

This document was exported from Numbers. Each table was converted to an Excel worksheet. All other objects on each Numbers sheet were placed on separate worksheets. Please be aware that formula calculations may differ in Excel.

Numbers Sheet Name	Numbers Table Name	Excel Worksheet Name
Positions Filled	Table 1	Positions Filled
Initiatives	Table 1	Initiatives
Positions filled Previous Year	Table 1	Positions filled Previous Year

EEO Public File Report
 KUHF-FM / KUHT-TV Houston, Texas
 April 1, 2019 to March 31, 2020
 Full-Time Positions Filled

Requisition #	Job Title	# Hired	Recruitment Source Hired	# Interviews	Recruitment Source Interview
STA003670	Dir, College IT Support	1	UH Website	3	UH Website, UH Website, UH Website
STA003963	Announcer on Air Talent	1	Twitter	1	Twitter
STA004064	Spec, Member Services	1	UH Website	3	UH Website, Indeed, UH Website
STA004261	Announcer/On-Air Talent 1	1	UH Website	1	UH Website
STA004271	Accountant III	1	UH Website	1	UH Website
STA004310	HPM Chief Engineer	1	Other Website	4	Other Website, UH Website, UH Website, Oher Website
STA004510	Systems Administrator 1	1	Other Website	1	Other Website
STA004673	Producer 2	1	Twitter	4	Twitter, UH Website, Other Website, Oher Website
STA004766	News Anchor	1	UH Website	4	UH Website, Referral, Other Website, Other Website
STA004957	Spec. Comm Fundraising	1	UH Website	4	UH Website, Referral, UH Website, UH Website
STA005189	Development Coordinator 1	1	Other Website	2	Other Website, UH Website
STA005246	Sr. Producer	1	Referral	4	Referral, Indeed, UH Website, UH Website
STA005253	Program Manager 2	1	UH Website	1	UH Website
STA005341	Financial Coordinator 2	1	UH Website	3	UH Website, UH Website, UH Website
STA005350	Executive Dir, HPM Marketiing	1	UH Website	5	UH Website, Referral, Referral, Indeed, Indeed
STA005360	Reporter 1	1	Other Website	4	Other Website, Facebook, Other Website, Other Website
STA005432	Announcer 3	1	UH Website	1	UH Website
STA005503	Sr. Producer	1	Other Website	2	Other Website, Referral
STA005612	Reporter 1	1	Facebook	4	Facebook, Other Website, Other Website, UH Website
STA005772	Administrative Assistant	1	UH Website	2	UH Website, UH Website

Table 1

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved	
1	2019-2020	EEO training for station management	On-line training for staff	All full-time employees are State of Texas required to complete the bi-annual EEO training with new employees required to complete within first 30 days of employment	All station staff	
2	2019-2020	Participation in at least 4 events sponsored by educational institutions relating to broadcasting career opportunities.	Station tours explaining operations and career opportunities	KUHF/KUHT leads tours for Scouts, Middle Schools, High Schools and various other community organizations (average 5 weekly)	Eric Ladau	
3	2019-2020	Career Days (Sponsorship of at least 2 community events to educate public about broadcasting employment opportunity)	Public School Career Day Events - promoting broadcasting and broadcast journalism	KUHF professional staff participates in numerous career Day Events in the Greater Houston listening area	Connie Hill, Director of Interactive Education	
	2019-2020	Career Days (Sponsorship of at least 1 community event to educate public about broadcasting employment opportunity)	Campus Jobs for Coogs - promoting employment opportunities in broadcasting, broadcast journalism, and Houston Public Media business support functions	KUHF professional staff participates in job fairs in the Greater Houston listening area	Rima Shah, Community Fundraising Specialist	
4	2019-2020	College Intern Program	Build, Fund and mentor university student online radio station	KUHF designed, funded, built and organized the startup of a new online radio station for students. Continue to mentor announcers.	Engineering, on-air and, web team Will Shifflett, Chief Engineer, KUHT & KUHF	Louis Amaro, Angel Gutierrez, Vacant Work Study
5	2019-2020	College Work-Study Program	College work study students assist the fundraising department in day-to-day operations and gain training and experiential learning opportunities in public media fundraising & development	Full time staff lead interns through weekly meetings & professional development workshops. Interns assist in the completion of fundraising projects, present materials & information, and meet industry professionals & speakers	Anessa Rios, CWS Manager Supervisor Rima Shah, CWS Manager Tabitha Cook, CWS Student Maria Catano, CWS Student Rubi Chavez, CWS Student	
6	2019-2020	College Intern Program	Expose college students to broadcasting environment	Host interns from area colleges who are majoring in broadcasting, advertising and journalism	Dave Fehling Director of HPM News Florian Martin, Intern Coordinator	
7	2019-2020	College Intern Program	Expose college students to broadcasting environment	Host interns from area colleges who are majoring in broadcasting, advertising and journalism	Dave Fehling Director of HPM News	

