

**KHOU-TV, KTBU**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2023 - March 20, 2024**

**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
Reporter/MSJ-12652	1-4, 9-10, 12-17, 20-21, 23, 27, 29-30, 32-33, 39, 44, 46, 48-49, 53, 55-56, 70, 73-77, 79-82	17
Broadcast Director-13513	1-17, 19, 18, 20-39, 41-82	17
Account Manager - 14090	1-4, 9-10, 12-16, 20-21, 23, 26-27, 29- 30, 32-33, 39, 44, 46, 48-49, 55-56, 70, 73-77, 79-82	70
Producer - 14099	1-4, 9-10, 12-16, 20-21, 23, 26-27, 29- 30, 32-33, 36, 39, 44, 46, 48-49, 55-56, 70, 73-77, 79-82	70
Broadcast Director - 14191	1-4, 9-10, 12-16, 20-21, 23, 26-27, 29- 30, 32-33, 39, 44, 46, 48-49, 55, 70, 73- 77, 79-82	70
Multiskilled Journalist - 14283	1-4, 9-10, 12-17, 20-21, 23, 26-27, 29- 30, 32-33, 39-40, 44, 46, 48-49, 55, 70, 73-77, 79-82	70
Multiskilled Journalist - 14283	1-4, 9-10, 12-17, 20-21, 23, 26-27, 29- 30, 32-33, 39-40, 44, 46, 48-49, 55, 70, 73-77, 79-82	70
Multiskilled Journalist - 14283	1-4, 9-10, 12-17, 20-21, 23, 26-27, 29- 30, 32-33, 39-40, 44, 46, 48-49, 55, 70, 73-77, 79-82	40
Multiskilled Journalist - 14283	1-4, 9-10, 12-17, 20-21, 23, 26-27, 29- 30, 32-33, 39-40, 44, 46, 48-49, 55, 70, 73-77, 79-82	17
Multiskilled Journalist - 14283	1-4, 9-10, 12-17, 20-21, 23, 26-27, 29- 30, 32-33, 39-40, 44, 46, 48-49, 55, 70, 73-77, 79-82	17
Multiskilled Journalist - 14283	1-4, 9-10, 12-17, 20-21, 23, 26-27, 29- 30, 32-33, 39-40, 44, 46, 48-49, 55, 70, 73-77, 79-82	17
Photojournalist-14311	1-4, 9-10, 12-16, 20-21, 23, 26-27, 29- 30, 32-33, 36, 39, 44, 46, 48-49, 55-56, 70, 73-77, 79-82	70
Marketing Producer/Editor-14357	1-4, 9-10, 12-16, 20-21, 23, 26-27, 29- 30, 32-33, 36, 39, 44, 46, 48-49, 55, 70, 73-77, 79-82	36
Account Executive-14354	1-4, 9-10, 12-16, 20-21, 23, 26-27, 29- 30, 32-33, 39, 44, 46, 48-49, 55, 70, 73- 77, 79-82	70

