

**Annual EEO Public File Report**  
**KTBC-TV FOX 7 IS AN EQUAL OPPORTUNITY EMPLOYER**

**Coverage Period:** April 1, 2018 – March 31, 2019

**Station's Comprising Station Employment Unit:** KTBC-TV FOX 7, Austin, Texas

[illegible]

**Total Number of Persons Interviewed During Applicable Period: 63**

## 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
<b>Austin Alliance for Women in Media Foundation</b>	0	All Positions
P.O. Box 2684, Austin, TX 78768		
Contact: Ginny Schoggins		
Website: <a href="http://awmaustin.org">http://awmaustin.org</a>		
Email: <a href="mailto:gschoggins@emmisaustin.com">gschoggins@emmisaustin.com</a>		
<b>Austin Community College</b>	0	All Positions
11928 Stonehollow Drive		
Austin, TX 78758-3101		
Attn: Radio-TV-Film Dept.		
Contact: Christian Raymond		
Phone: 512-223-4732		
Email: <a href="mailto:craymond@austincc.edu">craymond@austincc.edu</a>		
<b>Austin Community College (Rio Grande)</b>	0	All Positions
1212 Rio Grande		
Austin, TX 78701		
Contact: Susan Lorino, Counselor		
Career Center Phone: 512-223-3145		
Fax: 512-223-3428		
Email: <a href="mailto:slorino@austincc.edu">slorino@austincc.edu</a>		
<b>Austin Area Urban League</b>	0	All Positions
8011-A Cameron Rd., Bldg. A, Suite 100		
Austin, TX 78754		
Contact : William « Teddy » McDaniel		
President		
Phone : 512-478-7176		
Fax : 512-478-1239		
Email : <a href="mailto:teddy_mcdaniel@aaul.org">teddy_mcdaniel@aaul.org</a>		
Website: <a href="http://www.aaul.org">www.aaul.org</a>		
<b>Greater Austin Black Chamber of Commerce</b>	0	All Positions

912 E. 11th Street, Suite A		
Austin, TX 78702		
Contact: Deanna Johnson		
Phone: 512-459-1181		
Email: admin@austinbcc.org		
Website: www.austinbcc.org		
<b>Emma L. Bowen Foundation</b>	0	All Positions
30 Rockefeller Plaza		
(1221 Avenue of Americas, 28A41)		
New York, NY 10112		
Contact: Sandra Rice, SVP National Recruitment		
Phone: 212-664-3486		
Email: sandra.rice@nbcuni.com		
<b>Huston-Tillotson University</b>	0	All Positions
900 Chicon St.		
Austin, TX 78702		
Contact: Paul Leverington		
Phone: 512-505-3041		
Email: cgd@htu.edu		
<b>Japanese American Citizens League</b>	0	All Positions
National Headquarters		
1765 Sutter St.		
San Francisco, CA 94115		
Phone: 415-921-5225		
<b>Korean American Coalition</b>	0	All Positions
3727 W. 6 <sup>th</sup> St., Suite 305		
Los Angeles, CA 90020-5108		
Contact: Charles Kim		
Phone: 213-365-5999		
<b>LULAC National Office</b>	0	All Positions
1133 19 <sup>th</sup> St., NW, Suite 1000		
Washington, DC 20036		
Contact: Jorge Trasmonte		
Phone: 202-833-6130		
Fax: 202-833-6135		
Email: jtrasmonte@LULAC.org		
<b>MediaLine</b>	0	All Positions
1209 Wood Valley Road		
Augusta, GA 30909		

