



KRIV Fox 26 – KTXH My 20

EEO Annual Report

April 1, 2018 – March 31, 2019

Annual EEO Public File Report
KRIV Fox 26 / KTXH My 20 IS AN EQUAL OPPORTUNITY EMPLOYER

Coverage Period: April 1, 2018 to March 31, 2019

Station's Comprising Station Employment Unit: KRIV Fox 26/KTXH My 20, Houston TX

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hire
Account Executive	04/02/18	Employee Referral
Reporter	04/30/18	Fox26Houston.com
Producer	06/04/18	TVJobs.com
Associate Producer	06/18/18	Indeed.com
Executive Producer	07/09/18	Fox26Houston.com
Associate Producer	07/16/18	Employee Referral
Producer	08/06/18	Indeed.com
Reporter/Anchor	09/04/18	Agent
Production Technician	10/08/18	Indeed.com
Account Executive	10/22/18	LinkedIn.com
Account Executive	01/22/19	Media Alliance of Houston
Digital Content Creator	02/19/19	Fox26Houston.com
Digital Content Creator	02/19/19	Employee Referral
Production Technician	03/04/19	Employee Referral

Total Number of Persons Interviewed During Applicable Period: 80

Fox26houston.com reaches beyond the greater Houston area covering issues and events from local communities to state, national and international news. It provides Houstonians with the latest local news, local & regional weather, and greater Houston area traffic information. Fox26Houston.com also provides live streaming of all our broadcast newscasts seven (7) days a week and breaking news events, as well as press conferences and other events of public interest. Occasionally, we also provide a behind the scenes look into the FOX 26 Newsroom and have in-depth conversations with reporters about their stories. In addition to news, weather, traffic and sports, Fox26Houston.com also provides readers with entertainment, health and political news and information.

Throughout the year, additional webpages are created to provide specialized information including tax filing tips, environmental awareness, and election information. During hurricane season (June 1 – November 30), specific information about emergency preparedness, evacuation information and recovery information is provided so that our visitors have everything they need to know before, during and after the storm.

Station information on the web includes: contact information, internship program, contest rules, current job listings, and Public File information. Fox26houston.com attracts 2.75 – 3.75 million page views per month and more than 1.5 million active visitors each month on desktop and mobile platforms.

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
KRIV Website 4261 Southwest Freeway Houston, TX 77027 Aprille Meeks 713-479-2600 www.fox26houston.com	28	All Positions
Fox Station Sales 205 East 67th St New York, NY 10065 Dorian Kasuba 212-332-9239 Dorian.Kasuba@foxtv.com	0	All Postions
21st Century Fox Careers www.21cf.com/careers	3	Producer, Associate Producer, Producer, Production Technician, Account Executive, Digital Content Creator, Account Executive, Digital Content Creator, Production Technician
Fox TV Stations Careers https://foxtv.taleo.net/careersection/2/jobsearch.fti?lang=en	0	Account Executive, Reporter, Associate Producer, Executive Producer, Reporter/Anchor
www.TVJobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 800-374-0119	7	Reporter, Associate Producer, Producer, Associate Producer, Producer, Reporter/Anchor, Production Technician, Account Executive, Digital Content Creator, Account Executive, Digital Content Creator, Production Technician
The Church Without Walls barbaraw@churchwithoutwalls.org 5725 Queenston Houston, TX 77084 281-649-6800	0	Account Executive, Reporter, Producer, Associate Producer, Executive Producer, Associate Producer, Producer, Reporter/Anchor, Production Technician, Account Executive, Digital Content Creator, Account Executive, Digital Content Creator, Production Technician
HireVeteransFirst.com C. Scott Strategies Cscottstrategies@gmail.com 888-870-6608	0	Executive Producer, Digital Content Creator, Account Executive, Digital Content Creator, Production Technician
Houston Area Urban League www.haul.org 5320 Griggs Road Houston, TX 77021 281-220-6012 elmerr@haul.org	0	Account Executive, Reporter, Producer, Associate Producer, Executive Producer, Associate Producer, Producer, Reporter/Anchor, Production Technician, Account Executive, Digital Content Creator, Account Executive, Digital Content Creator, Production Technician
Houston Association of Hispanic Media Professionals www.hahmponline.org P. O. Box 273394 Houston, TX 77277	0	Account Executive, Reporter, Producer, Associate Producer, Executive Producer, Associate Producer, Producer, Reporter/Anchor, Production Technician, Account Executive, Digital Content Creator, Account

