

Annual EEO Public File Report
KMSP-TV Fox 9/WFTC My29/KFTC IS AN EQUAL OPPORTUNITY EMPLOYER

Coverage Period: *December 1, 2022-November 30, 2023*

Station's Comprising Station Employment Unit: KMSP-TV (KMSP) Fox 9 / WFTC My29 /KFTC

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hire
General Accountant	12/5/2022	Social Media - Other
Producer (1)	1/3/2023	Employee Referral
Photojournalist	1/3/2023	Employee Referral
Anchor/Reporter	1/16/2023	Internal
Reporter	2/20/2023	Job Board (Other)
Technician - Automation Director (1)	5/2/2023	FOX Careers
Producer (2)	5/22/2023	LinkedIn
Producer (3)	6/5/2023	FOX Careers
Technician - Automation Director (2)	6/12/2023	LinkedIn
FLX Account Executive	7/10/2023	Employee Referral
Producer (4)	7/10/2023	LinkedIn
Producer (5)	8/14/2023	FOX Careers
Technician - Automation Director (3)	9/11/2023	Internal Candidate - KRIV
Senior Producer	9/17/2023	Internal Candidate
Content Editor	9/18/2023	FOX Careers

Producer (6)	9/18/2023	Indeed
Technician Automation Director (4)	11/6/2023	Indeed

The following positions shared posting/recruitment efforts:

- Anchor/Reporter and Reporter
- Producer (2) and Producer (3)
- Producer (4), Producer (5), and Producer (6)
- Technician-Automation Director (1) and Technician - Automation Director (2)
- Technician-Automation Director (3) and Technician - Automation Director (4)

Total Number of Persons Interviewed During Applicable Period: 48

Job Postings: When a position becomes available, it is the general practice to share the opportunities with all other Fox Owned & Operated Stations across the country so the positions can be shared with qualified candidates at those stations. The notices list the titles and requirements for all open position are sent to the Human Resources nationwide in an effort to increase the opportunity for company internal promotions and expand the recruiting area. These opportunities are also sent to various community outreach groups, schools, and universities. In addition, station openings are automatically posted on www.Foxcareers.com when the position requisition is completed in our recruitment portal.

All Fox O & O Stations:

WNYW/WWOR-TV 205 E. 67 th Street New York, NY 10065	WAGA-TV 1551 Briarcliff Rd. NE Atlanta, GA 30306	WTTG/WDCA 5151 Wisconsin Ave., NW Washington, DC 20016
KTTV/KCOP-TV 1999 S. Bundy Drive Los Angeles, CA 90025	KSAZ-TV/KUTP 511 W. Adams Street Phoenix, AZ 85003	WTXF-TV 3330 Market Street Philadelphia, PA 19106
WFLD/WPWR 204 N. Michigan Ave. Chicago, IL 60601	KDFW/KDFI 400 N. Griffin Street Dallas, TX 75202	KTVU/KICU-TV 2 Jack London Square Oakland, CA 94607
WJBK 16550 W. Nine Mile Rd. Southfield, MI 48075	WTVT 3213 W. Kennedy Blvd. Tampa, FL 33609	WOGX 1551 SW 37 th St. Ocala, FL 34474
WITI 9001 North Green Bay Road Milwaukee, WI 53209	KRIV/KTXH 511 Southwest Freeway Houston, TX 77027	KTBC 119 E. 10 th Street Austin, TX 78701
WOFL/WRBW 35 Skyline Lake Mary, FL 32746	KCPQ/KZJO 1813 Westlake Ave. N. Seattle, WA 98109	

