



FOX 13/WTVT

Annual EEO Public File Report

Reporting Period:

October 1, 2022 – September 30, 2023

Annual EEO Public File Report

WTVT IS AN EQUAL OPPORTUNITY EMPLOYER

Coverage Period: October 1, 2022 to September 30, 2023

Station's Comprising Station Employment Unit: Fox13 - WTVT - Tampa, FL

Section 1: Vacancy Information			
	Full-time Positions Filled by Job Title	Date of Hire	Recruitment Sources of Hire
1	Finance Director	10/03/22	Linked-in**
2	Multi-Media Journalist	10/10/22	Employee Referral
3	Executive Producer	10/17/22	Internal Promotion
4	Producer	10/31/22	Employee Referral
5	Producer	11/07/22	Linked-in**
6	Wknd Anchor/Reporter	12/05/22	Internal Promotion
7	Account Executive	01/09/23	Broadcasting & Cable**
8	Photographer	01/23/23	Fox Career Site
9	Digital Content Creator	01/30/23	Broadcasting & Cable**
10	Weekend Anchor/Reporter	02/03/23	Internal Promotion
11	Reporter	03/06/23	Fox Career Site
12	Promotions Producer/Editor	03/20/23	Fox Career Site
13	Reporter	04/10/23	Agent
14	Producer	04/17/23	Internal Promotion
15	Digital Content Creator	05/15/23	Emma Bowen Foundation
16	Production Tech	06/12/23	Indeed **
17	Research Manager	06/19/23	Linked-in**
18	News Producer	06/19/23	Linked-In**
19	Sales Coordinator	07/05/23	Linked-In**
20	Associate Producer	07/10/23	Former Intern
21	Traffic Reporter	07/10/23	Agent
22	Account Executive	08/01/23	Fox Career Site
23	ShowRunner/Producer	08/14/23	Linked-in**
24	News Producer	08/21/23	Indeed**
25	Associate Producer/Booker	08/21/23	Indeed**
26	Multi-Media Journalist	08/28/23	University of Tampa
27	Digital Content Creator	08/28/23	Linked-in**
28	Meteorologist	09/18/23	WTVT Website
29	Multimedia Journalist	09/18/23	WTVT Website

Total Number of Persons Interviewed During Applicable Period: **75**

****Aggregate site**

Fox13news.com serves the community by providing the Tampa Bay area with the latest news, weather, and traffic information including breaking news, severe weather alerts and traffic reports. Through this vital and active tool, news and information is widely disseminated. Station information available on the website includes: internship program, employment opportunities listing, and the EEO Public File.

Fox13news.com has direct links to many national sites delivering over 8 million page views and nearly 3 million unique users per month.

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
Station Website www.fox13news.com 3213 W Kennedy Blvd Tampa, FL 33609 I. Sierra (813) 870-7132	8	ALL POSITIONS
Fox News Channel New York, NY (212) 301-5043 Chelsea Corkling www.foxnews.com	0	ALL POSITIONS
FOX Careers Website www.foxcareers.com	61	ALL POSITIONS
MINORITY & WOMEN'S ORGANIZATIONS		
National Association of Black Journalists 490 – 1 st Avenue South St. Petersburg, FL 33701 (727) 893-8521 digdog@aol.com	3	ALL POSITIONS
National Association of Black Journalists One Herald Place Miami, FL 33132 Terence Shepherd (954)764-7026 Tshep2@gmail.com	0	ALL POSITIONS
National Hispanic Media Coalition A. Nogales 55 S. Grand Avenue Pasadena, CA 91105 (626)792-6462 info@nhmc.org	0	ALL POSITIONS

Federation of Hispanic organization P.O. BOX 2915 Baltimore, MD 21224 info@hispanicfederation.org	0	ALL POSITIONS
Women in Film & Video 3628 12 th Street, NE Washington, DC 20017 M. Houghton (202)452-9550 info@womeninfilml.org info@wif.org	0	ALL POSITIONS
Emma Bowen Minority Interest in Media Sandra Rice 212-664-3486 Michael.barham@nbcuni.com	2	ALL POSITIONS
TV Jobs/Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 Mark Halloway jobs@tvjobs.com	0	ALL POSITIONS
Medialine M. Shilstone P.O. Box 51909 Pacific Grove, CA 93950 (800) 237-8073 Medialine@medialine.com	0	ALL POSITIONS
Full Sail Center for the Recording Arts 3300 University Blvd Winter Park, FL 32792 407-551-2037x5615 Karen Trudeau ktrudeau@fullsail.com	0	ALL POSITIONS
Connecticut School of Broadcasting Coconut Palm Drive, Suite 105 Tampa, FL 33619 813-443-5307 Skimg@gocsb.com tgrout@gocsb.com	0	ALL POSITIONS