713-568-5604 D8mgr@lulac.org info@hahmponline.org		Executive, Digital Content Creator, Production Technician
Asian Chamber of Commerce www.asianchamber-hou.org 6833 W Sam Houston Pkwy S #207 Houston, TX 77072 713-782-7222 chair@asianchamber-hou.org	0	Account Executive, Reporter, Producer, Associate Producer, Executive Producer, Associate Producer, Producer, Reporter/Anchor, Production Technician, Account Executive, Digital Content Creator, Account Executive, Digital Content Creator, Production Technician
Houston NAACP www.naacphouston.org 2002 Wheeler Ave Houston, TX 77004 713 -526-3389 yolanda@naacphouston.org	0	Account Executive, Reporter, Producer, Associate Producer, Executive Producer, Associate Producer, Producer, Reporter/Anchor, Production Technician, Account Executive, Digital Content Creator, Account Executive, Digital Content Creator, Production Technician
Houston Society of Professional Journalists www.spjhouston.com P.O. Box 270712 Houston, Texas 77277 houstonspi@hotmail.com	0	Account Executive, Reporter, Producer, Associate Producer, Executive Producer, Associate Producer, Producer, Reporter/Anchor, Production Technician, Account Executive, Digital Content Creator, Account Executive, Digital Content Creator, Production Technician
Medialine medialine@medialine.com 1209 Wood Valley Road Augusta, GA 30909 rich@medialine.com	0	Account Executive, Reporter, Producer, Associate Producer, Executive Producer, Associate Producer, Producer, Reporter/Anchor, Production Technician, Account Executive, Digital Content Creator, Account Executive, Digital Content Creator, Production Technician
Houston Association of Black Journalist www.habj.org P.O. Box 565 Houston, TX 77001-0565 Jerome Solomon Jerome.solomon@habj.org	0	Account Executive, Reporter, Producer, Associate Producer, Executive Producer, Associate Producer, Producer, Reporter/Anchor, Production Technician, Account Executive, Digital Content Creator, Account Executive, Digital Content Creator, Production Technician
Texas Workforce Solutions www.workintexas.com Job Order Office 70 FM 1960 West #A Houston, TX 77090 281-891-2850 Darryl Smith Darryl.smith@wrksolutions.com	0	Account Executive, Reporter, Producer, Associate Producer, Executive Producer, Associate Producer, Producer, Reporter/Anchor, Production Technician, Account Executive, Digital Content Creator, Account Executive, Digital Content Creator, Production Technician
Media Alliance of Houston www.mediaalliancehouston.org P.O. Box 980908 Houston , TX , 77098 (kaelie@loveadv.com) adomenech@brivicmedia.com	1	Account Executive, Reporter, Producer, Associate Producer, Executive Producer, Associate Producer, Producer, Reporter/Anchor, Production Technician, Account Executive, Digital Content Creator, Account Executive, Digital Content Creator, Production Technician
Women in Film & Television Houston	0	Account Executive, Reporter, Producer, Associate

