

# **2009 ANNUAL EEO PUBLIC FILE REPORT**

(April 2, 2008 – April 1, 2009)

## **WTXF FOX 29 EMPLOYMENT - RECRUITMENT**

### **Job Postings**

When a position becomes available, it is the general practice of the Station to post the job opportunity notice at appropriate locations throughout the Station, so the employees are aware of current openings and may apply for consideration for those positions. The notices list the titles and requirements for the positions.

These job opportunity/postings are also sent to community outreach groups, schools and universities and the other Fox Stations across the country.

### **Recruitment File**

WTXF maintains a file of applications/resumes for review as job openings occur. These applications/resumes are kept “active” for six month from the date they are received.

### **Walk-in Hours**

In order to maximize the Station’s accessibility, the Human Resources department maintains regular hours for applicants to complete applications in person. In addition, applications are available for the general public in the main lobby for extended hours and weekends.

### **WTXF Job line**

This job line is readily accessible for all telephone inquires as well as providing a list of open positions and a description of the Station’s internship program. The message also provides the Station’s address and contact for transmittal of resumes.

### **WTXF Websites**

It is the general practice of the Station to list open positions on the WTXF web site. This web site is used by Colleges and Universities as well as our community outreach groups. The Web Site lists current position openings with job duties and requirements as well as providing a detailed description of our internship program.

[www.myfoxphilly.com](http://www.myfoxphilly.com)

## **WTXF FOX PHILADELPHIA -TV RECRUITING OUTREACH SOURCES**

The Station's job opportunity/postings are also sent to community outreach groups, schools and universities and the other Fox Stations across the country.

### **Outreach Community Groups-**

AAJA	<a href="mailto:national@aja.org">national@aja.org</a>
Greater Philadelphia Urban Affairs	<a href="mailto:wright@gpuac.org">wright@gpuac.org</a>
Medialine.com	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>
NAHJ	<a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a>
National Hispanic Media Coalition	<a href="mailto:cflores@nhmc.org">cflores@nhmc.org</a>
Philadelphia Workforce Development Corp.	<a href="mailto:sdevan@pwdc.org">sdevan@pwdc.org</a>
SHRM	<a href="mailto:eknauss@shrm.org">eknauss@shrm.org</a>
Society of Broadcast Engineers	<a href="mailto:kjones@sbe.org">kjones@sbe.org</a>
TVJobs.com	<a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a>
NAACP	<a href="mailto:bgilchrist@naacpnet.org">bgilchrist@naacpnet.org</a>
South Philly Career Link	<a href="mailto:icatrambon@state.pa.us">icatrambon@state.pa.us</a>
Philadelphia Youth Network	<a href="mailto:bbattaglia@pyninc.org">bbattaglia@pyninc.org</a>
Emma Bowen Foundation	<a href="mailto:SDRice@cbs.com">SDRice@cbs.com</a>
DPT Business School	<a href="mailto:mttyler@dptschool.net">mttyler@dptschool.net</a>
New Jersey Department of Labor w/ form	<a href="mailto:Robert.petrone@dol.state.nj.us">Robert.petrone@dol.state.nj.us</a>
Philadelphia Black Journalist Association	<a href="http://www.pabj.org">www.pabj.org</a>

### **Recruitment Fax numbers used:**

American Sportcasters Assoc.	212-571-0556
Associated Services for the Blind	215-922-0692
Council for Spanish Speaking Organizations	215-627-7440
National Congress of American Indians	202-466-7797
Career Link Northwest	215-560-6880
Workforce New Jersey	732-418-3345
Puerto Rican Unity for Progress	856-541-1476
Television Bureau of Advertising	212-935-5631
Urban League of Philadelphia	215-561-4524
Women's Resource Center	610-687-2967
New Jersey Dept. of Labor	800-822-2259
Montgomery County Comm. For Women	301-279-1318
Professional Service Group	732-937-4504
PA CareerLink Suburban Station	215-567-7773
PA CareerLink Northeast	215-632-6053
PA CareerLink Nueva Esperanza	215-324-2542

