

Annual EEO Public File Report
WTFX IS AN EQUAL OPPORTUNITY EMPLOYER

Coverage Period: April 1, 2016 through March 31, 2017

Station's Comprising Station Employment Unit: WTFX - FOX Philadelphia, PA

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hiree
Account Executive	04/04/2016	Employee Referral
Senior Web Producer	04/11/2016	Internal Promotion
Producer	04/11/2016	Internal Promotion
Web Producer	05/02/2016	Indeed.com
Associate Producer	05/25/2016	Employee Referral
Traffic Coordinator	5/31/2016	Fox 29 Website
Senior Executive Producer	7/11/2016	Former Employee
Senior Account Executive	8/1/2016	Fox 29 Website
Director	8/29/2016	Internal Promotion
Producer	9/12/2016	Internal Promotion
Reporter	9/19/2016	Internal Promotion
Promotions Producer	10/24/2016	Fox 29 Website
Photographer/Editor	11/14/2016	Internal Promotion
Associate Producer	11/21/2016	Indeed.com
IT Technician	11/28/2016	Indeed.com
Sales Assistant	11/30/2016	Fox Station Sales
Executive Producer	12/8/2016	Internal Promotion
Director	1/17/2017	Fox 29 Website
Producer	1/23/2017	Employee Referral

Total Number of Persons Interviewed During Applicable Period: 35

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
Fox 29 Website	8	Account Executive
330 Market Street, Philadelphia, PA		Senior Web Producer/ Web Producer
215 982-5520		Producer/Associate Producer
Brian Wilson, Courtney Temple, Lenny Cohen		Account Executive
		Traffic Coordinator
		IT Technician
		Reporter
		Director
		Promotions Producer
		Photographer/Editor

		Executive Producer
		Director
		Producer
		Sales Assistant
TVJobs.com	0	Senior Web Producer
Mark Holloway		Web Producer
jobs@tvjobs.com/admin@tvjobs.com		Account Executive
PO Box 4116		Executive Producer
Oceanside, CA 92052		Director
		Account Executive
Indeed.com	6	Traffic Coordinator
		ITTechnician
		Reporter
		Executive Producer
Asian American Journalists Association	0	Account Executive
national@aaaja.org		Senior Web Producer/ Web Producer
Paul Cheung		Producer/Associate Producer
5 Third Street, Suite 1108		Account Executive
San Francisco, CA 94103		Traffic Coordinator
		ITTechnician
		Reporter
		Director
		Producer
		Photographer/Editor
		Executive Producer
		Director
		Producer
		Sales Assistant
Bradley Morris	0	Account Executive
nstevens@bradley-morris.com		Senior Web Producer/ Web Producer
		Producer/Associate Producer
		Account Executive
		Traffic Coordinator
		ITTechnician
		Reporter
		Director
		Producer
		Photographer/Editor
		Executive Producer

		Director
		Producer
		Sales Assistant
Asian American Journalists Association	0	Account Executive
Philadelphia Chapter		Senior Web Producer/ Web Producer
aajaphiladelphia@gmail.com		Producer/Associate Producer
Julie Shaw, President		Account Executive
2617 Aspen Street		Traffic Coordinator
Philadelphia, PA 19130		IT Technician
		Reporter
		Director
		Producer
		Photographer/Editor
		Executive Producer
		Director
		Producer
		Sales Assistant
Greater Philadelphia Urban Affairs Coalition	0	Account Executive
Sharon Higginbotham		Senior Web Producer/ Web Producer
shigginbotham@uac.org		Producer/Associate Producer
1207 Chestnut Street		Account Executive
Philadelphia, PA 19107		Traffic Coordinator
		IT Technician
		Reporter
		Director
		Producer
		Photographer/Editor
		Executive Producer
		Director
		Producer
		Sales Assistant
Intercollegiate Studies Institute	0	Account Executive
3901 Centerville Road		Senior Web Producer/ Web Producer
Wilmington, DE 19807		Producer/Associate Producer
Jacob.Lane@isi.org , Lillian.gerken@isi.org		Account Executive

