

Federal Communications Commission Washington, D.C. 20554  <p style="text-align: center;"><b>FCC 396</b></p>	Approved by OMB 3060-0113 (March 2003)  FOR FCC USE ONLY
<p><b>BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT</b>                  (To be filed with broadcast license renewal application)</p> <p>Read INSTRUCTIONS Before Filling Out Form</p>	FOR COMMISSION USE ONLY FILE NO. - 20140401ALU

**Section I**

Legal Name of the Licensee CBS STATIONS GROUP OF TEXAS L.P.		
Mailing Address 1800 K STREET, NW SUITE 920		
City WASHINGTON	State or Country (if foreign address) DC	Zip Code 20006 -
Telephone Number (include area code) 2024574518		E-Mail Address (if available)
Facility ID Number 23422		Call Sign KTVT
<b>TYPE OF BROADCAST STATION:</b> (if applicable)	Commercial Broadcast Station <input type="radio"/> Radio <input checked="" type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV

**Application Purpose**

New Program Report

Amendment to Program Report

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Stations Locations]

**Station List**

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KTXA	51517	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	FORT WORTH, TX	<input type="radio"/> Yes <input checked="" type="radio"/> No

**CONTACT PERSON IF OTHER THAN LICENSEE**

Name JOHN W. BAGWELL		Street Address 2000 K STREET, NW SUITE 600	
City WASHINGTON	State DC	Zip Code 20006-	Telephone Number 2024298970

**FILING INSTRUCTIONS**

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during  Yes  No this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[Exhibit 1]

Does your station employment unit employ fewer than five full-time employees?  Yes  No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

**CERTIFICATION.**

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

**I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.**

Signed	Name of Respondent HOWARD F JAECKEL
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Title ASSISTANT SECRETARY	Telephone No. ( include area code) 2129754099
Date 4/1/2014	

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.

**GENERAL POLICY**

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

**RESPONSIBILITY FOR IMPLEMENTATION**

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: GARY SCHNEIDER	Title: PRESIDENT/GENERAL MANAGER
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

<b>I. EEO PUBLIC FILE REPORT</b> Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 2]
<b>II. NARRATIVE STATEMENT</b> Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.	[Exhibit 3]

**FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT**

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jboley@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

**THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.**

**Exhibits**

**Attachment 1**

Description
<u>Exhibit 1</u>

**Exhibit 2****Description:** EXHIBIT 2 -- EEO PUBLIC FILE REPORTS**Attachment 2**

Description
<u>2013-14 EEO Public File Report</u>
<u>2012-13 EEO Public File Report</u>
<u>2011-2012 EEO Public File Report</u>

**Attachment 3**

Description
<u>Exhibit 3</u>

**KTVT/KTXA  
Fort Worth, Texas  
FCC Form 396  
Exhibit 1**

**DISCRIMINATION COMPLAINTS**

The following are the pending or resolved complaints filed during the license term, before any body having jurisdiction under federal, state or local law, which allege unlawful discrimination in the employment practices of the station.

Sana, Sayed, EEOC Charge No. 450-2011-01517 (filed April 8, 2011). Ms. Syed, a former freelance reporter at KTVT/KTXA, claimed she was subjected to different terms and conditions of employment on account of her race (e.g., reduced hours and not offered anchoring opportunities) and was retaliated against because of her claims. The Station defended against her claims by noting (i) hours of freelance reporters were reduced across the board due to budgetary concerns; (ii) in some cases, minority freelance reporters worked more hours than their Caucasian counterparts; and (iii) Ms. Syed was not offered a full-time reporting position because of her average, and at times below-average, reporting skills. The Station also noted that Ms. Syed's retaliation claims were baseless because she was not subjected to any adverse actions after submitting her complaint to the EEOC. The EEOC closed its file on June 22, 2011, finding no basis to conclude there was any violation by the Station. Although a right to sue notice was issued, Ms. Syed did not pursue the matter.

**KTVT  
Fort Worth, Texas  
EEO Program Report  
Exhibit 2**

**EEO Public File Reports**

KTVT has a joint EEO program with its co-owned, co-located station, KTXA, Fort Worth, Texas (collectively, the "Stations."). The Stations' EEO Public File Reports for 2011-12, 2012-13 and 2013-14 are available in their online public inspection files, which are maintained on the FCC's web site.

**KTVT/KTXA  
Fort Worth, Texas  
FCC Form 396  
Exhibit 3**

**NARRATIVE STATEMENT**

To achieve inclusive outreach in recruitment and hiring across its entire community, KTVT and KTXA ("Stations") utilize the following procedures.

1. Recruitment sources. In filling full time job openings (other than by internal promotion), the Stations utilize a variety of referral sources including:
  - a. specific national, regional, and local organizations and sources that reach minorities and/or women;
  - b. career placement offices of colleges and universities;
  - c. Internet job sites; and

Recruitment sources utilized by the Stations over the last three years include American Women in Radio and Television; All Asian American Chamber of Commerce; Dallas Black Chamber of Commerce; American Indian Chamber of Commerce; American Women in Media; Central Texas Hispanic Chamber of Commerce; Ft. Worth Metro Black Chamber of Commerce; Dallas County Community College; Dallas Urban League; Denton Hispanic Chamber of Commerce; Ft. Worth Hispanic Chamber of Commerce; Greater Dallas Hispanic Chamber of Commerce; Greater Austin Hispanic Chamber of Commerce; NAACP of Dallas; Texas Association of Broadcasters; UTA Career Services; Women's Center of Tarrant County; Dallas Concilio; Dallas County Community Colleges; Greater Austin Hispanic Chamber of Commerce; Tarrant County Colleges; and TVJobs.com.

2. Time Period between Recruitment and Hire. The Stations generally endeavor to allow a reasonable period of time (e.g., ten business days) between the sending out of a job vacancy announcement and the hiring of a person to fill that position.

3. Supplemental Recruitment Efforts. In addition to the above, Stations have sought to expand their outreach to potential job candidates in their community by means of the following initiatives over the last two years.

- a. Job Fairs. In order to promote awareness of job opportunities in the broadcast industry, as well as current job openings at KTVT and KTXA, Stations' representatives have recently attended job fairs at Tarrant Community College and the Art Institute of Dallas. In addition, in December 2013, the Stations' News Director attended the Regional Conference of the National Association of Hispanic Journalists Conference, where she met with potential candidates about openings in the News Department. And in a broader effort to generally promote

employment in the Dallas-Fort Worth area, KTVT on a weekly basis displays job opportunities full-screen in its 4 pm news, based on listings sent in by local employers.

- b. Internships. The Stations have established an intern program that affords students at area colleges an opportunity to acquire skills needed for broadcast employment and to learn about potential opportunities in the industry. During the last year, the Stations had approximately 21 interns working in the news department.
- c. Participation in events or programs sponsored by educational institutions. Stations' personnel regularly participate in events or programs with and for educational institutions and community groups. Among other events, in the last year, Station representatives have spoken on getting into broadcast and sports journalism (University of North Texas), given the keynote address to graduating seniors at Westminster Presbyterian High School, spoken on careers in the news industry at six elementary and middle schools, and served as Master of Ceremonies at the National Forum for Black Public Administrators, the Dallas Mayor's Intern Fellows Program, and the Annual Martin Luther King Jr. Oratory Competition for elementary school students.
- d. On-line Training. All new hires complete on-line training designed to counter discrimination and sexual harassment.