Section 2: Recruitment Sources		
Recruitment Source (Company, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During this Period (If Any)	Full-time Positions For Which Source Was Utilized
Employee Referrals 11358 Viking Drive Eden Prairie, MN 55344	6	Producer (1) Photojournalist Technician – Automation Director (1) Producer (3) FLX Account Executive Producer (5)
MinnesotaWorks 332 Minnesota Street, Suite E200 Saint Paul, MN 55101 (651) 259-7114 www.minnesotaworks.net	0	Producer (1) Technician – Automation Director (1) Technician – Automation Director (2) Technician – Automation Director (3) Senior Technician Technician – Automation Director 4)
LinkedIn (Positions with an * were directly posted to LinkedIn, the others were from an aggregator)	7	General Accountant Technician – Automation Director (1) Producer (2) Technician – Automation Director (2) Producer (4) Content Editor
Internal Employees 11358 Viking Drive Eden Prairie, MN 55344	2	Anchor/Reporter Senior Producer
Foxcareers.com	14	All positions
TV Jobs P.O. Box 4116 Oceanside, CA 92052 (760) 754-8117	0	Producer (1) Photojournalist

www.tvjobs.com (Positions listed directly posted to TVJobs, although site is also an aggregator)		Technician – Automation Director (1) Reporter Technician – Automation Director (3) Technician – Automation Director (4) Producer (4) Producer (5)
Minneapolis American Indian Center 1530 Franklin Ave. Minneapolis, MN 55404 www.maicnet.com info@maicnet.org	0	General Accountant Producer (1) Photojournalist News Anchor Reporter Technician – Automation Director (1) Producer (2) Producer (3) Technician – Automation Director (2) Account Executive (FLX) Producer (4) Producer (5) Technician – Automation Director (3) Producer (6) Content Editor Senior Producer Technician-Automation Director (4)
Centro 1915 Chicago Avenue* Minneapolis, MN 55404 infocenter@centromn.org	0	General Accountant Producer (1) Photojournalist News Anchor Reporter Technician – Automation Director (1) Producer (2) Producer (3) Technician – Automation Director (2) Account Executive (FLX) Producer (4) Producer (5) Technician – Automation Director (3) Producer (6) Content Editor Senior Producer Technician-Automation Director (4)
Minneapolis Urban League 411 E 38 th Street Minneapolis, MN 55409 landerson@mul.org	0	General Accountant Producer (1) Photojournalist News Anchor Reporter

		Technician – Automation Director (1) Producer (2) Producer (3) Technician – Automation Director (2) Account Executive (FLX) Producer (4) Producer (5) Technician – Automation Director (3) Producer (6) Content Editor Senior Producer Technician-Automation Director (4)
National Hispanic Media Coalition 55 S. Grand Ave. Pasadena, CA 91105 info@nhmc.org	0	General Accountant Producer (1) Photojournalist News Anchor Reporter Technician – Automation Director (1) Producer (2) Producer (3) Technician – Automation Director (2) Account Executive (FLX) Producer (4) Producer (5) Technician – Automation Director (3) Producer (6) Content Editor Senior Producer Technician-Automation Director (4)
Southeast Asian Community Council 555 Girard Terrace N. Ste. 110 Minneapolis, MN 55405 info@seacc-mn.org	0	General Accountant Producer (1) Photojournalist News Anchor Reporter Technician – Automation Director (1) Producer (2) Producer (3) Technician – Automation Director (2) Account Executive (FLX) Producer (4) Producer (5) Technician – Automation Director (3) Producer (6) Content Editor Senior Producer

		Technician-Automation Director (4)
YWCA 1130 Nicollet Mall Minneapolis, MN 55403 ywca@ywcamppls.org	0	General Accountant Producer (1) Photojournalist News Anchor Reporter Technician – Automation Director (1) Producer (2) Producer (3) Technician – Automation Director (2) Account Executive (FLX) Producer (4) Producer (5) Technician – Automation Director (3) Producer (6) Content Editor Senior Producer Technician-Automation Director (4)
Council for Minnesotans of African Heritage 658 Cedar Street G57, Basement St. Paul, MN 55155 cmah@state.mn.us	0	General Accountant Producer (1) Photojournalist News Anchor Reporter Technician – Automation Director (1) Producer (2) Producer (3) Technician – Automation Director (2) Account Executive (FLX) Producer (4) Producer (5) Technician – Automation Director (3) Producer (6) Content Editor Senior Producer Technician-Automation Director (4)
Minnesota Broadcasters Association 3033 Excelsior Blvd. Suite 440 Minneapolis, MN 55416 tim.hyde@minnesotabroadcasters.com	0	General Accountant Producer (1) Photojournalist News Anchor Reporter Technician – Automation Director (1) Producer (2) Producer (3) Technician – Automation Director (2)

