in to address community needs by outlining key services provided, and the local value and impact of those services. Please report on activities that occurred in Fiscal Year 2018. Responses may be shared with Congress or the public. Grantees are required to post a copy of this report (Section 6 only) to their website no later than ten (10) days after the submission of the report to CPB. CPB recommends placing the report in an "About" or similar section on your website. **This section had previously been optional. Response to this section of the SAS is now mandatory.**

Joint licensee Grantees that have filed a 2018 Local Content and Services Report as part of meeting the requirement for TV CSG funding may state they have done so in the corresponding questions below, so long as all of the questions below were addressed as they relate to radio operations in such report. You must include the date the report was submitted to CPB along with the TV Grantee ID under which it was submitted.

6.1 Telling Public Radio's Story

Jump to question: 6.1

1. Describe your overall goals and approach to address identified community issues, needs, and interests through your station's vital local services, such as multiplatform long and short-form content, digital and in-person engagement, education services, community information, partnership support, and other activities, and audiences you reached or new audiences you engaged.

"We are a multi-platform organization that serves the entire community with curriculum-based educational content, trusted news, public affairs programs and performing arts coverage with a local focus on all platforms: 88.7, TV8 and houstonpublicmedia.org. We strive to develop important relationship and partnerships across greater Houston and beyond. We focus on helping our listeners, viewers and visitors to houstonpublicmedia.org explore how local, regional and national current events relates to them. A service of the University of Houston and community supported, Houston Public Media's coverage area spans 19 counties and reaches a combined weekly audience of 1.5 million people. It delivers timely, accurate and impartial reporting to listeners and viewers in the greater Houston region.

6.1 Telling Public Radio's Story

Jump to question: 6.1

2. Describe key initiatives and the variety of partners with whom you collaborated, including other public media outlets, community nonprofits, government agencies, educational institutions, the business community, teachers and parents, etc. This will illustrate the many ways you're connected across the community and engaged with other important organizations in the area.

"NPR HUB Collaborative is a partnership of of NPR and it's Texas member radio stations to create a journalism network to facilitate collaboration, content sharing, use resources for efficiently, plan news coverage together and generally improve the quality and flow across local, regional and national public radio stations. Continue to sponsor the Annual Spelling Bee in Houston, the largest qualifying Spelling Bee in the national involving more than 1,000 schools in over 40 counties with more than 100,000 teachers, parents and students. Annual PBS KIDS Writers Contest at the Children's Museum of Houston. Houston Public Media launched the Young Leaders Council in May 2018, bringing together a diverse group of young professionals with a personal connection to public media. The Young Leaders Council represents a cross section of the communities Houston Public Media serves, and works to spread its mission. PBS' The Great American Read launched on May 22 with a two-hour TV broadcast special and voting kick-off for America's favorite book. The PBS special returned on September 11 with a weekly series on book themes from heroes and villains to love and other worlds, culminating with the naming of the winning work of fiction on October 23. As The Great American Read prepared to reveal America's favorite novel, Houston Public Media put a local spin on the PBS special that celebrated reading through two multiplatform content initiatives, Stories that Shape Us and Cover to Cover: The Houston Public Media Book Club. Houston Matters is Houston Public Media's nationally acclaimed daily talk show on News 88.7 that explores greater Houston's history, current state of affairs, and future plans. Reaching more than 115,000 listeners on News 88.7 every week, Houston Matters provides an analysis of regional and national stories, and explores a diverse range of topics, from how Houston plays into the larger global economy to the latest in Houston sports to Houston's evolving mobility system and transportation plan. Listeners can now tune in to live on Facebook with a 360-degree camera feature. Additionally, several Facebook Live interviews were conducted with show guests which provided an extended conversation on the topic. As a public safety partner, Houston Public Media uses secure broadcast technology to support first responders and emergency personnel with communications assets through datacasting. Datacasting allows public safety officials to securely send and stream encrypted video and data using a dedicated portion of KUHT's broadcast spectrum. The Houston Fire Department and Houston Police Department used datacasting to stream video of Hurricane Harvey's aftermath in August 2017, assessing flooding conditions, road closures, and potential fire hazards from fixed cameras, helicopters, drones and mobile devices. The technology enabled first responders to not only assess ground conditions but make better response decisions. Houston Public Media also serves as the region's primary Emergency Alert System activator.

6.1 Telling Public Radio's Story Jump to question: 6.1

3. What impact did your key initiatives and partnerships have in your community? Describe any known measurable impact, such as increased awareness, learning or understanding about particular issues. Describe indicators of success, such as connecting people to needed resources or strengthening conversational ties across diverse neighborhoods. Did a partner see an increase in requests for related resources? Please include direct feedback from a partner(s) or from a person(s) served.

