

**Annual EEO Public File Report
WTTG/WDCa IS AN EQUAL OPPORTUNITY EMPLOYER**

Coverage Period: June 1, 2022 – May 31, 2023

Station's Comprising Station Employment Unit: WTTG/Fox 5 & WDCa/Fox 5 Plus – Bethesda, MD

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hire
Assignment Editor	6/1/2022	Employee Referral
Chief Photographer	6/6/2022	Internal – Current Employee
News Producer	6/6/2022	Internal – Current Employee
Photographer	7/11/2022	Employee Referral
News Writer/Producer	7/11/2022	www.Fox5DC.com
News Writer/Producer	7/11/2022	Job Board – Other
Photographer	8/1/2022	Employee Referral
Studio Technician/Technical Director	8/15/2022	Internal – Current Employee
Studio Technician/Technical Director	8/15/2022	Internal – Current Employee
Stagehand	8/15/2022	Internal – Current Employee
Photographer	8/22/2022	Internal – Current Employee
News Producer	8/29/2022	Internal – Current Employee
News Writer/Producer	9/12/2022	Internal – Current Employee
Digital Content Manager	9/19/2022	Employee Referral
Broadcast Engineer	10/3/2022	www.FoxCareers.com
Newscast Director	10/3/2022	Social Media – Other
News Reporter	10/10/2022	Internal – Current Employee
News Writer/Producer	10/31/2022	www.Monster.com
Newscast Director	11/2/2022	Employee Referral
Photographer	11/28/2022	www.FoxCareers.com
Administrative Coordinator	12/5/2022	www.Indeed.com
Account Executive	1/3/2023	www.Linkedin.com
Broadcast Engineer	1/4/2023	www.FoxCareers.com
Photographer	1/12/2023	www.Indeed.com
News Writer/Producer	1/25/2023	www.Fox5DC.com
News Writer/Producer	2/1/2023	www.Linkedin.com
Newscast Director	2/6/2023	www.FoxCareers.com
Studio Technician/Technical Director	2/14/2023	www.Fox5DC.com
News Producer	2/27/2023	www.FoxCareers.com
Executive Producer	3/27/2023	Internal – Current Employee
News Writer/Producer	4/3/2023	www.Linkedin.com
Photographer	4/10/2023	www.FoxCareers.com
News Reporter	5/1/2023	Agent – Collective Talent
Meteorologist	5/1/2023	Internal – Current Employee
News Editor	5/1/2023	Internal – Current Employee

Total Number of Persons Interviewed During Applicable Period: 167

Job Postings – When a position becomes available, it is the general practice of the Station to post all open positions on the WTTG/WDCA website (www.fox5dc.com/jobs). Station openings are automatically sent to FoxCareers.com when the position is posted to the Fox5DC website. FoxCareers.com job postings are automatically integrated with and promoted on LinkedIn.com. WTTG/WDCA job opportunities and postings are distributed to various community outreach groups, schools, and universities as well as other Fox Owned & Operated Stations across the country and other Fox properties (Fox Stations Sales). The notices list the titles and requirements for the positions.

All Fox O & O Stations:

WTTG/WDCA 7272 Wisconsin Ave Bethesda, MD 20814	WNWY/WWOR-TV 205 E 67 th Street New York, NY 10065	WAGA-TV 1551 Briarcliff Road NE Atlanta, GA 30306
KMSP-TV/WFTC 11358 Viking Drive Eden Prairie, MN 55344	KTTV/KCOP-TV 1999 S Bundy Drive Los Angeles, CA 90025	WOFL/WRBW/WOGX 35 Skyline Drive Lake Mary, FL 32746
WFLD/WPWR-TV 205 N Michigan Ave Chicago, IL 60601	KRIV/KTXH 4261 Southwest Freeway Houston, TX 77027	WTFX-TV 330 Market Street Philadelphia, PA 19106
WJBK 16550 W Nine Mile Road Southfield, MI 48075	KDFW/KDFI 400 N Griffin Street Dallas, TX 75202	KTVU/KICU-TV 2 Jack London Square Oakland, CA 94607
KSAZ-TV/KUTP 511 W Adams Street Phoenix, AZ 85003	KTBC 119 E 10 th Street Austin, TX 78701	WTVT 3213 W Kennedy Blvd Tampa, FL 33609
WOGX 1551 SW 37 th St Ocala, FL 34474	WITI 9001 N. Green Bay Road Milwaukee, WI 53209	KCPQ/KZJO 1 Westlake Avenue N Seattle, WA 98109