		Account Executive (FLX) Producer (4) Producer (5) Technician – Automation Director (3) Producer (6) Content Editor Senior Producer Technician-Automation Director (4)
Mpls. Community and Tech College Multi-cultural Student Services webmaster@minneapolis.edu	0	General Accountant Producer (1) Photojournalist News Anchor Reporter Technician – Automation Director (1) Producer (2) Producer (3) Technician – Automation Director (2) Account Executive (FLX) Producer (4) Producer (5) Technician – Automation Director (3) Producer (6) Content Editor Senior Producer Technician-Automation Director (4)
National Association of Broadcasters 1771 N. St. NW Washington DC 20036-2891 nab@nab.org	0	General Accountant Producer (1) Photojournalist News Anchor Reporter Technician – Automation Director (1) Producer (2) Producer (3) Technician – Automation Director (2) Account Executive (FLX) Producer (4) Producer (5) Technician – Automation Director (3) Producer (6) Content Editor Senior Producer Technician-Automation Director (4)
St. Olaf 1520 St. Olaf Ave. Northfield, MN55057 cahoon@stolaf.edu	0	General Accountant Producer (1) Photojournalist News Anchor

		Reporter Technician – Automation Director (1) Producer (2) Producer (3) Technician – Automation Director (2) Account Executive (FLX) Producer (4) Producer (5) Technician – Automation Director (3) Producer (6) Content Editor Senior Producer Technician-Automation Director (4)
St. Thomas University webmaster@stthomas.edu	0	General Accountant Producer (1) Photojournalist News Anchor Reporter Technician – Automation Director (1) Producer (2) Producer (3) Technician – Automation Director (2) Account Executive (FLX) Producer (4) Producer (5) Technician – Automation Director (3) Producer (6) Content Editor Senior Producer Technician-Automation Director (4)
Wayne St. University Journalism Institute for Minorities anails@wayne.edu	0	General Accountant Producer (1) Photojournalist News Anchor Reporter Technician – Automation Director (1) Producer (2) Producer (3) Technician – Automation Director (2) Account Executive (FLX) Producer (4) Producer (5) Technician – Automation Director (3) Producer (6) Content Editor

		Senior Producer Technician-Automation Director (4)
Winona State PO Box 5838 Winona, MN 55987 rbanicki@winona.edu	0	General Accountant Producer (1) Photojournalist News Anchor Reporter Technician - Automation Director (1) Producer (2) Producer (3) Technician - Automation Director (2) Account Executive (FLX) Producer (4) Producer (5) Technician - Automation Director (3) Producer (6) Content Editor Senior Producer Technician-Automation Director (4)
Women In Film	0	Producer (1) Reporter Technician-Automation Director (1) Producer (2) Technician-Automation Director (2) Account Executive (FLX) Producer (4) Producer (5) Technician - Automation Director (3)
Columbia University gboubion@columbia.edu	0	Producer (4) Producer (5) Technician-Automation Director (3) Producer (6) Content Editor Senior Producer Technician - Automation Director (4)
Marketing Idea Net-602 Communications (503) 719-7794 Portland, OR slizik@602communications.com	0	General Accountant Producer (1) Photojournalist News Anchor Reporter Technician - Automation Director (1) Producer (2) Producer (3)