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Photojournalist - 14461	1-4, 9-10, 12-16, 20-21, 23, 26-27, 29-30, 32-33, 39-40, 44, 46, 48-49, 55, 70, 72-82	70
MSJ(Great Day Houston) - 14479	1-4, 9-10, 12-16, 20-21, 23, 26-27, 29-30, 32-33, 39-40, 44, 46, 48-49, 55, 70, 73-77, 79-82	70
Marketing Producer - 14540	1-4, 9-10, 12-16, 20-21, 23, 26-27, 29-30, 32-33, 36, 39, 44, 46, 48-49, 55, 70, 73-77, 79-82	70
Sr. Producer (Great Day Houston) - 14550	1-4, 9-10, 12-17, 20-21, 23, 26-27, 29-30, 32-33, 39-40, 44, 46, 48-49, 55, 70, 73-77, 79-82	17
Audience Data/Insights Mgr - 14580	1-4, 9-10, 12-16, 20-21, 23, 26-27, 29-30, 32-33, 39-40, 44, 46, 48-49, 55, 70, 73-77, 79-82	70
Marketing Strategist - 014672	1-4, 9-10, 12-16, 20-21, 23, 26-27, 29-30, 32-33, 39-40, 43-44, 46, 48-49, 55, 70, 73-77, 79-82	40
Account Executive - 014673	1-4, 9-10, 12-16, 20-21, 23, 26-27, 29-30, 32-33, 39-40, 44, 46, 48-49, 55, 70, 73-77, 79-82	40
Photojournalist - 14713	1-4, 9-10, 12-17, 20-21, 23, 26-27, 29-30, 32-33, 39-40, 44, 46, 48-49, 55, 70, 73-77, 79-82	17
Photojournalist - 14713	1-4, 9-10, 12-17, 20-21, 23, 26-27, 29-30, 32-33, 39-40, 44, 46, 48-49, 55, 70, 73-77, 79-82	70
Photojournalist - 14713	1-4, 9-10, 12-17, 20-21, 23, 26-27, 29-30, 32-33, 39-40, 44, 46, 48-49, 55, 70, 73-77, 79-82	70
Video Editor - 014796	1-4, 9-10, 12-16, 20-21, 23, 26-27, 29-30, 32-33, 36, 39-40, 44, 46, 48-49, 55, 70, 73-77, 79-82	40
Meteorologist - 14950	1-4, 9-10, 12-16, 20-21, 23, 26-27, 29-30, 32-33, 36, 39, 44, 46, 48-49, 55, 70, 73-77, 79-82	70

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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	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:Houstoncareerservices@aiuniv.edu">Houstoncareerservices@aiuniv.edu</a> Brian Candido	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:bgallo@asianchamber-hou.org">bgallo@asianchamber-hou.org</a> Job Posting	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> Email : <a href="mailto:info@b-roll.net">info@b-roll.net</a> Kevin Johnson	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Brown Chapel AME 3208 Washington Ave. Houston, Texas 77007 Phone : 713-862-8718 Karen Small Manual Posting	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 : 713-754-7000 Url : <a href="http://careerandrecovery.org">http://careerandrecovery.org</a> Email : <a href="mailto:cathryn.martinez@careerandrecovery.org">cathryn.martinez@careerandrecovery.org</a> Cathryn Martinez	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	1
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> Email : <a href="mailto:cgarcia@cherylgarciaco.com">cgarcia@cherylgarciaco.com</a> Cheryl Garcia	N	0

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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 : drhayles@gmail.com Dr. Michael Hayles	N	0
15	Collins College 1140 S. Priest Dr. Tempe, Arizona 85281 Phone : 972-548-6747 Url : http://www.collinscollege.edu Email : jobpostings@collin.edu Job Posting	N	0
16	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
17	Current Employee - Transfer/Promotion	N	7
18	Employee Referral	N	1
19	Employee Referral 5718 Westheimer Rd. Suite 350 Houston, Texas Olga Piskor Manual Posting	N	0
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

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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>
21	First Hope Baptist Church 7401 Katy Freeway Houston, Texas 77024 Email : hope@hfbc.org F. Suiter	N	0
22	Frank N. Magid Associates Inc. One Research Center Marion, Iowa 52302 Phone : 329-377-7345 Url : http://www.magid.com Barbara Frye Manual Posting	N	0
23	Gulf Coast Community Services Association 5000 Gulf Freeway Houston, Texas 77023 Phone : 713-393-4770 Email : garcias@gccsa.org Sue Garcia	N	0
24	Harris County Community Supervisions & Corrections Dept. 49 San Jacinto St. Houston, Texas 77002 Phone : 713-755-2000 Tina Franklin Manual Posting	N	0
25	Health & Human Services 6411 Fannin St. JB 200.5 Houston, Texas 77030 Phone : 713-704-5323 Karen Mayfield Manual Posting	N	0
26	Hispanic Chamber of Commerce 1801 W. Main St. Houston, Texas 77002 Phone : 713-644-7070 Url : http://www.houstonhispanicchamber.com Email : jsierra@houstonhispanicchamber.com Jennifer Sierra	N	0

