

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

Coverage Period: April 1, 2019 – March 31, 2020

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

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hiree
Multimedia Journalist	4/15/19	21CFCareers.com
Floor Manager	4/22/19	Indeed.com
News Producer	4/22/19	FoxCareers.com
Director of Finance	5/20/19	Indeed.com
News Producer/Assignment Editor	6/3/19	Indeed.com
Anchor/Reporter	6/10/19	Agent (Napoli Management Group)
News Producer	6/10/19	FoxCareers.com
News Video Editor	6/10/19	Indeed.com
Photographer	6/17/19	Indeed.com
Anchor/Reporter	6/24/19	Agent (Napoli Management Group)
Local Sales Assistant	7/29/19	FoxCareers.com
Production Technician	8/6/19	Indeed.com
Promotion Producer	8/19/19	Indeed.com
Photographer	8/26/19	KTBC Website
News Video Editor	9/3/19	FoxCareers.com
Digital Content Creator	9/16/19	Employee Referral
IT Support Technician	9/23/19	Inter-Company Transfer (KSAZ)
Traffic Coordinator	10/14/19	Facebook (Re-Hire)
News Video Editor	11/4/19	Facebook
Meteorologist	1/2/20	Indeed.com
Assignment Editor	1/6/20	Employee Referral
Maintenance Engineer	1/6/20	FoxCareers.com
News Producer	1/13/20	FoxCareers.com
Multimedia Journalist	1/13/20	KTBC Website
Multimedia Journalist	3/2/20	Employee Referral

Total Number of Persons Interviewed During Applicable Period: 105

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		
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
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		
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		
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: jobs@medialinetalent.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
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 Austin	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@aai.edu		
The Art Institute of Houston		Multimedia Journalist (4/15/19)
4140 Southwest Freeway	0	Photographer (2)
Houston, TX 77027		
Contact: Jennine Stankiewicz, Career Services		
Phone: 713-353-4146		
Email: jstankiewicz@aai.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	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		
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
Services - posted through Handshake		Except: Local Sales Assistant
BMC 2.302		Traffic Coordinator
Austin, TX 78712		(does not accept clerical positions)
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		
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		
Austin, TX 78701		
Contact: Lisa Cordes		
Phone: 512-476-7777		
Corporate Website	15	All Positions
21CFCareers.com / FoxCareers.com		

National Press Photographers Association	0	Photographer (2)
Contact: Arthur D. Lauck		
Email: info@nppa.org		
Graeme Newell 602 Communications	0	Promotion Producer
1011 Lyndhurst Falls Lane		
Knightdale, NC 27545		
Phone: 919-217-4438		
Email: gnewell@602communications.com		
Collective Talent	0	Multimedia Journalist (3)
1721 Richardson Place		Anchor/Reporter (2)
Tampa, FL 33606		Meteorologist
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	0	Maintenance Engineer
Contact: Scott Jones		
Email: kjones@sbe.org		
Website: www.sbe.org		

In addition, we had 6 Employee Referrals, 19 Internal KTBC Employees, 3 Fox O&O Station Employees, and 1 Former Fox Employee. We also had 7 from Agents, 1 from Job Board (Other), 1 from Direct Source, 1 from Industry Contact, 1 from TV and Radio Jobs, 2 from Website (Other), and 1 from Other. We had 21 from Indeed, 1 from Glassdoor, 4 from LinkedIn, and 2 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
 WJZY, WMYT, Charlotte, NC (until 3/2/2020)
 WOGX, Gainesville, FL

WITI, Milwaukee, WI (effective 3/2/2020)

KCPQ, Tacoma, WA (effective 3/2/2020)

KZJO, Seattle, WA (effective 3/2/2020)

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

Participation in Job Fairs (i)

