

**Annual EEO Public File Report  
KRIV/Fox 26 & KTXH/My20 IS AN EQUAL OPPORTUNITY EMPLOYER**

**Coverage Period:** April 1, 2010 to March 31, 2011

**Station's Comprising Station Employment Unit:** KRIV/Fox 26 & KTXH/My20, Houston, TX

<b>Section 1: Vacancy Information</b>		
<b>Full-time Positions Filled by Job Title</b>	<b>Date of Hire</b>	<b>Recruitment Source of Hiree</b>
Reporter	04/05/10	Myfoxboston.com
Web Producer	04/26/10	Former intern
Traffic Director	05/03/10	Inter-company transfer
Account Executive	06/01/10	Former intern
Traffic Reporter	07/22/10	Employee referral
Associate Producer	08/23/10	Myfoxboston.com
Associate Producer	08/25/10	Employee referral
National Sales Manager	09/27/10	Inter-company transfer
Promotion Producer	10/18/10	Re-hire former employee
Executive Producer	10/18/10	TVJobs.com
Assignment Editor	10/26/10	Rehire former employee
Sales Assistant	11/8/10	Inter-company transfer
Coordinating Producer	11/29/10	Internal promotion
Reporter	11/29/10	Myfoxboston.com
Associate Producer	01/03/11	Myfoxboston.com
Associate Producer	01/03/11	Employee referral
VP/Creative Services	02/07/11	Inter-company transfer
Traffic Asst	02/28/11	Myfoxboston.com
Account Executive	03/21/11	Myfoxboston.com

**Total Number of Persons Interviewed During Applicable Period:** 128

**Job Postings** – When a position becomes available, it is the general practice of the Stations to post the job opportunity notice at appropriate locations throughout the Stations so the employees are aware of current openings and may apply for consideration for those positions. The notices list the titles and requirements for the positions. These job opportunity/postings are also sent to various community outreach groups, schools, and universities as well as other Fox Owned & Operated Stations across the country.

**All Fox O & O Stations:**

WNWY	WAGA	KMSP-TV
205 E 67 <sup>th</sup> St	1551 Briarcliff Rd, NE	11358 Viking Dr
New York, NY 10065	Atlanta, GA 30306	Eden Prairie, MN 55344
KTTV	WTTG	WOFL
1999 S Bundy Dr	5151 Wisconsin Ave, NW	35 Skyline
Los Angeles, CA 90025	Washington, DC 20016	Lake Mary, FL 32746
WFLD	KRIV/KTXH	WUTB
205 N Michigan Ave	4261 Southwest Freeway	4820 Seton Dr, Suite M-N
Chicago, IL 60601	Houston, TX 77027	Baltimore, MD 21215
WTFX-TV	WJBK	WHBQ-TV
330 Market St	16550 W Nine Mile Rd	485 S Highland Ave
Philadelphia, PA 19106	Southfield, MI 48075	Memphis, TN 38111
KDFW	KSAZ	KTBC
400 N Griffin St	511 W Adams St	119 E 10 <sup>th</sup> St
Dallas, TX 75202	Phoenix, AZ 85003	Austin, TX 78701
WFXT	WTVT	WOGX
25 Fox Dr	3213 W Kennedy Blvd	1551 SW 37 <sup>th</sup> St
Dedham, MA 02026	Tampa, FL 33609	Ocala, FL 34474

Myfoxboston.com serves the community in a number of powerful ways. It provides Houstonians with the latest news, weather, and traffic information. Severe weather alerts are sent directly to subscribers' email and mobile phones along with breaking news and traffic alerts. In addition myfoxboston.com is integrated with social networks like Facebook and Twitter allowing station employees to interact with viewers. There are pages on the website that are dedicated to education news, job searching, and pet adoptions. Station information on the website site includes: internship program, current job listings, and Public File info. Our web also has direct links to many national sites. KRIV's website attracts approximately 91,000 page views per day and approximately 26-27,000 unique visitors each day.

Section 2: Recruitment Source Information		
Recruitment Source (Company, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During this Period (If Any)	Full-time Positions For Which Source Was Utilized
Myfoxboston.com	37	All positions
Careers.newscorp.com	0	All positions
TVJobs.com	9	All positions
Medialine.com	0	All news positions
Spotsndots.com	0	Account Exec, Traffic Director
Texas Assoc of Broadcasters	1	All positions
Association for Advancement of Mexican Americans <a href="mailto:htucker@aamainc.us">htucker@aamainc.us</a>	0	All positions
Asian American Journalists <a href="mailto:aman.batheia@gmail.com">aman.batheia@gmail.com</a>	0	All positions
American Women In Radio & Television Awrthouston.org	0	Traffic Director, Traffic Asst, Acct Exec, Producer
Houston Area Urban League 5320 Griggs Rd, Houston 44021	0	All positions
Houston Assoc Black Journalists P O Box 565, Houston 77001-0565	0	All positions
Church Without Walls <a href="mailto:karlm@churchwithoutwalls.org">karlm@churchwithoutwalls.org</a>	0	All positions

Additional interviewees from other sources: 37 employee referrals, 13 professional contact referrals, 1 industry blog, 3 former employees, 12 internal candidates, 12 inter-company candidates, 3 interns (in-station posting)

## Section 3: Supplemental Outreach Activities

### 1. Community Outreach

Participation in events sponsored by organizations representing groups present in the community interested in broadcast employment issues:

#### **Aprille Meek – Executive Producer – Special Projects**

Active mentor for Clear Creek Community Theatre Summer Youth Program (involves area high school students behind the scenes in many productions throughout the year)

