

**Annual EEO Public File Report**  
**WTXF IS AN EQUAL OPPORTUNITY EMPLOYER**

**Coverage Period:** April 1, 2017 through March 31, 2018

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

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hire
Traffic Coordinator	5/8/2017	Indeed.com
Account Executive	7/24/2017	Employee Referral
EP Promotions	8/1/2017	WTXF Website
Producer	8/21/2017	WTXF Website
Promotions Producer	8/21/2017	WTXF Website
Associate Producer	9/4/2017	WTXF Website
Segment Producer	9/18/2017	Employee Referral
Director	9/18/2017	TVJOBS.com
Sports Producer (Anchor)	10/19/2017	Bienstock
Photographer	10/30/2017	Employee Referral
Traffic Coordinator	1/8/2018	TVJobs.com
Account Executive	1/8/2018	Employee Referral
Line Producer	2/20/2018	Indeed.com

**Total Number of Persons Interviewed During Applicable Period: 26**

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	13	Traffic Coordinator
330 Market Street, Philadelphia, PA		Account Executive
215 982-5520		EP Promotions
		Producer
		Promotions Producer
		Associate Producer
		Segment Producer
		Director
		Sports Producer (Anchor)
		Traffic Coordinator
		Account Executive
		Line Producer

TVJobs.com	3	Traffic Coordinator
Mark Holloway		Account Executive
<a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a> / <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a>		EP Promotions
PO Box 4116		Producer
Oceanside, CA 92052		Promotions Producer
		Associate Producer
		Segment Producer
		Director
		Sports Producer (Anchor)
		Photographer
		Traffic Coordinator
		Account Executive
		Line Producer
Indeed.com	8	Traffic Coordinator
		Account Executive
		EP Promotions
		Producer
		Promotions Producer
		Associate Producer
		Segment Producer
		Sports Producer (Anchor)
		Traffic Coordinator
		Account Executive
		Director
LinkUp	1	Traffic Coordinator
430 1 <sup>st</sup> Ave North, Ste 790		Account Executive
Minneapolis, MN 55401		Account Executive
866-359-9360		Line Producer
TDGA – Traffic Director’s Guild of America	0	Traffic Coordinator
26000 Avenida Aeropuerto Bldg. 114		
San Juan Capistrano, CA 92675		
Larry Keene		
<a href="mailto:tdga@cox.com">tdga@cox.com</a>		
Asian American Journalists Association	0	Traffic Coordinator
<a href="mailto:national@aaja.org">national@aaja.org</a>		Account Executive
Paul Cheung		EP Promotions
5 Third Street, Suite 1108		Producer
San Francisco, CA 94103		Promotions Producer
		Associate Producer
		Segment Producer
		Sports Producer (Anchor)
		Account Executive

		Line Producer
		Director
Asian American Journalists Association	0	Traffic Coordinator
Philadelphia Chapter		Account Executive
<a href="mailto:aajaphiladelphia@gmail.com">aajaphiladelphia@gmail.com</a>		EP Promotions
Julie Shaw, President		Producer
2617 Aspen Street		Promotions Producer
Philadelphia, PA 19130		Associate Producer
		Segment Producer
		Sports Producer (Anchor)
		Account Executive
		Line Producer
		Director
Greater Philadelphia Urban Affairs Coalition	0	Traffic Coordinator
Sharon Higginbotham		Account Executive
<a href="mailto:shigginbotham@uac.org">shigginbotham@uac.org</a>		EP Promotions
1207 Chestnut Street		Producer
Philadelphia, PA 19107		Promotions Producer
		Associate Producer
		Segment Producer
		Sports Producer (Anchor)
		Account Executive
		Line Producer
		Director
Intercollegiate Studies Institute	0	Traffic Coordinator
3901 Centerville Road		Account Executive
Wilmington, DE 19807		EP Promotions
<a href="mailto:Jacob.Lane@isi.org">Jacob.Lane@isi.org</a> , <a href="mailto:Lillian.gerken@isi.org">Lillian.gerken@isi.org</a>		Producer
		Promotions Producer
		Associate Producer
		Segment Producer
		Sports Producer (Anchor)
		Account Executive
		Line Producer
		Director
Associated Services for the Blind	0	Traffic Coordinator
<a href="mailto:info@asb.org">info@asb.org</a>		Account Executive
919 Walnut Street		EP Promotions
Philadelphia, PA 19107		Producer
		Promotions Producer
		Associate Producer
		Segment Producer
		Sports Producer (Anchor)
		Account Executive

