

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

Coverage Period: June 1, 2018 – May 31, 2019

Station's Comprising Station Employment Unit: WTTG/Fox 5 & WDCA/Fox 5 Plus – Washington, DC

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hire
* Writer/Producer	06/04/2018	Internal
Senior Producer/Producer	06/04/2018	www.Fox5DC.com
Anchor/Reporter	06/18/2018	www.TVJobs.com
* Writer/Producer	06/25/2018	www.Indeed.com
Operations Engineering Manager	08/06/2018	www.Fox5DC.com
++ Producer	08/16/2018	Employee Referral
Executive Assistant	08/20/2018	www.Indeed.com
Technician/Technical Director	08/27/2018	Internal
++ Producer	08/28/2018	Internal
* Writer/Producer	08/28/2018	www.Fox5DC.com
Assignment Desk Editor	09/03/2018	Internal
^^ Photographer	09/03/2018	www.Fox5DC.com
Reporter	09/10/2018	No Whining Talent Agency
ELC Director	09/24/2018	Emma Bowen Foundation
Senior Digital Producer	10/01/2018	Employee Referral
^^ Photographer	10/01/2018	Broadcast & Cable
* Writer/Producer	10/05/2018	www.Fox5DC.com
Sales Coordinator	10/08/2018	www.FoxCareers.com
Executive Producer	10/22/2018	Internal
Senior Assignment Editor	10/22/2018	www.Fox5DC.com
Maintenance Technician	10/22/2018	www.Indeed.com
Traffic Coordinator Logs	11/05/2018	www.Linkedin.com
Account Executive	11/12/2018	Employee Referral
^^ Photographer	11/12/2018	Employee Referral
Planning Editor	01/07/2019	Employee Referral
Anchor/Reporter	01/14/2019	Industry Referral
Senior Planning Editor	04/14/2019	Employee Referral
Digital Content Creator	02/04/2019	www.Indeed.com
Technician/Technical Director	02/11/2019	www.TVJobs.com
Financial Analyst	02/13/2019	Internal
## Producer	03/04/2019	Internal
** Writer/Producer	03/04/2019	Internal
Political Reporter	03/18/2019	United Talent Agency (NS Beinstock)
** Writer/Producer	04/08/2019	www.Linkedin.com
Human Resources Director	04/22/2019	www.Indeed.com
## Producer	05/06/2019	www.Lindedln.com
## Producer	05/06/2019	www.Fox5DC.com
* Shared the same interview pool		
++ Shared the same interview pool		

^^ Shared the same interview pool		
## Shared the same interview pool		
** Shared the same interview pool		

Total Number of Persons Interviewed During Applicable Period: 130

Job Postings – When a position becomes available, it is the general practice of the Station to email the job opportunity notice to all station personnel to inform employees of current openings so they may apply for consideration for those positions. The notices list the titles and requirements for the positions. WTTG/WDCAs 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. Also, station openings are automatically sent to www.21CF.com/careers and FoxCareers.com when the position is posted to the Fox5DC website. Job postings were sent to other Fox properties (Fox News, Fox Sports, NatGeo, Fox Stations Sales).¹

All Fox O & O Stations:

WNWY/WWOR 205 E 67 th St New York, NY 10065	WAGA 1551 Briarcliff Rd, NE Atlanta, GA 30306	KMSP/WFTC 11358 Viking Dr Eden Prairie, MN 55344
KTTV/KCOP 1999 S Bundy Dr Los Angeles, CA 90025	WTTG/WDCAs 5151 Wisconsin Ave, NW Washington, DC 20016	WOFL/WRBW 35 Skyline Lake Mary, FL 32746
WFLD/WPWR 205 N Michigan Ave Chicago, IL 60601	KRIV/KTXH 4261 Southwest Freeway Houston, TX 77027	WTFX-TV 330 Market St Philadelphia, PA 19106
WJBK 16550 W Nine Mile Rd Southfield, MI 48075	KDFW/KDFI 400 N Griffin St Dallas, TX 75202	KTVU/KICU 2 Jack London Square Oakland, CA 94607
KSAZ/KUTP 511 W Adams St Phoenix, AZ 85003	KTBC 119 E 10 th St Austin, TX 78701	WTVT 3213 W Kennedy Blvd Tampa, FL 33609
WOGX 1551 SW 37 th St Ocala, FL 34474	WJZY/WMYT 3501 Performance Rd Charlotte, NC 28214	

