

**ANNUAL EQUAL EMPLOYMENT OPPORTUNITY
PUBLIC FILE REPORT
KTRK-TV, “ABC13”
HOUSTON, TEXAS
APRIL 1, 2026**

I. GENERAL POLICY

This report covers the period from April 1, 2025, through March 31, 2026.

KTRK-TV (the “Station”) has a longstanding commitment to a policy that no person shall be discriminated against in employment by the Station because of race, color, religion, national origin, or sex.

II. JOB VACANCIES AND RECRUITMENT SOURCES

KTRK has publicized job vacancies in the following ways:

1. We periodically broadcast on-air announcements publicizing the fact that qualified organizations may request to be added to our mailing list.
2. Posting all open positions on the company career website, Disneycareers.com.
3. Posting open positions on the Station’s website, <https://abc13.com/careers/>.
4. Open positions posted on Disneycareers.com are subsequently posted by the DirectEmployers Association Network to numerous sites that list open jobs.
5. Below is a list of all organizations, websites and sources that were used to fill Station full-job vacancies:¹

| RS No. | RS Information | RS Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred |
|--------|--|---|------------------------------|
| 1 | Disney Career website, www.Disneycareers.com | No | 11 |
| 2 | DirectEmployers Association Network https://directemployers.org/ | No | 0 |
| 3 | KTRK Website, https://abc13.com/careers/ | No | 6 |
| 4 | Texas Association of Broadcasters 502 E. 11 th St., Suite 200 Austin, TX 78701 | No | 0 |

¹ The Table below includes job boards, personal referrals, and other recruitment sources to which notices are not routinely provided. These sources are marked with an asterisk (*).

| | | | |
|----|--|----|---|
| | http://www.tab.org | | |
| 5 | TVjobs.com Broadcast Employment Services PO Box 4116 Oceanside, CA 92052 Jobs@tvjobs.com | No | 0 |
| 6 | Media Alliance of Houston www.mediaalliancehouston.org PO Box 980908 Houston, TX 77098 Monica Rose - Monica.rose@abc.com Avery Domench - Adomench@brivicmedia.com | No | 0 |
| 7 | Ft. Bend Star editor@fortbendstar.com | No | 0 |
| 8 | Indo American News indoamericannews@yahoo.com | No | 0 |
| 9 | Talent Dynamics pumphrey@talentdynamics.com | No | 0 |
| 10 | SER of Houston 7211 Regency Square Houston, TX 77036 Mfrazier@serjobs.org | No | 0 |
| 11 | Houston Assoc. of Hispanic Media Professionals P. O. Box 273394 Houston, TX 77277 D8mgr@lulac.org susybarbosatv@gmail.com | No | 0 |
| 12 | Belinda Elssien NAACP 2002 Wheeler Houston, TX 77004 | No | 0 |
| 13 | Chinese Community Ctr. 9800 Town Park Houston, TX 77036 | No | 0 |
| 14 | Workforce Solutions 3355 West Alabama #350 Houston, TX 77098 | No | 0 |
| 15 | Houston Minority Business Dev Ctr 2302 Fannin Street Suite 165 Houston, TX 77002 | No | 0 |
| 16 | Korean Journal | No | 0 |

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| | 1241 Blalock Road Houston, TX 77055 | | |
| 17 | Jewish Family Service Attn: Helen W. Maltzman 4131 South Braeswood Houston, TX 77025 | No | 0 |
| 18 | Vietnam Post/Vietnam Business 10515 Harwin # 120 Houston, TX 77036 | No | 0 |
| 19 | United States Veterans Initiative 1418 Preston Street Houston, TX 77002 | No | 0 |
| 20 | M.L.K. Community Center. 2720 Sampson Houston, TX 77004 | No | 0 |
| 21 | A.A.M.A. Attn: Joaquin Rivera 6001 Gulf Frwy., Bldg. B165 Houston, TX 77023 | No | 0 |
| 22 | Wesley Community Ctr. Attn: Gordana Dvorscak 2720 Sampson Houston, TX 77004 | No | 0 |
| 23 | LULAC Educational Svc Center 3522 Polk St. # 104 Houston, TX 77003 | No | 0 |
| 24 | Las Noticias de Fort Bend 924 3rd St. # 3 Rosenberg, TX 77471 Mr. Brian Chang | No | 0 |
| 25 | Houston Asian Junior 4410 April Meadow Way Sugar Land, TX 77479 | No | 0 |
| 26 | Goodwill Industries Houston Job Connection Services 1140 W. Loop N Houston, TX 77055 | No | 0 |
| 27 | Houston Urban League Job Bank 1301 Texas Houston, TX 77002 http://haul.org Bledet@haul.org | No | 0 |

