

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 over 2 million television households in the Greater Houston area and 10 outlying counties (2,177,220 TV households in our DMA). This report includes information from March 16, 2010 to March 15, 2011, 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 Disney Careers, 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, 2010 to March 15, 2011, the Station filled 16 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.

- *TAB Career Fair – Houston Community College, November 4, 2010*
Human Resource Manager Vickie Angenend and News Executive Producer Robin Freese attended

In addition, we routinely list each upper-level opening in a job bank or newsletter of a media trade group with a broad-based membership, including participation of women and minorities:

- *NAB (National Association of Broadcasters)*
- *AWRT (American Women in Radio and Television)*
- *TAB (Texas Association of Broadcasters)*
- *HABJ (Houston Association of Black Journalists)*
- *Women in Communications*
- *HAHMP (Houston Association of Hispanic Media Professionals)*
- *NABJ (National Association of Black Journalists)*
- *NAHJ (National Association of Hispanic Journalists)*

A detailed list is available in Attachment A-Job Sources

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, 2010 to March 15, 2011, 41 students participated/are participating in internship opportunities at KTRK-TV: (see following page)

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INTERN ROSTER March 16, 2010 – March 15, 2011

Name	Dept.	University	Start Date	End Date
Angenend, Christina	Programming	Savannah College of Art & Design	01/08/10	03/09/10
Ellis, Magen	Programming	University of Houston	01/08/10	05/31/10
Esene, Niesha	News	University of Houston	01/08/10	05/31/10
Parker, Tashara	News	Texas A & M University	01/08/10	05/31/10
Smith, Ian	News	University of Houston	01/08/10	05/27/10
Carr, Alexandra	News	University of Puget Sound	06/02/10	08/10/10
Eggleton, Jamie	Community Affairs	Susquehanna University	05/15/10	08/06/10
Falconer, Annette	News	Brigham Young University	06/01/10	08/30/10
Goolsby, Edward	News	Northwestern University	06/21/10	09/12/10
Hughes, Leigha	News	Sam Houston State University	05/18/10	08/23/10
Jay, Courtney	News	Texas Christian University	05/24/10	08/12/10
Jensen, Audrey	Programming	University of Wyoming	05/24/10	08/04/10
Littman, Ann	Programming	Texas A & M University	05/18/10	08/12/10
Lombardo, Noah	News	Texas A & M University	06/02/10	08/04/10
McKirchy, Shannon	News	University of St. Thomas	05/25/10	08/18/10
Miller, David	News	University of Houston - Clear Lake	06/01/10	08/06/10
Montoya, Gabrielle	News	Sam Houston State University	06/01/10	08/30/10
Pang, Kimberly	News	Pang, Kimberly	05/17/10	08/31/10
Prescott, Shaniya	News	Prairie View A & M University	05/24/10	08/06/10
Sanchez, Laura	News	Texas A & M University	05/19/10	08/06/10
Satter, Erin	News	University of Northern Carolina	06/01/10	08/04/10
Scott, Christopher	News	Bowling Green State University	06/02/10	08/05/10
Granger, Aurielle	News	Prairie View A & M University	09/10/10	12/28/10
Hickle, Nicole	News	University of St. Thomas	09/10/10	12/29/10
Jackson, Kevin	Programming	Prairie View A & M University	09/10/10	12/10/10
Miller, Eric	News	University of Houston	08/10/10	11/28/10
Monterroza, Brina	News	University of Houston	09/10/10	12/29/10
Sheikh, Maria	News	University of St. Thomas	09/10/10	12/31/10
Stevenson, Lauren	News	Sam Houston State University	09/10/10	12/18/10
Thibodeaux, Hannah	News	University of Houston	09/10/10	12/31/10
Wells, Robin	News	University of Houston	09/10/10	12/28/10
Bredehoeft, Kristen	News	University of Houston - Downtown	01/06/11	Current
Dinh, Thuy	News	Houston Community College	01/06/11	Current
Ferguson, Jessica	News	Prairie View A&M University	01/06/11	Current
Gomez, Laura	News	University of Housto	01/06/11	Current
Irotumhe, Osoukho	Graphics	American Intercontinental University	01/24/11	Current
Jackson, Ebony	Programming	Texas A & M University	01/06/11	Current
Kamal, Maleeha	News	University of Houston	01/06/11	Current
Picone, Leslie	News	University of St. Thomas	01/06/11	Current