Requisition #	Job Title	# Hired	Recruitment Source Hired	# Interviews	Recruitment Source Interview
	Announcer/On-Air Talent 1	0		0	
STA001755	Coord, Financial 2	1	UH Website	1	UH Website
STA002143	Spec, Digital Fundraising	1	Referral	1	Referral
STA002317	Spec, HPM Customer Service	2		2	
STA002318	Mgr, Donor Relations	1	Other	1	Other
STA002346	Asst, Administrative	1	Indeed	1	Indeed
STA002354	Coord, Development 1	1	UH Website	1	UH Website
STA002586	Accountant II	1	UH Website	1	UH Website
STA002655	Admnstr, Business, Asst	1	UH Website	4	UH Website
STA002667	Producer	1	Indeed	4	Indeed
STA002701	Mgr, Creative Services	1	Referral	1	Referral
STA002902	Senior Producer	1	Referral	1	Referral
STA003007	Coord, Development 1	1	Indeed	1	Indeed
STA003216	Developer, Web 1	1	Referral	1	Referral
STA003603	Senior Producer	1	Referral	1	Referral
STA003651	Senior Producer	1	Referral	1	Referral
STA003670	Director, College IT Support	1	UH Website	1	UH Website
STA003762	Coord, Development 1	1	UH Website	4	UH Website
STA003872	Mgr, Comm Fndrsng Prg HPM	1	UH Website	1	UH Website
STA003917	Producer	1	Referral	1	Referral
STA003960	Spec, HPM Customer Service	2	UH Website	2	UH Website
STA003963	Announcer/On-Air Talent 1	1	Other	1	Other
STA004064	Spec, Membership Services	1	UH Website	3	UH Website
	News Reporter/Producer 1	1		1	
	Officer, Development 2	1		1	
	Spec, HPM Customer Service	1		3	

No.	Recruitment Source	Total Interviewed	Entitled to Notification
1	University of Houston HR Website Contact: MJ Jackson 325 McElhinney Hall Houston, TX 77204-5009 http://www.uh.edu/human-resources/careers/	26	Yes
2	Houston Public Media Website Contact: Deirdre Taylor 4343 Elgin St Houston, TX 77204-0008 houstonpublicmedia.org		Yes
3	HERC Contact: Nikki Duncan 3623 Cullen Blvd. Houston, TX 77204 nduncan@uh.edu		Yes
	eQuest		
4	Contact: Maurice Dowdell 100 n. Sepulveda Boulevard, Suite 325 El Segundo, CA 90245		No
5	Twitter	2	No
6	Facebook	2	No
7	Other Website	14	No
	State Job Board		
8	Workforce Solutions 500 McKinney Houston, TX 77002 www.workintexas.org		No
	Indeed	4	
9	470 West Avenue, Suite 2002 Stamford, CT 06902 www.indeed.com		No
10	Referral	6	No
	Hire a Hero http://www.hireahero.org/		
	Military1 https://www.military1.com		
	JOFDAV https://www.jofdav.com/		
	Glass Door http://www.glassdoor.com		
	JuJu http://www.juju.com		
	JobInventory.com http://www.jobinventory.com		

CareerAlerts.com	http://www.careeralerts.com		
Jobsradar	http://www.jobsrader.com		
Jobcase	https://www.jobcase.com/		
RecruitABILITY	http://www.recruit-ability.com/		
LinkedIn	www.linkedin.com		
US Diversity	https://www.usdiversity.com/		
African American Careers	https://www.africanamericancareers.org		
African American Jobs	https://www.africanamericanjobs.org/		
Asian Careers	https://www.asiancareers.org/		
Asian Workforce	https://www.usd-asianworkforce.com/Â Â Â		
Asian Jobs	https://www.asianjobs.org/		
Disability Jobs	https://www.disabilityjobs.org/		
Disability Careers	https://www.disabilitycareers.org/		
USD Veterans	https://www.usd-veterans.com/Â		
Veteran Careers	https://www.veterancareers.org/		
Veteran Jobs	https://www.veteranjobs.org/Â		
USD Disabled Vets	https://www.usd-disabledvets.com/		
Gay Careers	https://www.gaycareers.org/		
Gay Jobs	https://www.gayjobs.org/Â		
Hispanic Careers	https://www.hispaniccareers.org/		
USD Hispanic Workforce	https://www.usd-hispanicworkforce.com/		
Hispanic Jobs	https://www.hispanicjobs.org/		
Native American Careers	https://www.nativeamericancareers.org/		
American Indian Jobs	https://www.americanindianjobs.org/		
Senior Careers	https://www.seniorscareers.org/		
Senior Jobs	https://www.seniorsjobs.org/		
USD Working Women	https://www.usd-workingwomen.com		
Womans Careers	https://www.womenscareers.org		
Womens Jobs	https://www.womensjobs.org		
US Diversity	https://usdiversity.net		
US Diversity	https://www.usdiversity.org		
***	Note: All job listings direct applicants to submit their applications through the UH Website.		