All FOX O&O Stations:

WNYW  
205 E. 67<sup>th</sup> Street  
New York, NY 10021

WWOR  
9 Broadcast Plaza  
Secaucus, NJ 07096

KTTV  
1999 S. Bundy Drive  
Los Angeles, CA 90025

WFLD  
205 N. Michigan Ave.  
Chicago, IL 60601

WTXF  
330 Market Street  
Philadelphia, PA 19106

KDFW  
400 n. Griffin St  
Dallas, TX 75202

WFXT  
25 Fox Drive  
Dedham, MA 02026

WAGA  
1551 Briarcliff Rd, NE  
Atlanta, GA 30306

WTTG  
5151 Wisconsin Ave., NE  
Washington, DC 20016

KRIV  
4261 Southwest Fwy  
Houston, TX 7027

WJBK  
16550 W. Nine Mile Rd.  
Southfield, MI 48075

WTVT  
3213 W Kennedy Blvd  
Tampa, FL 33609

KMSP  
11358 Viking Dr  
Eden Prairie, MN 55344

WOFL  
35 Skyline Dr  
Lake Mary, FL 32746

WHBQ  
4820 Seton Dr  
Baltimore, MD 21215

KTBC  
119 E. 10<sup>th</sup> Street  
Austin, TX 78701

WOGX  
1551 SW 37<sup>th</sup> Street  
Ocala, FL 34474

KSAZ  
511 w. Adams St  
Phoenix, AZ 85003

## **WTFX FOX 29**

### **OTHER RECRUITMENT INITIATIVES**

In addition to sending out job opportunity notices, the Human Resources department and other management staff participate in local and national conferences sponsored by minority and/or women's organizations. During the review period, such events included:

❖ **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 group. Examples for this past year include:

**Unity Job Fair**, Chicago, IL – UNITY – Journalists of Color, Inc. is an alliance of the four professional organizations for journalists of color: Asian American Journalists Association, National Association of Black Journalists, National Association of Hispanic Journalists, Native American Journalists Association. The mission is to advocate fair and accurate news coverage about people of color, and aggressively challenge the industry to staff its' organizations at all levels to reflect the nation's diversity. Fox Television Stations participated in the Career Expo and had several of its' News Directors critique tapes and offer career guidance.

**International Radio & Television Society** – IRTS – Manned job booths at their annual event and discussed job opportunities and training programs.

**New York State Broadcasters Career Fair** – The Company participated in the Career Fair and provided attendees with information regarding internships, training programs and job openings.

**NATAS Student Seminar – February 21, 2009** – Anchor and Executive Producer hosted 40 students learning about the Television Business and seeking advice about how to get their first job.

**WTXF FOX 29 RECRUITMENT  
EDUCATIONAL INSTITUTIONS – STUDENT INTERNSHIPS  
MENTORING PROGRAMS**

**Recruitment: Colleges & Universities**

WTXF provided internships to 45 students for college credit during the semesters from Summer 2008 to Spring 2009. 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, Rowan University, West Chester University, Art Institute of Philadelphia, Drexel University, Kutztown University, Penn State

News Corporation and WTXF are national sponsors of ***Groundhog Job Shadow Day***. WTXF participated in the program by hosting eleven students from the Science Leadership Academy. Students shadowed staff members and news packages of students were aired on FOX 29 at Noon program.

In addition to sending out job/internship opportunities, the Stations also participate regularly in career and job fairs at colleges and universities. Examples of such events during the period above include:

**CUNY Career Fair Graduate Ctr** – The Stations manned a booth and interviewed students interested in job and intern opportunities from all NYC CUNY Schools

**New York University** – Fox Television Stations set up a fellowship program with NYU, providing scholarships and funding for programs to allow students to enhance opportunities with film and education.

**Cheyney University** – Shared Station's Internship opportunities with Business students.

## WTFX FOX 29 RECRUITMENT

### Training Programs & Work/Study Programs

#### ❖ **Emma L. Bowen Foundation for Minority Interests 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 students 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.

