



**KRIV Fox 26 – KTXH My 20**

**EEO Annual Report**

**April 1, 2019 – March 31, 2020**

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

**Coverage Period:** April 1, 2019 to March 31, 2020

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

<b>Section 1: Vacancy Information</b>		
<b>Full-time Positions Filled by Job Title</b>	<b>Date of Hire</b>	<b>Recruitment Source of Hire</b>
Reporter	04/08/19	Talent Agency
Assignment Desk Editor	06/03/19	Fox26Houston.com
Account Executive	06/10/19	Industry Contact Referral
Sports Producer	06/10/19	Employee Referral
Maintenance Engineer	06/24/19	Fox26Houston.com
Producer	07/01/19	Indeed.com
Sales Assistant	07/01/19	Indeed.com
Associate Producer	08/12/19	FoxCareers.com
Traffic Supervisor	08/19/19	Indeed.com
Traffic Coordinator	08/19/19	Indeed.com
Photographer	08/19/19	Fox26Houston.com
Digital Content Manager	09/16/19	Fox26Houston.com
Segment Producer	09/23/19	Fox26Houston.com
Assistant News Director	09/23/19	Current Employee
Editor	9/23/19	Employee Referral
Reporter	09/30/19	Talent Agency
Reporter	10/07/19	Talent Agency
Photographer	10/07/19	Employee Referral
Producer	10/21/19	LinkedIn.com
Photographer	11/18/19	LinkedIn.com
Reporter	01/13/20	Talent Agency
Consumer Reporter	02/18/20	FoxCareers.com

**Total Number of Persons Interviewed During Applicable Period: 129**

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. In addition to news, weather, traffic and sports, Fox26Houston.com also provides readers with entertainment, health and political news and information.

Fox 26 in Focus page provides detailed information about topics of importance to the public this past year including teen depression and suicide prevention, diversity in the greater Houston area and human trafficking.

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.

Occasionally, we also provide a behind the scenes look into the FOX 26 Newsroom and have in-depth conversations with reporters about their stories

Station information on the web includes: contact information, internship program, contest rules, current job listings, and Public File information. Fox26houston.com attracts 5.3 – 6.2 million page views per month and more than 3.2 million active visitors each month on desktop and mobile platforms.

<b>Section 2: Recruitment Source Information</b>		
<b>Recruitment Source</b> (Company, Address, Telephone #, Contact Person)	<b>Total Number of Interviewees</b> This Source Has Provided During this Period (If Any)	<b>Full-time Positions For Which Source Was Utilized</b>
KRIV Website 4261 Southwest Freeway Houston, TX 77027 Aprille Meeks 713-479-2600 <a href="http://www.fox26houston.com">www.fox26houston.com</a>	19	All Positions
Fox Station Sales 205 East 67th St New York, NY 10065 Bonnie Yuen 212-332-9239 Bonnie.Yuen@foxtv.com	0	All Positions
Fox Careers <a href="http://www.foxcareers.com">www.foxcareers.com</a>	28	All Positions
<a href="http://www.TVJobs.com">www.TVJobs.com</a> Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 800-374-0119	3	All Positions
The Church Without Walls <a href="mailto:barbaraw@churchwithoutwalls.org">barbaraw@churchwithoutwalls.org</a> 5725 Queenston Blvd. Houston, TX 77084 281-649-6800	0	All Positions
HireVeteransFirst.com www.Hotjobs.vet C. Scott Strategies <a href="mailto:Cscottstrategies@gmail.com">Cscottstrategies@gmail.com</a>	0	All Positions
Houston Area Urban League <a href="http://www.haul.org">www.haul.org</a> 1301 Texas Avenue Houston, TX 77002 713-393-8700 <a href="mailto:elmerr@haul.org">elmerr@haul.org</a>	0	All Positions
Houston Association of Hispanic Media Professionals <a href="http://www.hahmponline.org">www.hahmponline.org</a> P. O. Box 273394	0	All Positions

