

Annual EEO Public File Report WTFX-TV Fox 29

April 1, 2018 to March 31, 2019

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hire
VP Finance	05/18/18	Robert Half
Promotions Producer	05/21/18	WTFX Website
News Producer	06/04/18	TVJobs.com
Executive Producer	06/11/18	WTFX Website
Account Executive	06/11/18	WTFX Website
Maintenance Engineer	06/20/18	Industry Contact Referral
Manager Information Systems	07/23/18	Friedman William (Agency)
Sr. Research Analyst	08/13/18	Internal Employee Promotion
Production Assistant (Game Show)	08/13/18	Linked-In
Line Producer	08/13/18	Indeed.com
Newscast Director	09/10/18	Employee Referral
Producer (Morning News)	10/01/18	Fox Opps Posting
News Associate Producer	10/29/18	Employee Referral
Writer/Associate Producer	10/29/18	Fox Careers Website
Information Systems Technician	11/26/18	Indeed.com
Director of Engineering	11/26/18	Job Board
Director Human Resources	11/26/18	Indeed.com
Content Creator	01/07/19	Indeed.com
Executive Producer	01/07/19	Employee Referral
Newscast Director	01/14/19	Employee Referral
News Anchor	02/11/19	Employee Referral

Total Number of Persons Interviewed During Applicable Period: 66

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	12	VP Finance, Promotions Producer, Account Executive, Line Producer, Producer (Morning News), Writer/Associate Producer, Information Systems Technician, Director of Engineering, Director Human Resources, Executive Producer, Content Creator, Newscast Director
21st Century Fox Careers Website * www.21cf.com/careers	8	Promotions Producer, News Producer, Executive Producer, Account Executive, Maintenance Engineer, Manager Information Systems, Sr. Research Analyst, Production Assistant (Game Show), Line Producer, Newscast Director, Producer (Morning News), News Associate Producer, Writer/Associate Producer, Information Systems Technician, Director of Engineering, Director Human Resources, Content Creator, Executive Producer, Newscast Director
Society of Broadcast Engineers (SBE) www.sbe.org	2	Director of Engineering, Maintenance Engineer
Robert Half Finance & Accounting 1735 Market Street Philadelphia, PA 19103 www.roberthalf.com	1	VP Finance
Friedman Williams 1500 Market Street Philadelphia, PA 19102 www.friedmanwilliams.com	1	Manager Information Systems
Emma Bowen Foundation (Job Fair) Sandra D. Rice 524 West 57 th Street New York, NY 10019 RSDRice@nbcuni.com	0	Manager Information Systems, Sr. Research Analyst, Production Assistant (Game Show), Line Producer, Information Systems Technician, Director of Engineering
National Association of Hispanic Journalists (Job Fair) 1050 Connecticut Ave NW Washington, DC 20036 www.nahj.org	0	Manager Information Systems, Sr. Research Analyst, Line Producer, Producer (Morning News), Information Systems Technician, Director of Engineering
National Association of Black Journalists (NABJ) (Job Fair) 1100 Knight Hall, Suite 3101 College Park, MD 20742 www.nabj.org	0	Sr. Research Analyst, Production Assistant (Game Show), Line Producer, Producer (Morning News), Information Systems Technician, Director of Engineering
Asian American Journalists Association (Job Fair) Paul Cheung 5 Third Street, Suite 1108 San Francisco, CA 94103 national@aaaja.org	0	Sr. Research Analyst, Production Assistant (Game Show), Line Producer, Producer (Morning News), Information Systems Technician, Director of Engineering
Howard University (Job Fair) 2400 Sixth St NW Washington, DC 20059 www.howard.edu	0	Promotions Producer, News Producer, Executive Producer, Account Executive, Maintenance Engineer, Manager Information Systems, Sr. Research Analyst, Production Assistant (Game Show), Line Producer, Newscast Director, Producer (Morning News), News Associate Producer, Writer/Associate Producer, Information Systems Technician, Director of Engineering, Director Human Resources, Content Creator, Executive Producer, Newscast Director

