

Annual EEO Public File Report WTFX-TV Fox 29

April 1, 2019 to March 31, 2020

[illegible]

Total Number of Persons Interviewed During Applicable Period: 83

Section 2: Recruitment Source Information

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
WTXF-TV Website/Job Opps 330 Market Street Philadelphia, PA (215) 982-5520 www.fox29.com	8	News Anchor, Newscast Director, Account Executive, News Producer, Promotions Producer, Maintenance Engineer, News Reporter, News Producer, Executive Producer, Engineering Technician, Account Executive, Newscast Director, Promotions Producer, Managing Editor, Sales Manager, IT Manager, Sr Producer
Fox Careers Website * https://www.foxcareers.com	7	News Anchor, Newscast Director, Account Executive, News Producer, Promotions Producer, Maintenance Engineer, News Reporter, News Producer, Executive Producer, Engineering Technician, Account Executive, Newscast Director, Promotions Producer, Managing Editor, Sales Manager, IT Manager, Sr Producer
Other Inactive Website	2	Maintenance Engineer, Managing Editor
Society of Broadcast Engineers (SBE) www.sbe.org	1	Maintenance Engineer
Ken Linder & Associates	1	News Anchor
OTA Talent	1	News Reporter
Dana Adams Consulting	1	News Reporter
Best Broadcasting & Media Talent	1	News Reporter
Other Job Board	1	Managing Editor
Burt Shapiro Management	1	Executive Producer
Friedman Williams 1500 Market Street Philadelphia, PA 19102 www.friedmanwilliams.com	3	IT Manager
Emma Bowen Foundation (Job Fair) Sandra D. Rice 524 West 57 th Street New York, NY 10019 RSDRice@nbcuni.com	0	Account Executive
National Association of Hispanic Journalists (Job Fair) 1050 Connecticut Ave NW Washington, DC 20036 www.nahj.org	0	Promotions Producer, Account Executive, Maintenance Engineer, Managing Editor, Senior News Producer, News Producer
National Association of Black Journalists (NABJ) (Job Fair) 1100 Knight Hall, Suite 3101 College Park, MD 20742 www.nabj.org	0	Promotions Producer, Account Executive, Digital Sales Manager, Broadcast Maintenance Engineer, Executive Producer, News Reporter
Asian American Journalists Association (Job Fair) Paul Cheung 5 Third Street, Suite 1108 San Francisco, CA 94103 national@aaaja.org	0	Account Executive, News Reporter
Howard University (Job Fair) 2400 Sixth St NW Washington, DC 20059 www.howard.edu	0	Promotions Producer, Account Executive, Digital Sales Manager, Broadcast Maintenance Engineer, Executive Producer, News Reporter,

Temple School of Media and Communications (Career Fair) Temple University Annenberg Hall, 2020 N 13th Street Philadelphia, PA 19122 www.temple.edu	0	Promotions Producer, Account Executive, Digital Sales Manager, Broadcast Maintenance Engineer, Executive Producer, News Reporter,
---	---	---

* WTXF posts job opportunities with various sources, including the Company's careers page, www.foxcareers.com and the previous company webpage, www.21cf.com/careers. 21cf has aligned with a nationwide aggregator (Local Job Network) that pulls job postings from the Company's careers page and emails them to their vast network of sources to expand the station's community and diversity outreach. The aggregator sends our job postings to sources that target women, minorities, the disabled, and veterans, a valuable resource in the station's efforts to attract job candidates from diverse backgrounds in the greater Philadelphia, PA area.

Additional interviewees from other sources: 17 Fox Internal Career Site, 11 employee referrals, and 1 industry contact referral. We also interviewed several candidates referred through the following Internet job aggregator sites: TV & Radio Jobs (2), Linked-In (5), Indeed.com (19), Glassdoor (1.). Other Internet job aggregators scrape our job postings from designated careers sites and post them on their sites. As a result, we may receive and interview applicants that we have not specifically recruited. These other job aggregators may include Glassdoor, Simply Hired, The Ladders, EntertainmentCareers.net, JobFox, and Facebook.

Job Postings

When a position becomes available, the Station posts the job opportunity notice at appropriate locations throughout the Station and also sends them to the other Fox Owned & Operated stations across the country so that all Fox Television Station employees may apply for consideration for those positions.