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27	Hispanic Women in Leadership PO Box 701065 Houston, Texas Phone : 713-807-1115 Email : mhcaavazos@aol.com Helen Cavazos	N	0
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 Community College 3100 Main MC 1120 Houston, Texas 77002 Phone : 713-718-8560 James Corona Manual Posting	N	0
32	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
33	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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34	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
35	Immanuel Missionary Church PO Box 17166 Sugar Land, Texas 77496 Phone : 281-961-7804 Valerie Iglehart Manual Posting	N	0
36	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	8
37	Indeed.com	N	1
38	Investigative Reporters & Editors (IRE) 138 Neff Annex Columbia, Missouri 65211 Phone : 573-882-2042 B. Houston Manual Posting	N	0
39	KHOU.com 5718 Westheimer Rd Ste 311 Houston, Texas 77057 Phone : 713-521-4305 Url : <a href="http://www.khou.com">http://www.khou.com</a> Email : <a href="mailto:OPiskor@tegna.com">OPiskor@tegna.com</a> Olga Piskor	N	0
40	Linked In	N	15
41	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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42	Media Bistro 475 Park Avenue South 4th Floor New York, New York 10016 Job Posting Manual Posting	N	0
43	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
44	Media Recruiters - Magid 20456 E. Orchard Place Centennial, Colorado 80016 Phone : 303-400-5150 Email : <a href="mailto:art@mediarecruiter.com">art@mediarecruiter.com</a> Art Scott	N	0
45	Mounting Horizons 18062 FM 529 #151 Cypress, Texas 77433 Phone : 713-510-8755 Curtistein White Manual Posting	N	0
46	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
47	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
48	Prairie View A&M University Alumni Association PO Box 2875 Prairie View, Texas 77446 Phone : 936-857-5817 Email : <a href="mailto:alumni@pvamu.edu">alumni@pvamu.edu</a> Job Posting	N	0

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49	Production Hub 1806 Hammerlin Ave Winter Park, Florida 32789 Phone : 877-629-4122 Email : jobs@productionhub.com Fax : 1-407-629-8884 Job Posting	N	0
50	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
51	Rick Gevers PO Box 577 Zionsville, Indiana Phone : 317-769-7900 Rick Givers Manual Posting	N	0
52	Search Project 2505 Fannin St. Houston, Texas 77002 Phone : 713-802-3167 Tanna Brown Manual Posting	N	0
53	Self Referral	N	4
54	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
55	St. John Vianney Catholic Church 625 Nottingham Oaks Trail Houston, Texas 77079 Phone : 281-497-1500 Email : vclinton@stjohnvianney.org Vivian Clinton	N	0

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56	Talent Agency - Collective Talent 1721 Richardson Place Tampa, Florida 33606 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Michael Bille Manual Posting	N	0
57	Talent Agent - Evolution Media Group 155 Woodbury Rd Woodbury, New York 11797 Phone : 516-367-2600 Job Posting Manual Posting	N	0
58	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
59	Talent Agent - IF Management 152 West 57th St. 14th Floor New York, New York 10019 Carol Perry Manual Posting	N	0
60	Talent Agent - Joel Weisman Weisman Media 1901 Raymond Drive Northbrook, Illinois 60062 Phone : 847-400-5900 Joel Weisman Manual Posting	N	0
61	Talent Agent - Ken Linder Agency 2029 Century Park STE 100 Los Angeles, California 90067 Phone : 310-277-9223 Job Posting Manual Posting	N	0
62	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

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63	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
64	Talent Agent - Robert Miggins, Recruiter 6414 Senford Ave Los Angeles, California 90056 Phone : 310-641-4292 Robert Miggins Manual Posting	N	0
65	Talent Agent - TV NewsCheck PO Box 565 Chatham, New Jersey Phone : 215-901-9495 Job Posting Manual Posting	N	0
66	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
67	Talent Agents 3 N. Court St. Frederick, Maryland 21701 Phone : 301-668-1511 T. Dolan Manual Posting	N	0
68	Talent Dynamics 8828 Stemmons STE 510 Dallas, Texas 75247 Job Posting Manual Posting	N	0
69	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

