



KRIV Fox 26 – KTXH My 20

EEO Annual Report

April 1, 2020 – March 31, 2021

Annual EEO Public File Report

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

Coverage Period: April 1, 2020 to March 31, 2021

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	04/06/20	LinkedIn.com
Weekend Digital Content Creator	06/22/20	Fox26Houston.com
Weekend Digital Content Creator	08/17/20	LinkedIn.com
Producer	11/09/20	Foxcareers.com
Associate Producer	01/11/21	Foxcareers.com

Total Number of Persons Interviewed During Applicable Period: 24

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 focusing on rebound and recovery during the pandemic.

The Coronavirus page provides updates on testing, hospitalization, positivity and deaths, but focuses on information regarding, food and water distribution, unemployment, rent relief, stimulus applications, school districts in –person and at-home education plans, CDC information, local testing and vaccination information and other coronavirus related topics.

Following the rise in Black Lives Matter and other social issues in the country KRIV-TV began a broadcast series entitled eRace the Hate. This content also has a special page on the website.

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 website 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.

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	4	All Positions

713-479-2600 www.fox26houston.com		
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	3	All Positions
www.TVJobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 800-374-0119 jobs@tvjobs.com	0	Weekend Digital Content Creator, Producer, Weekend Digital Content Creator, Associate Producer
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 713-568-5604 D8mgr@lulac.org	0	All Positions
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	0	All Positions

www.Houstonspj.org P.O. Box 270712 Houston, Texas 77277 houstonspj@hotmail.com		
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	0	All Positions
Texas Workforce Solutions www.workintexas.com 3355 West Alabama Houston, TX 77098 713-590-2699 Darryl Smith Darryl.smith@wrksolutions.com	0	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 admin@wift-houston.org	0	All Positions
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 Egmncorp.com 51 University Center C.A. Box #515 Houston, TX 77204 713-482-1211	0	All Positions

President@emgncorp.com		
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	0	All Positions
Veterans Employment Services West Robert.Mortenson@va.gov 206-554-1491	0	Associate Producer

Additional interviewees from other sources: 7-LinkedIn.com*, 5-Indeed.com*, 1-Asian American Journalist Association, 1-Glassdoor.com*, 1-Former Employee, 1-Job Board (Other), and 1-Organization/Group.

***LinkedIn.com and Indeed.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/WWOR-TV 205 E 67 th St New York, NY 10065	WTTG/WDCA 5151 Wisconsin Ave NW Washington, DC 20016	KMSP-TV/WFTC 11358 Viking Drive Eden Prairie, MN 55344
KTTV/KCOP-TV 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-TV 205 N Michigan Ave Chicago, IL 60601	WAGA-TV 1551 Briarcliff Rd, NE Atlanta, GA 30306	KCPQ/KZJO 1813 Westlake Ave. N. Seattle, WA 98109
WTFX -TV 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-TV/KUTP 511 W Adams St Phoenix, AZ 85003	WOGX 4739 NW 53 rd Ave. Ste. B Gainesville, FL 32653
KTVU/KICU-TV 2 Jack London Square Oakland, CA 94607	WTVT 3213 W Kennedy Blvd Tampa, FL 33609	WITI 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 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 2020 semester, one student from the University of Houston and one student from Wesleyan University.

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 Virtual Convention and Career Fair. Held July 13, 2020 through July 15, 2020, and was attended by Roselyn Barranda, HR Director, Iris Sierra, Regional HR Director, Bonnie Yuen, HR Director, Adrienne Pritchett, HR Director, Christine Nohr, HR Director, Cynthia Smith, HR Director, Denise, Rosas, HR Director, Heather Hanson, HR Director, Iraidia Morillo, HR Director, Kate O'Hara, HR Director, Lisa Cordes, HR Director, Murphy Baker, HR Director, Nicole Robles, HR Director, Regina Davis, HR Director, Sharming Scott-Nathan HR Director and Tracey Rivers, HR Director. Recruitment for all FTS O&Os.
- The National Association of Black Journalists and the National Association of Hispanic Journalists Virtual Convention & Career Fair. Held August 5, 2020, through August 7, 2020, and was attended by Iris Sierra, Regional HR Director, Roselyn Barranda, HR Director, Regina Davis, HR Director, Iraidia Morillo, HR Director, Nicole Robles, HR Director, Tracey Rivers, HR Director, John Hoffman, VP/News Director, Byron Harmon, VP/News Director, Matt Piacente, VP News Director, and Susan Schiller, VP/News Director. Recruitment for all FTS O&O's.
- The Asian American Journalist Association Virtual Convention & Career Fair. Held August 12, 2020 through August 14, 2020, and was attended by Iris Sierra, Regional HR Director, Roselyn Barranda, HR Director, Regina Davis, HR Director, Kate O'Hara, HR Director, John Hoffman, VP/News Director, Scott Stucky, VP/News Director, and Robin Whitmeyr, VP News 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: Part Time Production Technician to Full Time Production Technician, Part Time Editor to Full Time Editor, Part Time Production Technician to Full Time Production Technician, Part Time Production Technician, to Full Time Associate, and Part Time Associate Producer to Full Time Associate Producer.

5. Community Outreach

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

Jonathan Martin, Anchor

10/09/20 Virtual Speaker, LoneStar Community College Grit Conference
03/09/21 Virtual Speaker, Prairie View A&M University NABJ Panel

Kaitlin Monte, Anchor

02/02/21 Emcee Keynote Dive Pirates Annual Fundraiser

Isiah Carey, Anchor

11/22/20 Host/Organizer, Isiah Carey Feed the Homeless Program
12/19/20 Host/Organizer, Isiah Carey Toy Drive for Kids

Heather Sullivan, Reporter/Anchor

7/16/20 Virtual Panelist, MIE Legal Aid National Conference

Ruben Dominguez, Reporter

10/21/20 Guest Speaker, TSU Communications Department

Michael Iscovitz, Meteorologist

01/15/21 Participant, Virtual Career Day, Ronald Thornton Middle School
02/04/21 Guest Speaker, Virtual Weather Talk, Sienna Crossing Elementary School

Melissa Wilson, Anchor

04/21/20 Emcee, Virtual Healthcare for Homeless Houston Event
04/25/20 Co-speaker, Virtual Candlelighters Childhood Cancer Family Alliance Event
08/04/20 Host, Melissa Wilson Annual Golf Tournament Children at Risk I
09/10/20 Emcee, Leukemia & Lymphoma Society's "Light the Night" Virtual Gala
10/11/20 Speaker & Media Representative, KSBJ's President Council Online Gala
10/30/20 Virtual Emcee, Golf Tournament Benefitting Texas Children's Hospital
11/05/20 Emcee, Candlelighters Childhood Cancer Family Alliance Virtual Gala
02/11/21 Emcee, American Heart Association's "Heart of Houston" Virtual Gala

Damali Keith, Reporter

09/06/20 Emcee, Virtual Foster Grandparents Celebration