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
Fox5DC.com www.fox5dc.com 5151 Wisconsin Avenue, NW Washington, DC 20016 E. Stone/ T. Rearden (202) 895-3232	24	All Positions

¹ On March 20, 2019, Fox Corporation began trading as a new entity after divesting several of its entertainment assets to The Walt Disney Company, including National Geographic (NatGeo).

Bowie State University Career, Co-op & International Services 14000 Jericho Park Road Bowie, MD 20715		Account Executive
Chicanos Por La Causa 1112 E. Buckeye Rd. Phoenix, AZ 85034 Evelyn.arredondo@cplc.org		Writer/Producer (4), Engineering Operations Manager
Collective Talent 1721 Richardson Place Tampa, FL 33606 Billie@michaelsmedia.com		Senior Planning Editor, Financial Analyst
DCNetworks.org 4058 Minnesota Avenue, NE., Suite 3001 Washington, DC 20019		Writer/Producer (4), Engineering Operations Manager, Assignment Editor, Political Reporter
* Emma Bowen Foundation for Minority Interest in Media 524 W. 57 th Street New York, NY 10019 Sandra.rice@nbcuni.com	1	Writer/Producer (4), Senior Producer/Producer, Anchor/Reporter, Engineering Operations Manager, Executive Assistant, Technician/TD, Assignment Editor, Photographers (3), ELC Director, Senior Digital Producer, Senior Planning Editor, Producers (2), Sales Coordinator, Executive Producer, Senior Assignment Editor, Maintenance Engineer, Traffic Coordinator Logs, Account Executive, Planning Editor, Anchor/Reporter, Technician/TD, Financial Analyst, News Producers (3), Writer/Producers (2), Political Reporter, Digital Content Creator
*Howard University 2400 Sixth Street, NW Washington, DC 20059 (202) 806-6100 Cdudley@howard.edu		Writer/Producer (4), Senior Producer/Producer, Anchor/Reporter, Engineering Operations Manager, Producers (2), Executive Assistant, Technician/TD, Assignment Editor, Photographers (3), ELC Director, Senior Digital Producer, Sales Coordinator, Executive Producer, Senior Assignment Editor, Maintenance Engineer, Traffic Coordinator Logs, Account Executive, Planning Editor, Anchor/Reporter, Political Reporter, Reporter
LULAC League of United Latin American Citizens 1133 19 th Street NW #1000 Washington, DC 20036 (202) 833-6130 www.lulac.org		Writer/Producer (4), Engineering Operations Manager
Marketing Ideanet.com (G. Newell) Marketing IdeaNet 5577 Marita Lane Columbus, OH 43235 slizik@602communications.com		Writer/Producer (4), Engineering Operations Manager, Senior Planning Editor, Digital Content Creator, Technician/TD, Financial Analyst, News Producers (3), Writer/Producers (2)
Medialine.com P.O. Box 51909 Pacific Grove, CA 93950 M. Shilstone (800) 237-8073 medialine@medialine.com		Senior Assignment Editor, Senior Planning Editor, Digital Content Creator, Technician/TD, Financial Analyst, News Producers (3), Writer/Producers (2)
National Geographic TV 1145 17 th St. NW Washington DC 20036 jangulo@natgeotv.com		Writer/Producer (4), Senior Producer/Producer, Anchor/Reporter, Engineering Operations Manager, Producers (2), Executive Assistant, Technician/TD, Assignment Editor, Photographers (3), Reporter, ELC Director, Senior Digital Producer, Account Executive, Planning Editor, Anchor/Reporter, Political Reporter

