

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

Coverage Period: April 1, 2017 – March 31, 2018

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

[illegible]

Total Number of Persons Interviewed During Applicable Period: 85

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 |
|---|--|--|
| American Broadcasting School | 0 | Multimedia Journalist (2) |
| 712 N. Watson Road, Suite 200 | | Maintenance Engineer |
| Arlington, TX 76011 | | Sales Assistant |
| Contact: Michelle McConnell , Job Placement Director | | News Producer (2) |
| Email: michelle@radioschool.com | | Photographer (2) |
| Phone: 817-695-2474 | | VP, Engineering and Operations |
| Fax: 817-695-2838 | | Production Technician (2) |
| | | Editor |
| | | Reporter (2) |
| | | Director of Engineering |
| | | Account Executive |
| Austin Alliance for Women in Media Foundation | 0 | All Positions |
| P.O. Box 2684, Austin, TX 78768 | | |
| Contact: Ginny Schoggins | | |
| Website: http://awmaustin.org | | |
| Email: gschoggins@emmisaustin.com | | |
| 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 |

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|--|---|---------------|
| 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: Sandra Rice, SVP National Recruitment | | |
| Phone: 212-664-3486 | | |
| Email: sandra.rice@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 | | |
| | | |
| Japanese American Citizens League | 0 | All Positions |
| National Headquarters | | |
| 1765 Sutter St. | | |
| San Francisco, CA 94115 | | |
| Phone: 415-921-5225 | | |
| | | |
| Korean American Coalition | 0 | All Positions |
| 3727 W. 6 th St., Suite 305 | | |
| Los Angeles, CA 90020-5108 | | |
| Contact: Charles Kim | | |
| Phone: 213-365-5999 | | |
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| 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 |
| 1209 Wood Valley Road | | |
| Augusta, GA 30909 | | |
| Contact: Rich Everitt - President | | |
| Phone: 706-364-7564 | | |
| Email: medialine@medialine.com | | |
| | | |
| N.A.A.C.P. | 0 | All Positions |
| 1704 East 12 th St. | | |
| Austin, TX 78702 | | |
| Contact: Gary Bledsoe, President | | |
| Phone: 512-476-6230 | | |
| Fax: 512-476-7425 | | |
| | | |
| National Association of Broadcasters | 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 | | |
| | | |
| 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: Dana Luna, Career Services | | |
| Phone: 512-863-1346 | | |
| Fax: 512-863-1270 | | |
| Email: career.services@southwestern.edu | | |
| | | |
| St. Edwards University | 0 | All Positions |

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| 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 | | |
| | | |
| The Art Institute of Houston | 0 | All Positions |
| 4140 Southwest Freeway | | |
| Houston, TX 77027 | | |
| Contact: Jennine Stankiewicz, Career Services | | |
| Phone: 713-353-4146 | | |
| Email: jstankiewicz@aia.edu | | |
| | | |
| The Art Institute of Austin | 0 | All Positions |
| 101 W. Louis Henna Blvd., Suite 101 | | |
| Austin, TX 78728 | | |
| Contact: Chris Thompson, Career Services | | |
| Phone: 512-691-4915 | | |
| Email: chrthompson@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 | 2 | 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 | 0 | All Positions |
| 601 University Dr. | | |
| LBJ Student Center, Suite 5-7.1 | | |
| San Marcos, TX 78666-4616 | | |
| Contact: Ross Wood | | |

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|---|----|---|
| Phone: 512-245-2645 | | |
| Email: rossw@txstate.edu | | |
| Website: www.careerservices.txstate.edu | | |
| | | |
| TV Jobs.com | 4 | 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 | | |
| | | |
| University of Texas at Austin Career | 0 | All Positions except: |
| Services | | Sales Assistant and Local Sales Assistant |
| BMC 2.302 | | (Source does not accept clerical positions) |
| 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/ | | |
| | | |
| WICI Job Bank Rep | 0 | All Positions |
| 7010 Fireoak | | |
| Austin, TX 78759 | | |
| Contact: Margaret Harris | | |
| | | |
| Workforce Solutions Capital Area | 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 | | |
| | | |
| WorkInTexas.com (state job bank of Texas) | 1 | All positions |
| | | |
| KTBC Website | 14 | All Positions |
| www.Fox7Austin.com | | |
| KTBC-TV | | |
| 119 E. 10 th Street | | |