KTBC FOX 7 VP News Director Pam Vaught, along with Fox Television Station Human Resources representatives, manned recruiting booths for the FTS group at the *Excellence in Journalism/National Association of Hispanic Journalists Expo and Career Fair* in San Antonio, TX on September 5-7, 2019. 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 *Emma Bowen Foundation Career Fair* in New York, NY on July 10, 2019. 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 Atlanta, GA on July 31-August 2, 2019. 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 Miami, FL on August 7-9, 2019. 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 October 25, 2019. 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 Media Career Fair* at UC Berkeley Campus in Berkeley, CA on November 2, 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)

4/25/19 - The Austin Alliance for Women in Media Trailblazer and Awards of Excellence Gala was held at the Westin at the Domain in Austin. KTBC employees Holly Breaux, Christie Humphries, Geno Garza, Jeremiah Mosher and Chelsea Judge attended. FOX 7 won best promotional video for "Right Place, Right Time" spot produced by Geno Garza. AWM presented a \$5,000 scholarship to a University of Texas at Austin Student, Stephanie Zeller, at the event.

6/29/19 - SVP General Manager Michael Lewis was a panelist to evaluate college student finalists in the Wells Fargo College Seminar program.

8/8/19 - Reporter Natalie Martinez spoke about her career as a journalist to Somos Escritoras/We Are Writers, a creative camp for Latina girls to draw, write and perform their stories and amplify their voices, held on the University of Texas campus.

11/11/19 - FOX 7 Austin had the privilege of partnering with Honor Flight to host military 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.

11/16/19 - Photographer David Edgecomb attended the Texas Association of Broadcasters' Southwest Broadcast Newsroom Workshop help in Arlington, Texas.

3/11/20 - Program Director Holly Breaux attended the Austin Alliance for Women in Media panel discussion "Mentorship: Empowering, Engaging, Encouraging".

3/13/20 – Reporter Tierra Neubaum was a panel moderator at the Eastside Tech Hub event for Texas Business Leaders.

3/18/20 – Reporter Natalie Martinez was a guest speaker at the Latinitas Media Chicas Program.

Internship Program (v)

FOX 7 provided two internships to students from the University of Texas for college credit during the Summer 2019 and Spring 2020 semesters. These internships are designed to assist students interested in pursuing a career in broadcasting. The students interned in the News department.

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

Job Shop at www.fox7austin.com allowed job-seekers to search for jobs on the station website through September 17, 2019; links to helpful sites were also provided for job seekers.

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

4/22-30/19 – Floor Manager Brittney Richardson received new hire internal training on floor managing duties.

4/22-26/19 – Research Director Karen McCarty was cross-trained on duties of Traffic Local Continuity Coordinator.

4/29-5/3/19 – Digital Content Creator Donny Wong trained Digital Sales Manager David Griffiths and VP General Sales Manager Scott Moore on Anvato software, a video upload platform for digital video/commercial sales.

7/1-15/19 – Kyle Wood of TV home office provided internal training on Split Signal Workflow/iTX to Traffic Manager Gloria Frazier and Traffic Supervisor Pam Moore.

7/1-15/19 – Research Director Karen McCarty provided internal training to VP Sales Scott Moore on Nielsen NLTV Portal.

7/10/19 – Digital Content Manager Lauren Reid and Digital Content Creators Elizabeth Evans and Donny Wong received training by Dataminr on Real-Time Information Discovery.

7/17/19 – VP Finance Bob Sorrels and Director of Finance Nicole Gray received training by Visual Lease on accounting treatment for lease changes.

7/18/19-3/31/20 – Program Director Holly Breaux provided on-going training to Executive Assistant Marisa Hamvay twice weekly. The training encompassed all programming department related duties, including but not limited to Nielsen reporting, Wide Orbit Programming, Syndicated & Network programming scheduling, and sports procedures. This training prepares Marisa to fill-in for the Program Director on an as-needed basis.

7/22/19 – VP Sales Scott Moore received internal training on Nielsen Ariana Software.

7/23/19 – VP News Director Pam Vaught received training by AWARN Alliance on how to use new technology for Emergency Alert systems.

