



KTXH-TV Annual EEO Report

Placed In Public File:

Date: 4/1/2009

Signature: Roberta Hudson

Posted on KTXH-TV (KRIV) website:

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2008 ANNUAL EEO PUBLIC FILE REPORT

(April 1, 2008 – March 31, 2009)

EMPLOYMENT OUTREACH

PARTICIPATION IN JOB FAIRS – KTXH or Fox Television Station Inc. Human Resources

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 within our group.

Examples for this past year include:

04/01/08 IRTS Minority Career Workshop
04/16/08 University of Houston Internship/Job Fair
05/09/08 Manhattan Community College Career Fair
10/02/08 Fordham University Career Day
10/23/08 Howard University Career Fair

07/23/08 - 07/26/08 Unity Convention

INTERNSHIP PROGRAMS

KTXH/KRIV sponsors internships each semester for students who are enrolled in classes related to the broadcast industry and/or business curriculum. Qualified students have the opportunity to work in all aspects of the station's operation. The students work approximately 15-20 hrs per week and receive college credit for their internship. Student's are evaluated at the conclusion of their internship and the evaluations are submitted to their respective college or university. The following is a list of colleges and universities from which we recruit.

Houston Baptist University, University of Houston (Central), Houston Community College, Texas Southern University, Prairieview A& M University, Pepperdine University, Lone Star College, Sciecespo-Rennes France, St Thomas University, Grambling State University, Louisiana State University, Lamar University, Howard University, Sam Houston State University, University of Houston (Downtown) Rice University, Tennessee State University, Penn State University, Oklahoma State University, University of Louisiana (Monroe), American University, Vanderbilt University, University of Missouri, Auburn University, Texas A & M, Princeton University, Kansas State University, Alvin Community College, Oral Roberts University, Southern Methodist University

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.

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 towards the cost of tuition.

PARTICIPATION IN TRAINING PROGRAMS

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.

COMMUNITY OUTREACH

KTXH/KRIV are dedicated to community involvement and promoting higher education and diversity. Following is a partial listing of activities relating to the community, education, and/or diversity:

D'Artagnan Bebel – Montgomery County Fiesta Universal (May 08)
D'Artagnan Bebel - Heart of Houston Award (October 08) - recipient
Duarte Geraldino – Julia C. Hester House Awards (November 08)
Duarte Geraldino – Missouri City Freedom Fund Banquet (October 08)
Isiah Carey – NAACP Freedom Fund Banquet (August 08)
Jackie LeDay – Pinnacle Award Luncheons (April and May 08)
Jose Grinan – Friends of MHMRA (February 09)
Jose Grinan – Houston International Festival (April 08)
Jose Grinan – Houston Minority Business Council Breakfast (September 08)
Melinda Spaulding and Jose Grinan – Pinnacle Awards (October 08)
Melinda Spaulding – Pinnacle Awards (August 08)
Melinda Spaulding – TSU Presidential Inaugural Dinner (September 08)
Melinda Spaulding – HMBC Luncheon (September 08)
Melinda Spaulding – Houston Federation of Professional Women (Sept 08) - Keynote Speaker
Melinda Spaulding – Port of Houston's International Consular Reception (December 08)
Melinda Spaulding – When and Where I Enter Foundation (October 08)
Melinda Spaulding – NAACP Awards (October 08)
Melinda Spaulding – Texas Conference for Women (October 08)
Melinda Spaulding and Isiah Carey – The Ensemble Theatre Gala (August 08)
Melissa Wilson – Residential Real Estate Awards (March 09)
Melissa Wilson- Children at Risk Golf Committee (Mar 09)
Melissa Wilson - Speech for congregations at Windsor Village Church in Houston re: Defeating Type 2 Diabetes (Mar 09)
Melissa Wilson - Appearance @ Austin Elementary's Jump-A-Thon in Sugar Land, Tx (Mar 09)
Melissa Wilson - Emcee Houston Business Journal's Residential Real Estate Awards (Mar 09)
Melissa Wilson - Emcee for Turkish Olympiad (Feb 09)
Melissa Wilson - Emcee Mental Health Awareness Lunch (Feb 2009)
Melissa Wilson - Emcee Baylor Business Network Breakfast (Jan 09)
Melissa Wilson - Emcee HEB School Project (Jan 09)