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|----|---|----------------------------|----|
| | Cwalker@haul.org | | |
| 28 | Houston Hispanic Chamber of Commerce 1801 Main St Houston, TX 77002 http://www.houstonhispanicchamber.com jsierra@houstonhispanicchamber.com Jennifer Sierra | No | 0 |
| 29 | Asian American Chamber of Commerce 6833 W. Sam Houston Pkwy, Suite 206 Houston, TX 77072 http://asianchamber-hou.org Bgallo@asianchamber-hou.org | No | 0 |
| 30 | Mr. Tatcho Mindiola UH Mexican American Studies 4800 Calhoun Houston, TX 77004 | No | 0 |
| 31 | Houston Community College Job Placement 1300 Holman Houston, TX 77004 | No | 0 |
| 32 | NABJ-National Association of Black Journalists* https://nabjonline.org/ executiveoffices@nabj.org | No | 1 |
| 33 | NAHJ-National Association of Hispanic Journalists* https://nahj.org/ info@nahjcareers.org | No | 0 |
| 34 | AAJA-Asian American Journalists Association* https://www.ajja.org/ info@ajjacareers.org | No | 0 |
| 35 | Career@austincollege.edu | No | 0 |
| 36 | YMCA Anmar.al-hasani@ymcahouston.org | No | 0 |
| 38 | Linked-In* | No | 13 |
| 39 | Google* | No | 9 |
| 40 | Internal Employee Candidate* | No | 35 |
| 41 | Employee Referral / Word of Mouth* | No | 7 |
| 42 | Indeed.com* | No | 5 |
| 43 | Unidentified Social Media / Job Board* | No | 3 |
| 44 | Journalism Association* | No | 1 |
| 45 | Talent Agent / Talent Community* | No | 4 |
| | | Total Interviewees: | 95 |

The following full-time vacancies were filled during the reporting period covered by this report:

| No. | Job Title | Date Filled | Recruitment Sources (RS) Used to Fill Vacancy (RS numbers) | # of Interviewees Per RS (RS number - interviewees) | RS that Referee's the hire (RS number) |
|-----|--------------------------------|-------------|--|---|--|
| 1 | Production Manager | 3/31/2025 | 1-5, 12-34, 40-43 | 40-4, 42-2, 43-1 | 40 |
| 2 | Reporter, Race & Culture | 4/3/2025 | 1-34, 39-41, 42, 45 | 3-1, 39-1, 41-1, 43-1 | 39 |
| 3 | Reporter | 4/13/2025 | 1-34, 39-40, 45 | 3-3, 38-2, 39-2, 40-1 | 40 |
| 4 | Director, Community Engagement | 4/25/2025 | 1-5, 12-34, 38, 40-42 | 1-1, 38-1, 40-3, 41-1, 42-1 | 40 |
| 5 | Investigative Reporter | 5/7/2025 | 1-5, 12-34, 40-41, 45 | 40-4, 41-1, 45-1 | 40 |
| 6 | Newscast Director | 6/23/2025 | 1-34, 38-42 | 1-4, 38-3, 39-1, 40-3, 41-1, 42-1 | 41 |
| 7 | Digital Producer | 8/21/2025 | 1-34, 40 | 40-6 | 40 |
| 8 | Associate Producer | 11/10/2025 | 1-5, 12-34, 40, 41, 44 | 1-1, 40-1, 41-2, 44-1 | 40 |
| 9 | Executive Producer, Streaming | 12/2/2025 | 1-34, 39-40, 42 | 39-1, 40-5, 42-1 | 40 |
| 10 | Digital Producer | 12/7/2025 | 1-34, 40 | 1-1, 40-4 | 40 |
| 11 | Reporter | 12/8/2025 | 1-34, 38-40, 45 | 1-1, 32-1, 38-2, 39-1, 40-1, 45-2 | 32 |
| 12 | Executive Producer | 12/8/2025 | 1-34, 40, 43 | 38-3, 40-1, 43-1 | 40 |
| 13 | Reporter | 1/12/2026 | 1-34, 38-40, 45 | 3-2, 38-1, 39-2, 45-1 | 38 |
| 14 | Photojournalist | 1/12/2026 | 1-34, 40, 41 | 1-3, 41-1 | 1 |
| 15 | Producer | 2/12/2026 | 1-34, 40 | 38-1, 39-1, 40-2 | 40 |

III. SELECT OUTREACH INITIATIVES

| Type of Initiative (Menu Option) | Brief Description of Activity (including dates and titles of personnel involved) |
|---|---|
| 1. Participation in at least four job fairs by station personnel who have substantial responsibility for making hiring decisions | KTRK station personnel participated in the following broadcast-related job fairs over the reporting period. |