#### ❖ **Benjamin L. Hooks Fellowship Award**

Fox Television Stations, Inc. in conjunction with the New York University Tisch School of the Arts provides an annual monetary award to eight minority students who are majoring in a media-related field. This grant is used towards the cost of tuition.

#### ❖ **Sales Training Program –**

Fox Stations Sales, an in-house national sales organization, maintains a program to train new sales account executives. This program consists of both coursework and hands-on training. At the end of the program, individuals are assigned to the Company's television Stations and sales offices throughout the United States.

## RECRUITMENT SUMMARY

Total Hires Reporting Period: 20

- 7 -

# Recruitment Reconciliation Form

Station: WTFX Date Position Filled: 4/2/08  
 Position/Job Title: Traffic Coordinator Job Classification: 5  
 Recruitment Source<sup>1</sup>: Fox Website  
 Contact Person: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 Phone #: \_\_\_\_\_

Total # of Interviewees: 8

Referral Sources <sup>2</sup>	No. of Interviewees
Name: Philadelphia Inquirer Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: TVJobs.com Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: Employee referral Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	2
Name: Fox Website Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	3
Name: Former Intern Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1

<sup>1</sup> Recruitment Source: Identify by name the source that referred the successful job candidate.

<sup>2</sup> Referral Sources: Identify the organization, agency, person(s), etc. that referred the interviewees.



---

# Recruitment Reconciliation Form

---

Station: WTFX Date Position Filled: 4/04/08  
Position/Job Title: Associate Producer Job Classification: 2  
Recruitment Source<sup>1</sup>: KWK-CBS/Employee Referral  
Contact Person: \_\_\_\_\_  
Address: \_\_\_\_\_  
Phone #: \_\_\_\_\_

Total # of Interviewees: 3

Referral Sources <sup>2</sup>	No. of Interviewees
Name: KWK-CBS Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	2
Name: Employee Referral Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	

---

<sup>1</sup> Recruitment Source: Identify by name the source that referred the successful job candidate.

<sup>2</sup> Referral Sources: Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

Station: WTFX

Date Position Filled: 4/9/08

Position/Job Title: Graphic Designer

Job Classification: 2

Recruitment Source<sup>1</sup>: Design N Motion

Contact Person: \_\_\_\_\_

Address: \_\_\_\_\_

Phone #: \_\_\_\_\_

Total # of Interviewees: 3

Referral Sources <sup>2</sup>	No. of Interviewees
Name: Design N Motion Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	2
Name: Fox Website Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	

<sup>1</sup> Recruitment Source: Identify by name the source that referred the successful job candidate.

<sup>2</sup> Referral Sources: Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

Station: WTFX Date Position Filled: 4/16/08  
 Position/Job Title: National Sales Manager Job Classification: 1  
 Recruitment Source<sup>1</sup>: Fox Station Sales  
 Contact Person: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 Phone #: \_\_\_\_\_  
  
 Total # of Interviewees: 5

Referral Sources <sup>2</sup>	No. of Interviewees
Name: Internal Employee Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	2
Name: Fox Station Sales Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: KMSP O&O Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: WITI O&O Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	

<sup>1</sup> Recruitment Source: Identify by name the source that referred the successful job candidate.

<sup>2</sup> Referral Sources: Identify the organization, agency, person(s), etc. that referred the interviewees.

---

# Recruitment Reconciliation Form

---

Station: WTFX

Date Position Filled: 5/7/08

Position/Job Title: Production Assistant

Job Classification: 5

Recruitment Source<sup>1</sup>: Temple University

Contact Person: \_\_\_\_\_

Address: \_\_\_\_\_

Phone #: \_\_\_\_\_

Total # of Interviewees: 3

Referral Sources <sup>2</sup>	No. of Interviewees
Name: Temple University Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: Employee Referral Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: Kutztown University Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	

---

<sup>1</sup> Recruitment Source: Identify by name the source that referred the successful job candidate.

<sup>2</sup> Referral Sources: Identify the organization, agency, person(s), etc. that referred the interviewees.