Central Florida Employment Council Paulette Weir 450 Seminole Blvd Casselberry, FL 32707 (407)834-4223 cfec@cfec.org	0	ALL POSITIONS
COLLEGES & UNIVERSITIES		
Florida A & M University Career Services 108 Tucker Hall Tallahassee, FL 32307 (850)599-3493 Yanela Gordan vjordan2005@yhoo.com Francine.huff@famu.edu	0	ALL POSITIONS
University of South FL – St. Petersburg Career Center 727-873-4114 careercenter@usfsp.edu ampeters@usfsp.edu fwpearce@usf.edu wayne.garcia@usfsp.edu	0	ALL POSITIONS
ADVERTISEMENTS		
Spots-n-Dots		7, 17
Media Recruiter Art Scott 303-400-5150 / 303-881-5600 art@mediarecruiter.com		17

In addition to the above recruitment source information, employment opportunities are sent to the Human Resources contact for each owned and operated Fox Television Stations nationwide in an effort to increase the opportunity for company internal promotions and expand the recruiting area.

WNYW / WWOR-TV 205 E. 67 th Street New York, NY 10065 R. Barranda	0	All positions
KTTV / KCOP-TV 1999 S. Bundy Drive Los Angeles, CA 90025 D. Rosas	0	All positions
WFLD / WPWR-TV 205 N. Michigan Avenue Chicago, IL 60601 S. Dixon	0	All positions
WTXF-TV 330 Market Street Philadelphia, PA 19106 'A. Pritchett	0	All positions
KDFW / KDFI 400 N. Griffin Street Dallas, TX 75202 N. Robles	0	All positions
WAGA-TV 1551 Briarcliff Road, NE Atlanta, GA 30306 R. Davis	0	All positions
KRIV / KTXH 4261 Southwest Freeway Houston, TX 77027 T. Rivers/K. Bouldin	0	All positions
WJBK 16550 W. Nine Mile Road Southfield, MI 48075 D. Hayes	0	All positions
KSAZ-TV / KUTP 511 W. Adams Street Phoenix, AZ 85003 H. Hanson	0	All positions
WTTG / WDCA 7272 Wisconsin Ave Bethesda, MD 20814 M. Baker	0	All positions

KMSP-TV / WFTC 11358 Viking Drive Eden Prairie, MN 55344 K. O'Hara	1	All positions
WOFL /WRBW /WOGX 35 Skyline Drive Lake Mary, FL 32746 I. Morillo	0	All positions
KTBC 119 E 10 th Street Austin, TX 78701 L. Cordes	0	All positions
KTVU / KICU 2 Jack London Square Oakland, CA 94607 D. Houston	0	All positions
WITI 9001 N. Green Bay Road Milwaukee, WI 53209 J. Bednarek	0	All positions
KCPQ / KZJO 1813 Westlake Ave. N. Seattle, WA 98109 D. Houston	0	All positions
Fox Stations Sales 205 East 67 th Street New York, NY 10065 A. Maldonado	0	All Positions

In addition, the station conducted 139 interviews: 11 through employee referrals, 13 internal employee interviews, 26 interviews through agents, 19 from Indeed.com, 61 from Linked-In.com, 1 Professional Association, 2 Broadcasting & Cable, 1 Glassdoor, 5 Social Media

Provide detailed description of each Supplemental Outreach Activity

Section 3: Supplemental Outreach Activities

1. (i) Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

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. A list of current job openings and station contact information is available upon request. For this reporting period, WTVT participated in the following career job fairs on behalf of the FTS group:

- Howard University Job Fair & Internship Fair Program was held on October 14, 2022. Attended and represented the FTS O&O group were Murphy Baker, Human Resources Director-WTTGWDCA-Washington, DC, Iris Sierra, FTS Regional Human Resources, Heather Hanson, Human Resources Director - KSAZ-KUPQ-Phoenix, Iraida Morillo, Human Resources Director WOFL/WRBW/WOGX-Orlando, Dalina Hayes, Human Resources Director-WKBJ-Detroit, Danielle Houston, KTVU-KICU-Oakland, CA, Regina Davis, Regional Human Resources Director-WAGA-Atlanta.
- Temple University Career Job Fair was held on October 21, 2022. Attended and represented the FTS O&O group were Adrienne Pritchett, Human Resources Director-WTXF-Philadelphia, Murphy Baker, Human Resources Director-WTTGWDCA-Washington, DC, Iris Sierra, FTS Regional Human Resources, Iraida Morillo, Human Resources Director-WOFL/WRBW/WOGX-Orlando, Tracey Rivers, Regional Human Resources Director-KRIV-KTXH-Houston.
- Penn State University Nittany Lions Careers – Capital Career Fair was held on November 9, 2022. Attended and represented the FTS O&O group was Murphy Baker, Human Resources Director – WTTG-WDCa-Washington DC.
- Full Sail University held a Virtual Career Fair was held on February 9, 2023. Attended and represented the FTS O&O group were Iris Sierra, FTS Regional HR Director, Iraida Morillo, Human Resources Director-WOFL/WRBW/WOGX-Orlando, Nicole Robles, Human Resources Director-KDFW-KDFI-Dallas, Tracey Rivers, Regional Human Resources Director-KRIV-KTXH-Houston, and Adrienne Pritchett, Human Resources Director-WTXF-Philly.
- Emma Bowen Foundation Career Fair on June 21, 2023 – Attended by Roselyn Barranda, Human Resources-WNYW-WWOR, Iris Sierra, FTS Regional HR Director, Danielle Houston, Human Resources Director-KTVU-KICU, Nicole Robles, Human Resources Director-KDFW-KDFI-Dallas, Adrienne Pritchett, Human Resources Director-WTXF-Philly, Iraida Morillo, Human Resources Director WOFL/WRBW/WOGX-Orlando, Shartrise Dixon, Human Resources Director-WFLD-WPWR, Heather Hanson, Human Resources Director-KSAZ-KUPQ-Phoenix, and Hailey McCracken, Human Resources-KCPQ-KZIO-Seattle.

- NAHJ – National Hispanic Journalism held a Career Fair on July 12-July 14, 2023, in Washington DC. Attended and represented the FTS O&O group were Iraida Morillo, Human Resources Director-WOFL/WRBW/WOGX-Orlando, Kate O'Hara, Human Resources Director-KMSP-WFTC-Minneapolis, Melissa Medalie VP News Director-WOFL/WRBW/WOGX-Orlando, Susan Schiller, VP News Director-KRIV-KTXH - Houston.
- AAJA – Association of Asian Journalist held in a Career Fair on July 19 – July 21, 2023, in Washington DC. Attended and represented the FTS O&O group were Murphy Baker, Human Resources Director-WTTG-WDCA, Alexa Maldonado, Human Resources Director-Fox Stations Sales, Paul McGonagle, VP News Director- WTTG-WDCA-Washington DC, and Panhia Yang, Executive Producer, WAGA-Atlanta.
- NABJ – The National Association of Black Journalist held a Career Fair, on August 2- August 4, 2023, in Alabama. Attended and represented the FTS O&O group were Regina Davis, Regional Human Resources Director-WAGA-Atlanta, Nicole Robles, Human Resources Director-KDFW-KDFI-Dallas, Brandice Bailey, VP News Director-WITI-Milwaukee, and Amy Ranel, Asst. News Director-WAGA-Atlanta.
- Full Sail University held a Virtual Career Fair on August 30, 2023. Attended and represented the FTS O&O group were Iraida Morillo, Human Resources Director-WOFL/WRBW/WOGX-Orlando, Shartrise Dixon, Human Resources Director-WFLD-WPWR-Chicago, and Roselyn Barranda, Human Resources-WNYW-WWOR.

2. (iv) Participation in at least four events sponsored by organizations representing groups in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.

WTVT is dedicated to community involvement and promoting higher education and diversity. Ongoing outreach efforts are supported by public speaking engagements by our staff which includes, but is not limited to schools, local college/universities, civic, non-profit organizations and community events.

