



KRIV Fox 26 – KTXH My 20

EEO Annual Report

April 1, 2021 – March 31, 2022

Annual EEO Public File Report

KRIV Fox 26 / KTXH My 20 IS AN EQUAL OPPORTUNITY EMPLOYER

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

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
Producer	5/3/21	Fox26Houston.com
Weekend Digital Content Creator	5/3/21	Fox26Houston.com
Associate Producer	6/14/21	Foxcareers.com
Weekend Assignment Desk Editor	6/14/21	Indeed.com*
FLX Account Executive	7/6/21	Industry Contact Referral
Producer	7/26/21	Indeed.com*
Associate Producer	8/2/21	LinkedIn*
Meteorologist	8/30/21	Indeed.com*
Digital Sales Assistant	8/30/21	Foxcareers.com
Photographer/Editor	9/7/21	Employee Referral
Producer	9/13/21	Industry Contract Referral
Reporter	9/27/21	Talent Agency Referral
Photographer	11/22/21	Employee Referral
Account Executive	12/6/21	Social Media (Other)
Photographer/Editor	1/3/22	Current Employee
FLX Account Executive	1/18/22	Spots n Dots
Promotions Producer	1/31/22	Employee Referral
Assignment Editor	2/7/22	Job Board (Other)
Producer	2/21/22	Foxcareers.com
Account Executive	2/28/22	Industry Contact Referral

Total Number of Persons Interviewed During Applicable Period: 77

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, live and on demand.

Special focus pages provide users information on important community topics including coronavirus, crime (Save our Streets, The Missing, and Breaking Bond), consumer information and Houston area entertainment.

Throughout the year, additional webpages are created to provide specialized information including tax filing tips, Houston Livestock Show and Rodeo, 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 an average of 5.5 million page views per month and an average of 2.8 million active visitors each month on desktop and mobile platforms.

Information on the website is available on and through the FOX 26 News app.

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	5	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 www.foxcareers.com	20	All Positions
www.TVJobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 800-374-0119 jobs@tvjobs.com	0	All Positions
The Church Without Walls barbaraw@churchwithoutwalls.org 5725 Queenston Blvd. Houston, TX 77084 281-649-6800	0	All Positions
Houston Area Urban League www.haul.org 1301 Texas Avenue Houston, TX 77002 713-393-8700 elmerr@haul.org	0	All Positions
Houston Association of Hispanic Media Professionals www.hahmponline.org P. O. Box 273394 Houston, TX 77277	0	All Positions

713-568-5604 D8mgr@lulac.org		
Asian Chamber of Commerce www.asianchamber-hou.org 6833 W Sam Houston Pkwy S Ste. 206 Houston, TX 77072 713-782-7222 info@asianchamber-hou.org	0	All Positions
Houston NAACP www.naacphouston.org 2002 Wheeler Ave Houston, TX 77004 713 -526-3389 yolanda@naacphouston.org	0	All Positions
Houston Society of Professional Journalists www.Houstonspj.org P.O. Box 270712 Houston, Texas 77277 houstonspj@hotmail.com	0	All Positions
Medialine medialine@medialine.com 1209 Wood Valley Road Augusta, GA 30909 rich@medialine.com	0	All Positions
Houston Association of Black Journalist www.habj.org P.O. Box 1806 Houston, TX 77256 Jerome Solomon Jerome.solomon@habj.org Nakia Cooper coopernakia@gmail.com	0	All Positions
Texas Workforce Solutions www.workintexas.com 3355 West Alabama Houston, TX 77098 713-590-2699 Darryl Smith Darryl.smith@wrksolutions.com	1	All Positions
Media Alliance of Houston www.mediaalliancehouston.org P.O. Box 980908 Houston , TX , 77098 Avery Domenech adomenech@brivicmedia.com	0	All Positions
Women in Film & Television Houston Houston, TX 77098 www.wift-houston.org	0	All Positions

admin@wift-houston.org		
Michael Bille bille@michaelsmedia.com Collective Talent 5134 Sandy Beach Ave Sarasota, FL 34242 info@michaelsmedia.com	0	All Positions
Emma Bowen Foundation 300 New Jersey Avenue, N.W., Suite 700 Washington, DC 20001 Michael Barham michael.barham@nbcuni.com	0	All Positions
El Gato Media Network (EGMN) Corporation Egmnrcorp.com 51 University Center C.A. Box #515 Houston, TX 77204 713-482-1211 President@emgncorp.com	0	All Positions
Texas Veterans Commission www.tvc.texas.gov Humble Workforce Solutions 9688 FM 1960 Bypass Rd W Humble, TX 77338 281-446-4837 Lois Crouch Lois.Crouch@tvc.texas.gov Marvin Harris Marvin.Harris@tvc.texas.gov	0	All Positions
Veterans Employment Services West Robert.Mortenson@va.gov 206-554-1491	0	
Spots n Dots 1635 Old Highway 41 Suite 112-338 Kennesaw, GA 30152 888-884-2630 Gene McKay genemckay@comcast.net	2	FLX Account Executive, FLX Account Executive

