

EEO Program Report – Station KTVT(TV), FCC Facility ID No. 23422, Fort Worth, Texas and Station KTXA(TV); FCC Facility ID Number 51517; Fort Worth, Texas

Discrimination Complaints

- A former KTVT-TV line producer filed a claim on August 18, 2013 with the District Court of Texas, Dallas County, alleging disability discrimination and retaliation. The case was removed to the United States District Court for the Northern District of Texas with Civil Action No. 13-CV-04942. The matter was settled in December 2014.
- A former freelance traffic reporter filed a charge with the U.S. Equal Opportunity Commission (“EEOC”) on June 30, 2015, EEOC Charge No. 450-2015-03048, alleging age discrimination. The EEOC filed a complaint on behalf of that individual on September 26, 2017 with the United States District Court for the Northern District of Texas, alleging age discrimination. Civil Action No. 17-cv-02624. The matter was settled in July 2020.
- A former assignment editor filed a complaint with the EEOC on Oct. 24, 2016, EEOC Charge No. 450-2017-00269 alleging age and racial discrimination. The matter was settled in December 2016.
- A former investigative producer filed a complaint with the EEOC on January 14, 2019, EEOC Charge No. 450-2019-01921 alleging age and gender discrimination. The matter was settled and withdrawn in June 2019.

EEO Narrative Statement

To achieve broad and inclusive outreach in recruitment and hiring across its entire community, the station employment unit utilized the following procedures.

Recruitment Sources. In filling full time job openings (other than by internal promotion), the station employment unit utilized a variety of referral sources targeting a variety of constituent groups and broadcasting/media resources.

Time Period Between Recruitment and Hire. The station employment unit endeavored to allow a reasonable period of time between the broad distribution of a job vacancy announcement and the hiring of a person to fill that position.

Outreach and Training. The station employment unit sought to expand the outreach to potential job candidates and assist individuals to obtain and advance skills necessary for careers in broadcasting through supplemental outreach initiatives, as detailed on the attached annual EEO reports.

Annual Review. The station employment unit also conducted an annual review of its EEO program to assess whether information about job vacancies are reaching all segments of the community, including minorities and women, and, if necessary, to modify the recruitment lists to ensure effective dissemination of job information.

As part of this analysis, the station employment unit reviewed the measures it has taken to

- disseminate its EEO policy to job applicants and employees,

- ensure that seniority practices are nondiscriminatory,
- examine pay rates and fringe benefits of employees having the same duties, and eliminate any inequities based upon race, national origin, color, religion, or sex discrimination,
- utilize media for recruitment purposes in a manner that will contain no indication, either explicit or implicit, of a preference for one race, national origin, color, religion, or sex over another,
- ensure that promotions to positions of greater responsibility are made in a non-discriminatory manner, and
- avoid the use of selection techniques or tests that have the effect of discriminating against any person based on race, national origin, color, religion, or sex.