Houston, TX 77098 www.wift-houston.org wifth@yahoo.com (admin@wift-houston.org)		Producer, Executive Producer, Associate Producer, Producer, Reporter/Anchor, Production Technician, Account Executive, Digital Content Creator, Account Executive, Digital Content Creator, Production Technician
Michael Bille bille@michaelsmedia.com Collective Talent 26150 Hersheyvale Franklin, MI 48025 info@michaelsmedia.com	0	Account Executive, Reporter, Producer, Associate Producer, Executive Producer, Associate Producer, Producer, Reporter/Anchor, Production Technician, Account Executive, Digital Content Creator, Account Executive, Digital Content Creator, Production Technician
Emma Bowen Foundation 300 New Jersey Avenue, N.W., Suite 700 Washington, DC 20001 Sandra Rice sandra.rice@nbcuni.com	0	Account Executive, Reporter, Producer, Associate Producer, Executive Producer, Associate Producer, Producer, Reporter/Anchor, Production Technician, Account Executive, Digital Content Creator, Account Executive, Digital Content Creator, Production Technician
El Gato Media Network (EGMN) Corporation Egmcncorp.com 51 University Center C.A. Box #515 Houston, TX 77204 713-482-1211 Raymond Ruiz President@emgncorp.com	0	Account Executive, Reporter, Producer, Associate Producer, Executive Producer, Associate Producer, Producer, Reporter/Anchor, Production Technician, Account Executive, Digital Content Creator, Account Executive, Digital Content Creator, Production Technician
Texas Veterans Commission www.tvc.texas.gov Cypres Station Workforce Solutions 70 FM 1960 West #A Houston, TX 77090 Lois Crouch Lois.Crouch@tvc.texas.gov	0	Account Executive, Reporter, Producer, Associate Producer, Executive Producer, Associate Producer, Producer, Reporter/Anchor, Production Technician, Account Executive, Digital Content Creator, Account Executive, Digital Content Creator, Production Technician
Texas Association of Broadcasters www.tab.org Ann Arnold Center – 502 E. 11 St., Suite 200 Austin, TX 78701 512-322-9944 Anna Romero	0	Digital Content Creator, Account Executive, Digital Content Creator, Production Technician
SND Publishing LLC www.spotsndots.com 1635 Old Highway 41 NW, Suite 112-338 Kennesaw GA 30152 888-884-2630 Emil McKay ads@spotsndots.com	0	Account Executive, Account Executive, Account Executive
Birschbach Media Sales & Marketing Birschbach Recruitment Network Dbas MediaRecruiter.com 9457 So. University #303 Highlands Ranch, CO 80126	0	Account Executive

303-400-5150 Art Scott art@mediarecruiter.com		
Direct Employers Association & U S National Labor Exchange https://usnlx.com/postajob.asp 9002 N. Purdue Road, Suite 100 Indianapolis, IN 46268 317-874-9000 info@usnlx.com	0	Digital Content Creator, Account Executive, Digital Content Creator, Production Technician
www.VeteranJobListings.com	0	Digital Content Creator, Account Executive, Digital Content Creator, Production Technician
Society of Broadcast Engineers www.sbe.org 9102 N. Meridian St., Ste. 150 Indianapolis, IN 46260 317-846-9000 kjones@sbe.org	0	Production Technician

Additional interviewees from other sources: 9 employee referrals, 8 Talent Agencies, 2 Industry Newsletter, 13 Indeed.com*, 4 LinkedIn.com*, 1 Careerbuilder.com*, 1 Jobfox.com*, 1 Monster.com*, 1 Facebook.com, 1 TVandRadiojob.com.

***Indeed.com, LinkedIn.com, Careerbuilder.com, Jobfox.com, Monster.com aggregate job announcements posted on other websites.**

Job Postings

When a position becomes available, it is the general practice of the Station to post the job opportunity notice at appropriate locations throughout the Station so the employees are aware of current openings and may apply for consideration for those positions. The notices list the titles and requirements for the positions. These job opportunities / postings are also sent to other Fox Owned & Operated Stations across the country.

All Fox O & O Stations:

WNYW 205 E 67 th St New York, NY 10065	WTTG/WDCA 5151 Wisconsin Ave NW Washington, DC 20016	KMSP/WFTC 11358 Viking Drive Eden Prairie, MN 55344
KTTV/KCOP 1999 S Bundy Drive Los Angeles, CA 90025	KRIV/KTXH 4261 Southwest Freeway Houston, TX 77027	WOFL/WRBW 35 Skyline Dr. Lake Mary, FL 32746
WFLD/WPWR 205 N Michigan Ave Chicago, IL 60601	WAGA 1551 Briarcliff Rd, NE Atlanta, GA 30306	WJZY/WMYT 3501 Performance Road Charlotte, NC 28214
WTFX 330 Market St Philadelphia, PA 19106	WJBK 16550 W Nine Mile Rd Southfield, MI 48075	KTBC 119 E 10 th St Austin, TX 78701
KDFW/KDFI 400 N Griffin St Dallas, TX 75202	KSAZ/KUTP 511 W Adams St Phoenix, AZ 85003	WOGX 4739 NW 53 rd Ave. Ste. B Gainesville, FL 32653