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|---|----|--------------------------------|
| Austin, TX 78701 | | |
| Contact: Lisa Cordes | | |
| Phone: 512-476-7777 | | |
| | | |
| KTBC Jobline | 0 | Multimedia Journalist (2) |
| 512-494-2030 | | Maintenance Engineer |
| KTBC-TV | | Sales Assistant |
| 119 E. 10 th Street | | News Producer (1) |
| Austin, TX 78701 | | Photographer (1) |
| Contact: Lisa Cordes | | VP, Engineering and Operations |
| Phone: 512-476-7777 | | Production Technician (2) |
| <i>(no longer have a jobline)</i> | | Editor |
| | | Reporter (2) |
| | | Director of Engineering |
| | | |
| www.21cf.com/careers | 2 | All Positions |
| | | |
| FTS Career Website (Taleo) | 11 | All Positions |
| | | |
| National Press Photographers Association | 0 | Photographer (2) |
| Contact: Arthur D. Lauck | | |
| Email: info@nppa.org | | |
| | | |
| Collective Talent | 0 | Multimedia Journalist (2) |
| 1721 Richardson Place | | Reporter (2) |
| Tampa, FL 33606 | | |
| Contact: Michael Bille | | |
| Phone: 813-254-9695 | | |
| Email: bille@michaelsmedia.com | | |
| Website: www.collectivetalent.com | | |
| (source requested use for on-air positions only) | | |
| | | |
| Society of Broadcast Engineering Jobs Online | 4 | Maintenance Engineer |
| | | VP, Engineering and Operations |
| Contact: Scott Jones | | Director of Engineering |
| Email: kjones@sbe.org | | |
| Website: www.sbe.org | | |
| | | |
| Monster.com | 0 | Maintenance Engineer |
| | | |

In addition, we had 6 through Employee Referral, 18 through Internal Posting, 1 Intern, 1 from Personal Reference of applicant, 1 from Researching Austin Market, 2 from Agents and 1 from National Association of Black Journalists. We also had 15 from Indeed.com, 1 from GlassDoor.com and 1 from LinkedIn.com.

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 29, 2017. 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 Convention and Career Fair* in Philadelphia, PA on July 27-28, 2017. 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 Convention and Career Fair* in New Orleans, LA on August 9-13, 2017. 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 Anaheim, CA on September 7-9, 2017. 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 2017 Communications Job & Internship Fair* in Washington, DC on October 6, 2017. 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)

April 2017 – Program Director Holly Breaux served as Secretary and National Liaison for the Alliance for Women in Media, Austin Affiliate. Austin Alliance for Women in Media harnesses the promise, passion and power of women in all forms of media to empower career development, engage in thought leadership, and drive positive change for the industry and societal progress.

4/20/17 – The Austin Alliance for Women in Media Trailblazer and Awards of Excellence Gala was held at the W Hotel in Austin. FOX 7 Sr. Web Producer Julia Noel, Account Executive Alyssa Brown, Assistant Traffic Manager Pam Moore, Web Producer Donny Wong, Local Sales Manager Carly Gill, News Administrative Assistant Aly Kerr, Meteorologist Zack Shields and Promotion Manager David Squires were all finalists for 2017 Awards of Excellence. Promotion Manager David Squires won in the Best Video Promotional Creative category for his FOX 7 Retro Spot.

6/28/17 – VP General Manager Michael Lewis was a panelist to evaluate college student finalists in the Wells Fargo College Seminar program.

7/19/17 – Promotion Producer Chelsea Judge attended the Austin Women in Media Luncheon and panel discussion on Facebook Advertising.

8/9-10/17 – VP Creative Services Kathie Smith, Promotion Manager David Squires, Sr. Web Producer Julia Noel, Account Executive Christie Humphries and Program Director Holly Breaux attended panel sessions at the Texas Association of Broadcasts Convention and Trade Show. Educational sessions attended included: Driving Innovation with Google, Building the Next Gen TV Business and Navigating the Spectrum Repack.

11/11/17 - FOX 7 had the privilege of hosting the Grand Marshall of the Veterans' Day Parade, America's oldest living veteran Richard Overton. The annual parade is held in downtown Austin. Anchor Mike Warren accompanied Mr. Overton in our branded vehicle at the front of the parade. FOX 7 promoted the event in advance with on air promos and news content. Anchor Mike Warren was also the emcee of the Veterans' Day State Capitol event.

2/13/17 – Meteorologist Chelsea Andrews gave a presentation on Weather to tenants of Court at Round Rock, a senior assisted living center in Round Rock.

2/24/17 – Meteorologist Scott Fisher was a moderator/emcee at the Texas Society of Professional Engineers banquet.

3/2/18 – Anchor Lauren Petrowski was the emcee at the Leukemia and Lymphoma Society Students of the Year event.

3/7/18 – VP General Manager Michael Lewis was the moderator at the Women In Leadership Symposium in Austin, Texas. The focus of this annual event is to bring together a diverse mix of successful women leaders who, through the discussion of topics relevant to current issues, will educate, inspire and encourage women to reflect on their own goals and status as they strive to advance within their organizations.

3/21/18 – Program Director Holly Breaux attended the Austin Women in Media luncheon and discussion on the subject of Equality in the Workplace.