		Technician – Automation Director (2) Account Executive (FLX) Producer (4) Producer (5) Technician – Automation Director (3) Producer (6) Content Editor Senior Producer Technician-Automation Director (4)
Hire Veterans First cscottstrategies@gmail.com www.hireveteransfirst.com 571-215-4915	0	General Accountant Producer (1) Photojournalist News Anchor Reporter Technician – Automation Director (1) Producer (2) Producer (3) Technician – Automation Director (2) Account Executive (FLX) Producer (4) Producer (5) Technician – Automation Director (3) Producer (6) Content Editor Senior Producer Technician-Automation Director (4)
Indeed.com 470 West. Ave. Suite 2002 Stamford, CT 06902 203-564-2418 (Site is an aggregator, not directly posted to site)	6	General Accountant Producer (3) Content Editor Technician – Automation Director (4)
www.fox9.com 11358 Viking Drive Eden Prairie, MN 55344 952-944-9999	0	All Positions
Society of Broadcast Engineers (SBE) 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260	0	Technician – Automation Director (1) Technician – Automation Director (2) Technician – Automation Director (3) Technician – Automation Director (4)
Handshake www.joinshandshake.com *Please see below for a description of Handshake.	0	General Accountant Anchor/Reporter Reporter Content Editor

Facebook	2	Anchor/Reporter Reporter
Social Media - Other	1	General Accountant
Former Employee	3	Producer (2) Producer (4)
Staffing Agency	3	Anchor/Reporter Technician – Automation Director (1)
KRIV – Houston O & O 119 E. 10 th Street Austin, TX 78701	1	Technician – Automation Director (3)
Recruiter/Direct Source	3	Technician – Automation Director (1) Producer (6)
NABJ – National Association of Black Journalists www.nabjcareers.org	0	Anchor/Reporter Reporter
X (Formerly called Twitter) www.Twitter.com	0	Producer (2) Producer (3)
AAJA – Asian American Journalists Association www.nabjcareers.org	0	Anchor/Reporter Reporter

*Handshake is job-sourcing network associated with over 700 colleges and universities across the country. An employer creates a profile, is able to post jobs to Handshake, and then selects which specific colleges and universities to which that job is posted. For our station, we routinely select 20-25 colleges and universities that are in the geographic area or are a top journalism school in the country.

Recruitment Video

The Station created a recruitment video/musical to attract candidates. The video features our employees and highlights our work culture and benefits. We disseminated the video largely on social media.

<https://www.youtube.com/watch?v=tOxnvT2w8YM>

Section 3: Supplemental Outreach Activities – December 1, 2022-November 30, 2023

1. (i) **Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.**

KMSP/WFTC/KFTC participates in local and national career/job fairs. Job Fairs provide applicants and potential candidates with the opportunity to learn about Fox Television Stations, Inc. and the job opportunities and internship/mentoring programs available within the group. A list of job openings and station contact information is available upon request.

KMSP/WFTC/KFTC participated in the following job fairs during the reporting period:

Full Sail University Career Fair

Date: February 9, 2023

Location: Virtual

Represented by: Iraida Morillo, HR Director (WOFL/WRBW/WOGX)

Washington D.C. Journalism Job Fair

Date: April 1, 2023

Location: Georgetown University School of Continuing Studies, Washington D.C.

Represented by: Murphy Baker, HR Director (WTTG), Tracey Rivers, Regional HR Director (KRIV), Jamie Hoskins, Executive Producer (WTTG). Recruitment for all FOX O & Os.

Emma Bowen Foundation Summer Virtual Conference Career Fair
 Date: June 21, 2023
 Location: Virtual
 Represented by: Roselyn Barranda, HR Director (WNYW/WWOR-TV), Alexa Maldonado, HR Director (FSS), Adrienne Pritchett, HR Director (WTFX-TV), Nicole Robles, HR Director (KDFW/KDFI), Danielle Houston, HR Director (KTVU/KICU), Murphy Baker, HR Director (WTTG), Iris Sierra, FTS Regional HR Director, and Iraidia Morillo, HR Director (WOFL/WRBW/WOGX), Hailey McCracken, HR Director (KCPQ/KZJO), and Shartrise Dixon (WFLD/WPWR). Recruitment for all FTS O & O's.

National Association of Hispanic Journalists (NAHJ) National Convention and Career Fair
 Date: July 12, 2023-July 14, 2023
 Location: Miami, FL
 Represented by: Iraidia Morillo, HR Director (WOFL/WRBW/WOGX), Kate O'Hara, HR Director (KMSP/WFTC, WITI), Melissa Medalie, VP News Director (WOFL/WRBW/WOGX), and Susan Schiller, VP News Director (KRIV). Recruitment for all FTS O&O's.