---

# Recruitment Reconciliation Form

---

Station: WTXF

Date Position Filled: 6/6/08

Position/Job Title: Web Producer

Job Classification: 2

Recruitment Source<sup>1</sup>: Journalismjobs.com

Contact Person: \_\_\_\_\_

Address: \_\_\_\_\_

Phone #: \_\_\_\_\_

Total # of Interviewees: 3

Referral Sources <sup>2</sup>	No. of Interviewees
Name: Journalismjobs.com Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: Fox Website Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1

Referral Sources <sup>3</sup>	No. of Interviewees
Name: Employee Referral Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: Fox Website Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	

---

<sup>1</sup> Recruitment Source: Identify by name the source that referred the successful job candidate.

<sup>2</sup> Referral Sources: Identify the organization, agency, person(s), etc. that referred the interviewees.

<sup>3</sup> Referral Sources: Identify the organization, agency, person(s), etc. that referred the interviewees.

---

# Recruitment Reconciliation Form

---

Station: WTXF

Date Position Filled: 7/28/08

Position/Job Title: IS Manager

Job Classification: 2

Recruitment Source<sup>1</sup>: Ajilon Consulting Agency

Contact Person: \_\_\_\_\_

Address: \_\_\_\_\_

Phone #: \_\_\_\_\_

Total # of Interviewees: 1

Referral Sources <sup>2</sup>	No. of Interviewees
Name: Ajilon Consulting Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	

Recruitment Source: Identify by name the source that referred the successful job candidate.

<sup>1</sup> Referral Sources: Identify the organization, agency, person(s), etc. that referred the interviewees.

---

# Recruitment Reconciliation Form

---

Station: WTXF

Date Position Filled: 7/10/08

Position/Job Title: Executive Producer

Job Classification: 1

Recruitment Source<sup>1</sup>: Internal Employee

Contact Person: \_\_\_\_\_

Address: \_\_\_\_\_

Phone #: \_\_\_\_\_

Total # of Interviewees: 3

Referral Sources <sup>2</sup>	No. of Interviewees
Name: Internal Employee Contact Person:_____Phone #: Address:_____ City:_____State:_____Zipcode:_____	2
Name: Fox Website Contact Person:_____Phone #:_____ Address:_____ City:_____State:_____Zipcode:_____	1

---

# Recruitment Reconciliation Form

---

Station: WTXF

Date Position Filled: 7/18/08

Position/Job Title: Account Executive

Job Classification: 4

Recruitment Source<sup>1</sup>: Media Buyer

Contact Person: \_\_\_\_\_

Address: \_\_\_\_\_

Phone #: \_\_\_\_\_

Total # of Interviewees: 6

Referral Sources <sup>2</sup>	No. of Interviewees
Name: Media Buyer Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1

Referral Sources <sup>3</sup>	No. of Interviewees
Name: Fox Website Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	2

	No. of Interviewees
Name: Employee Referral Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	3

---

<sup>1</sup> Recruitment Source: Identify by name the source that referred the successful job candidate.

<sup>2</sup> Referral Sources: Identify the organization, agency, person(s), etc. that referred the interviewees.

<sup>3</sup> Referral Sources: Identify the organization, agency, person(s), etc. that referred the interviewees.



---

# Recruitment Reconciliation Form

---

Station: WTXF

Date Position Filled: 7/16/08

Position/Job Title: Assistant News Director

Job Classification: 1

Recruitment Source<sup>1</sup>: WNYW O&O

Contact Person: \_\_\_\_\_

Address: \_\_\_\_\_

Phone #: \_\_\_\_\_

Total # of Interviewees: 10

Referral Sources <sup>2</sup>	No. of Interviewees
Name: WNYW O&O Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: Fox Website Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	6

Referral Sources <sup>3</sup>	No. of Interviewees
Name: Employee Referral Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	2
Name: Internal Employee Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1

---

<sup>1</sup> Recruitment Source: Identify by name the source that referred the successful job candidate.

<sup>2</sup> Referral Sources: Identify the organization, agency, person(s), etc. that referred the interviewees.

<sup>3</sup> Referral Sources: Identify the organization, agency, person(s), etc. that referred the interviewees.

