

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 (2,106,210 TV households in our DMA). This report includes information from March 16, 2008 to March 15, 2009, 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 A1 and A2: 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, 2008 to March 15, 2009, the Station has filled 10 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.

- *TSU Career Fair – Texas Southern University’s School of Communications Career Fair* was held April 9, 2008 VP Community Affairs Director Denise Bates, Human Resource Manager Vickie Angenend, and News Assistant/Internship Coordinator Norma Ferguson attended
- *UNITY – Journalists of Color* was held July 23 – 27, 2008 in Chicago, IL. VP & News Director Dave Strickland, Executive Producer Jerry Vazquez, and Executive Producer Glenn Jones represented KTRK-TV at the Career Fair.
- *H.E.R.E. Expo –Housing and Employment Expo for the Disabled* was held on February 11, 2009 in Houston, TX. Vickie Angenend, Human Resource Manager, attended.

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, 2008 to March 15, 2009, 34 students participated in internship opportunities at KTRK-TV: (see following page)

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INTERN ROSTER March 16, 2008 – March 15, 2009				
Name	Dept.	University	Start Date	End Date
Abdelmottlep, Sally	News - Undercover	Sam Houston State University	5/19/2008	8/29/2008
Avila, Laura	News - Undercover	University of St. Thomas	1/4/2008	5/31/2008
Barajas, Bill	News	University of Houston	1/9/2009	Current
Beverly, Kristen	News	Texas Southern University	5/19/2008	8/29/2008
Burrell, Quiana	News	Texas Southern University	1/4/2008	5/31/2008
Cusack, Chase	News - Sports	Southern Methodist Univ.	5/19/2008	8/29/2008
Davenport, Melinda	News	Houston Community College	9/5/2008	12/31/2008
Delouche, Conroy	News	Univ. of Missouri - Columbia	5/19/2008	8/29/2008
Earle, Matthew	News	University of Houston	1/4/2008	6/15/2009
Engle, Connie	News	Sam Houston State University	1/4/2008	5/31/2008
Godie, Mary Ashleigh	News	Howard University	6/4/2008	8/29/2008
Hanks, Corey	Sports	Stephen F Austin State	1/26/2009	Current
Jones-Ifedobi, Shanguala	News	Houston Community College	9/5/2008	12/31/2008
Kanick, Jonathan Ross	News - Special Projects	University of Houston	5/27/2008	9/6/2008
Koleva, Darina	News	University of St. Thomas	1/9/2009	Current
Lollar, Lori	Sports	Alvin Community College	5/23/2008	8/31/2008
Lupercio, Jorge	Creative Services	University of Houston	1/4/2008	5/30/2008
Nibling, Kyle	News	Houston Baptist University	1/9/2009	Current
Peralta, Monica	News Researcher	Houston Baptist University	5/27/2008	8/29/2008
Perrotte, Michael	Weather	Texas A & M University	5/15/2008	8/29/2008
Robinson, Julie	News - Special Projects	University of Houston	9/5/2008	12/31/2008
Rodriguez, Alyssa	News	University of Houston	6/2/2008	8/29/2008
Rowney, Kaitlyn	News	Northwestern University	6/18/2008	8/29/2008
Scheps, Kelly	Weather	Texas A & M University	5/15/2008	8/29/2008
Smith, Herbenesha	News	Sam Houston State University	9/5/2008	12/31/2008
Stephen, Angela Nichole	News	Specs Howard School Bdcstg	6/23/2008	8/29/2008
Stoner, Kayla	Creative Svcs	Boston University	7/9/2008	8/28/2009
Stoner, Kayla	Creative Services	Boston University	7/9/2008	8/29/2008
Villanueva, Bertha Melissa	News	University of Houston	9/5/2008	12/31/2008
von Eschenbach, Christian F.	News	University of Houston	1/4/2008	5/30/2008
West, Chris	News	University of St. Thomas	1/4/2008	6/4/2009
Williams, Damaris (Dee)	News	University of St. Thomas	1/4/2008	5/11/2009
Winfrey, Katiera	Community Affairs	Texas Southern University	9/5/2008	12/5/2008
Winfrey, Katiera	News	Texas Southern University	1/9/2009	Current

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. 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.***

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

Date	Employee	Organization	Activity
3/26/2008	Travis Herzog, Weather	Children's Museum	Weather Demonstration
3/25/2008	Art Rascon, News	Lone Star College, Kingwood	Speaking to Students
3/26/2008	Art Rascon, News	Quest High School	Student Interview
5/14/2008	Jorge Franco, Graphics	Barrington Elementary	Career Day
5/21/2008	Art Rascon, News	Jackson Middle School	Graduation Speaker
6/28/2008	Denise Bates, CA	Houston Asn Black Journalists	Panel Discussion
6/03/2008	Gina Larson, Graphics	Exxon Mobil Summer Job Prgm	Speaking to Students
6/03/2008	Melanie Lawson, News	Exxon Mobil Summer Job Prgm	Speaking to Students
6/28/2008	Melanie Lawson, News	Houston Asn Black Journalists	Panel Discussion
7/16/2008	Travis Herzog, News	Girl Scout Group	Speaking to group
9/27/2008	Laura Whitley, News	Journalism Students	Panel Discussion
10/13/2008	Don Kobos, News	South Texas College of Law	Disussing 1 st Ammendment
11/21/2008	Daniel DeLemos, News	Baines Middle School	Speaking to Students
11/20/2008	Christi Myers, News	Westside High School	Speaker, Media Relations
1/29/2009	Michael Carl, Sales	Christian School, Kingwood	Career Day
1/29/2009	Art Rascon, News	Alief ISD	Career Day
2/07/2009	Casey Curry, Weather	N/A	Super Science Tech Day
2/14/2009	Casey Curry, Weather	Spring Branch ISD	Girls in Engineering
2/07/2009	Evangelina Pinon, CA	Houston Hispanic Forum	Career Day

In addition, KTRK-TV conducted STATION TOURS to foster a better understanding about the way a television station operates on a daily basis

Date	Tour Guide (Employee)	Organization
3/25/2008	Travis Herzog, Weather	Creekwood Middle School, Kingwood
4/24/2008	Rob Bridges, Engineering	Rice University Students
4/05/2008	Casey Curry, Weather	Girl Scouts working on Meteorology badge
5/15/2008	Norma Ferguson, News	Carver HS Magnet Media Class
6/24/2008	Norma Ferguson, News	Pasadena ISD Summer Program
7/30/2008	Casey Curry, Weather	High School Students
7/02/2008	Travis Herzog, Weather	Middle School Students
8/18/2008	Norma Ferguson, News	City Hall Fellowship Students
11/15/2008	Travis Herzog, Weather	Aggie Camp Mentor Program
1/05/2009	Ben Wolverton, Programming	Boy Scout Troup 266
2/03/2009	Tim Heller, Weather	N/A
2/12/2009	Tim Heller, Weather	Cub Scout Troup
2/19/2009	Tim Heller, Weather	Cub Scout Troup



 Submitted by:
 Denise W. Bates, VP Community Affairs

April 1, 2009

 Date