The Asian American Journalist Association (AAJA) National Convention and Career Fair
 Date: July 19, 2023-July 22, 2023
 Location: Washington D.C.
 Represented by: Murphy Baker, HR Director (WTTG), Panhia Yang, Executive Producer (KMSP/WFTC), Paul McGonangle, VP/News (WTTG). Recruitment for all FTS O&O's.

The National Association of Black Journalists (NABJ) and The National Association of Hispanic Journalists (NAHJ) Convention and Career Fair
 Date: August 2, 2023 - August 4, 2023
 Location: Birmingham-Jefferson Convention Complex
 Represented by: Regina Davis, Regional HR Director, Nicole Robles, HR Director (KDFW/KDFI), Brandice Bailey, VP/News (WITI), Tony Sadiku, Meteorologist (WTVT). Recruitment for all FTS O&O's.

Howard University Cathy Hughes School of Communication Virtual Career Fair
 Date: October 4, 2023
 Represented by: Murphy Baker, HR Director (WTTG), Alexa Maldonado, HR Director (FSS)
 Recruitment for all FTS O & O's.

2. (iv) 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.

Staff Appearances and Community Involvement

Ongoing outreach efforts are supported by public speaking engagements by our staff which includes, but is not limited to schools, local college/universities, civic, non-profit organizations and similar events.

Event	Participating Employee
Boys and Girls Club of America Youth of the Year Award	Adebisi Onile-Ere
Franklin Middle School's Black History Event	Adebisi Onile-Ere
Lecture - U of M Hubbard School of Journalism JOUR1001	Tim Blotz
Talk at St. John the Baptist Catholic School	Tim Blotz
Lecture - U of M Hubbard School of Journalism (4/18/23)	Tim Blotz
Lecture - U of M Hubbard School of Journalism (4/20/23)	Tim Blotz
Meteorology Presentation	Cody Matz
Meteorology Presentation	Keith Marler
Talk to Leadership Class at Holy Family Catholic School	Karen Scullin
Youth Step Up Speaker	Adebisi Onile-Ere
Speaker University of Minnesota Summer Journalism Class	Babs Santos
Career Roundtable	Tim Blotz
Saint Augustine Weather Talk	Cody Matz
Midwest Broadcast Journalism Association Conference	Adelaide Van Pelt
Blaine High School talk regarding Business Internships	Lori Fisher/Se Kwon

FOX 9's Top Teacher Award

Top Teach honors and recognizes teachers who make a difference in our community. Teachers that encourage, inspire, and bring learning to life inside and outside the classroom deserve to be recognized. Teachers are nominated and then selected by a panel of judges. FOX 9's talent and representatives went to each school to present the award to 9 recipients. There is a corresponding story regarding each recipient.

3. (v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Internship Program

This program enhances professional skill development for students interested in a career in television. Students will, in a hands-on environment and/or through independent research, have an opportunity to refine proficiency and/or gain in-depth knowledge in various television media or production areas.

Objectives of the internship program:

- Provide students majoring in communications, marketing, media, and related disciplines the opportunity to receive on-site exposure to and training from experienced television broadcast professionals who are in job positions to which students aspire.
- Provide students majoring in communications, marketing, media, and related disciplines the opportunity to garner practical application experiences and exposure to a work environment in their desired careers.
- Identify students for the station's job applicant pool for employment opportunities.

Internship Requirements

- Intern MUST be a college or trade school student receiving academic credits (internship is otherwise considered unpaid).
- Requests for interns must be submitted and approved by HR.
- Students may not start their internship until all necessary paperwork is completed, including the application, verification of academic credit, and the I-9 form.
- It is imperative we are compliant with FLSA regulations and requirements for interns. Failure to follow these requirements may result in the elimination of the internship program in the department.
- Interns looking to be in the Engineering, Photography, and Editing areas must adhere to Union contract guidelines.
- Hours will be coordinated with the student and department internship coordinator and must meet the academic credit criteria.

