

KTBU – TV

EEO PUBLIC FILE REPORT

April 1, 2009 – March 31, 2010

**SUMMARY**

This annual Equal Employment Opportunity (EEO) report is filed on behalf of KTBU-TV/DT in compliance with the FCC's EEO reporting requirements. KTBU-TV/DT is an Independent and full powered television station licensed in the city of Conroe, Texas. Humanity Interested Media, LP is the licensee of KTBU. KTBU serves the metropolitan Houston area, which serves the Greater Houston area and 10 outlying counties (over 2 million TV households in the DMA). This report includes information from April 1, 2009 to March 31, 2010 and will be made available for viewing in the station's public file and on the station's website, [www.houstons55.com](http://www.houstons55.com).

**JOB OPPORTUNITIES INFORMATION**

As an equal opportunity employer, and in accordance with the EEO rules of the Federal Communications Commission (FCC), KTBU TV/DT provides notification of every applicable employment vacancy to any organization that requests it, provided that the organization routinely distributes such information to job seekers or refers job seekers to employers. The requesting organization must provide KTBU's director of Human Resources (in writing) with its official name, mailing address and telephone number, as well as a contact person within that organization and a description of the employment services provided by the organization. The requesting organization will receive all job vacancy information from KTBU regardless of the category or type of job, unless said organization requests information on specific job category vacancies only. As such, KTBU full-time job vacancies are posted on the KTBU website, Texas Association of Broadcasters job site, American Women in Radio and Television job site, and various trade publications. This list is periodically updated.

It is KTBU's policy to provide equal employment opportunities to all individuals without regard to race, color, religion, national origin, sex, age, or disability as set forth by U.S. federal law, the laws of the state of Texas, or the laws of those local governments with jurisdiction.

**POSITIONS FILLED BETWEEN APRIL 1, 2009 and MARCH 31, 2010**

<b>Department</b>	<b>Title</b>	<b>Recruitment Source</b>
Sales Department:	1 Account Executive	Walk In
Engineering Department:	1 Master Control Operator	KTBU Website

Production Department: 1 Production Assistant Employee Referral

Although the Intern program at KTBU is not a formal program, we have sponsored two interns over the past year.

<u>INTERN</u>	<u>DATES OF SERVICE</u>	<u>EDUCATIONAL INSTITUTION</u>
Hilary Simon	Jan. 10-Present	Taylor High School
Madison Roberts	March 09 – Dec 09	Seven Lakes High School

### **RECRUITMENT ACTIVITIES AND TRAINING**

The station has maintained a positive and continuing program 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 on-going training programs of Station personnel enable them to acquire skills that could qualify them for higher-level positions. During the report year KTBU personnel participated in training in the following areas:

Sales Department: VCI Sales Desk

Programming: VCI Overall System  
Peter Storer Programming System

In addition, KTBU participated in activities sponsored by community groups giving a venue by which KTBU personnel could share the employment opportunities within KTBU and the television industry with members of the Houston community. Some of these activities included the following:

February 2010 - HLSR- Judge for Foodie Awards  
February 2010 - Houston Ballet- Co- Chair Auction- Ballet Ball  
February 2010 - HLSR- BBQ- Publicity Committee  
March 2010 - Mount Carmel- Inner city school for kids- raised \$ for their tuition  
March 2010 - United Cerebral Palsy  
March 2010 - Covenant House Houston- MC event  
March 2010 - MC- Opening of Smashburger-\$ to charity  
January 2010 - Girl Scouts- Cookie Kick off Party- MC  
February 2010 - Junior League- Abracadabra event  
March 2010 - Houston Humane Society- Judge K-9

Veronica Rena

Submitted by: Veronica Rena

March 31, 2010

Date

GLB

Approved by: Gregory L. Brown,  
General Manager

March 31, 2010

Date

2009-2010 ANNUAL EEO REPORT FOR KTBU-TV/DT – HOUSTON, TEXAS  
Attachment A: Job Sources

ORGANIZATION

ADDRESS

/EMAIL/WEB

CITY, STATE, ZIP

ORGANIZATION

ADDRESS

/EMAIL/WEB

CITY, STATE, ZIP

AWRT

(American Women in Radio & Television)

[www.awrt.org/publications/job\\_form.html](http://www.awrt.org/publications/job_form.html)

TAB

(Texas Association of Broadcasters)

[www.tab.org](http://www.tab.org)

Austin, Texas

KTBU TV/DT

[houstons55.com](http://houstons55.com)

Houston, Texas

San Jacinto College North

5800 Uvalde Rd.

Houston, Texas 77049

TV Jobs website

P. O. Box 4116

Oceanside, CA 92502

Texas Workforce Commission

600 Jefferson

Houston, Texas 77002