Contact: Rich Everitt - President		
Phone: 706-364-7564		
Email: medialine@medialine.com		
<b>N.A.A.C.P.</b>	0	All Positions
1704 East 12 <sup>th</sup> St.		
Austin, TX 78702		
Contact: Gary Bledsoe, President		
Phone: 512-476-6230		
Fax: 512-476-7425		
<b>National Association of Broadcasters</b>	0	All Positions
1771 N Street, NW		
Washington, DC 20036-2891		
Contact: Alex Hitz-Sanchez, Dir. NAB Career Ctr.		
Phone: 202-429-5497		
Website: www.nab.org		
<b>National Hispanic Media Coalition</b>	0	All Positions
55 S. Grand Ave.		
Pasadena, CA 91105-1602		
Attn: Alex Nogales/Brenda Rivas		
Phone: 626-792--6462		
Email: brivas@nhmc.org		
<b>Southwestern University</b>	0	All Positions
1001 E. University Ave.		
Georgetown, TX 78626		
Contact: Dana Luna, Career Services		
Phone: 512-863-1346		
Fax: 512-863-1270		
Email: career.services@southwestern.edu		
<b>St. Edwards University</b>	0	All Positions
Career Planning		
Moody Hall 134		
3001 S. Congress Ave.		
Austin, TX 78704-6489		
Contact: Andrew Harper		
Phone: 512-464-8803		
Fax: 512-448-8549		
Website: www.stedwards.edu/hilltopcareers		
Email: andrewh@stedwards.edu		

<b>The Art institute of Austin</b>	0	All Positions
101 W. Louis Henna Blvd., Suite 101		
Austin, TX 78728		
Contact: Dr. Dana Hagen, Career Services		
Phone: 512-691-4915		
Email: dhagen@aaii.edu		
<b>The Art Institute of Houston</b>	0	All Positions, except News Producer/Assignment Editor
4140 Southwest Freeway		
Houston, TX 77027		
Contact: Jennine Stankiewicz, Career Services		
Phone: 713-353-4146		
Email: jstankiewicz@aaii.edu		
<b>Texas A&amp;M University, Kingsville</b>	0	All Positions
MSC178		
Kingsville, TX 78363		
Contact: Dr. Manuel Flores		
Phone: 361-593-3401		
Fax: 361-593-3402		
Email: kfmcf00@tamuk.edu		
<b>Texas Association of Broadcasters</b>	2	All Positions
502 E. 11 <sup>th</sup> St., Suite 200		
Austin, TX 78701		
Contact: Anna Romero		
Phone: 512-322-9944		
Fax: 512-322-0522		
Email: anna.romero@tab.org		
<b>Texas State University</b>	0	All Positions
601 University Dr.		
LBJ Student Center, Suite 5-7.1		
San Marcos, TX 78666-4616		
Contact: Ross Wood		
Phone: 512-245-2645		
Email: rossw@txstate.edu		
Website: www.careerservices.txstate.edu		
<b>TV Jobs.com</b>	5	All Positions
P.O. Box 4116		
Oceanside, CA 92052-4116		
Contact: Mark C. Holloway, CEO		
Phone: 760-754-8177		

Toll Free: 1-800-374-0119		
Fax: 760-754-2115		
Email: Markch@tvjobs.com		
<b>University of Texas at Austin Career Services</b>	0	All Positions
BMC 2.302		
Austin, TX 78712		
Contact: Debbie Kubena, Dir. Of Communication		
Career Services		
Phone: 512-471-9421		
Fax: 512-232-1827		
Email: ccsmain@austin.utexas.edu		
http://recruit.utexas.edu/hireutexas/		
<b>WICI Job Bank Rep</b>	0	All Positions
7010 Fireoak		
Austin, TX 78759		
Contact: Margaret Harris		
<b>Workforce Solutions Capital Area</b>	0	All Positions
3401 Webberville Rd., Bldg. 1000		
Austin, TX 78702		
Contact: David Goldstein		
Phone: 512-223-5441		
Email: david.goldstein@wfscapitalarea.com		
Website: www.wfscapitalarea.com		
<b>WorkInTexas.com</b> (state job bank of Texas)	1	All positions
<b>KTBC Website</b>	12	All Positions
<b>www.Fox7Austin.com</b>		
KTBC-TV		
119 E. 10 <sup>th</sup> Street		
Austin, TX 78701		
Contact: Lisa Cordes		
Phone: 512-476-7777		
<b>Corporate Website</b>	6	All Positions
<b>21CFCareers.com / FoxCareers.com</b>		
<b>FTS Career Website (Taleo)</b>	1	News Producer (1)
		Reporter (1)