The station currently offers internships in the following areas:

Creative Services

Experience working at a local television station through the lens of the Creative Services and Marketing Department. Learn how creative television professionals develop messages to audiences consuming news, information, and market content across diverse platforms. Learn how projects go from inception to completion, how the production team crafts compelling ideas, pitches to management, plans and executes video and photography shoots, and implements Community Partnership initiatives. The Creative Services intern will collaborate with internal teams, external vendors, and various departments to understand the value and challenges of the local news industry.

News

Experience a television station through the lens of the News Department. This internship will interact with all working functions of a newsroom – content editors, producers, reporters, anchors, editors, and photojournalists. Under the supervision of the Assignment Desk this student intern will gain hands-on experience in the day-to-day operations of a fast-paced news environment.

The Jason Show

Experience working at a local television station through the lens of production of “The Jason Show” - a daily entertainment talk show hosted by Twin Cities media personality, Jason Matheson. Every morning Jason presents his humorous commentary on topics of the day to a live studio audience in segments focusing on entertainment news, celebrity social media and gossip, cultural trends in the worlds of food, fitness and fashion, as well as packages shot at a variety of locations around the Twin Cities. Under the supervision of the show’s producers, the student intern will receive practical experience in and exposure to all the producing and production phases of a live, daily television program.

Sports

Under the supervision of the Sports Producers/Reporters, the student intern(s) will gain hands-on experience in the day-to-day operations of the Sports Department. Student intern(s) will be exposed to how the Sports Department covers stories; and edit and air sports for the evening newscasts and special shows. Student intern(s) will assist in all facets of production. Duties include but are not limited to checking wire reports, logging feeds and games, preparing initial scripts, working with editors to produce high-lights, and retrieving and achieving videotapes. This internship may include some field experience to cover sports events with a camera crew and Sportscaster. Student intern(s) must be self-starters, organized, and able to work evening and weekends hours.

Reporting Period Internships: 4

Other Internship/Job Shadow Opportunities:

Practicum Partnership with University of Minnesota Journalism Program:

The station was presented the opportunity to have a journalism student at the University of Minnesota work for the station as part of a practicum for which they would also receive college credit.

JOUR 5196: Field-Based Practicum is a three-credit-hour course for the spring semester of 2023. To be eligible, students must have completed JOUR 3451: TV, Radio and Digital News Reporting. Participating students will be seniors, in almost all cases second-semester seniors, within months of graduation. Unlike an internship, the practicum will involve 15 weeks (not counting spring break) of structured course work, comprising assigned readings, regular reports by students, discussion questions and weekly synchronous class sessions. The heart of the practicum will be one to two shifts (8 to 16 hours) weekly of work in a local newsroom and, as applicable, in the field (newsgathering). Specific student duties in the newsroom will be determined by each student's interests and by the needs, structure and staffing of the news organization.

Station Responsibilities:

- That the station pay the student for his or her work at a rate of no less than \$15 per hour.
- That a point person be assigned as each student's primary contact and resource in the newsroom.
- That each student's individual, regular schedule and duties be determined in advance with that student, and that regular check-ins with the student be scheduled for the entire semester in advance, e.g., every other Wednesday at 9 a.m.
- That the station communicate with me as needed about each student's progress, problems if any, or other concerns.
- That the station evaluate the student at the end of the semester.

Job Shadow: A job shadow experience allows junior high and high school age students to the opportunity to come into the station for a day and spend with a department of interest. The shadow experience will give students the opportunity for a one-time experience in a work setting related to the broadcast industry.

Human Resources coordinate the job shadow experience with the department identified by the student. They will be paired with an employee and have the chance to follow that employee around during a normal day of work. The length of the job shadow will be dependent on the request from the student and availability of the department.

"Career Awareness;" Station Tours: Throughout the reporting period, KMSP/WFTC/KFTC, conducted station tours for colleges, universities and other educational institutions to explain broadcast operations and a variety of career options available in broadcasting.

4. (vi) Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).