		Line Producer
		Director
Philadelphia Association of Black Journalists	0	Traffic Coordinator
<a href="mailto:pabj@pabj.org">pabj@pabj.org</a>		Account Executive
Paul Calhoun, President		EP Promotions
P.O. Box 8232		Producer
Philadelphia, PA 19101		Promotions Producer
215-893-5739		Associate Producer
215-735-3612 fax		Segment Producer
<a href="mailto:Monicapeters23@aol.com">Monicapeters23@aol.com</a>		Sports Producer (Anchor)
<a href="mailto:Brandimegan@gmail.com">Brandimegan@gmail.com</a>		Account Executive
		Line Producer
		Director
Bureau of Workforce Development Partnership (PA Department of Labor and Industry, Philadelphia Office) AKA PA CareerLink	0	
<a href="mailto:joabell@pa.gov">joabell@pa.gov</a>		Traffic Coordinator
Joanne Bell		Account Executive
990 Spring Garden Street		EP Promotions
Philadelphia, Pa. 19123		Producer
215-560-5465 Ext: 260		Promotions Producer
		Associate Producer
		Segment Producer
		Sports Producer (Anchor)
		Account Executive
		Line Producer
		Director
New Jersey Department of Labor	0	Traffic Coordinator
<a href="mailto:john.standal@dol.state.nj.us">john.standal@dol.state.nj.us</a>		Account Executive
<a href="mailto:Lucille.brown@dol.state.nj.us">Lucille.brown@dol.state.nj.us</a>		EP Promotions
1 John Fitch Plaza		Producer
PO Box 110		Promotions Producer
Trenton, NJ 08625		Associate Producer
		Segment Producer
		Sports Producer (Anchor)
		Account Executive
		Line Producer
		Director
Philadelphia Urban League	0	Traffic Coordinator
<a href="mailto:info@urbanleaguephila.org">info@urbanleaguephila.org</a>		Account Executive
121 S. Broad Street		EP Promotions
Philadelphia, PA 19107		Producer
(215) 985-3220		Promotions Producer
		Associate Producer

		Segment Producer
		Sports Producer (Anchor)
		Account Executive
		Line Producer
		Director
Philadelphia NAACP	0	Traffic Coordinator
<a href="mailto:philadelphianaacp@comcast.net">philadelphianaacp@comcast.net</a>		Account Executive
J. Whyatt Mondesire		EP Promotions
1619 Cecil B. Moore Avenue		Producer
Philadelphia, PA 19121		Promotions Producer
215 978-7500		Associate Producer
		Segment Producer
		Sports Producer (Anchor)
		Account Executive
		Line Producer
		Director
Emma Bowen Foundation	0	Traffic Coordinator
<a href="mailto:RSDRice@nbcuni.com">RSDRice@nbcuni.com</a>		Account Executive
Sandra D. Rice		EP Promotions
524 West 57th Street		Producer
New York, NY 10019		Promotions Producer
		Associate Producer
		Segment Producer
		Sports Producer (Anchor)
		Account Executive
		Line Producer
		Director
National Hispanic Media Coalition	0	Traffic Coordinator
<a href="mailto:info@nhmc.org">info@nhmc.org</a>		Account Executive
Inez Gonzalez		EP Promotions
55 South Grand Avenue		Producer
Pasadena, CA 91105		Promotions Producer
		Associate Producer
		Segment Producer
		Sports Producer (Anchor)
		Account Executive
		Line Producer
		Director
Fox Stations Sales	0	Traffic Coordinator
<a href="mailto:Dorian.kasuba@foxtv.com">Dorian.kasuba@foxtv.com</a>		Account Executive
810 7th Avenue, 7th Floor		EP Promotions
New York, NY 10019		Producer
(212) 452-5701		Promotions Producer
		Associate Producer