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, News Producer, Executive Producer, Account Executive, Maintenance Engineer, Manager Information Systems, Sr. Research Analyst, Production Assistant (Game Show), Line Producer, Newscast Director, Producer (Morning News), News Associate Producer, Writer/Associate Producer, Information Systems Technician, Director of Engineering, Director Human Resources, Content Creator, Executive Producer, Newscast Director
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* WTXF posts job opportunities with various sources, including the Company's careers page, www.21cf.com/careers. 21cf has aligned with a nationwide aggregator 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: 12 employee referrals, 1 current Fox O&O employee, 1 industry contact referral, and 2 non-identified referrals. We also interviewed several candidates referred through the following Internet job aggregator sites: Linked-In (1), Indeed.com (24), CareerBuilder.com (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	WJZY/WMYT
205 N Michigan Ave	1551 Briarcliff Rd, NE	3501 Performance Road
Chicago, IL 60601	Atlanta, GA 30306	Charlotte, NC 28214
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	
2 Jack London Square	3213 W Kennedy Blvd	
Oakland, CA 94607	Tampa, FL 33609	

Section 3: Supplemental Outreach Activities - April 1, 2018 – March 31, 2019

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:

- Thursday, April 12th – Alex Holley co-hosted the African American Chamber of Commerce Annual Meeting and Awards Ceremony at the Pennsylvania Academy of Fine Arts in Philadelphia.
- Wednesday, April 18th – Dawn Timmeney was a guest speaker at the Broadcast Pioneers “Spring Pouporri of Speakers” event at the Bala Golf Club in Philadelphia.
- Friday, April 27th – Bob Kelly participated in Career Day at Saints Peter and Paul school in West Chester, PA.
- Tuesday, May 1st – Jared Voll participated in the “Careers on Wheels” Career Day program at Jordan Bank Elementary School in Oxford, PA.
- Thursday, May 3rd – Hank Flynn was guest speaker at the Fifth Grade DARE Program Graduation at Grey Nun Academy in Yardley, PA.
- Saturday, May 5th – Dawn Timmeney emceed the Holy Family University Scholarship Ball in Philadelphia.
- Thursday, May 17th – Lauren Johnson was a panel participant in the “A Matter of Facts: Do You Trust the News?” panel at Drexel University in Philadelphia.
- Tuesday, May 22nd – Chris O’Connell was keynote speaker for Career Day at Tinicum School in Prospect Park, PA.
- Thursday, May 31st – Iain Page participated in the Career Fair at Cherry Hill High School West in Cherry Hill, NJ.
- Thursday, January 24th – Hank Flynn and Iwona Mulqueen were Career Day presenters at Lindley Academy Charter School in Philadelphia.
- Saturday, March 9th – Quincy Harris hosted the Legacy Exists, Joe Frazier Scholarship Fund “Fourth Annual Cocktail Fundraiser” at Penns Landing Caterers in Philadelphia.
- Tuesday, March 12th – Shawnette Wilson was a guest speaker in a media writing class at Rosemont College in Bryn Mawr, PA.

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:

- July 11th - News intern Victoria Ballinger led a tour group from Philadelphia Parks and Rec Summer Camp in Philadelphia.
- July 13th- News intern Victoria Ballinger led a tour group from Philadelphia Parks and Rec Summer Camp in Philadelphia.
- August 7th - Good Day intern Victoria Yorgey led a tour group from Court Appointed Special Advocates (CASA) in Philadelphia.
- August 9th - Good Day intern Celine Pence led a tour group from Pennsylvania Academy of Fine Arts day camp in Philadelphia.
- November 6th - A group of students from Rowan College in Burlington County, NJ, participated in “The Q” audience followed by a station tour led by “The Q” intern Quiana May.
- November 8th - A group of students from Muhlenberg College in Allentown, PA, participated in “The Q” audience followed by a station tour led by “The Q” intern Shana Joseph.