		Traffic Coordinator
		IT Technician
		Reporter
		Director
		Producer
		Photographer/Editor
		Executive Producer
		Director
		Producer
		Sales Assistant
Associated Services for the Blind	0	Account Executive
info@asb.org		Senior Web Producer/ Web Producer
919 Walnut Street		Producer/Associate Producer
Philadelphia, PA 19107		Account Executive
		Traffic Coordinator
		IT Technician
		Reporter
		Director
		Producer
		Photographer/Editor
		Executive Producer
		Director
		Producer
		Sales Assistant
Philadelphia Association of Black Journalists	0	Account Executive
pabj@pabj.org		Senior Web Producer/ Web Producer
Paul Calhoun, President		Producer/Associate Producer
P.O. Box 8232		Account Executive
Philadelphia, PA 19101		Traffic Coordinator
215-893-5739		IT Technician
215-735-3612 fax		Reporter
Monicapeters23@aol.com		Director
Brandimegan@gmail.com		Producer
		Photographer/Editor
		Executive Producer
		Director
		Producer
		Sales Assistant

Bureau of Workforce Development Partnership (PA Department of Labor and Industry, Philadelphia Office) AKA PA CareerLink	0	Account Executive
joabell@pa.gov		Senior Web Producer/ Web Producer
Joanne Bell		Producer/Associate Producer
990 Spring Garden Street		Account Executive
Philadelphia, Pa. 19123		Traffic Coordinator
215-560-5465 Ext: 260		IT Technician
		Reporter
		Director
		Producer
		Photographer/Editor
		Executive Producer
		Director
		Producer
		Sales Assistant
New Jersey Department of Labor	0	Account Executive
john.standal@dol.state.nj.us		Senior Web Producer/ Web Producer
Lucille.brown@dol.state.nj.us		Producer/Associate Producer
1 John Fitch Plaza		Account Executive
PO Box 110		Traffic Coordinator
Trenton, NJ 08625		IT Technician
		Reporter
		Director
		Producer
		Photographer/Editor
		Executive Producer
		Director
		Producer
		Sales Assistant
Philadelphia Urban League	0	Account Executive
info@urbanleaguephila.org		Senior Web Producer/ Web Producer
121 S. Broad Street		Producer/Associate Producer
Philadelphia, PA 19107		Account Executive
(215) 985-3220		Traffic Coordinator
		IT Technician

		Reporter
		Director
		Producer
		Photographer/Editor
		Executive Producer
		Director
		Producer
		Sales Assistant
Philadelphia NAACP	0	Account Executive
philadelphianaacp@comcast.net		Senior Web Producer/ Web Producer
J. Whyatt Mondesire		Producer/Associate Producer
1619 Cecil B. Moore Avenue		Account Executive
Philadelphia, PA 19121		Traffic Coordinator
215 978-7500		IT Technician
		Reporter
		Director
		Producer
		Photographer/Editor
		Executive Producer
		Director
		Producer
		Sales Assistant
Emma Bowen Foundation	0	Account Executive
RSDRice@nbcuni.com		Senior Web Producer/ Web Producer
Sandra D. Rice		Producer/Associate Producer
524 West 57 th Street		Account Executive
New York, NY 10019		Traffic Coordinator
		IT Technician
		Reporter
		Director
		Producer
		Photographer/Editor
		Executive Producer
		Director
		Producer
		Sales Assistant