<p>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</p>		<p>Senior Planning Editor, Digital Content Creator, Technician/TD, Financial Analyst, News Producers (3), Writer/Producers (2)</p>
<p>National Association of Broadcasters 1771 N Street, NW Washington, DC 20036 (202) 429-5300 nab@nab.org www.nab.org</p>		<p>Senior Planning Editor, Digital Content Creator, Technician/TD, Financial Analyst, News Producers (3), Writer/Producers (2)</p>
<p>National Hispanic Media Coalition 55 S. Grand Avenue Pasadena, CA 91105 A. Nogales (626) 792-6462 info@nhmc.org www.nhmc.org</p>		<p>Writer/Producer (4), Engineering Operations Manager</p>
<p>Spots 'n' Dots -SND Publishing, LLC 600 West Peachtree Street, NW #350 Atlanta, GA 30308 www.spotsndots.com</p>		<p>Account Executive</p>
<p>Towson University 8000 York Road Towson, MD 21252 (410) 704-2000 www.towson.edu</p>		<p>Account Executive</p>
<p>TV Jobs/Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 M. Halloway (800) 374-0119 www.tvjobs.com</p>	<p>8</p>	<p>Writer/Producer (4), Senior Producer/Producer, Anchor/Reporter, Engineering Operations Manager, Executive Assistant, ELC Director, Sales Coordinator, Executive Producer, Senior Assignment Editor, Anchor/Reporter, Senior Planning Editor, Digital Content Creator, Technician/TD (2), Financial Analyst, News Producers (3), Writer/Producers (2), Photographers (3), Reporter</p>
<p>TV News Check 24 West Lancaster Ave., Suite 205 Ardmore, PA 19003 phersh@newscheckmedia.com</p>	<p>1</p>	<p>Senior Digital Producer, Planning Editor, Anchor/Reporter, Political Reporter</p>
<p>University of Maryland – Baltimore County 1000 Hilltop Circle Baltimore, MD 21250 (410) 455-1000 cscjobs@umbc.edu www.umbc.edu</p>		<p>Account Executive</p>
<p>VetCentral (US Jobs) Direct Employers Association, Inc. 9002 N. Purdue Road, Suite 100 Indianapolis, IN 46268 866-268-6206 www.info@us.jobs</p>		<p>Digital Content Creator, Technician/TD, News Producers (3)</p>
<p>Women in Communications and Films Women in Film 8857 W. Olympic Blvd., #201 Beverly Hills, CA 90211</p>		<p>Senior Planning Editor, Digital Content Creator, Technician/TD, Financial Analyst, News Producers (3), Writer/Producers (2)</p>

mliinker-estes@wif.org		
Fox News Channel brigitte.boyle@FOXNEWS.COM liza.cohen@foxnews.com		Writer/Producer (4), Senior Producer/Producer, Anchor/Reporter, Engineering Operations Manager, Producers (2), Executive Assistant, Technician/TD, Assignment Editor, Photographers (3), Reporter, ELC Director, Senior Digital Producer, Account Executive, Anchor/Reporter, Political Reporter
Fox Sports - Shandy Arellano shandy.spinks-arellano@foxsports.net		Writer/Producer (4), Senior Producer/Producer, Anchor/Reporter, Engineering Operations Manager, Producers (2), Executive Assistant, Technician/TD, Assignment Editor, Photographers (3), Reporter, ELC Director, Senior Digital Producer, Account Executive, Anchor/Reporter, Political Reporter
Fox Station Sales New York, NY R. Barranda/D. Kasuba (212) 452-4873		All Positions
21CF.com/FoxCareers	10	All Positions
Employee Referral	19	Producer (2), Technician/TD (1), Photographer (2), ELC Director (2), Sr. Digital Producer (1), Executive Producer (3), Account Executive (2), Planning Editor (1), Sr. Planning Editor (1), Financial Analyst (2), Digital Content Creator (2).
Industry Referral	3	Photographer (1), Anchor/Reporter (1), Producer (1).
Internal Employee	16	Sr. Producer (3), Operations Manager (1), Producer (2), Technician/TD (5), Assignment Desk Editor (1), Executive Producer (1), Planning Editor (1), Sr. Planning Editor (1), Writer/Producer (1).