- December 19th - Community Affairs Intern Cierra Cubero led a station tour with middle school students from Boys' Latin Middle School in West Philadelphia.
- January 24th – The Q Intern Jacob Smolover led a tour group from the Cougars Gridiron Club at Schalick High School in Pittsgrove, NJ.
- Friday, February 15th – Students from Freire High School and TECH Freire High School in Philadelphia visited the station for a Career Awareness Day, during which they attended a taping of “The Q” and went on a station tour led by Adrienne Pritchett.
- Friday, February 22nd – Students from Highland Regional High School in Gloucester Township, NJ, attended a taping of “The Q” and went on a station tour led by intern Andrew Shipley.
- Wednesday, February 27th – Interns Breea Gillette and Alex Grant led the Girl Scouts of Central and Southern New Jersey on a station tour.
- Wednesday, March 27th – “Good Day Philadelphia” interns Conall Smith and Morgan Spicer led a group of students from Williamstown, NJ, Middle School around the station.

3. Internship Program:

WTFX provided internships to 83 students for college credit during the semester from Spring 2018 to Spring 2019. 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, Bowling Green State University, Cabrini University, College of New Jersey, Connecticut School of Broadcasting, Delco Community College, Drexel University, Kean University, LaSalle University, Montclair State University, Penn State, Rowan College, Rowan University, Temple University, West Chester University, Widener University, University of Delaware, University of Missouri, University of Pennsylvania, University of Scranton, Susquehanna University, Syracuse University, The Pennsylvania State University, University of Pittsburgh, Villanova University, Virginia Tech, Virginia Tech Honors School. Our internships are “for credit only.”

- Spring 2018 - 23 Students
- Summer 2018 - 21 Students
- Fall 2018 - 18 Students
- Spring 2019 - 21 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 – Emma Bowen Minority Interest in Media held a Career Fair on 6/26/2018 and was attended by Roselyn Barranda, WNYW/WWOR HR Director and Heather Frascella, TVHO HR Director. Recruitment for all FTS O&O's.
- NAHJ Career Fair was held 7/18/2018 – 7/20/2018 in Miami, Florida and was attended by Iris Sierra, Regional HR Director, John Hoffman, WTVT-VP News Director and Byron Harmon, WNYW-WWOR, VP News Director will attend and represent the Fox Television Stations, LLC.
- The National Association of Black Journalists (NABJ) Conference – held on 8/1/2018 – 8/3/ 2018 in Detroit, MI. Attended by Iris Sierra, Regional HR Director, Cynthia Smith, WJBK HR Director and Kevin Roseborough, WJBK VP News Director. Recruitment for Fox Television Stations, LLC.
- Asian American Journalists Association Career Fair (AAJA) – Held on 8/8/2018 – 8/11/2018 in Houston, TX and attended by Kate O'Hara, KMSP-WFTC HR Director, Karen Bouldin, WJZY HR Director, and Susan Schiller, News Director. Recruitment for Fox Television Stations, LLC.

- Excellent in Journalism Conference (EIG) – Held on 9/27/18 – 9/28/18 in Baltimore, MD and was attended by Roselyn Barranda, WNYW HR Director, Nicole Robles, KDFW & KDFI HR Director, and Paul McGonagle, WTTG & WDCA VP News Director.
- Howard University Career Fair - Held on 2/28/2019 in Baltimore, MD and was attended by Heather Frascella, TVHO HR Director, Bonnie Yuen, FSS HR Director, and April Williams, WTTG Executive Producer. Recruitment for Fox Television Stations, LLC.
- Temple School of Media and Communications Career Fair held on 2/13/2019. Attended by Adrienne Pritchett, WTXF HR Director and Effie Panagiotidis WTXF Fox Intern. Recruitment for WTXF.

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:

- A. Sarlo – Associate Producer to Researcher, 08/13/18
- R. Parmer – Producer to Senior Producer, 09/10/18
- M. Wilcke – Producer to Executive Producer, 09/10/18

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.

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.