Additional interviewees from other sources: 4-Social Media (Other), 8-LinkedIn.com, 1-American Women in Radio & Television (AWRT), 5-Industry Contact Referral, 2-Job Board (Other), 14-Indeed.com, 1-Glassdoor.com, 1- Talent Agency, 6-Employee Referrals, 1-602Communicaitons.com, 5-Current Employees, and 1-Facebook.com.

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/WWOR-TV	WTTG/WDCA	KMSP-TV/WFTC
205 E 67 th St	5151 Wisconsin Ave NW	11358 Viking Drive
New York, NY 10065	Washington, DC 20016	Eden Prairie, MN 55344
KTTV/KCOP-TV	KRIV/KTXH	WOFL/WRBW
1999 S Bundy Drive	4261 Southwest Freeway	35 Skyline Dr.
Los Angeles, CA 90025	Houston, TX 77027	Lake Mary, FL 32746
WFLD/WPWR-TV	WAGA-TV	KCPQ/KZJO
205 N Michigan Ave	1551 Briarcliff Rd, NE	1813 Westlake Ave. N.
Chicago, IL 60601	Atlanta, GA 30306	Seattle, WA 98109
WTFX -TV	WJBK	KTBC
330 Market St	16550 W Nine Mile Rd	119 E 10 th St
Philadelphia, PA 19106	Southfield, MI 48075	Austin, TX 78701
KDFW/KDFI	KSAZ-TV/KUTP	WOGX
400 N Griffin St	511 W Adams St	4739 NW 53 rd Ave. Ste. B
Dallas, TX 75202	Phoenix, AZ 85003	Gainesville, FL 32653
KTVU/KICU-TV	WTVT	WITI
2 Jack London Square	3213 W Kennedy Blvd	9001 N. Green Bay Rd.
Oakland, CA 94607	Tampa, FL 33609	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 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. For our Summer 2021 semester, we had students from Texas State University, Texas A&M University, Texas Tech University and the University of Mississippi.

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:

- Syracuse University Spring 2021 Virtual Newhouse Recruitment Collective – Held on April 29, 2021. Attended by FTS Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Murphy Baker (WTTG/WDCA) and Iraida Morillo (WOFL/WRBW/WOGX). Recruitment for all FTS O&O's.
- T. Howard Foundation Virtual Coaching & Networking – Held on May 26, 2021. Attended by FTS Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Roselyn Barranda (WNYW/WWOR), and Nicole Robles (KDFW/KDFI). Recruitment for all FTS O&O's.
- Emma Bowen Foundation Minority Interests in Media Virtual Conference & Career Fair – Held on June 30, 2021. Attended by FTS Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Roselyn Barranda (WNYW/WWOR), Iraida Morillo (WOFL/WRBW/WOGX), Nicole Robles (KDFW/KDFI), Heather Hanson (KSAZ/KUTP), and Lily Kanigher (FTS HR Trainee). Recruitment for all FTS O&O's.
- Association of Black Journalists (NABJ) Virtual Convention & Career Fair - Held on August 18, 2021 – August 20, 2021. Attended by FTS HR Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Roselyn Barranda (WNYW/WWOR), Tracey Rivers (KRIV/KTXH), Regina Davis (WAGA), Iraida Morillo (WOFL/WRBW/WOGX), Nicole Robles (KDFW/KDFI), Heather Hanson (KSAZ/KUTP), Kate O'Hara (KMSP/WFTC), Adrienne Pritchett (WTFX) and VP News Directors Byron Harmon (WNYW/WWOR), John Hoffman (WTVT), Jim Driscoll (WTFX), Erica Hill (KTTV), Asst. News Director Emad Asghar (WNYW/WWOR). Recruitment for all FTS O&O's.
- Asian American Journalists Association (AAJA) Virtual Convention – Held on August 25, 2021 – August 27, 2021. Attended by FTS HR Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Roselyn Barranda (WNYW/WWOR-TV), Regina Davis (WAGA), Iraida Morillo (WOFL/WRBW/WOGX), Heather Hanson (KSAZ/KUTP), Adrienne Pritchett (WTFX-TV), Murphy Baker (WTTG/WDCA) and VP News Directors Byron Harmon (WNYW/WWOR-TV), Paul McGonagle (WTTG/WDCA), Erica Hill (KTTV). Recruitment for all FTS O&O's.
- Temple University Virtual Career Fair – Held on October 20, 2021. Attended by HR Directors Adrienne Pritchett (WTFX-TV), Bonnie Yuen (FSS) and VP News Director Jim Driscoll (WTFX-TV). 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: Associate Producer to Producer, Digital Sales Manager to National Sales Manager, Promotions Producer to News Producer, Production Technician to Maintenance Engineer, Programming Coordinator to Programming Manager and Human Resources Director to Regional Human Resources Director.