Voices for Change Committee:

FOX 9 launched a committee called Voices for Change in June 2020. The mission of the initiative is to end systemic racism by mobilizing voices in our community to educate, enlighten and listen. We intend to use our resources to engage people of all races to promote change. We also created several sub-committees focused on internal initiatives, youth, content/messaging, and community outreach.

The committee meets monthly discuss topical issues related to Voices for Change. We will either have a guest speaker or have employees review an article or video and then have a reflective discussion about the topic. From the news perspective, we have franchised stories for Voices for Change. We also include information related to Voices for Change in our employee newsletter.

We also offer Voices for Change Lunch and Learns and participate in other learning opportunities offered in our community.

Deconstructing Racism

March 1, 2023 – Presented by Dr. Joseph Oteng

Attended by: Mandatory for all news employees

A deep dive into racial literacy as a skillset; recognizing race, and racism; and moving towards anti-racism. This workshop was about the each individual and personalizing race/racism instead of intellectualizing it. Employees were asked and given time to share personal reflections, stories, and realizations. To prepare, employees were encouraged to spend some time reading "Common Racist Attitudes" document and fill out the "Race Timeline" worksheet. We used both as a guide during the session.

Presenter: Joey Oteng is an educator, lawyer, PhD student, podcaster, blogger, and photographer passionate about people, their stories, and storytelling. Joey helps people, communities, and organizations cultivate their senses of racial literacy, anti-racism, authentic allyship, and social justice. Through guided dialogue across difference, interactive workshops, and assigned introspective commitments he seeks to help people engage in the lifelong work of social justice.

Voices for Change Committee Luncheon with Anthony State, PHD. Executive Officer and President of the Native American Community Clinic

May 11, 2023

Attended by: Voices for Change Committee

Dr. Stately shared his experiences growing up as Native American in the Minneapolis/St. Paul community. He also shared his path to becoming the Executive Office and President of the Native American Community Clinic and the current state of the clinic. He talked about continued challenges with the people his clinic serves and advocacy work and new initiatives that support the community.

FOX Weather/Hispanic Heritage Month

October 4, 2023 – Presented by Nicole Valdes, FOX Weather Reporter, and Valeria LaCourciere, FOX Weather Senior Producer

Attended by: Open to all employees

In recognition of Hispanic/Latinx Heritage Month, we welcomed our colleagues from **FOX Weather**, Nicole Valdes and Valeria Lacourciere, to a conversation about their experiences as Hispanic journalists. Nicole is a Correspondent at FOX Weather and Valeria is a Senior Producer. They shared what they have learned as Hispanic/Latinx journalists from the stories they've covered in a way that is not necessarily taught - marrying the journalism experience through the lens of the Hispanic experience. They also explored navigating identity, balance, and coverage in the big picture of the show; particularly for those behind the scenes.

MPR's Indigenous and Media Community Roundtable Luncheon

June 27, 2023

Attended by: Marian Davey, SVP General Manager, Kelly Huffman, VP/News, Kate O'Hara, Director of Human Resources

Description:

In collaboration with Ramona Kitto Stately and Marlena Myles of We Are Still Here Minnesota, Minnesota Public Radio will host its Indigenous and Media Community Roundtable series. Guest speakers will include; Professor Angelique Eagle Woman, Director, Native American Law and Sovereignty Institute Mitchell Hamline School of Law, and Reuben Kitto Stately, musician and recording artist known as Kitto.

We will spend the day together immersing ourselves in the authentic stories of Native people and gain a richer comprehension of the intricate layers of Native lives. Nurturing a deeper empathy for Native experiences, Media Makers will be presented with an authentic understanding of history and clearer terminology that can stop the erasure and exploitation of Native Communities in MN. The focus of these roundtable discussions will be on Tribal sovereignty and its relationship with the State of Minnesota. We will also investigate our own ancestral identity and how it can transform not only the stories we tell, but the lives we live.

5. (vii) Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.

Work Study Scholarship Programs - Emma L. Bowen Foundation for Minority Interest in Media, Inc.