<b>National Press Photographers Association</b>	0	Photographer (4)
Contact: Arthur D. Lauck		
Email: info@nppa.org		
<b>Graeme Newell 602 Communications</b>	0	Creative Services Manager
1011 Lyndhurst Falls Lane		
Knightdale, NC 27545		
Phone: 919-217-4438		
Email: gnewell@602communications.com		
<b>Collective Talent</b>	0	Reporter (2)
1721 Richardson Place		
Tampa, FL 33606		
Contact: Michael Bille		
Phone: 813-254-9695		
Email: <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a>		
Website: <a href="http://www.collectivetalent.com">www.collectivetalent.com</a>		
(source requested use for on-air positions only)		

**In addition, we had 3 through Employee Referral, 10 through Internal Posting and 3 from Fox O&O Stations. We had 13 from Indeed.com and 6 from LinkedIn.com. We also had 1 from Entertainment Careers Job Board.**

**Job Opportunity notices for all positions are posted at KTBC and are sent to all other Fox Owned and Operated Stations:**

WNYW, WWOR, New York, NY  
 KTTV, KCOP, Los Angeles, CA  
 WFLD, WPWR, Chicago, IL  
 KTXF, Philadelphia, PA  
 KDFW, KDFI, Dallas, TX  
 KTVU, KICU, Oakland, CA  
 WTTG, WDCA, Washington, DC  
 WAGA, Atlanta, GA  
 KRIV, KTXH, Houston, TX  
 WJBK, Southfield, MI  
 KSAZ, KUTP, Phoenix, AZ  
 WTVT, Tampa, FL  
 KMSP, WFTC, Eden Prairie, MN  
 WOFL, WRBW, Lake Mary, FL  
 WJZY, WMYT, Charlotte, NC  
 WOGX, Gainesville, FL

**\* Asterisk notes recruitment sources which requested job notification announcements. (none this period)**

**Participation in Job Fairs (i)**

Fox Television Station Human Resources representatives manned recruiting booths for the FTS group at the *Emma Bowen Foundation Career Fair* in New York, NY on June 26, 2018. A list of current open positions at KTBC was made available to job fair participants.

Fox Television Station Human Resources representatives manned recruiting booths for the FTS group at the *National Association of Hispanic Journalists Conference* in Miami, FL on July 18-20, 2018. A list of current open positions at KTBC was made available to job fair participants.

Fox Television Station Human Resources representatives manned recruiting booths for the FTS group at the *National Association of Black Journalists Conference* in Detroit, MI on August 1-3, 2018. A list of current open positions at KTBC was made available to job fair participants.

Fox Television Station Human Resources representatives manned recruiting booths for the FTS group at the *Asian American Journalist Association Conference* in Houston, TX on August 8-11, 2018. A list of current open positions at KTBC was made available to job fair participants.

Fox Television Station Human Resources representatives manned recruiting booths for the FTS group at the *Excellence in Journalism Conference* in Baltimore, MD on September 27-28, 2018. This event was organized by the Radio Television Digital News Association (RTDNA), the Society of Professional Journalists (SPJ) and the National Association of Hispanic Journalists (NAHJ). A list of current open positions at KTBC was made available to job fair participants.

Fox Television Station Human Resources representatives manned recruiting booths for the FTS group at the *Howard University Career Fair* in Washington, DC on February 28, 2019. A list of current open positions at KTBC was made available to job fair participants.

**Participation in Events Sponsored by Organizations Representing Groups Present in the Community Interested in Broadcast Employment Issues (iv)**

4/19/18 - The Austin Alliance for Women in Media Trailblazer and Awards of Excellence Gala was held at the Westin at the Domain in Austin. Executive Assistant Marisa Hamvay won Television Unsung Hero of the Year, Christie Humphries won Television Account Executive of the Year, VP Creative Services David Squires won Best Promotional Spot of the Year, Promotion Producer Douglas Macut won Best Commercial of the Year and Promotion Producer Chelsea Judge won Best PSA/Community Affairs Spot of the Year.

6/27/18 - VP General Manager Michael Lewis was a panelist to evaluate college student finalists in the Wells Fargo College Seminar program.

8/2/18 - VP Engineering and Operations James Corbin attended the Texas Association of Broadcasters 2018 Convention and Trade Show in Austin. He viewed the exhibits and attended C-band Registration/5G and Wireless Mics Post Repac sessions.

