

2008 ANNUAL EEO REPORT FOR KTRK-TV / HOUSTON

Revise 5/15/2008

SUMMARY

This Annual EEO Report is filed on behalf of KTRK-TV in compliance with the FCC's EEO reporting requirements. KTRK-TV, an ABC, Inc. owned television station broadcasting to the metropolitan Houston area, serves almost 2 million households in the Greater Houston area and 10 outlying counties (2,050,550 TV households in our DMA). This report includes information from March 16, 2007 to March 15, 2008, and it will be placed in the station's public file, and on the station's website.

KTRK-TV is an equal opportunity employer and is committed to a policy that advances opportunities for all qualified individuals. It is our policy to promote the realization of equal employment opportunities through a positive, continuing program of specific recruitment, outreach, hiring, promotion, and other practices designed to ensure the full realization of equal employment opportunity.

To make this policy effective, and to ensure conformance with the requirements of the FCC, we have adopted an equal opportunity program as described herein.

JOB VACANCY INFORMATION

As an equal opportunity employer, KTRK-TV is committed to disseminating information about job vacancies as widely as possible. All full-time job vacancies are posted through the ABC, Inc. Job Posting circulated by ABC, Inc. internally within the Company, in trade publications, on websites with a broad-based readership that includes women and minorities, and in local or community newspapers. Job outreach used for all job vacancies includes a mailing list that we developed, maintained and updated, trade publications, job banks, and websites. This list contains the contact information of organizations and those that have requested to be placed on our mailing list for job openings as a result of ads and outreach. This list is periodically updated. **See Details in Attachment A: Job Sources**

RECORD KEEPING

In compliance with EEO record keeping requirements, the Station creates a file for each position to be filled. Each of these files contains a summary sheet with the job title, the date recruitment started, the total number of applicants, what recruitment sources were used for each opening, the date the job was filled, and the source that referred the hired individual. Station procedure requires approval by the President and General Manager and the applicable Department Head prior to extending a job offer. EEO requirements and management responsibility toward EEO are discussed regularly at management meetings.

From March 16, 2007 to May 15, 2008, the Station has filled 28 full-time jobs.

See Details in Attachment B: Vacancies Filled

SUPPLEMENTAL RECRUITMENT ACTIVITIES

The Station will maintain positive and continuing programs of specific practices designed to ensure equal opportunity and non-discrimination in every aspect of station employment policy and practice. In addition, the Station will regularly assess and improve its recruitment and promotion methods and sources by analyzing their effectiveness and making changes as appropriate.

Our participation in job fairs by station personnel who have substantial responsibility for hiring decisions.

- *AAJA – Asian American Journalists Association's Career Fair* was held August 1 - 4, 2007 in Miami, FL. Don Kobos, Assistant News Director represented at the Career Fair.
- *NAHJ – National Association of Hispanic Journalist's Convention and Career Fair* was held June 13 – 16, 2007 in San Jose, CA. Jerry Vazquez, Executive News Producer, attended.
- *NABJ – National Association of Black Journalist's Convention and Career Fair*, was held August 8 – 12, 2007, in Las Vegas, NV. Glenn Jones and Rhonda Lamon, Executive News Producers, represented at the Career Fair.

Our Internship program designed to assist members of the community to acquire skills needed for broadcast employment.

KTRK-TV sponsors an internship program aimed at third- and fourth-year college students. The purpose of this program is to enrich and supplement the education of local college students in the field of television. The program is open to all, regardless of race, religion, gender, or sexual preference, and is not limited to students who are majoring in broadcasting. Internships are open in all departments, including Sales, Engineering, Creative Services, and Community Affairs. The internships are helpful to students in gaining first-hand experience at a television station and often assist in finding employment in similar markets. They also help in developing relationships with industry professionals who may be of assistance to them in their future careers. Many of our employees were interns here or at other stations.

From March 16, 2007 to March 15, 2008, 31 students participated in internship opportunities at KTRK-TV:

INTERN ROSTER March 16, 2007 – March 15, 2008

Name	Dept.	University	Start Date	End Date
Chughtai, Reem	News	University of Houston	01/22/07	05/29/07
Deinert, Caroline	News	German University	02/26/07	08/10/07
Dougherty, Matt	News	University of Houston	01/03/07	05/21/07
Gegenheimer, Ben	News	University of Houston	01/09/07	05/24/07
Jensen, Sean P.	News	University of Houston	01/17/07	05/31/07
Powell, Crechero	News	Prairie View A & M	01/04/07	05/31/07
Brown, Stephen	News	Trinity University	05/21/07	08/07/07
Deinert, Caroline	News	German University	02/26/07	08/30/07

