

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

**Coverage Period:** April 1, 2020 – March 31, 2021

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

[illegible]

**Total Number of Persons Interviewed During Applicable Period: 47**

## 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: <a href="mailto:admin@austinbcc.org">admin@austinbcc.org</a>		

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: Michael Barham, VP of Programs		
Phone: 212-664-0199		
Email: michael.barham@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: jobs@medialinetalent.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 – posted through Handshake eff 12/4/20</b>	0	All Positions
Career Planning		
Moody Hall 134		
3001 S. Congress Ave.		
Austin, TX 78704-6489		
Contact: Jason De La Rosa		
Phone: 512-416-5858		
Fax: 512-448-8549		
Website: https://career.stedwards.edu		
Email: jasond@stedwards.edu		
Positions posted through app.joinhandshake.com		
<b>The Art Institute of Austin</b>	0	All Positions
101 W. Louis Henna Blvd., Suite 101		
Austin, TX 78728		
Contact: Mark Lucero, Career Services		
Phone: 512-691-1707		
Email: mlucero@aai.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>	0	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 – posted through Handshake eff 12/4/20</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		
Positions posted through app.joinhandshake.com		
<b>TV Jobs.com</b>	0	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 - posted through Handshake</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		
Positions posted through app.joinhandshake.com		

<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)	0	All Positions
<b>KTBC Website</b>	0	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>	14	All Positions
<b>FoxCareers.com</b>		
<b>National Press Photographers Association</b>	0	Photographer
Contact: Arthur D. Lauck		
Email: info@nppa.org		
<b>Collective Talent</b>	0	Reporter (2)
1721 Richardson Place		Anchor/Reporter
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 2 Employee Referrals and 10 Internal KTBC Employees. We had 1 from an Agent, 3 from Job Board (Other), 1 from Website (Other), and 1 from Social Media (Other). We also had 8 from Indeed, 6 from LinkedIn, and 1 from Facebook.

**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  
WTXF, 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  
WOGX, Gainesville, FL  
WITI, Milwaukee, WI  
KCPQ, Tacoma, WA  
KZJO, Seattle, WA

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

**Participation in Job Fairs (i)**

KTBC FOX 7 Human Resources Director Lisa Cordes attended the *Emma Bowen Foundation Summer Conference and Career Fair*. The virtual event was held on July 15, 2020. Lisa, along with other Fox Television Station Human Resources representatives manned the Fox Television Station virtual career fair booth.

FOX Television Station Human Resources representatives attended the *National Association of Black Journalists and National Association of Hispanic Journalists Career Fair*. The virtual event was held August 5 – August 7, 2020. The Fox Television Station Human Resources representatives manned the Fox Television Station virtual career fair booth for the group.

FOX Television Station Human Resources representatives attended the *National Association of Asian American Journalists Trade Show*. The virtual event was held August 12 – August 14, 2020. The Fox Television Station Human Resources representatives manned the Fox Television Station virtual career fair booth for the group.

FOX Television Station Human Resources representatives attended the *Newhouse School at Syracuse University's Diversity Communication Career Fair*. The virtual event was held on March 5, 2021. The Fox Television Station Human Resources representatives manned the Fox Television Station virtual career fair booth for the group.

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

11/7/20 – SVP General Manager Michael Lewis was a panelist at the NABJ Regional Conference (ZOOM), discussing the topic of Technology in the Newsroom.

12/17/20 – Anchor Leslie Rangel attended a writing seminar through Texas Association of Broadcasters Association.

1/28/21 – Anchor Dave Froehlich gave a presentation on broadcasting to the Lake Travis Rotary Club.

2/10/21 – SVP General Manager Michael Lewis was a panelist at the Alliance for Women in Media (AWM) Austin Affiliate's February Virtual Zoom at Noon, discussing the topic of Navigating Gender and Power Dynamics in the Workplace.

February and March 2021 – VP Creative Services David Squires began participating in the 2021 Austin Ad Fed Mentor Program that runs from Feb-May. It is a program where creative professionals volunteer to mentor college students in Advertising. David was placed with a student from Texas State University and meets via Zoom on a monthly basis to discuss professional development.

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

April 2020 and throughout reporting period, Digital Sales Manager David Griffiths provided on-going internal Digital/OTT training to all Sales Manager and Account Executives each Wednesday.

7/13/20 – News Administrative Assistant Aly Kerr received training from DEEM on the new travel booking system for business travel for station personnel.

7/28/20-7/29/20 – Sales Managers and Account Executives received FLX – OTT Sales training from Michael Page and Maria Farricielli from FTS home office

8/4/20-8/6/20 – Executive Assistant Marisa Hamvay received Wide Orbit Programming training.

8/26/20-8/28/20 – Research Director Karen McCarty trained VP/GSM Scott Moore on Wide Orbit Media Sales Research functions, Kantar/CMR, and Nielsen Ariana software/daily overnight reports.



9/1/20-9/30/20 – VP Engineering and Operations James Corbin, Engineers Jesse Amaro, Kelvin Benson, Michael Hancock, Nicholas Lindholm and Robert Weissinger, and IT Support Technician Luis Arias took the SBE University 8-VSB online course in RF Transmission.

9/15/20-9/18/20 – Engineer Robert Weissinger received Virtualization/Isilon training through Dell.

9/22/20 – Engineers Jesse Amaro, Kelvin Benson, Nicholas Lindholm and Robert Weissinger received Tanium training through FOX Corporate.

1/19/21 – VP Creative Services David Squires received Nielsen Promo Optimizer training from Nielsen.

1/29/21 – VP Finance Bob Sorrels and Director of Finance Nicole Gray received Supplier Validation training from FTS home office.

February and March 2021 – VP Creative Services David Squires began participating in the Harvard Manage Mentor Program through Fox Learning and Development. This is a year-long leadership development program with new modules completed monthly.

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

7/16/20 – VP News Director Pam Vaught spoke with KDFW's Emma Bowen Intern, Erin Davis. She is going to her senior year of college and was looking for tips on preparing for and looking for her first job.

10/19/20 – Sports Anchor Dennis de la Pena was interviewed by a University of Texas student for a school project.

1/5/21 – Meteorologist Chelsea Andrews gave a virtual presentation on Weather to Popham Elementary of Del Valle ISD.

2/2/21 – Meteorologist Chelsea Andrews gave a virtual presentation on Weather to fourth graders at Boerne ISD.

3/24/21 – Meteorologist Chelsea Andrews gave a virtual presentation on Weather to second graders at Chandler Oaks Elementary of Round Rock ISD.

3/30/21 – Meteorologist Chelsea Andrews gave a virtual presentation on Weather to first graders at Pond Springs Elementary of Round Rock ISD.

#### **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.