National Hispanic Media Coalition	0	Account Executive
info@nhmc.org		Senior Web Producer/ Web Producer
Inez Gonzalez		Producer/Associate Producer
55 South Grand Avenue		Account Executive
Pasadena, CA 91105		Traffic Coordinator
		IT Technician
		Reporter
		Director
		Producer
		Photographer/Editor
		Executive Producer
		Director
		Producer
		Sales Assistant
Fox Station Sales	2	Account Executive
Dorian.kasuba@foxtv.com		Senior Web Producer/ Web Producer
810 7 th Avenue, 7 th Floor		Producer/Associate Producer
New York, NY 10019		Account Executive
(212) 452-5701		Traffic Coordinator
		IT Technician
		Reporter
		Director
		Producer
		Photographer/Editor
		Executive Producer
		Director
		Producer
		Sales Assistant
WNYW/WWOR	0	Account Executive
roselyn.barranda@foxtv.com		Senior Web Producer/ Web Producer
		Producer/Associate Producer
		Account Executive
		Traffic Coordinator
		IT Technician
		Reporter
		Director
		Producer
		Photographer/Editor
		Executive Producer

		Director
		Producer
		Sales Assistant
KTTV	0	Account Executive
Tonia.carter@foxtv.com		Senior Web Producer/ Web Producer
		Producer/Associate Producer
		Account Executive
		Traffic Coordinator
		IT Technician
		Reporter
		Director
		Producer
		Photographer/Editor
		Executive Producer
		Director
		Producer
		Sales Assistant
WFLD	0	Account Executive
sharming.scott-nathan@foxtv.com		Senior Web Producer/ Web Producer
		Producer/Associate Producer
		Account Executive
		Traffic Coordinator
		IT Technician
		Reporter
		Director
		Producer
		Photographer/Editor
		Executive Producer
		Director
		Producer
		Sales Assistant
KRIV/KDFW	0	Account Executive
Nicole.Robles@foxtv.com		Senior Web Producer/ Web Producer
Tracey.Rivers@FOXTV.com		Producer/Associate Producer

		Account Executive
		Traffic Coordinator
		IT Technician
		Reporter
		Director
		Producer
		Photographer/Editor
		Executive Producer
		Director
		Producer
		Sales Assistant
WTTG	0	Account Executive
Diana.Pike@FOXTV.com		Senior Web Producer/ Web Producer
Roselyn.Jacobs@FOXTV.com		Producer/Associate Producer
		Account Executive
		Traffic Coordinator
		IT Technician
		Reporter
		Director
		Producer
		Photographer/Editor
		Executive Producer
		Director
		Producer
		Sales Assistant
WJBK	0	Account Executive
Cynthia.Smith@FOXTV.com		Senior Web Producer/ Web Producer
		Producer/Associate Producer
		Account Executive
		Traffic Coordinator
		IT Technician
		Reporter
		Director
		Producer
		Photographer/Editor
		Executive Producer
		Director
		Producer
		Sales Assistant

WTVT	0	Account Executive
Iris.Sierra@foxtv.com		Senior Web Producer/ Web Producer
		Producer/Associate Producer
		Account Executive
		Traffic Coordinator
		IT Technician
		Reporter
		Director
		Producer
		Photographer/Editor
		Executive Producer
		Director
		Producer
		Sales Assistant
KTBC	0	Account Executive
Lisa.Cordes@FOXTV.com		Senior Web Producer/ Web Producer
		Producer/Associate Producer
		Account Executive
		Traffic Coordinator
		IT Technician
		Reporter
		Director
		Producer
		Photographer/Editor
		Executive Producer
		Director
		Producer
		Sales Assistant
KMSP	0	Account Executive
Kate.O'Hara@FOXTV.com		Senior Web Producer/ Web Producer
		Producer/Associate Producer
		Account Executive
		Traffic Coordinator
		IT Technician
		Reporter
		Director

		Producer
		Photographer/Editor
		Executive Producer
		Director
		Producer
		Sales Assistant
KSAZ	0	Account Executive
Diana.Pike@FOXTV.com		Senior Web Producer/ Web Producer
		Producer/Associate Producer
		Account Executive
		Traffic Coordinator
		IT Technician
		Reporter
		Director
		Producer
		Photographer/Editor
		Executive Producer
		Director
		Producer
		Sales Assistant
WOFL	0	Account Executive
Jean.Fromm@FOXTV.com		Senior Web Producer/ Web Producer
		Producer/Associate Producer
		Account Executive
		Traffic Coordinator
		IT Technician
		Reporter
		Director
		Producer
		Photographer/Editor
		Executive Producer
		Director
		Producer
		Sales Assistant
WAGA	0	Account Executive