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70	TEGNA 8350 Broad Street Ste 2000 Tysons, Virginia 22102 Phone : (713) 526-1111 Career Page Manual Posting	N	78
71	Texas Department of Assistive & Rehabilitative Services 1919 North Loop West STE 330 Houston, Texas 77008 Phone : 713-802-3167 Randy Lewis Manual Posting	N	0
72	Texas Southern University 3100 Cleburne Ave. Houston, Texas 77004 Phone : 713-313-1852 T. Russell Manual Posting	N	0
73	Texas Workforce Commission - Houston 600 Jefferson Houston, Texas 77002 Phone : 713-590-2665 Email : houstonjobs@twc.state.tx.us D. Garcia	N	0
74	Texas Workforce Commission - Waller Office 40644 Highway 290 Business Waller, Texas 77484 Phone : 936-931-3987 Email : lashan.arceneaux@gmail.com LaShan Arceneaux	N	0
75	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 : mkrobinson@aii.edu Mary Kate Robinson	N	0

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76	TV Jobs PO Box 4116 Oceanside, California 92502 Phone : 800-374-0119 Email : jobs@tvjobs.com Job Posting	N	0
77	University of Houston 4800 Calhoun Houston, Texas 77004 Phone : 713-743-2255 Email : uhucs@central.uh.edu Job Posting	N	0
78	William Morris Agency 1325 Avenue of the Americas New York, New York 10019 Phone : 212-903-1100 Job Posting Manual Posting	N	0
79	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 : jwhite@wvumc.com Kirbijon Caldwell	N	0
80	Women in Film & Television PO Box 981104 Houston, Texas 77098 Phone : 713-788-8075 Email : cynthia.neely7@gmail.com Cynthia Neely	N	0
81	Workforce Solutions - Downtown 600 Jefferson Houston, Texas 77002 Email : tammlyn.alexander@wrksolutions.com Tammlyn Alexander	N	0

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82	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 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>115</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	3/24/2023	Establishment of training programs for station personnel	All station employees received TEGNA's quarterly cyber security training, titled Find the Phish, to increase awareness of cybersecurity threats that can compromise data and networks. This module was focused on phishing and email safety.	170	Various
2	4/11/2023	Establishment of training programs for station personnel	Digital leadership, an Investigative Journalist and Producer attended a training hosted by the vendor Flourish to understand how to translate data into graphics and interactive elements for on-air and online content.	4	Digital Director Asst Digital Director Investigative Journalist Exec Producer
3	5/19/2023	Sponsorship of events in the community designed to increase public awareness	Select Anchors and the Director of Creative Services attended the Texas Black Expo Corporate Luncheon as media partners. The Anchors emceed the event and spoke to attendees about a career in journalism.	3	Director of Creative Services Anchor/MSJ Anchor/MSJ
4	5/24/2023	Establishment of training programs for station personnel	Digital Leadership attended TEGNA's annual training for hurricane preparedness. Topics discussed were hurricane coverage, lessons learned from past storms, and education on available tools.	2	Digital Director Asst Digital Director
5	6/7/2023	Participation in events sponsored by organizations representing the community	Marketing and news leadership and Anchor Reporter attended the Greater Houston LGBT Chambers as a media partner. KHOU team members spoke with attendees about a career in journalism.	6	Director of Creative Services Director of Innovation Anchor Reporter
6	6/8/2023	Establishment of training programs for station personnel	Photojournalists received training on an introduction to Mobile Electronic News Gathering (ENG) Operations hosted by the Society of Broadcast Engineers to learn and understand the basics necessary to produce a safe and high-quality field produced shot from both microwave based vehicles and satellite uplink vehicles.	5	Photojournalist Photojournalist Photojournalist Photojournalist