		Line Producer
WNYW/WWOR	0	Traffic Coordinator
<a href="mailto:roselyn.barranda@foxtv.com">roselyn.barranda@foxtv.com</a>		Account Executive
		EP Promotions
		Producer
		Promotions Producer
		Associate Producer
		Segment Producer
		Sports Producer (Anchor)
		Account Executive
		Line Producer
		Director
KTTV	0	Traffic Coordinator
<a href="mailto:Tonia.carter@foxtv.com">Tonia.carter@foxtv.com</a>		Account Executive
		EP Promotions
		Producer
		Promotions Producer
		Associate Producer
		Segment Producer
		Sports Producer (Anchor)
		Account Executive
		Line Producer
		Director
WFLD	1	Traffic Coordinator
<a href="mailto:sharming.scott-nathan@foxtv.com">sharming.scott-nathan@foxtv.com</a>		Account Executive
		EP Promotions
		Producer
		Promotions Producer
		Associate Producer
		Segment Producer
		Sports Producer (Anchor)
		Account Executive
		Line Producer
		Director
KRIV/KDFW	0	Traffic Coordinator
<a href="mailto:Nicole.Robles@foxtv.com">Nicole.Robles@foxtv.com</a>		Account Executive
<a href="mailto:Tracey.Rivers@FOXTV.com">Tracey.Rivers@FOXTV.com</a>		EP Promotions
		Producer
		Promotions Producer
		Associate Producer
		Segment Producer
		Sports Producer (Anchor)
		Account Executive

		Line Producer
		Director
WTTG	0	Traffic Coordinator
<a href="mailto:Diana.Pike@foxtv.com">Diana.Pike@foxtv.com</a>		Account Executive
<a href="mailto:Roselyn.Jacobs@foxtv.com">Roselyn.Jacobs@foxtv.com</a>		EP Promotions
		Producer
		Promotions Producer
		Associate Producer
		Segment Producer
		Sports Producer (Anchor)
		Account Executive
		Line Producer
		Director
WTVT	0	Traffic Coordinator
<a href="mailto:Iris.Sierra@foxtv.com">Iris.Sierra@foxtv.com</a>		Account Executive
		EP Promotions
		Producer
		Promotions Producer
		Associate Producer
		Segment Producer
		Sports Producer (Anchor)
		Account Executive
		Line Producer
		Director
KTBC	0	Traffic Coordinator
<a href="mailto:Lisa.Cordes@FOXTV.com">Lisa.Cordes@FOXTV.com</a>		Account Executive
		EP Promotions
		Producer
		Promotions Producer
		Associate Producer
		Segment Producer
		Sports Producer (Anchor)
		Account Executive
		Line Producer
		Director
KMSP	0	Traffic Coordinator
<a href="mailto:Kate.O'Hara@FOXTV.com">Kate.O'Hara@FOXTV.com</a>		Account Executive
		EP Promotions
		Producer
		Promotions Producer
		Associate Producer
		Segment Producer
		Sports Producer (Anchor)

		Account Executive
		Line Producer
		Director
KSAZ	0	Traffic Coordinator
<a href="mailto:Diana.Pike@FOXTV.com">Diana.Pike@FOXTV.com</a>		Account Executive
		EP Promotions
		Producer
		Promotions Producer
		Associate Producer
		Segment Producer
		Sports Producer (Anchor)
		Account Executive
		Line Producer
		Director
WOFL	0	Traffic Coordinator
<a href="mailto:Jean.Fromm@FOXTV.com">Jean.Fromm@FOXTV.com</a>		Account Executive
		EP Promotions
		Producer
		Promotions Producer
		Associate Producer
		Segment Producer
		Sports Producer (Anchor)
		Account Executive
		Line Producer
		Director
WAGA	0	Traffic Coordinator
<a href="mailto:Regina.Davis@FOXTV.com">Regina.Davis@FOXTV.com</a>		Account Executive
		EP Promotions
		Producer
		Promotions Producer
		Associate Producer
		Segment Producer
		Sports Producer (Anchor)
		Account Executive
		Line Producer
		Director
FTS TVHO	0	Traffic Coordinator
<a href="mailto:Heather.Frascella@FOXTV.com">Heather.Frascella@FOXTV.com</a>		Account Executive
		EP Promotions
		Producer
		Promotions Producer
		Associate Producer
		Segment Producer



		Sports Producer (Anchor)
		Account Executive
		Line Producer
		Director
WJZY/WMYT	0	Traffic Coordinator
<a href="mailto:Karen.Bouldin@FOXTV.com">Karen.Bouldin@FOXTV.com</a>		Account Executive
		EP Promotions
		Producer
		Promotions Producer
		Associate Producer
		Segment Producer
		Sports Producer (Anchor)
		Account Executive
		Line Producer
		Director
KTVU/KICU-TV	0	Traffic Coordinator
<a href="mailto:Christine.Nohr@FOXTV.com">Christine.Nohr@FOXTV.com</a>		Account Executive
		EP Promotions
		Producer
		Promotions Producer
		Associate Producer
		Segment Producer
		Sports Producer (Anchor)
		Account Executive
		Line Producer
		Director