5. Community Outreach

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

D'Artagnan Bebel, SVP, General Manager

3/29/21 Host, Heroes for Freedom Golf Fundraiser benefiting disabled veterans
 4/9/21 NAB Diversity and Inclusion Advisory Board Meeting
 4/9/21 Panelist, Black Leaders Developing Black Leaders, Jackson State University
 4/22/21 Black Leaders Developing Black Leaders Board Meeting
 5/6/21 NAB Diversity and Inclusion Advisory Board Meeting
 5/14/21 Texas Association of Broadcasters Meeting with Senator Ted Cruz
 5/27/21 NAB Diversity and Inclusion Advisory Board Meeting
 6/7/21 Speaker, Texas Southern University
 6/21/21 NAB Diversity and Inclusion Advisory Board Meeting
 8/10/21 Panelist, NABJ Breaking Through Panel
 8/19/21 Panelist, NABJ General Manager Panel
 10/4/21 Panelist, NABJ Leadership Academy Mentor Panel
 10/7/21 Interviewee, Prairie View A&M University

10/28/21 BLDL Panelist, Virginia State University
11/16/21 NAB Diversity and Inclusion Board Meeting
1/14/22 Mentor, NABJ Leadership Academy, Mentee Meeting
1/19/22 Black Leaders Developing Black Leaders Board Meeting
2/4/22 NABJ Leadership Academy Mentee Meeting

Melissa Wilson, Anchor

4/6/21 Virtual Keynote Speaker, UT Health Houston students
4/10/21 Virtual Keynote Speaker, Girls Scouts of America
4/10/21 Virtual Keynote Speaker, Houston-Leipzig regarding broadcasting from home during a pandemic
4/16/21 Virtual Keynote Speaker, Baylor University Communications Department.
4/29/21 Virtual Emcee, "Power of the Purse" Luncheon for OakBend Medical Center
5/26/21 Hostess and Speaker 21st Annual Golf Tournament Benefiting Children at Risk
6/26/21 Emcee "Heartworks Gala" benefiting the Marfan Syndrome Foundation
7/28/21 Emcee, Houston Humanitarian Awards
9/24/21 Emcee, Centrum Arts Gala
9/24/21 Virtual Keynote Speaker, Heart of Gold Gala, benefiting the Morgan Frazier Cancer Foundation
9/29/21 Keynote Speaker, WISE (Women Inspiring and Supporting Entrepreneurs) Conference
10/2/21 Emcee Susan G Komen Race for the Cure
10/10/21 Keynote Speaker, "Breaking Strongholds" Premiere to Prevent Suicide
10/15/21 Keynote Speaker, Baylor University School of Communications
10/27/21 Emcee, Candlelighters Childhood Cancer Family Alliance
11/7/21 Emcee, "Light the Night" Leukemia and Lymphoma Society
12/6/21 Emcee, Mothers Against Cancer Luncheon

Jonathan Martin, Anchor

10/21/21 Emcee, Texas Epilepsy Foundation Safari Party
11/5/21 Emcee, Houston Urban League Change Happens Luncheon
12/2/21 Player, Celebrity Soccer Game for Baller Academy-Rice University
12/5/21 Emcee Stand for Africa Summit
12/7/21 Speaker, Anderson Academy in Acres Homes

Isiah Carey, Anchor

7/1/21 Host/Organizer, Dollie Rose Foundation Feeding the Homeless Program
11/25/21 Host/Organizer, Dollie Rose Foundation Thanksgiving for the Homeless
12/19/21 Host/Organizer, Dollie Rose Foundation Toys for Kids

Sally MacDonald, Anchor

3/25/21 Emcee, All Ears Listening and Language Center

Damali Keith, Reporter

10/2/21 Speaker, Boys & Girls Club

Natalee Hee

9/10/21 Emcee, Asian Chamber of Commerce Luncheon
1/22/22 Emcee, Boys and Girls Club of Brazoria County