Regina.Davis@FOXTV.com		Senior Web Producer/ Web Producer
		Producer/Associate Producer
		Account Executive
		Traffic Coordinator
		IT Technician
		Reporter
		Director
		Producer
		Photographer/Editor
		Executive Producer
		Director
		Producer
		Sales Assistant
FTS TVHO	0	Account Executive
Heather.Frascella@FOXTV.com		Senior Web Producer/ Web Producer
		Producer/Associate Producer
		Account Executive
		Traffic Coordinator
		IT Technician
		Reporter
		Director
		Producer
		Photographer/Editor
		Executive Producer
		Director
		Producer
		Sales Assistant
WJZY/WMYT	0	Account Executive
Karen.Bouldin@FOXTV.com		Senior Web Producer/ Web Producer
		Producer/Associate Producer
		Account Executive
		Traffic Coordinator
		IT Technician
		Reporter
		Director
		Producer
		Photographer/Editor
		Executive Producer
		Director
		Producer

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The total number of interviewees also includes 14 current employees, 1 former employee and 4 employee referrals.

Section 3: Supplemental Outreach Activities – April 1, 2016 – March 31, 2017

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. Year round engagements included:

- Friday April 15th – Chris O'Connell participated in Career Day at Crest Memorial School in Wildwood Crest, NJ
- Wednesday May 4th – Bill Anderson participated in Career Day at Penn's Grove Middle School
- Friday May 6th – Bruce Gordon was a panelist for the 2016 Fulbright Enrichment seminar at the Institute of International Education
- Thursday May 19th – Bill Anderson was a guest speaker at Lincoln Technical Institute's 46th graduation ceremony
- Thursday May 26th – Bob Kelly was a speaker at Pennsylvania Day even at Quarry Hill Elementary School
- Wednesday June 22nd – Berlinda Garnett moderated the "Prep the Media" event at Philadelphia Fight Community Health Center's AIDS panel
- Monday August 22nd – Dave Warren gave meteorology presentation to students at Chesterbrook Academy
- Thursday, September 1st – Chris O'Connell was a panelist at the National Adult Protective Services Association "7th Annual Summit on Elder Financial Exploitation" at the Loews Hotel in Philadelphia
- Thursday, September 8th – Bruce Gordon was a guest speaker for the Lower Bucks County Chamber of Commerce business event in Morrisville, PA
- September 29th – Jenni Joyce was the panel discussion moderator at the General Building Contractors Association, Inc. "Back to School" membership dinner in Philadelphia, PA
- Tuesday, October 4th – Berlinda Garnett served as a panelist at Temple University's PRSSA panel discussion in the Howard Gittis Student Center
- Wednesday, October 5th – Jennaphr Frederick served as a panelist on the Network Now's "Step into Greatness: Visibility, Leadership, and Growth" panel in Warrington, PA
- Saturday, October 22nd – Lucy Noland emceed the College Broadcasters Inc.'s National Student Production Awards Ceremony at the Sonesta in Philadelphia
- Tuesday, October 25th – Scott Williams participated in the Wissahickon Boys and Girls Self eSTEAM club's "How do we predict the Weather?" event in Philadelphia
- Saturday, November 5th – Lucy Noland spoke to Girl Scout Troop 9934 of Philadelphia at its anti-bullying badge event.
- Tuesday, December 6th – Hank Flynn spoke about his career and working in the media at the Abington, PA, Aktion Club monthly club meeting.
- Sunday, January 8th – Hank Flynn was guest speaker at the weekly meeting of Ohev Shalom of Bucks County Men's Club (Richboro, PA)
- Monday, January 30th – Bob Kelly was a guest speaker at Saint Pio Catholic Regional School "Catholic Schools Week" celebration (Philadelphia)
- Wednesday, February 1st – Lauren Johnson was a guest speaker at the weekly Chapel Service for Cornerstone Christian Academy in Philadelphia.
- Thursday, February 2nd – Jeff Cole was a guest speaker at the Swarthmore Rotary Club meeting in Swarthmore, PA.
- Wednesday, February 8th – Shawnette Wilson was a guest speaker at the Temple University Women's Basketball School-Day Game Philadelphia.
- Tuesday, February 21st – Kathy Orr was a guest speaker at Moorestown School District "Science Night" in Moorestown, NJ.
- Wednesday, February 22nd – Bill Anderson was a guest speaker at the Police Athletic League's (PAL) Board Meeting in Philadelphia.