Established in 1989, the Emma L. Bowen Foundation for Minority Interest in Media is a non-profit organization whose mission is to create career opportunities in the media industry for minority youth through a program that focuses on scholastic achievement, direct work experience and professional development. Students in the program work in media companies each summer and during school breaks, from high school through college. The students earn both salaries and matching scholarship funds to be used for college tuition and related expenses. Over a period of up to five years, the students experience numerous aspects of corporate operation and develop professional and practical skills that will help prepare them for their careers, many of which begin at the companies where the students interned. Fox Television Stations have been a corporate partner in this program since its inception and two of the Company's executives are on the Foundation's Board.

Eligibility Requirements:

- Good academic standing and record
- Recommendation from principal, teachers and guidance counsels
- Interested in pursuing a career in media

The Station had two (2) Emma Bowen Interns who joined us for one (1) semester during this reporting period.

Partnership with Vantage High School:

VANTAGE, Minnetonka's Advanced Professional Studies program, provides junior and senior students with real-world experiences in professional settings, where they can learn and develop skills for high-demand careers.

Transforming the high school experience, this innovative program is a year-long, two- or three-credit course of study where students learn through case studies, partner-directed projects, and immersion in a profession-based program.

VANTAGE has five divisions that students can choose to enroll: Business Analytics, Business in a Global Economy, Graphic and Product Design, Healthcare and Sports Science, and Broadcast & Digital Journalism.

KMSP/WFTC/KFTC has partnered with VANTAGE by offering station tours and panels, providing mentorship opportunities for students with our employees, and by having employees of Fox 9 be on-site guest professors at the VANTAGE campus. We continue to explore other ways in which we can collaborate with this professional development program.

6. (viii) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

The station encourages employees to apply for promotions for which they are qualified. In an effort to increase internal promotions, the station offers many internal cross-training opportunities. This enables employees to acquire the necessary skills and experience needed to be considered for advancement opportunities. In this reporting period, the station has trained and promoted seven (7) employees to the following positions:

- Creative Services Supervisor to Creative Services Manager
- Creative Services Coordinator to Creative Services/Community Coordinator
- Engineering Manager to Director of Engineering
- Reporter to Anchor Reporter
- Senior Producer to Executive Producer
- Producer to Senior Producer
- Producer to Senior Producer

Training Management:

KMSP/WFTC/KFTC offers employee training throughout the year to increase skills and for professional development.

In addition, throughout the reporting period, KMSP/WFTC/KFTC, provided the following training programs to its employees, to include:

- FOX Corporation Compliance Training: Anti-Bribery & Anti-Corruption training, Employee Safety Orientation, Identifying Phishing Attempts, Cyber Security Training, Preventing Discrimination, Harassment, and Retaliation & Standards of Business Conduct
- FOX EAP Webinars including Healthy Relationships, LGBTQ Awareness, Impact of Gratitude, Reaching your Full Potential, Time for you-Don't be part of the No Vacation Nation
- Fox Stations Sales, an in-house national sales organization, maintains a program to train new sales Account Executive/Account Managers. This program consists of both coursework and hands-on training. At the end of the program, individuals are assigned to the Company's Television Stations and Sales offices throughout the United States.
- LinkedIn - Prompt Engineering How to Talk to the AIs
- LinkedIn - Adobe Firefly: The First Look
- LinkedIn - Get Ready for Generative AI
- LinkedIn - Advanced Motion Graphics
- FX9 Camera Set-Up Guide
- Rohde and Schwarz Transmitter School
- Compusat Training
- FOX Finance Professional Development Program
- Next Level Sales Training

- Premiere Management Program
- FOX Manager Crash Course: Essential for FOX People Manager
- FOX Development Program for Human Resources
- Minnesota Broadcaster's Association Conference
- Monthly Workday Training Calls for HR
- 1:1 and small group news training with John Culliton

MentorMatch Program:

FOX employees are given the opportunity to participate in the FOX MentorMatch Program. The goal of the program is to allow both Mentors and Mentees the opportunity to engage with different individuals and learn about the various facets of our brand, while building new meaningful, professional relationships. The mentor/mentee meet on a monthly basis and there also formalized interactions and activities.