---

# Recruitment Reconciliation Form

---

Station: WTXF

Date Position Filled: 7/24/08

Position/Job Title: Web Producer

Job Classification:

Recruitment Source<sup>1</sup>: Fox Website

Contact Person: \_\_\_\_\_

Address: \_\_\_\_\_

Phone #: \_\_\_\_\_

Total # of Interviewees: \_\_3\_\_

Referral Sources <sup>2</sup>	No. of Interviewees
Name: Journalismjobs.com Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	2
Name: Fox Website Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	

---

<sup>1</sup> Recruitment Source: Identify by name the source that referred the successful job candidate.

<sup>2</sup> Referral Sources: Identify the organization, agency, person(s), etc. that referred the interviewees.

---

# Recruitment Reconciliation Form

---

Station: WTXF

Date Position Filled: 7/24/08

Position/Job Title: Executive Producer

Job Classification: 1

Recruitment Source<sup>1</sup>: Employee Referral

Contact Person: \_\_\_\_\_

Address: \_\_\_\_\_

Phone #: \_\_\_\_\_

Total # of Interviewees: \_\_\_\_\_ 1 \_\_\_\_\_

Referral Sources <sup>2</sup>	No. of Interviewees
Name: Employee Referral; Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	

---

<sup>1</sup> Recruitment Source: Identify by name the source that referred the successful job candidate.

<sup>2</sup> Referral Sources: Identify the organization, agency, person(s), etc. that referred the interviewees.

---

# Recruitment Reconciliation Form

---

Station: WTXF

Date Position Filled: 9/1/08

Position/Job Title: Sports Anchor/Report

Job Classification: 02

Recruitment Source<sup>1</sup>: Internal Employee

Contact Person: \_\_\_\_\_

Address: \_\_\_\_\_

Phone #: \_\_\_\_\_

Total # of Interviewees: 8

Referral Sources <sup>2</sup>	No. of Interviewees
Name: Internal Employee Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: __ Zipcode: _	1

Referral Sources <sup>3</sup>	No. of Interviewees
Name: Employee Referral Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: __ Zipcode: _	7

---

<sup>1</sup> Recruitment Source: Identify by name the source that referred the successful job candidate.

<sup>2</sup> Referral Sources: Identify the organization, agency, person(s), etc. that referred the interviewees.

<sup>3</sup> Referral Sources: Identify the organization, agency, person(s), etc. that referred the interviewees.

---

# Recruitment Reconciliation Form

---

Station: WTXF Date Position Filled: 8/18/08  
Position/Job Title: Anchor - News Job Classification: 2  
Recruitment Source<sup>1</sup>: Talent Agent Naso  
Contact Person: \_\_\_\_\_  
Address: \_\_\_\_\_  
Phone #: \_\_\_\_\_

Total # of Interviewees: 3

Referral Sources <sup>2</sup>	No. of Interviewees
Name: Talent Agent - Naso Contact Person:_____Phone #:_____ Address:_____ City:_____State:_____Zipcode:_____	1

Referral Sources <sup>3</sup>	No. of Interviewees
Name: William Norris Agency Contact Person:_____Phone #:_____ Address:_____ City:_____State:_____Zipcode:_____	1

Referral Sources <sup>4</sup>	No. of Interviewees
Name: Employee Referral Contact Person:_____Phone #:_____ Address:_____ City:_____State:_____Zipcode:_____	1

---

<sup>1</sup> Recruitment Source: Identify by name the source that referred the successful job candidate.

<sup>2</sup> Referral Sources: Identify the organization, agency, person(s), etc. that referred the interviewees.

<sup>3</sup> Referral Sources: Identify the organization, agency, person(s), etc. that referred the interviewees.

<sup>4</sup> Referral Sources: Identify the organization, agency, person(s), etc. that referred the interviewees.