KTVU/KICU	WTVT	WWOR
2 Jack London Square	3213 W Kennedy Blvd	9 Broadcast Plaza
Oakland, CA 94607	Tampa, FL 33609	Secaucus, NJ 07096

Walk-in Hours

In order to maximize the Stations' accessibility, the Station maintains regular hours for applicants to complete applications in person. In addition, applications are available for the general public in the main lobby for extended hours and on weekends.

Section 3: Supplemental Outreach Activities

1. Internship Program

KRIV/KTXH sponsors internships for junior, senior and graduate level college students who are enrolled in classes related to the broadcast industry and/or business curriculums. The students work approximately sixteen (16) hours per week and receive college credit at the successful conclusion of the internship. Qualified students have the opportunity to work in all aspects of the station's operations. Students are evaluated at the end of the internship and the evaluations are submitted to their respective college or university. Following is a list of colleges and universities from which we recruit: University of Houston, Sam Houston State University, University of St. Thomas, Prairie View A&M University, Texas Southern University, Baylor University, Texas A&M University, and San Jacinto College.

Fall Semester 2018	4 students
Summer Semester 2018	8 students
Spring Semester 2019	6 students

2. Participation in Scholarship Programs

- **Emma L. Bowen Foundation for Minority Interests in Media, Inc.**

Established in 1989, the Emma L. Bowen Foundation for Minority Interests in Media is a non-profit organization whose mission is to create career opportunities in the media industry for minority youth through a program that focuses on scholastic achievement, direct work experience and professional development. Students in the program work in media companies each summer and during school breaks, from high school through college. The students earn both salaries and scholarship funds to be used for college tuition and related expenses. Over a period of up to five years, the students experience numerous aspects of corporate operation and develop professional and practical skills that will help prepare them for their careers, many of which begin at the companies where the students interned. Fox Television Stations, LLC, has been a corporate partner in this program since its inception. KRIV/KTXH is currently sponsoring two scholarship students in the Emma L. Bowen program.

3. Job Fairs

Our stations regularly participate career/job fairs. Job Fairs provide applicants and potential candidates with the opportunity to learn about Fox Television Stations, LLC. and the job opportunities and internship/mentoring programs available with our group. Job Fairs for this past year include:

- Emma Bowen Foundation for Minority Interest in Media – Career Fair. Held on June 26, 2018, in New York, NY, and was attended by Roselyn Barranda, HR Director and Heather Frascella, HR Director. Recruitment for all FTS O&Os.
- The National Association of Hispanic Journalists Convention & Career Fair. Held July 18, 2018, through July 20, 2018, in Miami, FL, and was attended by Iris Sierra, Regional HR Director, John Hoffman, VP/News Director, and Byron Harmon, VP/News Director. Recruitment for all FTS O&O's.
- The National Association of Black Journalists Convention & Career Fair. Held August 1, 2018, through August 3, 2018, in Detroit, MI, and was attended by Iris Sierra, Regional HR Director, Cynthia Smith, HR Director, and Kevin Rosenborough, VP/News Director. Recruitment for all FTS O&O's.
- The Asian American Journalist Association Convention & Career Fair. Held August 8, 2018, through August 11, 2018, in Houston, TX, and was attended by Kate O'Hara, HR Director, Karen Bouldin, HR Director and Susan Schiller, VP/News Director. Recruitment for all FTS O&O's.