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Name	Dept.	University	Start Date	End Date
Tije, Linda	News	Houston Baptist University	01/10/11	Current
Whisenant, Phil	News	University of St. Thomas	01/21/11	Current

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

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, Jaime Martinez, 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.

Date	Employee	Organization / Activity
3/25/2010	Travis Herzog	Deer Park Jr. High - weather talk
3/27/2010	Art Rascon	Event with Journalist students
3/28/2010	Art Rascon	Baytown Youth Event, keynote speaker
4/30/2010	Miya Shay	Fort Bend Tech High School - speak at a class regarding Journalism
5/14/2010	Art Rascon	College Park HS Social Program - speak to a group of classes involved in social project
5/19/2010	Art Rascon	Klein Collins HS - speak to current events - Political Relations classes
5/28/2010	Art Rascon	Graduation Ceremony - Raul Yzaguirre School for Success HCC Main Campus - Keynote speaker at Graduation
6/3/2010	Melanie Lawson	Volunteer Houston Summer Job program kickoff event
7/23/2010	Melanie Lawson	spoke to UH Social Work class
8/14/2010	Sharron Melton	Girls Conference, guest speaker - CR
10/28/2010	Casey Curry	Awty school weather talk
11/8/2010	Casey Curry	Piney Point Elementary - weather talk
11/8/2010	David Tillman	Taylor Ray Elementary - Weather talk
11/10/2010	Casey Curry	Noah Point Elementary - weather talk
11/15/2010	Casey Curry	Piney Point Elementary School Talk
11/30/2010	Melanie Lawson	Sam Houston State University - Speaker
12/8/2010	David Tillman	Rice University School Science & Tech Program - weather talk

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Date	Employee	Organization / Activity
1/25/2011	David Tillman	Morton Ranch Junior High - Weather talk
1/26/2011	David Tillman	Bane Elementary School - weather talk
1/27/2011	Sonia Azad	Hill Intermediate School Career Day - spoke to kids regarding Journalism
2/9/2011	David Tillman	Kujawana Elementary - weather talk
2/19/2011	Erik Barajas	2011 Hispanic Forum Career & Education Day - Speaker and Panalist

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

Date	Employee Tour Guide	Organization
3/18/2010	Travis Herzog	Station Tour and weather talk to students from the Science and Technology Academy in The Woodlands
4/9/2010	Casey Curry	HCC Student Tour and Interview
5/11/2010	Travis Herzog	Station Tour for Media Class from Creekwood MS in Kingwood
5/17/2010	Travis Herzog	Station Tour for Cub Scouts
5/24/2010	Travis Herzog	Boy Scout Tour
10/21/2010	Travis Herzog	Station Tour students from Beren Academy
11/1/2010	Travis Herzog	Station Tour - 30 minutes Girl Scouts working on their weather badges
11/17/2010	Travis Herzog	Markham Elementary Station Tour
11/18/2010	Travis Herzog	Station Tour to 5th grade Science class from The Woodlands
12/8/2010	Travis Herzog	Station Tour - Creekwood MS in Kingwood
12/10/2010	Travis Herzog	Station Tour for students from the Trinity Classical School
1/27/2011	Travis Herzog	Station Tour to students from The Branch School
2/15/2011	Tim Heller	Cub Scout Tour at the station



 Submitted by:
 Denise W. Bates, VP Community Affairs

 April 1, 2011
 Date