### Section 3: Supplemental Outreach Activities – April 1, 2017 – March 31, 2018

#### 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:

- Saturday, April 1<sup>st</sup> – Berlinda Garnett was a guest speaker at the Journalism Workshop Graduation Luncheon at Acel Moore High School in Philadelphia.
- Sunday, April 2<sup>nd</sup> – Alex Holley was keynote speaker at the National Council of Negro Women event at Temple University in Philadelphia.
- Saturday, April 8<sup>th</sup> – Berlinda Garnett was a panelist in the Philadelphia Association of Black Journalists annual Media Access event at NBC 10 in Bala Cynwyd, PA.
- Monday, April 10<sup>th</sup> – Bob Kelly emceed the 8<sup>th</sup> Annual “Gathering of Heroes” event for the Marine Corp-Law Enforcement Foundation in Philadelphia.
- Monday, April 17<sup>th</sup> – Bob Kelly emceed the Ronald McDonald House 8<sup>th</sup> Annual Sullivan’s Wine Dinner and Auction in Wilmington, DE.
- Thursday, April 20<sup>th</sup> – Alex Holley was a panelist at the “Obstacles and Resilience” event at Drexel University Women’s Conference in Philadelphia.
- Friday, April 28<sup>th</sup> – Dr. Mike Cirigliano was keynote speaker for career day at Skyview Upper Elementary School in Eagleville, PA.

- Saturday, April 29<sup>th</sup> – Quincy Harris emceed the Urban League of Philadelphia’s Second Annual “Night at the Fight” event in Philadelphia.
- Wednesday, May 3<sup>rd</sup> – Karen Hepp emceed Temple University’s Year-end Student Awards in the Media Studies and Production Department (Philadelphia).
- Thursday, May 4<sup>th</sup> – Bob Kelly emceed the Archdiocese of Philadelphia BLOCS Gala for Catholic Education (Philadelphia).
- Saturday, May 6<sup>th</sup> – Karen Hepp emceed the Cupcake Gala for the Calliope Joy Foundation at Lincoln Financial Field (Philadelphia).
- Thursday, May 25<sup>th</sup> – Bob Kelly was keynote speaker at the Annual Awards and Membership Luncheon for Delaware County Transportation Management Association (Media, PA).
- Wednesday, May 31<sup>st</sup> – Jeff Cole participated in career day at Penn Wood Middle School (Darby, PA).
- Wednesday, May 31<sup>st</sup> – Chris O’Connell participated in career day at Tinicum School (Essington, PA).
- Tuesday, June 6<sup>th</sup> – Iain Page moderated a panel discussion co-hosted by the School District of Philadelphia and Outward Bound activities in Philadelphia.
- Tuesday, June 6<sup>th</sup> – Alex Holley was the keynote speaker for Netter Center for Community Partnership annual Scholarship Awards reception at the University of Pennsylvania in Philadelphia.
- Monday, June 19<sup>th</sup> - Lauren Johnson was keynote speaker for Lankenau Environmental Science Magnet High School graduation ceremonies at the University of Pennsylvania in Philadelphia.
- Friday, July 14<sup>th</sup> – Scott Williams was a guest speaker at the 7<sup>th</sup> Annual ABC Men Inc. “Youth Career Day” at City Hall in Philadelphia.
- Thursday, August 10<sup>th</sup> – Lucy Noland Participated in the Carson Valley Children’s Aid “Life Prep University” speaker series at the Carson Valley Children’s Aid facility, in Philadelphia.
- Wednesday, September 20<sup>th</sup> – Maryann Vaughn participated in a media panel discussion at Neumann University Center for Leadership (Aston, PA).
- Saturday, October 14<sup>th</sup> – Alex Holley was a panelist at the “Anything You Can Do, I Can Do Bleeding: Women Who Rock Male-Dominant Industries” panel at the Femme & Fortune FEARLESS.COM conference in Philadelphia.
- Friday, October 20<sup>th</sup> – Joyce Evans was Mistress of Ceremonies at the Cheyney University National Alumni Association 180<sup>th</sup> Anniversary Celebration in Springfield, PA.
- Saturday, October 21<sup>st</sup> – Scott Williams was a guest speaker at the annual education segment of the Montgomery County chapter of Jack & Jill of America, Inc.
- Saturday, November 4<sup>th</sup> – Karen Hepp was a guest speaker at the Girl Scouts of America’s “Media Journey in a Day” event in Philadelphia.
- Thursday, November 9<sup>th</sup> – Kathy Orr was Mistress of Ceremonies at the Jewish Employment and Vocational Services “Strictly Business” annual fundraiser and awards luncheon in Philadelphia.
- Tuesday, November 14<sup>th</sup> – Sue Serio participated in the Delco Celebrity Hi-Q academic quiz competition event to benefit the Delaware County Intermediate Unit and Partners in Education at Neumann University in Aston, PA.
- Thursday, November 16<sup>th</sup> – Chris O’Connell was a guest speaker at the Media Elementary school Career Day event in Media, PA.
- Thursday, November 16<sup>th</sup> – Hank Flynn was a guest speaker at Temple University’s Professional Development class in Philadelphia.
- Tuesday, November 28<sup>th</sup> – Berlinda Garnett was a guest speaker for a News Studies class at Temple University in Philadelphia.
- Wednesday, December 20<sup>th</sup>, Kathy Orr did Face Time with Wynnewood. Elementary to teach about the weather at Fox 29.
- Friday, February 16<sup>th</sup> – Jennaphr Frederick was a guest speaker at the “Girls Who Love STEM” program at Welsh Valley Middle School in Narberth, PA.
- Thursday, February 22<sup>nd</sup> – Shawnette Wilson was a guest speaker at Penn Wood Middle School Career Day in Darby, 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 lists of groups this year are as follows:

- July 26<sup>th</sup> – Pennsylvania Academy of Fine Arts production camp – intern Kayla Solomon.
- August 24<sup>th</sup> – Bruce Peltzer led tour for “Grace in the Mud” from Cherry Hill, NJ.
- November 6<sup>th</sup> – Drexel University
- November 29<sup>th</sup> – Cheyney University
- December 18<sup>th</sup> – Merion Mercy

### 3. Internship Program:

WTXF provided internships to 60 students for college credit during the semester from Spring 2017 to Fall 2018. 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 2017	23 Students
- Summer 2017	21 Students
- Fall 2017	17 Students
- Spring 2018	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 6/29/2017 and was attended by Roselyn Barranda, WNYW/WWOR HR Director and Dorian Kasuba, FSS HR Director and Iris Sierra, TVHO Regional HR Director. Recruitment for all FTS O&O's.
- The National Association of Black Journalists (NABJ) Convention and Career Fair – held on 8/9/2017 – 8/11-2017 in New Orleans, LA. Attended by Iris Sierra, Regional HR Director, Tracey Rivers, KRIV/KTXH HR Director and John Hoffman, WTVT VP/ New Director. Recruitment for all FTS O&O's.
- Asian American Journalists Association Career Fair (AAJA) – Held on 7/26/2017 – 7/28/2017 in Philadelphia, PA and attended by Roselyn Barranda, WNYW/WWOR HR Director, Dorian Kasuba, FSS HR Director, Jim Driscoll, WTXF VP News Director and Lee Meier, WRXF Executive Producer. Recruitment for all FTS O&O's.
- Howard University Communications Job and Internship Fair. Held on 10/2/2017 in Washington, DC and was attended by Theresa Wilson, WTTG/WDCA HR Director.
- Temple School of Media and Communications Career Fair held on 3/28/2017. Attended by Megan Young, WTXF HR Director.
- St. Joseph's University Communications Career Fair attended by Megan Young, WTXF HR Director.

### 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:

- R. Butters – Associate Producer to Producer 9/4/17
- Inver – Producer to Sr Producer 8/21/17
- Sarlo – Production Tech to Associate Producer 9/18/17
- M. Toub – Director, Engineering to VP Engineering 1/8/18
- D. Yeager – Associate Producer to Producer 8/7/17
- C. Gaines – Engineering Tech PT to Engineering Tech FT 8/28/2017
- M. Murray – Web Producer PT to Web Producer FT 9/4/2017
- K. McGuire – Assignment Editor PT to Assignment Editor FT 9/18/2017
- J. Joyce – Reporter PT to Reporter FT 10/3/2017

### Human Resources

- Non-Harassment Training – WTXF participated in outsourced non-harassment training onsite to understand and comply with the Company's policy against harassment, discrimination and retaliation in the workplace. Attended by all station management and employees. Two sessions were held on 4/26/2017.

## **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.