Houston, TX 77277 713-568-5604 <a href="mailto:D8mgr@lulac.org">D8mgr@lulac.org</a>		
Asian Chamber of Commerce <a href="http://www.asianchamber-hou.org">www.asianchamber-hou.org</a> 6833 W Sam Houston Pkwy S Ste. 206 Houston, TX 77072 713-782-7222 <a href="mailto:info@asianchamber-hou.org">info@asianchamber-hou.org</a>	0	All Positions
Houston NAACP <a href="http://www.naacphouston.org">www.naacphouston.org</a> 2002 Wheeler Ave Houston, TX 77004 713 -526-3389 <a href="mailto:yolanda@naacphouston.org">yolanda@naacphouston.org</a>	0	All Positions
Houston Society of Professional Journalists <a href="http://www.Houstonspj.org">www.Houstonspj.org</a> P.O. Box 270712 Houston, Texas 77277 <a href="mailto:houstonspj@hotmail.com">houstonspj@hotmail.com</a>	0	All Positions
Medialine <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> 1209 Wood Valley Road Augusta, GA 30909 <a href="mailto:rich@medialine.com">rich@medialine.com</a>	0	All Positions
Houston Association of Black Journalist <a href="http://www.habj.org">www.habj.org</a> P.O. Box 1806 Houston, TX 77256 Jerome Solomon <a href="mailto:Jerome.solomon@habj.org">Jerome.solomon@habj.org</a>	0	All Positions
Texas Workforce Solutions <a href="http://www.workintexas.com">www.workintexas.com</a> 3355 West Alabama Houston, TX 77098 713-590-2699 Darryl Smith <a href="mailto:Darryl.smith@wrksolutions.com">Darryl.smith@wrksolutions.com</a>	0	All Positions
Media Alliance of Houston <a href="http://www.mediaalliancehouston.org">www.mediaalliancehouston.org</a> P.O. Box 980908 Houston , TX , 77098 Avery Domenech <a href="mailto:adomenech@brivicmedia.com">adomenech@brivicmedia.com</a>	0	All Positions
Women in Film & Television Houston Houston, TX 77098 <a href="http://www.wift-houston.org">www.wift-houston.org</a> <a href="mailto:admin@wift-houston.org">admin@wift-houston.org</a>	0	All Positions

Michael Bille <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Collective Talent 5134 Sandy Beach Ave Sarasota, FL 34242 <a href="mailto:info@michaelsmedia.com">info@michaelsmedia.com</a>	0	All Positions
Emma Bowen Foundation 300 New Jersey Avenue, N.W., Suite 700 Washington, DC 20001 Sandra Rice <a href="mailto:sandra.rice@nbcuni.com">sandra.rice@nbcuni.com</a>	0	All Positions
El Gato Media Network (EGMN) Corporation Egmncorp.com 51 University Center C.A. Box #515 Houston, TX 77204 713-482-1211 <a href="mailto:President@emgncorp.com">President@emgncorp.com</a>	0	All Positions
Texas Veterans Commission <a href="http://www.tvc.texas.gov">www.tvc.texas.gov</a> Humble Workforce Solutions 9688 FM 1960 Bypass Rd W Humble, TX 77338 281-446-4837 Lois Crouch <a href="mailto:Lois.Crouch@tvc.texas.gov">Lois.Crouch@tvc.texas.gov</a>	0	All Positions
Texas Association of Broadcasters <a href="http://www.tab.org">www.tab.org</a> Ann Arnold Center 502 E. 11 St., Suite 200 Austin, TX 78701 512-322-9944	1	Reporter, Assignment Desk Editor, Account Executive, Sports Producer, Maintenance Engineer, Reporter, Producer, and Reporter
SND Publishing LLC <a href="http://www.spotsndots.com">www.spotsndots.com</a> 1635 Old Highway 41, Suite 112-338 Kennesaw GA 30152 888-884-2630 Emily McKay <a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a>	1	Account Executive
Birschbach Media Sales & Marketing Birschbach Recruitment Network dba MediaRecruiter.com 9457 So. University #303 Highlands Ranch, CO 80126 303-400-5150 Art Scott <a href="mailto:art@mediarecruiter.com">art@mediarecruiter.com</a>	0	Account Executive
Sam Houston State University <a href="http://www.shsu.edu/careerservices">www.shsu.edu/careerservices</a>	0	Traffic Coordinator

1905 University Avenue Huntsville, TX 77340 936-294-1713		
<a href="http://www.VeteranJobListings.com">www.VeteranJobListings.com</a> <a href="mailto:jobs@purpleplacement.com">jobs@purpleplacement.com</a>	0	All Positions
Society of Broadcast Engineers <a href="http://www.sbe.org">www.sbe.org</a> 9102 N. Meridian St., Ste. 150 Indianapolis, IN 46260 317-846-9000 <a href="mailto:kjones@sbe.org">kjones@sbe.org</a>	0	Maintenance Engineer
Houston Baptist University Office of Career and Calling <a href="http://www.hbu.edu/careerandcalling">www.hbu.edu/careerandcalling</a> 7502 Fondren Rd Hinton Center, Room 108 Houston, TX 77074 281-649-3169	0	Sales Assistant and Traffic Coordinator
University of Houston University Career Services <a href="http://www.uh.edu/ucs">www.uh.edu/ucs</a> 4800 Calhoun Rd. Houston, TX 77004 713-743-5100	0	Sales Assistant

Additional interviewees from other sources: 17 Employee Referrals, 12 Talent Agencies, 2 Industry Contacts, 22 Indeed.com\*, 11 LinkedIn.com\*, 7 Current Employees, 3 Career Fairs, 2 Monster.com\* and 1 Professional Association.