Melissa Wilson – 2009 Multicultural Health and Fitness Calendar Unveiling (January 09)
Melissa Wilson – Appearance at Rodeo Parade in Crosby (Dec 08)
Melissa Wilson – Appearance, Foundation Surgical Hospital (Dec 08)
Melissa Wilson – Appearance @ Houston Police Department Event (Dec 08)
Melissa Wilson – Appearance at Pennebaker Event (Dec 08)
Melissa Wilson - Appearance Children at Risk (Dec 08)
Melissa Wilson – Event at Shriner’s Hospital (Nov 08)
Melissa Wilson – Emcee Moody Garden’s Festival of Lights in Galveston (Nov 08)
Melissa Wilson – Souper Bowl Day of Caring (Nov 08)
Melissa Wilson – Lunch with Mayor Bill White (Nov 08)
Melissa Wilson – Emcee for Juvenile Diabetes Research Foundation Race (Nov 08)
Melissa Wilson – Emcee for Gifts with Heart Build-A-Thon for Homeless Children (Nov 08)
Melissa Wilson – Children at Risk Golf Event (Nov 08)
Melissa Wilson - Emcee for Combined Charities Campaign (Oct 08)
Melissa Wilson – Judge for Halloween Pumpkin contest at local school (Oct 08)
Melissa Wilson - Appearance at Benefit for disabled children at Sweetwater Club (Oct 08)
Melissa Wilson – Emcee Luncheon for Memorial Hermann’s breast cancer research (Oct 08)
Melissa Wilson – Keynote Speaker for Katy Christian Ministries regarding domestic violence (Oct 08)
Melissa Wilson – Emcee for Accolades @ Intercontinental Hotel (Oct 08)
Melissa Wilson – Emcee & Co-Chair for Susan G Komen Race for the Cure (Oct 08)
Melissa Wilson - Appearance at Rock for Youth (Oct 08)
Melissa Wilson - Emcee for Baylor Business Network (Sept 08)
Melissa Wilson - Emcee for Cystic Fibrosis event (Sept 08)
Melissa Wilson – Melissa Wilson Golf Classic (May 08)
Melissa Wilson – PRSA Excalibur Awards (May 08)
Mike Barajas - First Colony Church, Sugar Land, TX - Predator Check school visit (April 08)
Mike Barajas - Star of Hope Charity Fashion Show (May 08)
Mike Barajas - LULAC’s Cinco de Mayo Parade (May 08)
Mike Barajas - The Houston Hispanic Chamber of Commerce (Oct 08) - emceed
Mike Barajas - Houston Association of Hispanic Lawyers (Dec 08) - emceed
Mike Barajas - Turkish Society (Dec 08) - emceed w/former Secretary of State, Madeleine Albright
Mike Barajas and Melissa Wilson – JDRF Luncheon (September 08)
Mike Barajas – Fiestas Patrias Breakfast (September 08)
Mike Barajas and Melinda Spaulding – JDRF Houston Luncheon (February 09)
Mike Barajas – Play Ball for Kids Golf Tournament (October 08)
Mike Iscovitz and Melinda Spaulding – JDRF Fort Bend Luncheon (February 09)
Pattie Shieh – Star Awards (February 09)
Tom Ziska – Humble ISD Community Fair (April 08)

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Recruiting Sources

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 and Operated Stations across the country.