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
Asian American Journalists Association AAJA www.aajacareers.org		Digital Content Manager
The Association of LGBTQ Journalists NLGJA 2120 L Street NW, Suite 850 Washington, DC 20037 (202) 588-9888 www.nlgja.org		Digital Content Manager, Account Executive, Broadcast Engineer, Photographer (2), News Writer/Producer (3), Newscast Director, Studio Technician/Technical Director, News Producer, Executive Producer, Editor, Meteorologist, News Reporter
Fox5DC.com www.fox5dc.com 7272 Wisconsin Ave Bethesda, MD 20814 WTTGWEB@fox.com (Sam Kosmas, Maddie Driggers, John Colucci, Chris Harris, Elissa Salamy)	16	All Positions

(202) 895-3000		
Collective Talent 1721 Richardson Place Tampa, FL 33606 Billie@michaelsmedia.com	1	Reporter (2), Executive Producer, Meteorologist
DCNetworks.org 4058 Minnesota Avenue, NE., Suite 3001 Washington, DC 20019 angela.foster@dc.gov www.does.dc.gov		All Positions
Emma Bowen Foundation for Minority Interest in Media 524 W. 57 th Street New York, NY 10019 Michael.Barham@nbcuni.com		All Positions
Handshake 225 Bush Street #1200 San Francisco, CA 94104 www.joinhandshake.com		All Positions
Hampton University 2 Frissell Street Hampton, VA 23662 (757) 727-5331 careerCenter@hamptonu.edu ; Stacey.Fletcher@HamptonU.edu		All Positions
Howard University Carol Dudley cdudley@howard.edu		News Writer/Producer (6), Photographer (4), Studio Technician/Technical Director (3), Stagehand, News Producer (2), Digital Content Manager, Broadcast Engineer (2), Newscast Director (3), News Reporter (2), Administrative Coordinator, Account Executive, Executive Producer, Editor, Meteorologist
JournalismJobs.com (510) 508-7386 www.journalismjobs.com		Digital Content Manager
Lehigh University – Lehigh Connects 27 Memorial Drive West Bethlehem, PA 18015 (610) 758-3000 https://lehigh.peoplegrove.com/v2/login Joanna Hatzis joh521@lehigh.edu		All Positions
Marketing Ideanet.com (G. Newell) Marketing IdeaNet 5577 Marita Lane Columbus, OH 43235 slizik@602communications.com		All Positions
Maryland Workforce Exchange MWEJobs https://mwejobs.maryland.gov		News Writer/Producer (4), Newscast Director (2), Photographer (3), Administrative Coordinator, Account Executive, Studio Technician/Technical Director, News Producer, Executive Producer, Editor, Meteorologist, News Reporter
Montgomery College 20200 Observation Drive Germantown, MD 20876 www.collegecentral.com/montgomerycollege		Digital Content Manager, Administrative Coordinator, Account Executive, Broadcast Engineer, Photographer (2), News Writer/Producer (3), Newscast Director, Studio Technician/Technical Director, News Producer, Executive Producer, Editor, Meteorologist, News Reporter
National Association of Black Journalists		Digital Content Manager, Executive Producer