8/1-2/18 - Program Director Holly Breaux attended the Texas Association of Broadcasters 2018 Convention and Trade Show in Austin, attending multiple sessions, including FCC Legal Update and The Continuing Evolution of TV Audience Measurement.

9/22/18 - Multimedia Journalist Natalie Martinez attended the Investigative Reporters and Editors (IRE) Watchdog Workshop held at WFAA in Dallas, Texas.

11/11/18 - FOX 7 Austin had the privilege of partnering with Honor Flight to host World War 2, Korean and Vietnam veterans on our Veterans Day parade float. The annual parade is held in downtown Austin. Anchor Mike Warren accompanied the veterans in our branded vehicle and trailer at the front of the parade. FOX 7



Austin promoted the event in advance with on-air promos and news content. After the parade, anchor Mike Warren was also the emcee of the Veterans Day State Capitol event.

1/22/19 – VP General Manager Michael Lewis and VP News Director Pam Vaught attended the 2019 Texas Association of Broadcasters Legislative Day Conference.

3/8/19 – Anchor Lauren Petrowski was the moderator of the International Women’s Day Panel at the SXSW Conference in Austin, Texas.

### **Internship Program (v)**

FOX 7 provided three internships to students for college credit during the Summer 2018 and Fall 2018 semesters. These internships are designed to assist students interested in pursuing a career in broadcasting. The students interned in the News and Sports departments. The interns included students from The University of Texas, Austin Community College and Calvin College.

### **Participation in Job Banks, Internet Program, and Other Programs Designed to Promote Outreach Generally (vi)**

Job Shop at [www.fox7austin.com](http://www.fox7austin.com) is an ongoing initiative that allows job-seekers to search for jobs on the station website; links to helpful sites are also provided for job seekers.

### **Scholarship Program (vii)**

Fox Television Stations is a partner company of the Emma L. Bowen Foundation for Minority Interests in Media. Romnie Mills was a work/study trainee in the News Department this Summer at FOX 7 from 6/4/18-7/27/18. She received an hourly wage as well as a matching contribution to help pay for college tuition and expenses.

### **Establishment of Training Programs Designed to Enable Station Personnel to Acquire Skills that could Qualify them for Higher Level Positions (viii)**

4/10-17/18 – Program Director Holly Beaux and Satellite Coordinator Rita Guerrero received training during this period from Wide Orbit on WO Program 28Q Contracts, Finance Reporting and Scheduling.

4/22/18 – VP Finance Bob Sorrels and Director of Finance MariaLuisa Martinez received training from Wide Orbit on WO Program 28Q Contracts, Finance Reporting.

5/6-7/18 – Director of Engineering William Hicks received transmitter maintenance training from Rhode & Schwartz in Baltimore, MD.

5/10/18 – The FOX 7 Web Team and VP News Director Pam Vaught received training from the FTS Digital Team on Instagram stories.

6/1/18 – VP General Sales Manager Scott Moore received a Local Market Transformation Update from Nielsen.

6/5-8/18 – Photographer Michael Winn received Drone Training at Atlanta Hobby.

June-July 2018 – Promotion Producers Chelsea Judge and Douglas Macut received online Drone Observer Training from Gold Seal Drone School.

6/26-29/18 – VP Creative Services David Squires attended numerous training seminars at Promax in Las Vegas, NV.

8/16/18 – FOX 7 Engineer Jesus Amaro trained Director of Engineering William Hicks, Engineer Robert Weissinger and Director Jerah Collaros on Standard ENG Procedures and Safety.

10/18-19/18 – VP Finance Bob Sorrels received Reports Now software training.

10/22-31/18 – FOX 7 Engineer Jesus Amaro trained the reporter and photographer staff on new Satellite Truck Operation.

1/23/19 – FOX 7 Engineer Michael Hancock trained Engineers Jesse Amaro, James Allen and Kelvin Benson on SSL Audio Console operation.

2/22/19 – Digital Content Manager Julia Noel attended a four-hour training session from Boston Consulting Group on structured problem solving.