**\*Indeed.com, LinkedIn.com, and 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.

### **Fox O & O Stations:**

WNYW 205 E 67 <sup>th</sup> 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	KCPQ/KZJO (eff. 3/20/20) 1813 Westlake Ave. N. Seattle, WA 98109

WTFX	WJBK	KTBC
330 Market St	16550 W Nine Mile Rd	119 E 10 <sup>th</sup> St
Philadelphia, PA 19106	Southfield, MI 48075	Austin, TX 78701
KDFW/KDFI	KSAZ/KUTP	WOGX
400 N Griffin St	511 W Adams St	4739 NW 53 <sup>rd</sup> Ave. Ste. B
Dallas, TX 75202	Phoenix, AZ 85003	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
WITI (eff. 3/20/20)		
9001 N. Green Bay Rd.		
Milwaukee, WI 53209		

### **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, Texas Southern University, Arizona State University, Texas A&M University, University of Houston – Downtown, University of Oklahoma, University of Houston – Clear Lake, Texas State University, and The University of Southern Mississippi.

Fall Semester 2019	3 students
Summer Semester 2019	6 students
Spring Semester 2020	5 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 July 10, 2019, in New York, NY, and was attended by Roselyn Barranda, HR Director and Bonnie Yuen, HR Director and Spencer Woods, HR Intern. Recruitment for all FTS O&Os.

- The Asian American Journalist Association Convention & Career Fair. Held July 31, 2019, through August 2, 2019, in Atlanta, GA, and was attended by Roselyn Barranda, HR Director, Regina Davis, HR Director and Scott Stucky, VP/News Director. Recruitment for all FTS O&O's.
- The National Association of Black Journalists Convention & Career Fair. Held August 7, 2019, through August 9, 2019, in Miami, FL, and was attended by Iris Sierra, Regional HR Director, Karen Bouldin, HR Director, and John Hoffman, VP/News Director. Recruitment for all FTS O&O's.
- The Excellence in Journalism Conference. Held September 5, 2019, through September 7, 2019, in San Antonio, TX, and was attended by Nicole Robles, HR Director, Tracey Rivers, HR Director, Susan Schiller VP/News Director and Pam Vaught, VP/News Director. Recruitment for all FTS O&Os.
- The National Association of Black Journalist Media Career Fair at the University of California – Berkeley. Held November 2, 2019, in Berkeley, CA, and was attended by Christine Nohr, HR Director, Amber Eikel, VP/News Director and Shareef Abul-Ela, Assistant News Director. Recruitment for all FTS O&Os.
- Howard University Career Fair. Held October 25, 2019, in Washington, DC, and was attended by Murphy Baker, HR Director and Bonnie Yuen, HR Director. 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: Assignment Desk Editor to News Editor and Part Time Production Technician to Full Time Assignment Desk Editor.

#### 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**

04/02/19 Advisory Board, Texas Southern University School of Communications  
 06/20/19 Judge, Lone Star Community College Live It Out Shark Tank  
 11/08/19 Speaker, Worthing High School Beyond the Game

##### **John Dawson, Meteorologist**

02/25/19 Committee Member, Friendswood High School CTE Meeting

##### **Lina de Florias, Anchor**

03/12/20 Speaker, Houston ISD Career Day  
 04/17/19 Speaker, Rizutto Elementary Career Day

##### **Maria Salazar, Reporter**

10/16/19 Moderator Baker Ripley Aldine ISD Trustee Forum  
 11/13/19 Moderator, Houston ISD Ascending to Men Panel Discussion on Mentorship

##### **Sally MacDonald, Anchor**

04/17/19 Emcee, Depelchin Children's Center Luncheon  
 04/26/19 Emcee, All Ears Listening and Language Center

##### **Melissa Wilson, Anchor**

02/14/20 Emcee, Houston Livestock Show & Rodeo Trailblazer Student Scholarship Luncheon  
 02/22/20 Moderator, West Houston Teen Leadership Summit

##### **Denise Middleton, Anchor/Reporter**

09/21/19 Keynote Speaker, 20196 Smartup Houston College & Career Conference  
 12/17/19 Speaker, Kennedy Elementary Career Day  
 02/29/20 Judge, Alpha Merit Group Educational Foundation Black History Oratorical Contest  
 03/23/20 Speaker, Chavez High School Career Day



**CoCo Dominguez, Reporter**

12/11/19 Emcee The Ascending to Men and ROSES Project 2<sup>nd</sup> Annual Winter Ball Benefiting Students

**Kaitlin Monte, Anchor**

04/08/19 Emcee, Harris County Department of Education CASE for Kids Awards

10/03/19 Emcee, Parish School Luncheon, Houston, TX

**Jonathan Martin, Anchor**

009/19/19 Emcee, Yates High School My Brother's Keeper Mentoring Kickoff

10/31/19 Host, Booker T. Washington High School Beyond the Game Panel

11/30/19 Emcee Professional Association of Young Africans Gala

11/20/19 Host, Madison High School Beyond the Game Panel

12/05/19 Host, Kashmere High School Beyond the Game Panel

03/03/20 Guest Speaker, Cullen Middle School

03/11/20 Worthing High School Beyond the Game Panel

03/20/20 Guest Speaker, E. A. Jones Elementary School

**Natalie Hee, Reporter**

06/06/19 Emcee, Asian Chamber of Commerce Scholarship Awards Luncheon

**Tracey Rivers, Human Resources Director**

03/05/20 Attendee, Rhodes School for Performing Arts College and Career Fair