All FOX O&O Stations:

WNYW
205 E 67th St
New York, NY 10065

WAGA
1551 Briarcliff Rd, NE
Atlanta, GA 30306

KMSP-TV
11358 Viking Dr
Eden Prairie, MN 55344

KTTV
1999 S Bundy Dr
Los Angeles, CA 90025

WTTG
5151 Wisconsin Ave, NW
Washington, DC 20016

WOFL
35 Skyline
Lake Mary, FL 32746

WFLD
205 N Michigan Ave
Chicago, IL 60601

KRIV/KTXH
4261 S'west Fwy
Houston, TX 77027

WUTB
4820 Seton Dr, Suite M-N
Baltimore, MD 21215

WTFX-TV
330 Market St
Philadelphia, PA 19106

WJBK
16550 W Nine Mile Rd
Southfield, MI 48075

WHBQ
485 S Highland
Memphis, TN 38111

KDFW
400 N Griffin St
Dallas, TX 75202

KSAZ
511 W Adams St
Phoenix, AZ 85003

KTBC
119 E 10th St
Austin, TX 78701

WFXT
25 Fox Dr
Dedham, MA 02026

WTVT
3213 W Kennedy Blvd
Tampa, FL 33609

WOGX
1551 SW 37th St
Ocala, FL 34474

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Recruiting Sources Con't

KTXH/KRIV Job Line

(713) 479-2727

myfoxboston.com

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 viewer's email along with breaking news and traffic jams. In addition, its community section has a list of public events and allows users to interact with each other in the form of blogs, discussion boards, and through sharing of photos & video. There is a dedicated page devoted to the Building Better Minds segment that is also interactive with the community. News and information is widely disseminated through this vital and active tool. Station information on the web includes: internship program, current job listings, and Public File info. Our web also has direct links to many national sites. KRIV's website attracts approx 80,000 page views per day and approximately 12-14,000 unique visitors each day.

Additional Internet

TVJobs.com

Medialine.com

spotsndots.com

tsteele@haul.org

workintexas.com

info@hahmponline.org

awrthouston.org

htucker@aamainc.us

aman.batheia@gmail.com

kbc@wvumc.com

karlm@churchwithoutwalls.org

careers.newscorp.com

Spots 'N' Dots

5 Beekman St, Suite 814

New York, NY 10038

Houston Chronicle

801 Texas Ave

Houston,, TX 77002

Houston Area Urban League

5320 Griggs Rd

Houston, TX 44021

(281) 220-6012

Texas Workforce Commission

workintexas.com

Houston Association of Black Journalists

P.O. Box 565

Houston, TX 77001-0565

American Women in Radio & Television

awrthouston.org

Association for Advancement of Mexican Americans

htucker@aamainc.us

(713) 926-9491

Houston Association of Hispanic Media Professionals

P.O. Box 273394

Houston, TX 77277

info@hahmpoline.org

Asian American Journalists Association - Texas Chapter

aman.batheia@gmail.com

Windsor Village United Methodist Church

6000 Heatherbrook Dr

Houston, TX 77085

kbc@wvumc.com

Church Without Walls

5725 Queenston

Houston, TX 77084

karlm@churchwithoutwalls.org

National Association of Minority Media Executives

5746 Union Mill Road

Clifton, VA 20124

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Station: KTXH - HOUSTON Date Position Filled: 5/27/2008

Position/Job Title: Acct Executive EEO Classification: 004

Recruitment Source: myfoxboston.com

Contact Person: KTXH Human Resources

Address: 4261 Southwest Freeway

Houston, TX 77027

Phone #: (713) 479-2720

Total # Interviews: 5

Referral Sources	# of Interviews
Name: <u>myfoxboston.com</u> Contact Person: _____ Phone #: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	2
Name: <u>employee referrals (Munoz, Deloney)</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	3
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	

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Station: KTXH - HOUSTON Date Position Filled: 8/28/2008

Position/Job Title: Acct Executive EEO Classification: 004

Recruitment Source: myfoxboston.com

Contact Person: KTXH Human Resources

Address: 4261 Southwest Freeway

Houston, TX 77027

Phone #: (713) 479-2720

Total # Interviews: 4

Referral Sources	# of Interviews
Name: <u>myfoxboston.com</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	2
Name: <u>employee referral (Bebel)</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	2
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	