3/1/19 – Special Projects Manager Jeremiah Mosher received his Drone Pilot Certification through PSI Learning Academy.

### **Participation in Events/Programs Sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting (x)**

4/12/18 – Meteorologist Scott Fisher was a presenter during Scientist Day at Travis Heights Elementary of Austin ISD.

4/19/18 – Sports Anchor Dennis de la Pena was a role model at the “Role Model Fair” at Overton Elementary of Austin ISD.

4/30/18 – Meteorologist Zack Shields gave a presentation on Weather to 125 1<sup>st</sup> grade students at River Ridge Elementary of Leander ISD.

5/4/18 – Sports Anchor Dennis de la Pena was a reader at Zavala Elementary of Austin ISD during their Reading Rally event.

5/17/18 – Sports Anchor Dennis de la Pena was a presenter at Baranoff Elementary’s Wellness Day event.

5/23/18 – Sports Anchor Dennis de la Pena was a role model at the “Role Model Fair” at Campbell Elementary of Austin ISD.

5/24/18 – Meteorologist Chelsea Andrews gave a presentation on Weather at Cottonwood Creek Elementary of Hutto ISD during their STEAM Career Day.

5/29/18 – VP General Manager Michael Lewis gave a presentation to 25 4<sup>th</sup> grade students on how a television station runs and his responsibilities as the VP/GM.

9/28/18 – Texas State University student Nikki Salaymeh, who is taking Human Resources classes and working to obtain a Master of Public Administration, interviewed Human Resources Director Lisa Cordes for a class assignment. She interviewed Lisa about the position and function of the human resources position at FOX 7. Her goal is to be a human resources professional.

10/9/18 – Southwestern University English major Hannah Roark participated in a job shadow with FOX 7 Executive Producer Chris Walker for a class project on potential career opportunities.

11/28/18 – VP General Manager Michael Lewis began mentoring a middle school student through the Kealing Middle School Mentor Program. He continues to mentor the student once a week through the conclusion of the current school year in May 2019.

12/5/18 – Meteorologist Chelsea Andrews gave a presentation on Weather at Pond Springs Elementary of Round Rock ISD.

1/22/19 – Meteorologist Chelsea Andrews gave a presentation on Weather at IDEA Montopolis Academy in Austin.

1/29/19 – Sports Anchor John Hygh gave a Career Day presentation at Timmerman Elementary of Pflugerville ISD.

2/4/19 – Meteorologist Chelsea Andrews gave a presentation on Weather at Chandler Oaks Elementary of Round Rock ISD.

2/19/19 – Meteorologist Zack Shields gave a presentation on Weather at Hemphill Elementary of Hays CISD.

2/19/19 – Meteorologist Chelsea Andrews gave a presentation on Weather at Pfluger Elementary of Hays CISD.

2/20/19 – FOX 7 participated in Leander ISD’s COOL Week by hosting two students for the day. COOL Week “Career Opportunities On Location” is a structured work-based experience for 12th grade students. It provides graduating seniors the opportunity to spend time on-site in the industry where they have an interest in pursuing a career.

2/27/19 – Meteorologist Zack Shields gave a presentation on Weather at Great Oaks Elementary of Round Rock ISD.

3/11/19 – VP Creative Services David Squires met with a Texas Tech University student to discuss broadcasting careers for a class assignment.

#### **Listing of Each Upper-Level Job Opening in a Job Bank or Newsletter of Media Trade Groups Whose Membership Includes Substantial Participation of Women and Minorities (xii)**

All job openings were listed in the Alliance for Women in Media local chapter newsletters and/or website.

#### **Participation in Other Activities to Disseminate Information as to Employment Opportunities in Broadcasting (xvi)**

**Notice on Fox7Austin.com:** Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request KTBC-TV to provide them with information about full-time openings at the station. Such requests must include the organization’s name, mailing address, e-mail address if applicable, telephone number and contact person, and identify the category or categories of job openings for which it requests notices. Requests should be directed to Human Resources, KTBC FOX 7, 119 E. 10<sup>th</sup> Street, Austin, TX 78701. We appreciate your organization’s help in publicizing our job openings! KTBC-TV is an Equal Opportunity Employer.