| Type of Initiative (Menu Option) | Brief Description of Activity (including dates and titles of personnel involved) |
|---|--|
| | <ol style="list-style-type: none"> 1.) Texas Southern University hosted a Career Fair on September 25, 2025, in Houston, TX. The KTRK Manager, Human Resources participated. 2.) University of Houston Downtown hosted a Career Fair on September 22, 2025, in Houston, TX. The KTRK Manager, Human Resources participated. 3.) Prairie View A&M University hosted a Career Fair on September 17, 2025, in Prairie View, TX. The KTRK Manager, Human Resources and an Anchor/Reporter participated. 4.) The Online News Association Conference and job fair was held in New Orleans, LA on September 10-13, 2025. Two Talent Acquisition Recruiters participated. |
| 4. Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities | <p>The following employees represented KTRK at various events as guest speakers providing insight into career opportunities and strategies for success in the broadcast journalism industry:</p> <ol style="list-style-type: none"> 1.) A KTRK Meteorologist participated in the National Tropical Weather Conference held from April 1 – April 4, 2025 in South Padre Island, TX. 2.) Three KTRK Meteorologists participated in the 106th American Meteorological Society Meeting conference held from January 24 to January 29, 2026 in Houston, TX. 3.) During Communications Week at Texas Southern University in Houston, TX, KTRK hosted a Panel Discussion for students on April 9, 2025. The KTRK Director, Community Engagement, Chief Photographer, Manager, Human Resources, Digital Producer and an Associate Producer participated. 4.) The KTRK Manager of Human Resources met with students and faculty at the Prairie View A&M University Meet and Greet on September 15, 2025, in Prairie, TX. . |

| Type of Initiative (Menu Option) | Brief Description of Activity (including dates and titles of personnel involved) |
|--|---|
| <p>8. Establishing training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions</p> | <p>Station personnel are given the opportunity to complete training designed to enable participants to acquire skills that could qualify them for higher level positions.</p> <p>Leadership Essentials: This training helps leaders of others build critical leadership skills and cultivate relationships that will accelerate their contribution to the organization’s success. Several KTRK employees participated in this training during the reporting period, including: 1 Assistant Business Manager, 1 Production Manager and 1 Assistant Director, Broadcast Engineering. Session start dates for this three-month training: 4/2/25, 7/9/25 and 10/1/25.</p> <p>Better-Up Coaching and Training COACH powered by BetterUp is a tailored program for executives who lead people. Participants receive one-on-one support from a dedicated coach to navigate challenges and elevated leadership skills. Six KTRK executives participated in this training during the reporting period including: the KTRK President and General Manager, VP Programming, VP Marketing, VP Broadcast Technology, VP News Director and the VP Operations & Business Planning. The Better-Up COACH began on April 8, 2025.</p> <p>“Lead by Better-Up” Lead is a personalized leadership skill development platform that supports growth on People Leader Expectations through personalized learning plans, 1:1 coaching, and AI-Driven support. Several KTRK employees participated in this training: 2 Sr. Managers, 1 Executive Producer and 1 Assistant Director, Broadcast Engineering participated in this program during this reporting period. The Better-Up LEAD program launched on April 17, 2025.</p> |
| <p>14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination</p> | <p>Station personnel completed “Positive Workplace Fundamentals” and “Standards of Business Conduct” training courses, which are designed to train employees on methods of ensuring equal employment opportunity and preventing discrimination.</p> |

| Type of Initiative (Menu Option) | Brief Description of Activity (including dates and titles of personnel involved) |
|---|--|
| <p>16. Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.</p> | <p>Station Tours:</p> <ol style="list-style-type: none"> 1) June 26, 2025: Legacy the School of Sport Sciences hosted by a KTRK Sports Producer/Photojournalist. 2) August 8, 2025: Spring Branch ISD high school broadcast students visited with KTRK anchor and other departments, including broadcast technology and sales. Hosted by a KTRK Anchor. 3) Sept. 29, 2025: Summer Creek High School Audio Video Production class from Humble ISD hosted by the KTRK Director of Community Engagement. 4) Oct. 20, 2025: Girl Scouts visit to earn Journalism badge hosted by a KTRK Executive Producer. 5) Oct. 23, 2025: Spring Forest Middle School 3rd year broadcast students hosted by a KTRK Marketing Producer. 6) Oct. 24, 2025: Bellaire High School Special Education “Skills for Living” students hosted by a KTRK Associate Newscast Director. 7) Nov. 13, 2025 – La Marque High School broadcast class hosted by the KTRK Human Resources Manager. 8) Nov. 20, 2025 - Texas City High School broadcast class hosted by the KTRK Director of Community Engagement. 9) Dec. 5, 2025 – Texas Southern University journalism student hosted by the KTRK Director of Community Engagement. 10) Dec. 8, 2025 – Splendora High School students hosted by the KTRK Director of Community Engagement. 11) Dec. 18, 2025 - Stuart Career Technical High School students hosted by a KTRK Associate Producer. 12) Jan. 23, 2026 - Porter High School journalism class hosted by the KTRK Director of Community Engagement. |

| Type of Initiative (Menu Option) | Brief Description of Activity (including dates and titles of personnel involved) |
|---|---|
| | 13) March 11, 2026: IL Texas MSG Ramirez Charter School Broadcast Students hosted by the KTRK Director of Community Engagement. |