- The Excellence in Journalism Conference. Held September 27, 2018, through September 28, 2018, through September 28, 2018, in Baltimore MD, and was attended by Roselyn Barranda, HR Director, Nicole Robles, HR Director, and Paul McGonagle, VP/News Director. Recruitment for all FTS O&Os.
- University of Houston, Resume Café. Held January 29, 2019, in Houston, TX, and was attended by Tracey Rivers, HR Director. Recruitment for Fox 26 / My 20.
- Howard University Career Fair. Held February 28, 2019, and was attended by Heather Frascella, HR Director, Bonnie Yuen, HR Director, and April Williams, Executive Producer. Recruitment for all FTS O&O's.

4. Staff Training

Fox Station Sales, an in-house national sales organization, maintains a program to train new sales account executives. This program consists of both coursework and hands-on training. At the end of the program, individuals are assigned to the Company's television stations and sales offices throughout the United States.

KRIV/KTXH also engages in on-site training which resulted in the following internal promotions: National Sales Manager to Local Sales Manager, Account Executive, to National Sales Manager, News Business Coordinator to Executive Administrative Assistant, Part Time Production Technician to Full Time Production Technician, Reporter to Meteorologist, and Account Executive to Digital Sales Manager.

5. Community Outreach

Participation in events sponsored by organizations representing groups present in the community interested in broadcast employment issues:

D'Artagnan Bebel, General Manager

04/04/18 Speaker, Depelchin Children's Center Luncheon
 04/29/18 Keynote Speaker, Yates High School Senior Awards, Houston ISD
 05/04/18 Speaker, CE King High School Career Day, Sheldon ISD
 06/26/18 Keynote Speaker, Emma Bowen Foundation
 12/10/18 Participant, Year of Joy Children's Skate Event

John Dawson, Meteorologist

09/07/18 Speaker, Duke Elementary School, Alvin ISD
 10/18/18 Committee Member, CTE Meeting Friendswood High School, Friendswood ISD
 01/18/19 Speaker, School Talk, Massey Ranch Elementary, Pearland ISD

Lina de Florias, Anchor

03/26/18 Speaker, Writing Workshop, Texas Southern University

Ruben Dominguez, Reporter

04/25/18 Emcee, Mister and Miss Texas Southern University Scholarship Pageant

Nathaniel Griffin, Reporter

04/24/18 Emcee, Camp Aranzasu, Special Needs Camp for Kids

Ivory Hecker, Reporter

03/19/18 Reader, De Santiago Early Childhood Pre-K Center
 11/08/18 Emcee, Super Girls Shine Foundation, Mentorship for Girls

Natalie Hee, Reporter

05/02/18 Judge, Letter Bee Showcase, De Santiago Pre K Center
 12/01/18 Emcee, Annual Gala, Boys & Girls Club of Brazoria County

Lindsey Henry, Reporter

12/11/18 Speaker, Cinco Ranch High School, Katy ISD

Michael Iscovitz, Meteorologist

02/02/18 Speaker, Northampton Elementary, Klein ISD

Jonathan Martin, Anchor

04/27/18 Emcee, Yates High School Awards Banquet
09/23/18 Emcee, Miss Houston Pageant, San Jacinto College
09/29/18 Emcee, M.E.N Inc. Gala
10/02/18 Reader, Reading with the Pros, Grover Elementary, Fort Bend ISD
02/21/19 Speaker, Brazosport College, Lake Jackson, TX
03/01/19 Reader, Grover Elementary, Fort Bend ISD

Sally MacDonald, Anchor

04/04/18 Emcee, Depelchin Children's Center Luncheon
04/13/18 Emcee, All Ears Listening and Language Center

Kaitlin Monte, Anchor

05/17/18 Emcee, Second Annual Team Up for Kids and K9s with Lance McCullers Jr & Jose Altuve
10/04/18 Emcee, Parish School Fundraiser, Houston, TX

Melissa Wilson, Anchor

04/30/18 Emcee, Baylor Scholarship Evening Dinner
05/05/18 Emcee, Virtuoso Gala for STEM
10/16/18 Panelist, Free Speech for Students and Faculty, Sam Houston State University
11/08/18 Emcee, Boys & Girls Club Gala
02/15/19 Speaker, Burbank Middle School, Houston ISD
03/26/18 Speaker, Writing Workshop, Texas Southern University