

April 1, 2021 to March 31, 2022

Total Number of Persons Interviewed During Applicable Period: 123

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	7	All Positions
Fox Careers Website * https://www.foxcareers.com	34	All Positions
Fox Internal Career Site https://www.myworkday.com/fox/d/task/1422\$158.html	13	All Positions
Agent – Lou Oppenheim	1	Sports Reporter
Agent – Steve Dickstein	1	Sports Reporter
Agent – Jeff Feldman	1	Sports Reporter
Agent – Dana Adams	1	Sports Reporter
Agent – Sam Willinger	1	Sports Reporter
Agent UTA United Talent	1	News Reporter/Anchor
Employee Referral	14	News Associate Producer, Sales Assistant, Director Finance, Associate Producer, National Sales Manager, Digital Content Creator, Flx Account Executive, and Assignment Editor
Indeed www.indeed.com	16	News Associate Producer, Maintenance Engineer, Sales Assistant, News Editor, Director Finance, Assignment Editor, Newscast Director, Digital and Content Creator
Glassdoor www.glassdoor.com	1	Digital Content Creator
LinkedIn www.linkedin.com	21	News Associate Producer, News Editor, Sales Assistant, National Sales Manager, Digital Content Creator, Flx Account Executive (OTT), Assignment Editor, and Newscast Director
Industry Contact Referral	2	Sales Assistant, National Sales Manager
Job Board Broadcasting & Cable	1	National Sales Manager
Broadcast Engineering Magazine	1	Flx Account Executive (OTT)
TVST Referral	1	Flx Account Executive (OTT)
Spots & Dots	0	Flx Account Executive (OTT)
Philly Ad Club	0	Flx Account Executive (OTT)
Job Board 602 Communications (Marketing Ideanet)	1	Flx Account Executive (OTT)
Other Job Board	2	News Producer, Sales Assistant
Other Social Media	2	News Editor, Flx Account Executive
Emma Bowen Foundation (Job Fair) Michael Barham 524 West 57 th Street New York, NY 10019 michael.barham@nbcuni.com	0	News Producer, Associate Producer

National Association of Hispanic Journalists (Job Fair) 1050 Connecticut Ave NW Washington, DC 20036 www.nahj.org	0	News Producer
National Association of Black Journalists (NABJ) (Job Fair) 1100 Knight Hall, Suite 3101 College Park, MD 20742 www.nabj.org	1	Associate Producer, News Producer
Asian American Journalists Association (Job Fair) Paul Cheung 5 Third Street, Suite 1108 San Francisco, CA 94103 national@aaaja.org	0	Associate Producer, News Producer

* WTXF posts job opportunities with various sources, including the Company's careers page, <https://www.foxcareers.com/>. Fox 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.

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, Indeed, TV and Radio Jobs, Simply Hired, The Ladders, EntertainmentCareers.net, JobFox, and Facebook.

Job Postings

When a position becomes available, the Station may post the job opportunity notices at appropriate locations throughout the Station or on employee accessible drive and also may send 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 of these positions are posted on the <https://www.foxcareers.com/>.

All FOX O&O Human Resources Station:

WNYW/WWOR-TV	WTTG/WDCA	KMSP-TV/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-TV	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-TV	WAGA-TV	KCPQ/KZJO
205 N Michigan Ave	1551 Briarcliff Rd, NE	1813 Westlake Avenue N.
Chicago, IL 60601	Atlanta, GA 30306	Seattle, WA 98109
WTXF-TV	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-TV/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	
2 Jack London Square	3213 W Kennedy Blvd	
Oakland, CA 94607	Tampa, FL 33609	
WITI		
9001 N. Green Bay Road		
Milwaukee, WI 53209		

Section 3: Supplemental Outreach Activities - April 1, 2021 – March 31, 2022

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:

- Friday, February 18th – Adrienne Pritchett was a guest speaker at Temple’s Klein Career Fair
- Tuesday, February 15th – Adrienne Pritchett was a guest speaker at Temple’s Klein Panel Session
- Tuesday, November 2nd - Breland Moore participated in a professional development session with students at Temple University.
- Monday, November 1st - Breland Moore participated in a Zoom virtual job shadow with students from Muhlenberg High School in Reading, PA.
- Wednesday, November 10th – Berlinda Garnett was a guest speaker in the Masterclass Fellowship program in partnership with the Philadelphia Association of Black journalists. The program provides industry training to a small group of students of color, via a candid, off-the-record conversation about career paths, network building, personal branding, interview and resume tips, and more.
- Monday, October 25th - Kelly Rule was a guest speaker at the Fall JEA/NSPA National High School Journalism Convention, which is held virtually this year due to the pandemic.
- Thursday, October 21st – Breland Moore was a guest mentor/speaker for an Advanced Demo Reel class at Temple University.
- Wednesday, October 20th – Adrienne Pritchett represented FOX 29 at the Temple University Career Fair.
- Monday, October 18th - Adrienne Pritchett was a guest speaker at Temple University’s Career Panel.
- Tuesday, October 12th – Breland Moore was a guest mentor/speaker for an advanced sports writing class at Temple University.
- Tuesday, September 28th – Breland Moore was a guest mentor and speaker at Temple University’s Klein College of Communication sports broadcast show, “OwlSports Update.”
- Friday, July 9th – Mike Greenidge was a guest speaker on the topics of broadcast and social media, for the “Destined to Achieve Successful Heights” (DASH) program of Philadelphia and Baltimore, which teaches young people about the business of music and sports.
- Friday, April 16th – Shawnette Wilson participated in the senior project of Rosemont College senior student Brandi Daniels, by providing her perspective on the topic "The Lack of Representation of Minorities and Women in Journalism."