NABJ www.nabjcareers.org		
National Association of Hispanic Journalists NAHJ www.nahjcareers.org		Digital Content Manager
The National Academy of Television Arts & Sciences (NATAS) 111 West 57th Street #600 New York, NY 10019 (212) 586-8424 capitalemmys@aol.com www.emmyonline.org www.jobbank.emmyonline.org		All Positions
Newhouse School at Syracuse University 215 University Place Syracuse, NY 13210 (315) 443-2302 https://newhouse.syr.edu/ B. Lichtinger belichti@syr.edu		All Positions
Online News Association 1111 North Capitol Street NE Second Floor Washington, DC 20002 https://journalists.org/		Digital Content Manager
Penn State 101 Bank of America Career Services Center University Park, PA 16802 (814) 865-2377 (814) 865-5465 alumnicareer@psu.edu https://nittanylioncareers.psu.edu/ https://studentaffairs.psu.edu/career		All Positions
Radio Television Digital News Association RTDNA 529 14 th Street NW, Suite 1240 Washington, DC 20045 www.rtdna.org		Digital Content Manager
Rick Gevers & Associates www.rickgevers.com		Executive Producer
SMPTE DC Chapter www.smpte.org/sections/washington-dc		Studio Technician/Technical Director, Stagehand, Broadcast Engineer (2), Newscast Director
The Society of Broadcast Engineers SBE National www.sbe.org Scott Jones kjones@sbe.org		Studio Technician/Technical Director, Stagehand, Broadcast Engineer (2), Newscast Director
The Society of Broadcast Engineers Local 37 (SBE 37) www.sbe37.org		Studio Technician/Technical Director, Stagehand, Broadcast Engineer (2), Newscast Director
T. Howard Foundation – Diversity in Media 8630 Fenton Street, Suite 316 Silver Spring, MD 20910 Janice Wilkins (301) 588-6767 www.t-howard.org		Executive Producer, Photographer, Editor, Meteorologist, News Reporter
TV Jobs/Broadcast Employment Services P.O. Box 4116		All Positions

Oceanside, CA 92052 M. Halloway (800) 374-0119 www.tvjobs.com		
University of Maryland Merrill School of Journalism 7765 Alumni Dr College Park, MD 20742 (301) 405-2399 kdenny12@umd.edu		All Positions
Fox Station Sales New York, NY Alexa Maldonado - HRD (212) 332-9286 alexa.maldonado@FOX.com		All Positions
Fox Careers	33	All Positions
Employee Referral	24	Assignment Editor, Chief Photographer, News Producer, Photographer, News Writer/Producer, Digital Content Manager, Newscast Director, Account Executive
Internal Employee	31	Chief Photographer, News Producer, Studio Technician/Technical Director, Stagehand, News Writer/Producer, Digital Content Manager, Photographer, News Reporter, Newscast Director, Meteorologist
Former Employee	2	Photographer, Newscast Director

Additional interviewees from jobs aggregators/unsolicited sources: CareerBuilder (2), Career Fair (1), Indeed.com (13), JobFox.com (1), Job Board – Other (3), LinkedIn (29), Monster.com (1), Professional Associations (2), Recruiter (2), Social Media – Other (5), Staffing Agency (1),

Section 3: Supplemental Outreach Activities – June 1, 2022 - May 31, 2023

WTTG/WDCa regularly participates in national and local 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. During this reporting period of June 1, 2022 through May 31, 2023, WTTG/WDCa participated in the following national and local job fairs:

- Emma Bowen Foundation Minority Interests in Media Virtual Conference & Career Fair – Emma Bowen Minority Interests in Media held a Career Fair on June 16, 2022. Represented by: Iris Sierra, FTS Regional HR Director (TVHO, WTVT), FTS HR Directors Roselyn Barranda (WYNW/WWOR-TV), Iraida Morillo (WOFL/WRBW/WOGX), Adrienne Pritchett (WTFX-TV), Nicole Robles (KDFW/KDFI), Heather Hanson (KSAZ-TV/KUTP), and Alexa Maldonado (FSS). Recruitment for all FTS O&O's.
- Asian American Journalists Association (AAJA) Convention & Career Fair – Held on July 27, 2022 – July 30, 2022 in Los Angeles, CA. Represented by: FTS HR Directors Denise Rosas (KTTV/KCOP-TV) and Heather Hanson (KSAZ/KUTP), VP News Director Doug Bannard (KSAZ), and Managing Editor George Kiriama (KTVU). Recruitment for all FTS O&O's.
- Association of Black Journalists (NABJ) & National Association of Hispanic Journalists (NAHJ) Convention & Career Fair held on August 3, 2022 – August 5, 2022 in Las Vegas, NV. Represented by: FTS Regional HR Directors Iris Sierra (TVHO, WTVT) and Regina Davis (WAGA), FTS HR Directors Roselyn Barranda (WNYW/WWOR-TV) and Alexa Maldonado (FSS), and VP News Directors Jim Driscoll (WTFX-TV) and Melissa Medalie (WOFL). Recruitment for all FTS O&O's.
- Cathy Hughes School of Communications Fall 2022 Virtual Jobs and Internships Fair: Howard University Cathy Hughes School of Communications – Held on October 14, 2022. Represented by: FTS HR Directors Murphy Baker (WTTG/WDCa), Heather Hanson (KSAZ-TV/KUTP), Dalina Hayes (WJBK), Danielle Houston (KTVU/KICU-TV), and Iraida Morillo (WOFL/WRBW/WOGX), and FTS Regional HR Directors Regina Davis (WAGA-TV) and Iris Sierra (TVHO, WTVT). Recruitment for all FTS O&O's.