#### **Greg Groogan – Reporter**

05/21/10 Honorary Chair Lawrence E. Jackson Foundation – Scholarships for Ft. Bend County Music Students

#### **Dr. Jim Siebert – Chief Meteorologist**

05/30/10 Meteorology Career Talk Westside Christian Association

07/07/10 Conroe Summer School Weather Class Instructor

08/23/10 Environmental Science Class Instructor Houston Community College

08/25/10 Meteorology Class Instructor Houston Community College

11/09/10 Weather Presentation Katy Elementary School

01/11/11 Weather Career/Safety Talk Pattison Elementary School

01/19/11 Meteorology Class Instructor Houston Community College

01/24/11 Environmental Science Class Instructor Houston Community College

#### **John Dawson – Weather Anchor/Producer**

03/29/10 Weather Talk- Stanley Elementary, Katy ISD

05/07/10 Weather Talk- Palmer Elementary, Fort Bend ISD

05/13/10 Weather Talk- Rustic Oak Elementary, Pearland ISD

11/04/10 Weather Talk- Terrance Elementary, Spring Branch ISD

01/20/11 Weather Talk- Cline Elementary, Friendswood ISD

#### **Kristi Powers – Weather Anchor**

07/28/10 Weather Talk – Baytown Wetlands Center – Science Camp

#### **Jose Grinan – Anchor**

04/17/10 Speaker Pilgrim's Rest Baptist Church Career Day

04/17/10 Emcee Bellaire's Men's Club Scholarship banquet

04/23/10 Emcee HAHMP Sylvan Rodriguez Scholarship Gala

#### **Melissa Wilson – Anchor**

01/29/11 Moderator for Female Power Conference

12/12/10 Speech for Girl Scouts

12/20/10 Speech to Children @ Wilkinson Elem. in Conroe

08/27/10 Emcee Houston Business Journal Women's Awards - Hilton Americas DT

04/08/10 Speech to Children @ Wilkinson Elem. in Conroe

#### **Ruben Dominguez – Planning Producer**

05/14/10 Speaker -Landis elementary, Alief ISD spring Career Day event.

#### **Doug Delony – Sr Web Producer**

10/26/10 TX Southern University – speaker re: online journalism

05/13/10 Community-Media panel discussion with PR Society of America

#### **Natalie Bomke - Reporter**

May 2010 – Patterson Elementary School Pep Rally Speaker

02/18/11 - Patterson Elementary Career Day Speaker

#### **Sally McDonald – Reporter**

Ongoing Member Big Brothers/Big Sisters

Ongoing Advisory Board Member Kids Meals

2. **Internship Program** – KRIV/KTXH sponsors internships each semester for junior and senior college students who are enrolled in classes related to the broadcast industry and/or business curriculums. The students work approximately 15-20 hours per week and receive college credit at the successful conclusion of their internship. Qualified students have the opportunity to work in all aspects of the station's operations. Students are evaluated at the end of the internship and the evaluations are submitted to their respective college or university. Following is a list of colleges and universities from which we recruit: University of Houston, University of Louisiana, Texas Southern University, Sam Houston State, Prairie View A & M, University of St Thomas, Texas A & M, Houston Baptist, Auburn University, Howard University, Alvin Community College, American University, Pennsylvania State University, Connecticut School of Broadcasting.

Summer Semester 2010	16 students
Fall Semester 2010	7 students
Spring Semester 2011	10 students

**3. Participation in Scholarship Programs – Emma L. Bowen Foundation for Minority Interests in Media, Inc.**

Established in 1989, the Emma L. Bowen Foundation for Minority Interests in Media is a non-profit organization whose mission is to create career opportunities in the media industry for minority youth through a program that focuses on scholastic achievement, direct work experience and professional development. Students in the program work in media companies each summer and during school breaks, from high school through college. The students earn both salaries and match scholarship funds to be used for college tuition and related expenses. Over a period of up to five years, the students experience numerous aspects of corporate operation and develop professional and practical skills that will help prepare them for their careers, many of which begin at the companies where the students interned. Fox Television Stations has been a corporate partner in this program since its inception and two of the Company's executives are on the Foundation's board. KRIV/KTXH is currently sponsoring two scholarship students in the Emma L. Bowen program.

**Benjamin L. Hooks Fellowship Award**

Fox Television Stations, Inc in conjunction with the New York University Tisch School of the Arts provides an annual monetary award to eight minority students who are majoring in a media-related field. This grant is used toward the cost of tuition.

**4. Job Fairs** - Our stations regularly participate in local and national career/job fairs. Job Fairs provide applicants and potential candidates with the opportunity to learn about Fox Television Stations and the job opportunities and internship/mentoring programs available with our group. Examples for this past year include:

05/03/10	Prairie View A & M University Career Fair (VP/GM, D'Artagnan Bebel, represented KRIV/KTXH)
10/21/10	Howard University Career Fair (WTTG HR Coord, Heather Frascella, hosted Fox booth)
06/24/10 – 06/25/10	National Association of Hispanic Journalists Convention (KTTV HR Director, Vivian Rodriguez, hosted Fox booth)
07/28/10 – 08/01/10	National Association of Black Journalists Convention (WHBQ News Director, Ken Jobe, co-hosted Fox booth)

**5. Staff Training**

Fox Station Sales, an in-house national sales organization, maintains a program to train new sales account executives. This program consists of both coursework and hands-on training. At the end of the program, individuals are assigned to the Company's television stations and sales offices throughout the United States.

KRIV/KTXH also engages in on-site training which resulted in the following internal promotions: PT AP to FT AP, 2 AP's to Producer, Producer to Coordinating Producer, Reporter to Anchor/Reporter