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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>
7	6/13/2023	Participation in events or programs sponsored by educational institutions	Houston Community College hosted a screening of our Juneteenth documentary at their main campus. After the screening the Director of Creative Services and select Anchor/MSJs answered questions from the audience regarding the film. KHOU staff spoke to attendees about a career in journalism.	5	Director of Creative Services Anchor/MSJ Anchor/MSJ
8	6/21/2023	Establishment of training programs for station personnel	Photojournalists attended a TEGNA sponsored training to understand company policies, procedures and applicable FAA rules and regulations, as well as how to operate a drone safely.	3	Photojournalist Photojournalist Photojournalist
9	7/11/2023	Establishment of training programs for station personnel	Station employees attended TEGNA Cyber Security trainings. Reporting Security Incidents - The purpose of the Training is to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on reporting suspicious emails, texts and phone calls.	172	All Station Employees
10	7/11/2023	Establishment of training programs for station personnel	All station employees received TEGNA's quarterly cyber security training, titled Reporting Security Incidents, to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on reporting suspicious emails, texts and phone calls.	200	Various
11	7/12/2023	Establishment of training programs for station personnel	The Director of Local Sales attended a Media Alliance of Houston meeting to learn how to incorporate AI into their daily activities. .	1	Dir of Local Sales
12	7/13/2023	Participation in events or programs sponsored by educational institutions	The Director of Local Sales and Account Executives hosted students and employees from Texas A & M University and Brivic Media for a day at KHOU 11. The purpose was to educate them on a career in broadcast sales, answer questions, and tour the station.	10	Dir of Local Sales Account Executive

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13	7/25/2023	Establishment of training programs for station personnel	The Digital Sales Manager attended training to expand digital knowledge and understand best practices.	1	Digital Sales Manager
14	8/2/2023	Establishment of training programs for station personnel	The Local Sales Managers and Account Executives attended a TEGNA Connectopia at WFAA in Dallas. The focus of the training was on prospecting and connecting with new clients in order to increase pipeline for developmental business.	5	Local Sales Manager Local Sales Manager Account Executive Account Executive
15	8/8/2023	Establishment of training programs for station personnel	The Creative Director attended a four-day TEGNA onsite training where leaders practice and improve upon leadership strategies. Strategies include: increasing employee engagement, performance, building collaboration and leading through change.	1	Creative Director
16	9/15/2023	Establishment of training programs for station personnel	Digital leadership attended Search Engine Optimization (SEO) training to understand how to make station content rank high and stand out within search engine results.	6	Digital Director Asst Digital Director
17	9/27/2023	Establishment of training programs for station personnel	All station employees received TEGNA's quarterly cyber security training, titled The 4 P's of Vishing, to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on recognizing and addressing security attacks via phone calls or voice messages purporting to be from reputable companies to obtain personal information.	172	Various
18	10/3/2023	Establishment of training programs for station personnel	KHOU leaders attended a four-day TEGNA onsite training where leaders practice and improve upon leadership strategies. Strategies include: increasing employee engagement, performance, building collaboration and leading through change.	4	Executive Producer Asst, Digital Director Supervisor, Production Sr, Producer
19	10/11/2023	Establishment of training programs for station personnel	The Director of Local Sales partnered with members of Premion to teach the 8 pillars that make Premion unique and how to use them as strategies in selling.	1	Dir of Local Sales

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20	10/25/2023	Participation in events sponsored by organizations representing the community	The Director of Creative Services was the guest speaker at Book Bash, an annual fundraising event for Books Between Kids. where he spoke about a career in journalism.	1	Director of Creative Services
21	10/26/2023	Establishment of training programs for station personnel	Photojournalists attended a storytelling session with award winning journalist @ KARE11. This workshop was designed to help the team work together in telling visual stories through crafting scripts and sharing ideas.	3	Photojournalist Photojournalist Photojournalist
22	10/26/2023	Establishment of training programs for station personnel	Anchors and Reporters received mentoring from award wining journalist at KARE11, on how to put together packages in a thoughtful and intentional manner.	18	Anchors and Reports
23	11/29/2023	Establishment of training programs for station personnel	Local and Digital Sales Manger attended a training hosted by Premion. The purpose of the training was to understand how to sell Premion.	2	Local Sales Manager Digital Sales Manager
24	12/14/2023	Establishment of training programs for station personnel	All station employees received TEGNA's cyber security training, titled Let's Have a Cyber Safe Holiday, to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on phishing and online shopping safety.	172	Various
25	1/17/2024	Establishment of training programs for station personnel	All station employees received ethics training, titled Conflicts of Interest, to avoid situations where a person's private interest may interfere with the interests of TEGNA.	172	Various