- COMM Careers in the Capital: Penn State University Donald P. Bellisario College of Communications – Held on November 9, 2022 in Washington, DC. Represented by: FTS HR Director Murphy Baker (WTTG/WDCA). Recruitment for all FTS O&O's.
- JobExpo.COMM 2023: Penn State University Donald P. Bellisario College of Communications – Held on February 24, 2023 in University Park, PA. Represented by: FTS HR Director Murphy Baker (WTTG/WDCA). Recruitment for all FTS O&O's.
- 2023 D.C. Journalism Job Fair: Georgetown University SCS Master of Journalism Program – Held on April 1, 2023 in Washington, DC. Represented by: FTS HR Director Murphy Baker (WTTG/WDCA), FTS Regional HR Director Tracey Rivers (KRIV/KTXH), and Executive Producer Jamie Hoskins (WTTG/WDCA). Recruitment for all FTS O&O's.

"Career Awareness" Station Tours: During this reporting period of June 1, 2022 through May 31, 2023, WTTG/WDCA conducted station tours for students, young professionals, and community partners to explain television broadcast operations and provide an in-person view of the studios. Tours included, but were not limited to:

- Trustar Bank (August 18, 2022)
- Boy Scouts of America Troop 671 working on Journalism badge (November 18, 2022)
- Students from Julius Middle School, Rockville, MD (January 20, 2023)
- University of Missouri NABJ (January 20, 2023)
- University of Maryland Scholars Journalism Program (January 23, 2023)
- High School Student (April 7, 2023)

Minority Training/Scholarship Program: 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 the 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. WTTG/WDCA matches all earned income and applies the same to the college tuition obligation for the student. The student works throughout their college years and has the opportunity to get a job at the station upon graduation, if available. WTTG/WDCA hosted two students during summer 2022, both rising college seniors - an Asian female attending Northwestern University and a Black or African American female attending Boston University.

Internship Program: The FOX 5 DC Internship Program is a for credit internship that enhances professional skill development for college students interested in a career in television. Students must receive college credit for participating in the internship program. Students will, in a hands-on environment and/or through independent research, have an opportunity to refine proficiency and gain in depth knowledge in various television media or production areas. Objectives of the internship program:

- Provide students majoring in journalism, communications, media, and related disciplines the opportunity to receive on-site exposure to and training from experienced television broadcast professionals who are in job positions to which students aspire.
- Provide students majoring in journalism, communications, and media and related disciplines the opportunity to garner practical application experiences and exposure to a work environment in their desired careers.
- Identify students for the station's job applicant pool for employment opportunities.

A total of eleven unique students completed the FOX 5 DC Internship Program this reporting period, summer 2022 and fall 2022. Nine students focused their time in the news department and two in engineering, creative services, and digital news. Colleges and universities represented: American University, Georgetown University (2), James Madison University, Oregon State University, Towson University, George Washington University, Marymount University, University of Maryland (2), and University of Maryland Baltimore County.

