

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

Coverage Period: April 1, 2021 – March 31, 2022

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

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hiree
Account Executive	7/19/21	FoxCareers.com
Photographer	8/9/21	FoxCareers.com
Research Director	9/27/21	LinkedIn.com
Reporter	10/18/21	Job Board (other)
Newscast Director	11/29/21	Indeed.com
Meteorologist	12/13/21	FoxCareers.com
Digital Content Creator	12/13/21	LinkedIn.com
Photographer	12/20/21	LinkedIn.com
News Producer/Assignment Editor	12/20/21	Social Media (other)
Digital Content Creator	1/31/22	FoxCareers.com
News Producer	1/31/22	LinkedIn.com
News Producer	1/31/22	FoxCareers.com
Sales Assistant	1/31/22	Employee Referral
Production Assistant	1/31/22	FoxCareers.com
Production Assistant	2/9/22	FoxCareers.com
News Producer	3/14/22	Indeed.com
News Producer	3/21/22	FoxCareers.com
Reporter	3/23/22	FoxCareers.com
News Anchor/Producer	3/30/22	Personal LinkedIn Feed

Total Number of Persons Interviewed During Applicable Period: 69

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
Austin Alliance for Women in Media Foundation	0	All Positions
P.O. Box 2684, Austin, TX 78768		
Contact: Ginny Schoggins		
Website: http://awmaustin.org		
Phone: 512-908-4939		
Email: gschoggins@waterloomediacom		
Austin Community College	0	All Positions
11928 Stonehollow Drive		
Austin, TX 78758-3101		
Attn: Radio-TV-Film Dept.		
Contact: Christian Raymond		
Phone: 512-223-4732		
Email: craymond@austincc.edu		
Austin Community College (Rio Grande)	0	All Positions
1212 Rio Grande		
Austin, TX 78701		
Contact: Susan Lorino, Counselor		
Career Center Phone: 512-223-3145		
Fax: 512-223-3428		
Email: slorino@austincc.edu		
Austin Area Urban League	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 : teddy_mcdaniel@aaul.org		
Website: www.aaul.org		
Greater Austin Black Chamber of Commerce	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		
Emma L. Bowen Foundation	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		
Huston-Tillotson University	0	All Positions
900 Chicon St.		
Austin, TX 78702		
Contact: Paul Leverington		
Phone: 512-505-3041		
Email: cgd@htu.edu		
LULAC National Office	0	All Positions
1133 19 th St., NW, Suite 1000		
Washington, DC 20036		
Contact: Jorge Trasmonte		
Phone: 202-833-6130		
Fax: 202-833-6135		
Email: jtrasmonte@LULAC.org		
MediaLine	0	All Positions
P.O. Box 51909		
Pacific Grove, CA 93950		
Contact: Vicki Bastianen		
Phone: 800-237-8073		
Email: jobs@medialinetalent.com		
National Hispanic Media Coalition	0	All Positions
55 S. Grand Ave.		
Pasadena, CA 91105-1602		
Attn: Alex Nogales/Brenda Rivas		
Phone: 626-792--6462		
Email: brivas@nhmc.org		
Southwestern University	0	All Positions
1001 E. University Ave.		
Georgetown, TX 78626		
Contact: Alexandra Anderson		
Phone: 512-863-1265		
Email: recruitapirate@southwestern.edu		

Email: career.services@southwestern.edu		
St. Edwards University – posted through Handshake	0	All Positions
Career Planning		Except: Sales Assistant (does not accept clerical positions)
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		
The Art Institute of Austin	0	All Positions
101 W. Louis Henna Blvd., Suite 101		
Austin, TX 78728		
Contact: Mark Lucero, Career Services		
Phone: 512-691-1707		
Email: mlucero@aia.edu		
Texas A&M University, Kingsville	0	All Positions
MSC178		
Kingsville, TX 78363		
Contact: Dr. Manuel Flores		
Phone: 361-593-3401		
Fax: 361-593-3402		
Email: kfmcf00@tamuk.edu		
Texas Association of Broadcasters	0	All Positions
502 E. 11 th St., Suite 200		
Austin, TX 78701		
Contact: Anna Romero		
Phone: 512-322-9944		
Fax: 512-322-0522		
Email: anna.romero@tab.org		
Texas State University – posted through Handshake	0	All Positions
601 University Dr.		Except: Sales Assistant (does not accept clerical positions)
LBJ Student Center, Suite 5-7.1		
San Marcos, TX 78666-4616		
Contact: Katherine Brewer		
Phone: 512-245-2645		
Email: hireabobcat@txstate.edu		
Website: www.careerservices.txstate.edu		