8/1/19-8/31/19 – Local Sales Assistant Philip Dumas received internal training on Wide Orbit traffic and WOMS.

8/26/19 – Digital Content Manager Lauren Reid and Digital Content Creators Elizabeth Evans and Donny Wong received training by Storyful on Social Media Intelligence.

9/9/19-9/10/19 – The Digital Team received training by FTS home office on SPARK CMS.

10/8/19 – VP Engineering and Operations James Corbin received training by Eaton on Industrial Power Solutions.

10/14/19-10/31/19 – Traffic Coordinator Marie Whittington received internal training on local continuity and Wide Orbit traffic.

12/18/19 – Steve Mims provided Canon C200 Camera training to Promotion Producers Chelsea Judge and Kyle Adams, Promotion Manager Geno Garza, and Special Projects Manager Jeremiah Mosher.

1/13/20-1/16/20 – Digital Content Manager Lauren Reid attended Digital Summit Training presented by FTS in Los Angeles.

2/5/20 – Sales, Traffic and Finance employees attended Anti-Trust training presented by Christopher Reed of FTS home office.

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

4/5/19 – Sports Producer Clif Thornton gave a “STEAM” Career Day presentation at Veteran’s Hill Elementary of Hutto ISD.

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

4/22/19 – Meteorologist Chelsea Andrews gave a presentation on Weather at Cottonwood Creek Elementary of Hutto ISD.

4/23/19 – Meteorologist Scott Fisher gave a “STEAM” Career Day presentation at Travis Heights Elementary of Austin ISD.

4/25/19 – Meteorologist Zack Shields gave a presentation on Weather at River Ridge Elementary of Leander ISD.

5/1/19 – Human Resources Director Lisa Cordes provided a phone interview to Baylor University student Laurel Foster for her project on recruiting for her Career Management class.

5/3/19 – Meteorologist Chelsea Andrews gave a presentation on Weather at Pond Springs Elementary of Round Rock ISD.

5/20/19 – Meteorologist Zack Shields gave a presentation to third graders on Weather during Career Day at Pease Elementary of Austin ISD.

5/21/19 – Anchor Destiny Chance and Reporter Natalie Martinez gave presentations during Career Day to students at Del Valle Elementary of Del Valle ISD.

5/22/19 – Sports Anchor Dennis de la Pena was a role model during Role Model Day at Campbell Elementary of Austin ISD.

11/11/19 – SVP General Manager Michael Lewis spoke to UT Sports Management students. This was at an event between Austin FC and a University of Texas Sports Management class in which students prepared a marketing plan for Austin FC and pitched it to community leaders. As a panelist that critiqued the student’s pitches and provided insight, Mike spoke about the effects of broadcast television on marketing in our community.

11/19/19 – Sports Anchor Dennis de la Pena was a role model at the “Role Model Fair” at Jordan Elementary of Austin ISD.

1/23/20 – Meteorologist Zack Shields gave a presentation to first graders on Weather at West Cypress Hills Elementary of Lake Travis ISD.

1/30/20 – Sports Anchor Dennis de la Pena gave a presentation during Career Day at Blackshear Elementary of Austin ISD.

2/11/20 – Meteorologist Chelsea Andrews gave a presentation to fourth graders on Weather at Pfluger Elementary of Hays County ISD.

2/26/20 – 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.

3/11/20 – Meteorologist Chelsea Andrews gave a presentation to fourth graders on Weather at Bluebonnet Elementary of Lockhart ISD.

3/24/20 – Reporter Tierra Neubaum, along with Photographer Gerzain Peralta, gave a presentation during Career Day at Blanco Vista Elementary of Hays County 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)

March 9, 2020, FOX notified all KTBC-TV employees to complete mandatory Online Training to review the specifics of the Company policy on Preventing Harassment, Discrimination and Retaliation in the Workplace. All employees are required to complete the mandatory course by April 8, 2020.

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.