"Career Awareness" Student Outreach Program: During this reporting period of June 1, 2022 through May 31, 2023, WTTG/WDCA hosted an evening with Boy Scouts of America Troop 671 from Nokesville, VA to assist the scouts with their Journalism badge and showcase the various career opportunities in the broadcast industry (November 18, 2022). One of the Station's Photographers attended Village Montessori School's Career Day explaining to per-school students the basics of photography and journalism (November 18, 2022). An Executive Producer at the Station spoke to students in the advanced producing class at Syracuse University (January 19, 2023).

Employee Enrichment/Training Management: WTTG/WDCAs conducts employee training throughout the reporting cycle to increase current skills, enable the staff to be more effective in their positions, and enable employees to acquire skills and experience for advancement opportunities. This training included, but is not limited to: Active Shooter Response, Fire Warden, CPR/AED, FOX Preventing Discrimination, Harassment, Retaliation & Standards of Business Conduct, FOX Employee Safety Orientation, Phishing and Cyber Security, Email Data Retention, Salesforce Fundamentals, various sales and digital sales training sessions, Drone (Visual Observer, Flight, Lighting, Steadi-Cam).

Fox has two extensive training platforms available to all employees, Harvard ManageMentor and LinkedIn Learning. Training courses offered cover a wide variety of topics – from technical tutorials to management and interpersonal modules. Employees can access all training modules and can be formally assigned by a manager.

The Company offers a generous tuition reimbursement plan. We have had employees take courses for accredited and degreed programs this year (Masters and Bachelors).

MentorMatch Program: FOX employees are given the opportunity to participate in the FOX MentorMatch Program. The goal of the program is to allow both Mentors and Mentees the opportunity to engage with different individuals and learn about the various facets of our brand, while building new meaningful, professional relationships. The mentor/mentee meet on a monthly basis with formalized checkpoints.

Community Involvement and Staff Appearances: WTTG/WDCAs regularly participates in public speaking events, community panels, award ceremonies, galas, and other outreach efforts. During the reporting period of June 1, 2022 through May 31, 2023 WTTG/WDCAs the Station's community involvement includes:

- Horizon Walk for kids with cancer
- Partnering with PG Stadium for a Monarch Night with Bowie Baysox

Staff appearances include:

- Speaker – Duke Ellington School of the Arts Awards/Graduation Ceremony (Wisdom Martin)
- Speaker – Ivy and Pearls of Southern Maryland Community Charities, Inc. Debutante Scholarship Awards Ceremony (Marissa Mitchell)
- Speaker – Prince William County Department of Social Services Staff Meeting (Tisha Lewis)
- Speaker - HBCU Luncheon at U.S. Nuclear Regulatory Commission hosted by African American Advisory Committee (Wisdom Martin)
- Leukemia & Lymphoma, Man Woman Kickoff, fundraiser for cancer research, emcee (Shirin Rajae and Guy Lambert)
- Viers Mill Elementary School Career Day (Sierra Fox)
- Leukemia Ball, emcee (Angie Goff and Guy Lambert)

Community Board Participation: WTTG/WDCAs staff regularly participates, with other community leaders, as part of the following community and non-profit boards:

- Central Pennsylvania Operation Warm Hearts
- Montgomery County Dive League
- St. John's Episcopal School, Board of Trustees
- Fox Inclusion ERG: BLK+
- Petconnect Rescue
- Leukemia & Lymphoma Society
- Lucy V. Barnsley PTA

Fox5DC.com serves the community by providing Washingtonians with the latest news, weather, and traffic information including breaking news, severe weather alerts, and traffic jams. Through this vital and active tool, news and information are widely disseminated. Station information available on the website includes internship program, employment opportunities listing, and the Annual EEO Public File Report. The website also has direct links to many national sites. Fox5dc.com attracts more than 5.25 million page views and over 1.8 million unique visitors per month.

On-Air Notice: Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request **WTTG/Fox 5 & WDCAs/Fox 5 Plus** to provide them with information about full-time openings at the station. These 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 Television Stations – HR, 7272 Wisconsin Ave, Bethesda, MD 20814**. We appreciate your organization’s help in publicizing our job openings! **WTTG/Fox 5 & WDCA/Fox 5 Plus** is an Equal Opportunity Employer.