Internship Program (v)

FOX 7 provided four internships to students for college credit during the Summer 2017, Fall 2017 and Spring 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, Texas State University, Huston-Tillotson University and University of Alabama.

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

Job Shop at 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 Station's Inc. is a partner company of the Emma L. Bowen Foundation for Minority Interests in Media. Hannah Holt returned this Summer as a work/study trainee. She worked from 6/19/17-8/17/17 in the FOX 7 Sales Department. FOX 7 is committed to providing Hannah with Summer employment through her graduation from Prairie View A&M University. She receives an hourly wage as well as matching compensation 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)

4/3-14/17 – Traffic Assistant Julissa Mendoza and Local Sales Assistant Kirk Collier received internal Wide Orbit Traffic training.

5/3/17 – FOX 7 Special Projects Manager received Time Management training through Fathom Corporate Training.

May 2017 – Local Sales Assistant Kirk Collier received internal training on order maintenance and make-good offer protocol.

June 2017 – Engineering staff received new set video wall training by Digital Video Group, including how to operate equipment and display graphics.

June 2017 – Producers, directors and anchors received internal training on new set, including new graphic templates, use of video monitor walls and camera shots.

6/5/17 – Steve Mims provided training to FOX 7 creative services staff on DSLR camera videography.

6/12-30/17 – Sales Assistant Lauren Mangini received internal Wide Orbit training.

9/13-29/17 – Production Technician Justin Ryckman received internal training on camera operations, audio operations and master control.

9/18-29/17 – Production Technician Andrew Robb received internal training on live shot coordination.

9/28-29/17 – Banjo provided training to news managers, news producers, web staff and the assignment desk. Banjo is used to gather information, photos, videos, etc. from social media.

10/4/17 – VP General Sales Manager Scott Moore and Research Director Karen McCarty received training by Nielsen on ratings/analysis/NLTV portal.

10/17-18/17 – All engineers received internal training on wire list database and wire labels.

12/4/17 – VP Finance Bob Sorrels received training by Courion on re-certifications.

12/11-15/17 – Engineering, Operations, Creative Services and News personnel received internal camera robotics installation, operations, maintenance training.

1/22-31/18 – Account Executive Nancy Rodriguez received internal training on software and systems, including Wide Orbit Traffic and Wide Orbit Media Sales.

1/29/18 – Engineers and Photographers received training by LiveU on the operation of LiveU LU600.

2/5-18/18 – Production Technician Matthew Lozano received internal training on master control.

2/28/18 – Lead Operator Peter Calisch and Production Technicians Matthew Lozano and Justin Ryckman received training from Operations Manager Matthew White at the FOX HUB on Pikolo.

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

4/7/17 – Sports Anchor Dennis de la Pena was a role model at the “Role Model Fair” at Pillow Elementary of Austin ISD.

11/9/17 – VP General Manager Michael Lewis began mentoring a 5th grade student through “Communities In Schools of Central Texas” mentoring program. He continues to mentor the student once a week through the conclusion of the current school year.

11/1/17 – Sports Anchor Dennis de la Pena participated in the career fair held at Padron Elementary of ISD.

11/10/17 – Meteorologist Chelsea Andrews gave a presentation on Weather to students at Popham Elementary of Del Valle ISD during Career Day.

1/18/18 – A student at Saint Michael's Catholic Academy in Austin shadowed Sports Anchor Dennis de la Pena to learn more about sports broadcasting and see it first-hand. The student's goal is a career in sports writing/broadcasting.

1/22/18 – Meteorologist Zack Shields gave a presentation on Weather to 5th graders from 10-11 a.m. at IDEA Allan Academy in Austin, Texas.

1/22/18 – Meteorologist Chelsea Andrews gave a presentation on Weather to 5th graders from 12:30-1:30 p.m. at IDEA Allan Academy in Austin, Texas.

1/25/18 – Sports Anchor Dennis de la Pena was a role model at the “Role Model Fair” at Blackshear Fine Arts Academy of Austin ISD.

1/29/18 – Meteorologist Zack Shields gave a presentation on Weather to 200 students at Spicewood Elementary of Marble Falls ISD.

2/21/18 – Meteorologist Chelsea Andrews gave a presentation on Weather to Smithville Junior High of Smithville ISD.

3/2/18 – Sports Anchor Dennis de la Pena was a reader at Graham Elementary of Austin ISD during their Read Across America event.

3/8/18 – Meteorologist Chelsea Andrews gave a presentation on Weather to students at Chandler Oaks Elementary of Round Rock ISD.

3/8/18 – Sports Anchor Dennis de la Pena was a role model at the “Role Model Fair” at Pillow 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)

During April and May 2017, FOX 7 Human Resources Director Lisa Cordes led training sessions for all managers/supervisors on “Understanding and Complying with the Company’s Policy Against Harassment, Discrimination and Retaliation in the Workplace”. Separate sessions were also presented to all non-managerial staff.

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