All Fox O & O Stations:

WNYW/WWOR	WTTG/WDCA	KMSP/WFTC
205 E 67 th St	5151 Wisconsin Ave NW	11358 Viking Drive
New York, NY 10065	Washington, DC 20016	Eden Prairie, MN 55344
KTTV/KCOP	KRIV/KTXH	WOFL/WRBW
1999 S Bundy Drive	4261 Southwest Freeway	35 Skyline Dr.
Los Angeles, CA 90025	Houston, TX 77027	Lake Mary, FL 32746
WFLD/WPWR	WAGA	KCPQ (effective 3/2/20)
205 N Michigan Ave	1551 Briarcliff Rd, NE	1813 Westlake Avenue N.
Chicago, IL 60601	Atlanta, GA 30306	Seattle, WA 98109
WTXF	WJBK	KTBC
330 Market St	16550 W Nine Mile Rd	119 E 10 th St
Philadelphia, PA 19106	Southfield, MI 48075	Austin, TX 78701
KDFW/KDFI	KSAZ/KUTP	WOGX
400 N Griffin St	511 W Adams St	4739 NW 53 rd Ave. Ste. B
Dallas, TX 75202	Phoenix, AZ 85003	Gainesville, FL 32653
KTVU/KICU-TV	WTVT	KZJO (effective 3/2/20)
2 Jack London Square	3213 W Kennedy Blvd	1813 Westlake Avenue N.
Oakland, CA 94607	Tampa, FL 33609	Seattle, WA 98109
WITI (effective 3/2/20)		
9001 N. Green Bay Road		
Milwaukee, WI 53209		

1. Community speaking engagements regarding career opportunities in broadcasting:

General outreach efforts are supported by public speaking engagements by staff which include, but is not limited to schools, civic and church organizations and area colleges. During this reporting period, engagements included:

- Wednesday, April 3rd – Jeff Robbins was a guest judge for the Delaware Valley Science Fair at the Philadelphia Expo Center at Oaks.
- Friday, April 5th – Hank Flynn was a Career Day guest speaker at Belmont Charter High School in Philadelphia.
- Saturday, April 6th – Jennaphr Frederick emceed the “Girls Spark” conference at Delaware County Community College in Media, PA.
- Thursday, April 11th – Tracy Schmid was a guest speaker at Saint Hubert Catholic High School for Girls in Philadelphia.
- Tuesday, May 7th - Jared Voll participated in “Careers on Wheels” at Jordan Bank Elementary School, 536 Hodgson Street, Oxford, PA.
- Thursday, May 9th - Chris O’Connell served as a guest speaker at Eighth Grade Career Day at Richardson Middle School, 20 West Woodland Avenue, Springfield, PA.
- Saturday, May 18th - Berinda Garnett served as a panelist in the Philadelphia Association of Black Journalists “Media Access Event” at West Philadelphia High School, 4901 Chestnut Street, Philadelphia.
- Thursday, May 30th - Shawnette Wilson, Paxton Reese and Mike Greenidge participated in Career Day at Penn Wood Middle School, 121 Summit Street, Darby, PA.
- Tuesday, June 25th - Shawnette Wilson was a celebrity guest reader at the “Read Aloud” event at First Presbyterian Church in Germantown, Philadelphia.
- Wednesday, June 26th – Quincy Harris was Master of Ceremonies at the Resources for Human Development “Philly Pours” event at the Pennsylvania Academy of Fine Arts in Philadelphia.
- Saturday, October 5th – Kristen Rodgers was a guest speaker at the sports media summit at Temple University in Philadelphia
- Saturday, October 12th – Bill Anderson was the celebrity host for The Charles A. Melton Arts and Education Center’s “5th Fall Gala” in West Chester, PA
- Thursday, October 17th – Adrienne Pritchett was a panelist in the “I Can Do What With My Degree?” event at Temple University in Philadelphia
- Tuesday, October 22nd – Quincy Harris was a guest speaker at the Upward Bound High School program at Temple University in Philadelphia
- Tuesday, October 29th – Quincy Harris was guest speaker at Philadelphia Youth Leadership Council Session in the Municipal Services Building in Philadelphia
- Monday, November 25th – Shawnette Wilson and Paxton Reese were guest speakers at a broadcast production class at Rosemont College in Rosemont, PA.
- Thursday, December 5th – Kristen Rodgers spoke with Temple University’s “Women in Sports Media” group via Skype.

2. Station Tours:

The Station provided tours of the facility, one of the purposes of which is to increase interest in pursuing broadcast careers. The groups had the opportunity to watch a live newscast and meet with on-air talent as part of their tour. The groups participating in a station tour during this reporting period are:

- Thursday, April 4th - News intern Kenneth Cooper led a tour from the Temple University Association of Black Journalists.
- Thursday, April 18th - Community Affairs intern Carly D’Angelo led a tour group of high school students from Inspiring Teens Magazine
- Thursday, August 8th – Community Affairs intern Kenneth Szemis led a tour group from Freire Charter School **Student Leadership Initiative** in Philadelphia.
- Friday, August 16th – Kathleen McDermott led a tour group from SPIN (Special People in the Northeast) in Philadelphia
- Thursday, August 22nd – Adrienne Pritchett led a tour group from Klein College Living and Learning Community at Temple University in Philadelphia.
- Tuesday, September 24th – Hope Mobile Food Bank
- Friday, September 27th – Bucks County Community College
- Friday, October 11th – Elwyn Davidson School

- Tuesday, October 22nd – Rutgers Global
- Tuesday, November 5th – Rowan College at Burlington County
- Friday, November 15th – Insight PA Cyber Charter School
- Thursday, February 13th – Henderson High School Broadcasting and Video Production (West Chester, PA)
- Friday, February 21st – Memphis Street Academy Charter School (Philadelphia)
- Thursday, February 27th – Highland Regional High School (Blackwood, NJ)

3. Internship Program:

WTFX provided internships to 33 students for college credit during the semester from Spring 2019 to Spring 2020. The students interned in News, Sports, Good Day Philadelphia, Sales and Traffic, Finance, Promotions and Human Resources Departments. The interns included students from schools such as: Arcadia University, Cabrini University, East Stroudsburg University, Hampton University, LaSalle University, Marywood University, Rider University, Rowan College, Stockton University, Syracuse University, Temple University, The Pennsylvania State University, University of Delaware, Villanova University, West Chester University, Widener University. Our internships are “for credit only.”