* Denotes recruitment sources that requested job notification announcements.

Additional interviewees from jobs aggregators/unsolicited sources: Website Unknown (1), WTXF Fox TV Philadelphia (1), Broadcast & Cable (2), LinkedIn (5), Indeed.com (32), Job Fox (2), NABJ Conference (1), Department of Veteran Affairs (2), Untied Talent Agency (NS Bienstock) (1), and No Whining Talent Group (1).

Section 3: Supplemental Outreach Activities – June 1, 2018 - May 31, 2019

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, 2018, through May 31, 2019, WTTG/WDCA participated in the following national and local job fairs: 06/26/18 The Emma Bowen Foundation Career Fair attended by FTS and WNYW HR Directors; 07/18/18 – 07/20/18 National Association of Hispanic Journalists (NAHJ) Conference and Career Fair Miami, FL attended by Regional HR Director WTVT, HR Director WNYW and two other FTS Managers; 08/01/18 - 08/03/18 The National Association of Black Journalists (NABJ) Career Fair New Detroit, MI attended by HR Directors from WJBK and WTVT, and one other FTS Manager; 08/08/18 - 08/11/18 The Asian American Journalist Association (AAJA) Career Fair Houston, TX attended by HR Directors KMSP/WFTC and WJZY and another FTS manager; 09/27/18 – 09/28/18 Excellence in Journalism Conference Baltimore, MD attended by HR Directors from WNYW and KDFW and one other FTS manager; 2/28/19 Howard University Career Fair Washington DC attended by the HR Director WNYW and another FTS Manager.

"Career Awareness;" Station Tours: Throughout the reporting period, WTTG/WDCA conducts station tours for various groups to explain television broadcast operations.

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 her college years and has the opportunity to get a job at the station upon graduation, if available. The current student is an African-American female in her senior year at Hampton University.

Howard University, Communications – Portfolio Review Program; WTTG/WDCA participated in the Howard University Communications Class portfolio review program. An Executive Producer provided assessments of the work product portfolios and resumes of Howard University Communications students.

"Career Awareness;" Student Outreach Program: Throughout the reporting period, WTTG/WDCA, conducted student outreach programs to various elementary/middle and high schools; colleges/universities and educational organizations to promote broadcast objectives and broadcasting career opportunities. WTTG/WDCA, Director of News Projects & Partnership, served as a panel member at the Howard University 2018 Career Fair. She presented information about the communications industry and career opportunities at Fox Television.

Employee Enrichment/Training: WTTG/WDCA conducts employee training throughout the reporting cycle to increase current skills and enable the staff to be more effective in their positions. This training included: Photographers: completed safety training and Steadicam: Finance personnel trained in DAS and WideOrbit. Station employees participated in workplace Imminent Threat Training.

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

- LLS Light the Night Campaigns
- Leukemia & Lymphoma Society
- DC Chamber of Commerce
- The Giving Foundation for Women and Children, Inc.
- Make a Wish Foundation

Internship Program: WTTG/WDCA has an internship program provides opportunities for individuals enrolled in accredited colleges and universities to receive academic credit for work at WTTG/WDCA. The program is structured to give students the opportunity to receive instructions and training from broadcasting professionals in an authentic work situation. The interns have the opportunity to participate in the daily operations of various departments and develop skills that will be useful in their job search following graduation. The students work approximately 16-24 hours per week and receive college credit upon successful completion of their internship. Internships are available in News. During the reporting period, the Stations' Assistant News Director, managed 12 interns.

MyFoxDC.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. Also, 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 & WDCA/My20dc** 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 Studios – HR, 5151 Wisconsin Ave. NW, Washington DC 20016, or Fax to 202-895-3286.** We appreciate your organization's help in publicizing our job openings! **WTTG/Fox 5 & WDCA/My20dc** is an Equal Opportunity Employer.