---

# Recruitment Reconciliation Form

---

Station: WTXF

Date Position Filled: 9/10/08

Position/Job Title: Research Analyst

Job Classification: 2

Recruitment Source<sup>1</sup>: Fox Website

Contact Person: \_\_\_\_\_

Address: \_\_\_\_\_

Phone #: \_\_\_\_\_

Total # of Interviewees: 6

Referral Sources <sup>2</sup>	No. of Interviewees
Name: Fox Website Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	4
Name: Employee Referral Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	2

---

<sup>1</sup> Recruitment Source: Identify by name the source that referred the successful job candidate.

<sup>2</sup> Referral Sources: Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

Station: WTXF

Date Position Filled: 9/18/08

Position/Job Title: VP/General Sales Manager

Job Classification: 1

Recruitment Source<sup>1</sup>: Employee Referral

Contact Person:

Address: \_\_\_\_\_

Phone #: \_\_\_\_\_

Total # of Interviewees: 12

Referral Sources <sup>2</sup>	No. of Interviewees
Name: WNYW/WUTB/WHBQ/KTTV O&O Contact Person:_____Phone #:_____ Address:_____ City:_____State:___ Zipcode:_____	4
Name: Fox Station Sales Contact Person:_____ Phone #:_____ Address:_____ City:_____State:___ Zipcode:___	2
Name: Employee Referral Contact Person:_____ Phone #:_____ Address:_____ City:_____State:___ Zipcode:_____	2
Name: Fox Website Contact Person:_____ Phone #:_____ Address:_____ City:_____State:___ Zipcode:___	2
Name: Ad Agency Contact Person:_____ Phone #:_____ Address:_____ City:_____State:___ Zipcode:_____	2

<sup>1</sup> Recruitment Source: Identify by name the source that referred the successful job candidate.

<sup>2</sup> Referral Sources: Identify the organization, agency, person(s), etc. that referred the interviewees.

---

# Recruitment Reconciliation Form

---

Station: WTXF

Position/Job Title: Associate Producer

Recruitment Source<sup>1</sup>: Former Employee

Contact Person: \_\_\_\_\_

Address: \_\_\_\_\_

Phone #: \_\_\_\_\_

Date Position Filled: 9/29/08

Job Classification: 2

Total # of Interviewees: \_\_\_\_4\_\_\_\_

Referral Sources <sup>2</sup>	No. of Interviewees
Name: Former Employee Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _ Zipcode: ____	1
Name: Employee Referral Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	3

---

<sup>1</sup> Recruitment Source: Identify by name the source that referred the successful job candidate.

<sup>2</sup> Referral Sources: Identify the organization, agency, person(s), etc. that referred the interviewees.



---

# Recruitment Reconciliation Form

---

Station: WTXF

Date Position Filled: 10/30/08

Position/Job Title: Traffic Coordinator

Job Classification: 5

Recruitment Source:<sup>1</sup> Albright College

Contact Person: \_\_\_\_\_

Address: \_\_\_\_\_

Phone #: \_\_\_\_\_

Total # of Interviewees: \_\_\_\_\_ 7 \_\_\_\_\_

Referral Sources <sup>2</sup>	No. of Interviewees
Name: Albright College Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _ Zipcode: __	1
Name: Fox Website Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	4

Name: Fox Sports Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _ Zipcode: __	1
Name: Employee Referral Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1

---

<sup>1</sup> Recruitment Source: Identify by name the source that referred the successful job candidate.

<sup>2</sup> Referral Sources: Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

Station: WTXF

Date Position Filled: 10/31/08

Position/Job Title: Traffic Coordinator

Job Classification: 5

Recruitment Source: Fox Website

Contact Person: \_\_\_\_\_

Address: \_\_\_\_\_

Phone #: \_\_\_\_\_

Total # of Interviewees: 7

Referral Sources <sup>1</sup>	No. of Interviewees
Name: Internship Program Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _ Zipcode: __	1
Name: Fox Website Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	4

Name: Fox Sports Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _ Zipcode: __	1
Name: Employee Referral Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1

<sup>1</sup> Recruitment Source: Identify by name the source that referred the successful job candidate.

<sup>1</sup> Referral Sources: Identify the organization, agency, person(s), etc. that referred the interviewees.

\_\_\_\_\_