"PBS KIDS' multiplatform content engages and inspires the youngest minds in our communities. The value of curriculum-based programming is seen in its educational and development benefits, with children in underserved areas making the greatest gains2. In greater Houston, more than 70% of children are considered economically disadvantaged3. Children who engaged with PBS KIDS content increased their literacy and math skills, and advanced core emotional skills to better relate to and communicate with their classmates. This year, Houston Public Media's education reporting on Hurricane Harvey included a collection of stories from the Texas Station Collaborative that won first place for the Continuing Coverage Award at the 2018 Public Radio News Directors Inc. Conference. Houston Public Media produces four education stories on average every week on News 88.7 and online at houstonpublicmedia.org. NPR's Next Generation Radio Project is a partnership effort between NPR, Houston Public Media, and the University of Houston's Jack J. Valenti School of Communication that provides students from the University of Houston and surrounding universities the opportunity to participate in an exclusive week-long journalism training program at Houston Public Media. This unique project is designed to build the pipeline of the next generation of journalists through hands-on reporting work in the newsroom and out in the field. HPM's Education Reporter, Laura Isensee, participated in the program as a mentor at the University of Houston in January and in Oklahoma City in September. Students had the chance to report and produce their own multimedia story "

6.1 Telling Public Radio's Story Jump to question: 6.1

4. Please describe any efforts (e.g. programming, production, engagement activities) you have made to investigate and/or meet the needs of minority and other diverse audiences (including, but not limited to, new immigrants, people for whom English is a second language and illiterate adults) during Fiscal Year 2018, and any plans you have made to meet the needs of these audiences during Fiscal Year 2019. If you regularly broadcast in a language other than English, please note the language broadcast.

Teachers at Blackshear Elementary in Houston's Third Ward community harness the power of PBS KIDS programming to help students develop long-term skills. Houston Public Media provides a unique and integrated educational experience for children through programming, hands-on learning activities, and digital games and videos. Access to these assets and supplemental materials enhance learning outcomes for all students beyond the airwaves. Houston Public Media's education coverage earned regional and national recognition with stories heard on Texas Standard, NPR, American Public Media and WBUR.

6.1 Telling Public Radio's Story Jump to question: 6.1

5. Please assess the impact that your CPB funding had on your ability to serve your community. What were you able to do with your grant that you wouldn't be able to do if you didn't receive it?

Houston Public Media continues to expand its coverage areas and is embarking on a major project to consolidate it's transmitters to meet listener growth and realize efficiencies going forward. Funding from CPB is critically important for HPM to continue to inform, enlighten, and enrich its audiences. Continued relevance in a rapidly changing world is dependent upon our ability to listen, translate and act as a communications platform. Our growth depends on our ability to be better listeners, better partners and to be more inclusive. To accomplish this, HPM will continue to explore new opportunities for achieving and promoting this diversity and to monitor and evaluate our success.

Comments

Question	Comment
No Comments for this section	

7.1 Journalists Jump to question: 7.1

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.

7.1 Journalists										
Job Title	Full Time	Part Time	Contract	Male	Female	African-American	Hispanic	Native-American	Asian/Pacific	
News Director	1			1						
Assistant News Director										
Managing Editor										
Senior Editor										
Editor										
Executive Producer	1			1						
Senior Producer										
Producer	23			13	10	2	3		2	
Associate Producer										
Reporter/Producer										
Host/Reporter										
Reporter	1				1					
Beat Reporter										

Anchor/Reporter										
Anchor/Host	2	6		8		1				
Videographer										
Video Editor										
Other positions not already accounted for	7	1		8			1	1		
Total	35	7	0	31	11	3	4	1	2	

Comments										
Question	Comment									
	Dave Fehling									
	Craig Cohen									
	Travis Bubenik, Michael Hagerty, Davis Land, Florian Martin, Marget Martin, Al Ortiz, Laurie Ramirez, Edwawrd Robinson, Andrew Schneider, Elizabeth Trovall, Joshua Zinn, Jared Countsa, Mark Dicaludio, Connie Hill, Michelle Lam, Catherine Lu, Ernie Manouse, Justin McKee, Douglas Mueller, Akalina Sanchez, Katherine Watkins, Tomeka Weatherspoon, Laura Isensee									
	Gail DeLaughter									
	Brent Clanton, Rand Crouch									
	Tom Carter, David Pitman, Andrew Bicknell, James Pivero, James Byron, Mitchell Meza, Todd Hulslander,									
	James Beeler, Steven Kalijowski, Eric Ladau, Keith Myles, Charles Scott, Rickkey Standley									
	Jarrod Carroll									
	Travis Bubenik, Michael Hagerty, Davis Land, Florian Martin, Al ORtiz, Edward Robinson, Andrew Schneider, Joshua Zinn, Jared Counts, Mark DiClaudio, Ernie Manouse, Justin MCKee, Douglas Mueller,									
	James Beeler, Steven Kalijowski, Eric Ladau, Keith Myles, Charles Scott, Rickkey Standley,Brent Clanton, Rand Crouch									
	Tom Carter, David Pitman, Andrew Bicknell, James Pivero, James Byron, Mitchell Meza, Todd Hulslander, Jarrod Carroll									
	Margaret Martin, Laurie Ramirez, Elizabeth Trovall, Connie Hill, Michelle Lam, Catherine Lu, Akalina Sanchez, Katherine Watkins, Tomeka Weatherspoon,Laura Isensee									
	Edward Robinson, Tomeka Weatherspoon									
	Keith Myles,									
	Al Ortiz, Akalina Sanchez, Joshua Zinn									
	Mitchell Meza									
	James Byron									
	Michelle Lam, Catherine Lu									
	Travis Bubenik, Michael Hagerty, Davis Land, Florian Martin, Marget Martin, Laurie Ramirez, Andrew Schneider, Elizabeth Trovall, Jared Countsa, Mark Dicaludio, Connie Hill, Ernie Manouse, Justin McKee, Douglas Mueller, Katherine Watkins, Laura Isensee									
	James Beeler, Steven Kalijowski, Eric Ladau, Charles Scott, Rickkey Standley,Brent Clanton, Rand Crouch									
	Tom Carter, David Pitman, Andrew Bicknell, James Pivero, JTodd Hulslander, Jarrod Carroll									