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Name	Dept.	University	Start Date	End Date
Duke, Lynsey	News	Southern Methodist University	06/04/07	08/17/07
Feltmann, Brittney	News	Texas A & M University	05/29/07	07/29/07
Galloway, Shalisha L.	News	Southern Methodist University	05/21/07	08/02/07
Ganshirt, Jodi	News	University of Houston - Clear Lake	05/07/07	08/21/07
Granato, Danielle	News	Western Illinois University	06/08/07	08/07/07
Klem, Tori C	News	University of Texas	05/21/07	08/10/07
McIver, Lauren	News	University of Oklahoma	05/15/07	07/29/07
Taylor, Jaimie	News	University of Oklahoma	06/04/07	08/10/07
Villarreal, Marco	News	Brigham Young University	05/01/07	08/16/07
Whitman, Krystal	News	Northwestern State University	05/30/07	08/16/08
Williams, Derrest	News	Stephen F Austin University	05/21/07	08/07/07
Williams, Stacy	News	Sam Houston State University	05/22/07	07/30/07
Collins, Emily	News	Stephen F. Austin State University	08/27/07	11/28/07
Jensen, Sean P.	News	University of Houston	08/21/07	12/31/07
Williams, Dee	News	Texas Southern University	09/06/07	12/08/07
Avila, Laura	News	University of St. Thomas	01/04/08	
Burrell, Quiana	News	Texas Southern University	01/04/08	
Earle, Matthew	News	University of Houston	01/04/08	
Engel, Connie	News	Sam Houston State University	01/04/08	
Lupercio, Jorge	News	University of Houston	01/04/08	
Von Eschenbach, Christian	News	University of Houston	01/04/08	
West, Chris	News	University of St. Thomas	01/04/08	
Williams, Damaris (Dee)	News	Texas Southern University	01/04/08	

KTRK-TV also participated in training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.

Emma Bowen Scholarship Program

The Emma L. Bowen Foundation was created in 1989 to prepare minority youth for careers in the media industry. The Foundation's program is unlike traditional intern programs in that students work for partner companies during summers and school breaks from the summer following their junior year in high school until they graduate from college. During the five-year program, students have an opportunity to learn many aspects of corporate operations and develop company-specific skills. This unique, multi-year program prepares a diverse group of talented young professionals to enter the workforce with specific job-related skills, knowledge of the corporate environment and a strong foundation for future advancement. Currently, the program has more than 220 active students nationwide and an equal number of graduates. Approximately 60-70 new students join the program each year.

The Emma Bowen Scholar at KTRK-TV is Krystal Ramirez, who attends Trinity College in Hartford, CT. Her expected graduation is the summer of 2010.

ABC, Inc. Broadcast Management Training Program.

KTRK-TV participates in the ABC, Inc. Broadcast Management Training Program. This is a 12-18 month internship program designed to attract individuals to editorial positions and to groom potential future managers for KTRK-TV and other ABC, Inc. properties.

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*The objectives of the program are to enhance the skills of individuals interested in pursuing News Management careers, to promote diversity, and to increase minority and female representation in key decision-making positions. As designed, the Program is open to qualified applicants of all races, but consistent with the stated objectives as well as laws governing affirmative action plans, a preference is accorded to minority applicants on the basis of their race. This is not limited to existing station personnel. **Currently, Natasha Norton, Associate Producer, is participating in the Broadcast Training Program.***

Plus, KTRK-TV participated in activities sponsored by community groups active in broadcast employment issues, including conventions, career days, workshops and similar activities.

- *1/18/2008: Linda Lorelle College Prep Program at the George R. Brown Convention Center. Anchor Melanie Lawson participated.*
- *1/19/2008: Station tour to Boy Scouts earning their Weather Badge. Conducted by Meteorologist Travis Herzog*
- *1/22/2008: Anchor Art Rascon was guest speaker at Quest High School regarding social issues including immigration, investigations, and examples of how a person can impact social change.*
- *2/19/2008: Holland Middle School Career Day. Reporter Andy Cerota guest Speaker*
- *2/12/2008: Post Elementary, C-yFair ISD. Weather presentation to 4 groups (40 per group) of 3rd graders given by Meteorologist Casey Curry.*
- *2/13/2008: Cy-Fair High School Career Day. News Producer Adam Darsky participated.*
- *2/16/2008: Exxon Mobile Girls in Engineering Festival – Panel Discussion. Meteorologist Casey Curry participated.*
- *2/21/2008: Pearland High School Video Class – Tour of the Station. Conducted by Account Executive Luke Autrey.*
- *2/12/2008: George Bush High School Career Day. Meteorologist David Tillman participated.*

Submitted by:
Denise W. Bates, VP Community Affairs

April 1, 2008

Date