Positions posted through app.joinhandshake.com		
TV Jobs.com	0	All Positions
P.O. Box 4116		
Oceanside, CA 92052-4116		
Contact: Mark C. Holloway, CEO		
Toll Free: 1-800-374-0119		
Email: Markch@tvjobs.com		
Email: admin@tvjobs.com		
https://www.tvjobs.com/postjobs/		
University of Texas at Austin Career Services - posted through Handshake	0	All Positions
Moody College Career Center		Except: Sales Assistant
BMC 2.302		(does not accept clerical positions)
Austin, TX 78712		
Contact: Ladd Flock		
Phone: 512-232-6556		
Email: ladd.flock@austin.utexas.edu		
Positions posted through app.joinhandshake.com		
Workforce Solutions Capital Area	0	All Positions
9001 N. IH 35, Ste 110A		
Austin, TX 78753		
Contacts: Taylor Bradshaw/Jeffrey Murchison		
Phone: 512-597-7263/512-779-9185		
Email: taylor.bradshaw@wfscapitalarea.com		
Email: jeffrey.murchison@wfscapitalarea.com		
Website: www.wfscapitalarea.com		
WorkInTexas.com (state job bank of Texas)	0	All Positions
KTBC Website	0	All Positions
www.Fox7Austin.com		
KTBC-TV		
119 E. 10 th Street		
Austin, TX 78701		
Contact: Lisa Cordes		
Phone: 512-476-7777		
Corporate Website	23	All Positions
FoxCareers.com		
National Press Photographers Association	0	Photographer (2)
Contact: Arthur D. Lauck		
Email: info@nppa.org		

Collective Talent	0	Reporter (2)
1721 Richardson Place		Meteorologist
Tampa, FL 33606		News Anchor/Producer
Contact: Michael Bille		
Phone: 813-494-4555		
Email: bille@michaelsmedia.com		
Website: www.collectivetalent.com		
(source requested use for on-air positions only)		

In addition, we had 2 Employee Referrals, 7 Current KTBC Employees and 2 Former Fox Employees. We had 3 from Agents, 3 from Job Board (Other), 6 from Social Media (Other), and 1 Social Referral. We also had 8 from Indeed.com, 13 from LinkedIn.com and 1 from Personal Linked-In Feed.

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

WNYW, WWOR-TV, New York, NY
 KTTV, KCOP-TV, Los Angeles, CA
 WFLD, WPWR-TV, Chicago, IL
 WTXF-TV, Philadelphia, PA
 KDFW, KDFI, Dallas, TX
 KTVU, KICU-TV, Oakland, CA
 WTTG, WDCA, Washington, DC
 WAGA-TV, Atlanta, GA
 KRIV, KTXH, Houston, TX
 WJBK, Southfield, MI
 KSAZ-TV, KUTP, Phoenix, AZ
 WTVT, Tampa, FL
 KMSP-TV, 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)

FOX Television Station Human Resources representatives attended the *Syracuse University's Spring 2021 Newhouse Recruitment Collective*. The virtual event was held on April 29, 2021. 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 *T. Howard Foundation Virtual Coaching & Networking Event*. The virtual event was held on May 26, 2021. 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 *Emma Bowen Foundation Virtual Career Fair*. The virtual event was held on June 30, 2021. 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 Black Journalists Virtual Convention and Career Fair*. The virtual event was held August 18 – August 20, 2021. 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 *Asian American Journalists Association Virtual Convention*. The virtual event was held August 25 – August 27, 2021. The Fox Television Station Human Resources representatives manned the Fox Television Station virtual booth for the group.

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

4/22/21 – Meteorologist Chelsea Andrews prepared a virtual presentation for FOX Academy for Take Your Kids to Work Day 2021 for FOX employees and their families to enjoy fun, educational activities.

2021/2022 – Account Executive Christie Humphries was elected to the board of Alliance for Women in Media Austin as Spirit/Development Co-Chair.

7/17/21 – Anchor Leslie Rangel taught a virtual yoga class at the National Association of Hispanic Journalists 2021 Conference.

8/19/21 – Reporter Tierra Neubaum spoke to the West Austin Rotary at their luncheon meeting about her role as a lifestyle reporter.

8/20/21 – SVP General Manager Michael Lewis was a speaker at the NABJ Leadership Academy: Breaking Through to Become TV News Executive Live Q & A.

11/17/21 – SVP General Manager Michael Lewis mentored Kith Bryant through the NABJ Mentorship Program.

12/2/21 – SVP General Manager Michael Lewis mentored Daria Shelton through the NABJ Leadership Academy Mentorship Program.

2/9/22 – Programming Coordinator Marisa Hamvay attended the Alliance for Women in Media of Austin's luncheon meeting on Economic Development.

2/17/22 – SVP General Manager Michael Lewis mentored Alyssa Wilson through the NABJ Leadership Academy Mentorship Program.