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 lists of groups this year are as follows:

- Monday April 4 – group of students and teachers from Universal Audenried Charter High School
- Wednesday April 27 – tour of students and teachers from Neumann University
- Tuesday June 7 – tour of students from Promise Academy
- Tuesday July 12 – tour to group from Community Integration Program of Arc of Camden County
- Friday July 15 – tour group to students from Rowan University
- Wednesday July 20 – tour to the Boys and Grils Club of Vineland, NJ

- Monday July 25 – tour group to students from University of Delaware
- Tuesday August 2 – tour to University of Pennsylvania's Talent Search Program
- Wednesday August 24 – tour to incoming freshmen at Temple's School of Media and Communication
- Monday, November 14th –tour for a group of Drexel University students.
- Friday, November 18th -- tour for a group of Drexel University students.
- Monday, November 21st –tour for a group of St. Joseph's University students.

3. Internship Program:

WTXF provided internships to 60 students for college credit during the semester from Spring 2015 to Fall 2016. The students interned in News, Sports, Good Day Philadelphia, Sales and Traffic, Finance, Promotions and Human Resources Departments. The interns included students from Temple University, LaSalle University, Widener, Rowan University, West Chester University, Art Institute of Philadelphia, American University, Rowan University, Rutgers University, Penn State, Boston University, Syracuse University, Montclair State University and University of Pennsylvania. Our internships are "for credit only."

- Spring 2016	16 Students
- Summer 2016	25 Students
- Fall 2016	25 Students
- Spring 2017	25 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

- Temple University School of Media and Communications Career Fair – Megan Young, HR Director attended Temple University's School of Media and Communications job fair on 4/1/2016.
- Emma Bowen Career Fair – Dorian Kasuba and Roselyn Barranda, HR Directors for Fox Station Sales and WNYW/WWOR attended the Emma Bowen Foundation career fair on June 24, 2016.
- National Association of Black Journalists – Sharming Scott-Nathan and Heather Frascella, HR Directors for WFLD and TVHO, and Lee Meier, Managing Editor at WTXF attended the NABJ Career Fair on August 8 through 17, 2016.
- Asian American Journalists Association Career Fair – Tracey Rivers, HR Director at KRIV attended the AAJA career fair on August 10, 2016.

6. 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 the following positions:

- Liz Persiano; Traffic Coordinator to Sales Assistant
- Brian Wilson; Web Producer to Senior Web Producer
- Nyshicka Jordan; Associate Producer to Producer
- Alissa Frick from Senior Executive Producer to Executive Director Creative Services
- Jessica Roomberg from Producer to Executive Producer
- Matt Toal from Associate Producer to Producer
- Hank Flynn from Chaser to MMJ
- Abigail Miller from Producer to Executive Producer

7. 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 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 student 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.

8. **On Air Notice:** Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request WTXF 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 WTXF TV, Attention: Human Resources Director, 330 Market Street, Philadelphia, PA 19106. We appreciate your organization's help in publicizing our job openings! WTXF is an Equal Opportunity Employer.