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:

- No station tours this year due to the COVID pandemic

3. Internship Program:

WTFX provided internships to 0 students for college credit during the semester from Summer 2021 to Spring 2022. (Program was placed on hold due to the COVID Pandemic.)

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:

- Syracuse University Spring 2021 Virtual Newhouse Recruitment Collective – Held on April 29, 2021. Attended by FTS Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Murphy Baker (WTTG/WDCA) and Iraida Morillo (WOFL/WRBW/WOGX). Recruitment for all FTS O&O's.
- T. Howard Foundation Virtual Coaching & Networking – Held on May 26, 2021. Attended by FTS Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Roselyn Barranda (WNYW/WWOR), and Nicole Robles (KDFW/KDFI). Recruitment for all FTS O&O's.
- Emma Bowen Foundation Minority Interests in Media Virtual Conference & Career Fair – Held on June 30, 2021. Attended by FTS Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Roselyn Barranda (WNYW/WWOR), Iraida Morillo (WOFL/WRBW/WOGX), Nicole Robles (KDFW/KDFI), Heather Hanson (KSAZ/KUTP), and Lily Kanigher (FTS HR Trainee). Recruitment for all FTS O&O's.
- Association of Black Journalists (NABJ) Virtual Convention & Career Fair - Held on August 18, 2021 – August 20, 2021. Attended by FTS HR Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Roselyn Barranda (WNYW/WWOR), Tracey Rivers (KRIV/KTXH), Regina Davis (WAGA), Iraida Morillo (WOFL/WRBW/WOGX), Nicole Robles (KDFW/KDFI), Heather Hanson (KSAZ/KUTP), Kate O'Hara (KMSP/WFTC), Adrienne Pritchett (WTXF) and VP News Directors Byron Harmon (WNYW/WWOR), John Hoffman (WTVT), Jim Driscoll (WTXF), Erica Hill (KTTV), Asst. News Director Emad Asghar (WNYW/WWOR). Recruitment for all FTS O&O's.
- Asian American Journalists Association (AAJA) Virtual Convention – Held on August 25, 2021 – August 27, 2021. Attended by FTS HR Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Roselyn Barranda (WNYW/WWOR-TV), Regina Davis (WAGA), Iraida Morillo (WOFL/WRBW/WOGX), Heather Hanson (KSAZ/KUTP), Adrienne Pritchett (WTXF-TV), Murphy Baker (WTTG/WDCA) and VP News Directors Byron Harmon (WNYW/WWOR-TV), Paul McGonagle (WTTG/WDCA), Erica Hill (KTTV). Recruitment for all FTS O&O's.
- Temple University Virtual Career Fair – Held on October 20, 2021. Attended by HR Directors Adrienne Pritchett (WTXF-TV), Bonnie Yuen (FSS) and VP News Director Jim Driscoll (WTXF-TV). Recruitment for all FTS O&O's.
- Temple University Virtual Career Fair – Held on February 18, 2022. Attended by HR Directors, Adrienne Pritchett (WTXF-TV) and Julie Bednarek-Holke (WITI).

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:

- News Editor to News Editor (Local Programming), 10/11/2021
- Sr. Digital Content Creator to Digital Content Manager 9/13/2021
- Sales Assistant to Flx Sales Coordinator, 9/13/2021
- Associate Producer to News Producer, 12/7/2021
- Sr. Content Creator to Promotions Executive Producer , 12/27/2021
- News Anchor to Executive Producer and Anchor Special Projects, 10/18/2021
- Assistant Assignment Editor to Assignment Editor, 7/1/2021

Additional Department Training Opportunities

- Tone and Communication Training, 5/21/2021
- Active Shooter Training, 10/25/2021
- Situational Awareness Training, 3/1/2022

- FOX 29 held several writing seminars for the producers and writers that offered best practices and strategies to improve script writing in newscasts. During the seminar, executive producers, producers and writers engaged in discussions on what is clear, concise, correct and conversational writing; avoiding weak transitions; and understanding the essence of stories. The producers and writers were shown examples of scripts and provided feedback on how those scripts can be strengthened and improved. (Dates of seminars: 11/11/21, 12/16/21, and 2/17/22)

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 2020 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 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.