Scholarship Program (vii)

Fox Television Stations is a partner company of the Emma L. Bowen Foundation for Minority Interests in Media. Terrian Spurs was a work/study trainee in the News Digital Department this Summer at FOX 7 from 6/7/21-7/30/21. She received an hourly wage and an additional contribution was provided 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)

5/5/21, 5/18-5/19/21, 5/26-5/27/21 – VP Finance Bob Sorrels and Director of Finance Nicole Gray received training from FTS home office on Project Mercury, FDM Overview, Journal Entry Processing, Asset Management, Coupa Review and General Reporting.

5/11/21 – Alexandra Pope at Tagboard provided training on the digital tool Tagboard to News staff including VP, News Director Pam Vaught, Asst. News Director Kevin McPherson, Executive Producers Chris Walker and Jennifer Ruffcorn, and Producers Allison Ereksen, Dewey Cooper, Stefanie Sustaita, Anthony Prosceno, Shannon Nichols, Kirstin Carroll and Catherine Nguyen.

5/20/21 – Engineers Jesse Amaro, Kelvin Benson, Michael Hancock, Nicholas Lindholm and Robert Weissinger, IT Support Technician Luis Arias, and Director of Engineering Bill Hicks received EQX/MV Training from Evertz.

5/27/21 – VP Engineering and Operations Jim Corbin and Director of Engineering Bill Hicks received ANSI/TIA Tower Standard and Maintenance Training from Society of Broadcast Engineers.

6/28/21 – VP News Director Pam Vaught received internal training from FTS home office on Workday Expense Reports.

6/29/21 – News Assistant Aly Kerr received internal training from FTS home office on Workday Expense Reports.

7/1/21 – VP Engineering and Operations Jim Corbin received Professional Ethics training through a webinar by Texas Board of Professional Engineers and Land Surveyors.

7/29/21 – VP Engineering and Operations Jim Corbin received training from Society of Broadcast Engineering on Drones for Tower Inspections.

8/24/21 – VP Engineering and Operations Jim Corbin received training from Society of Broadcast Engineering on WebRTC-The Future of Communications.

9/1/21, 10/7/21, 1/13/22 and 3/9/22 – VP Engineering and Operations Jim Corbin received Ethics training from TBPELS (Texas Board of Professional Engineers and Land Surveyors).

9/14/21, 9/21/21 and 9/27/21 – VP Engineering and Operations Jim Corbin received SMPTE (Society of Motion Pictures and Television Engineers) 2110 Technical training from Imagine Communications.

9/15/21 – VP Engineering and Operations Jim Corbin received training on preparing remote sites for winter from Society of Broadcast Engineering.

9/18-19/21 – All Newscast Directors received training from Ross Palermo from Sony on the Sony switcher and ELC upgrades.

9/23/21 – VP Engineering and Operations Jim Corbin received SMPTE 2110 Basics training from Society of Broadcast Engineering.

9/30/21 – VP Creative Services David Squires completed the Harvard Manage Mentor Program through Fox Learning and Development and received his Certificate in Leadership. This was a year-long leadership development program with modules completed monthly.

10/7/21 – News Department staff received Create 3.0 training from Bitcentral.

11/17/21 – VP Engineering and Operations Jim Corbin received training on basic test gear from Society of Broadcast Engineering.

1/13/22 – VP Engineering and Operations Jim Corbin received SNMP Module 2 training from Society of Broadcast Engineering.

2/9/22 – VP Engineering and Operations Jim Corbin received training on How to Prepare for Certifications from Society of Broadcast Engineering.

2/17/22 – VP Engineering and Operations Jim Corbin received training on Tower Lighting Considerations from Society of Broadcast Engineering.

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

5/8/21 – Sports Anchor Dennis de la Pena was a reader for the Virtual Reading Rally at Zavala Elementary School of Austin ISD.

5/12/21 – Newscast Director Darren Foyt gave a presentation on Career Day at Summit Elementary School of Austin ISD.

7/2/21 – Sports Anchor Dennis de la Pena provided a phone interview to Kate Cazalas of Cedar Park High School of Leander ISD to provide guidance she requested as she plans to pursue a career in sports broadcasting.

8/4/21 – At the request of Round Rock ISD Partners In Education Foundation, Meteorologist Scott Fisher prepared a video announcing the names of the winning teachers of their 2021-2022 Excellence in Education Grant and congratulating them.

3/3/22 – Sports Anchor Dennis de la Pena interviewed a University of Texas student for an “Interview Principles and Practices” course.

3/31/22 – Meteorologist Adaleigh Rowe gave a presentation on Career Day at Travis Heights Elementary of Austin 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.

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination (xiv)

July 15, 2021, FOX notified all KTBC employees to complete mandatory Online Training to review the specifics of the Company's Standards of Business Conduct policy, including the policy on Preventing Harassment, Discrimination and Retaliation in the Workplace. All employees are required to complete the mandatory course by August 14 2021.

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 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. 10th Street, Austin, TX 78701. We appreciate your organization's help in publicizing our job openings! KTBC-TV is an Equal Opportunity Employer.