- Summer 2019 - 11 Students
- Fall 2019 - 7 Students
- Spring 2020 - 8 Students

4. Job Fairs:

Our Stations regularly participate in local and national career/job fairs. Job Fairs provide applicants and potential candidates with the opportunity to learn about Fox Television Stations and the job opportunities and internship/mentoring programs available within our groups: Examples for this past year include:

- Emma Bowen Career Fair in New York City on July 10th. Present at the Career Fair was Roselyn Barranda, WNYW/WWOR HR Director, Bonnie Yuen, FSS HR Director and Spencer Woods, HR intern.
- AAJA Conference held on July 31st to August 2nd, 2019. Kate O'Hara, KMSP-WFTC Human Resources Director, Regina Davis, WAGA Human Resources Director and Scott Stucky, VP News Director will attend and represent the Fox Television Stations, LLC.
- NABJ Convention which took place on August 7th – August 9th, 2019. Representing the O&O group were; Iris Sierra, Regional HR Director, Karen Bouldin, HR Director – WJZY/WMYT, and John Hoffman, VP News Director WTVT.
- NAHJ Conference held in San Antonio, TX – September 5th- September 7th, 2019. Tracey Rivers, KRIV/KTXH Human Resources Director, Nicole Robles, KDFW/KDFI Human Resources Director and Susan Schiller, KRIV/KTXH, VP News Director will attend and represent the Fox Television Stations, LLC.
- FIOS1 News Chasing/Fox Job Fair in Rye, NY held on 10/11/2019. Representing Chasing/Fox Margaret Cronan, News Director for Chasing News.
- Temple University Career Fair held on 10/11/2019. Present at the Career Fair was Adrienne Pritchett, HR Director Fox 29 and Corey Shelton, Intern for Fox 29.
- CSI Career Fair Temple University Panel Event 10/14/2019. Representing Fox 29 as a guest panelist for the event, Adrienne Pritchett, HR Director.
- Howard University Career Fair held on 10/25/2019. Representing FOX Television Stations, WTTG/WDCA Human Resources Director and Bonnie Yuen, FSS Human Resources Director
- NABJ Media Career Fair at Cal Berkeley held on 11/2/2019. Representing FOX Television Stations, KTVU/KTVU Plus News Director, Amber Eikel and KTVU/KTVU Plus Assistant News Director, Shareef Abul-Ela.
- Temple School of Media and Communications Career Fair held on 2/21/2019. Attended by Adrienne Pritchett, WTFX HR Director and Maryann Vaughn WTFX Assistant News Director. Recruitment for

5. Staff Training:

The station has a policy of promoting from within and, therefore, offers many internal cross-training opportunities. The training program is designed to enable station personnel to acquire skills that could qualify them for higher level positions. In this reporting year the station has trained and promoted internal candidates in the following positions:

- Robert Smith – News Operations Manager to Director News Operations 7/1/2019
- Megan Duncan – Executive Producer to Managing Editor 10/14/2019
- Ariel Miller – Producer to Senior Producer 11/4/2019
- Kristen Goffredo – Research Manager to Sales Marketing & Research Manager 11/11/2019
- Bjorn Henriques – Account Executive to Digital Sales Manager 11/11/2019
- Khalif Gladden – Information Technology Technician to Information Technology Manager 2/14/2020
- Samantha Fichter – Producer to Senior Producer, 3/2/2020

6. Participation in Scholarship programs

Emma L Bowen Foundation for Minority Interest in Media-

Established in 1989, the Emma L Bowen Foundation for Minority Interests 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 a salary 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 operations and develop professional and practical skills that will help prepare them for their careers, many of which begin at the companies where the student interned. Fox Television Stations has been a corporate partner in this program since its inception, and one of the Company's senior executives is on the Foundation's Board. Summer of 2019 we sponsored 1 Emma Bowen Intern from Hampton University.

7. On Air Notice:

Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request WTFX to provide them with information about full-time openings at the station. Such requests must include the organization's name, mailing address, e-mail address if applicable, telephone number and contact person, and identify the category or categories of job openings for which it requests notices. Requests should be directed to FOX 29 WTFX TV, Attention: Human Resources Director, 330 Market Street, Philadelphia, PA 19106. We appreciate your organization's help in publicizing our job openings! WTFX is an Equal Opportunity Employer.