- Jeff Maloney, SVP & General Manager – Board Member Florida Association of Broadcasters
- Jeff Maloney, SVP & General Manager – Co-Chair Ovarian Cancer Research-Tampa Cycle
- Penn State Bellisario of Communications Job Expo Internship/Career Fair was held on February 24, 2023. Attended and represented the FTS O&O group was Murphy Baker, Human Resources Director – WTTG-WDCA-Washington DC.
- AAJA- Inaugural SXSW Recruiting Event was held on March 11, 2023, in Austin, TX. Attended and represented the FTS O&O group was Tracey Rivers, Regional Human Resources Director-KRIV-KTXH-Houston.
- Internship and Career Fair, Pennsylvania, PA, was held on March 24, 2023. Attended and represented the FTS O&O group was Adrienne Pritchett, Human Resources Director-WTXF.

- Georgetown University-Journalism Job Fair was held on April 1, 2023. Attended and represented the FTS O&O group were Murphy Baker, Human Resources Director-WTTG-WDCA-Washington DC, Tracey Rivers, Regional HR Director-KRIV-KTXH-Houston, and Jamie Hoskins, Executive Producer-WTTG-WDCA-Washington DC.

News Employees speak and/or emcee numerous community sponsored events.

- February 22, 2023, McDonald Elementary School
 - Attended:
 - Tony Sadiku, Meteorologist/Reporter
- August 4, 2023, Hillsborough County Sheriff's Office-Rising Stars Leaders
 - Attended:
 - Russell Rhodes, Anchor

3. (v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Internship Program

WTVT/FOX13 continues to offer an academic credit internship program for college/university, junior, senior and graduate students. We also offer a travel stipend of \$15 a day. The students work approximately 21-24 hours per week and receive college credit upon successful completion of their internship. Students are evaluated at the end of the internship and the evaluations are submitted to their respective college or university. Generally, internships are available in the following departments: News (including Weather and Web News), Creative Services and Production.

Program Objectives:

- 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 experience and exposure to a work environment in their desired career.
- Identify students for the Station's job applicant pool for employment opportunities.
- The Station regularly distributes internship information to colleges, universities, and other education programs either through email or by posting directly on the websites/list services as requested by the organization.

Eligibility Requirements:

- College junior and senior, and graduate students
- Must be in good academic standing and eligible to receive academic credits

The internship program is managed by Iris Sierra, Regional Human Resources Director and Michael Getter, Managing Editor. In this reporting year, we had a total of six (6) academic credit only interns.

News: 6 Interns
Web: 1 Intern
Sports: 1 Intern
Weather: 1 Intern

We accepted students from the following colleges/universities: (1) Florida State University (4) University of South Florida, (1) Michigan State University, (1) University of Tampa, (1) University of Missouri, (1) Northwestern University, IL

4. (vii) Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.

Emma L. Bowen Foundations for Minority Interests in Media, Inc.

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 wages and matching scholarship funds to be used for college tuition and related expenses. Over a period of up to five (5) years, the students experience numerous aspects of Company operations 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.

Eligibility Requirements:

- Good academic standing and record
- Recommendation from principal, teachers and guidance counselors
- Interested in pursuing a career in media

WTVT is currently sponsoring one student.

5. (viii) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

WTVT encourages employees to apply for promotions for which they are qualified. In an effort to increase internal promotions, the station offers many internal cross-training opportunities. This enables the employees to acquire the necessary skills and experience needed to be considered for advancement opportunities. In this reporting period, the station has trained and promoted internally the following positions:

- News Producer to Executive Producer
- Reporter to Anchor/Reporter

- Traffic Reporter to Anchor/Reporter
- Account Executive to National Sales Manager

The Company offers an Educational Reimbursement benefit to all employees.

All employees are given access to on-line training from management training to basics. Linked-In Courses and Harvard Mentoring Program.

- On-going - The Station Conducts Quarterly virtual & in-person meeting updates for all departments
- October 3rd & October 4th, 2022, EAP Debriefing sessions for the staff after hurricane
- October 13th, 20th, 27th, 2022 - Active Shooter Preparedness Training
- November 7, 2022 – Ask Fidelity Q & A
Put the Power of NetBenefits to Work for You
- November 8th, 2022 – Ask Fidelity Q&A
- November 9, 2022 – Understanding Your Fox 401k Plan and All it Has to Offer
- December 1, 2022 – Preventing Burnout Understanding & Supporting Employee (Part 1)
- December 13, 2022, Preventing Burnout: Understanding & Supporting Employees (Part 2)

Engineering / IT/ Production/ Facilities:

- December 12, 2022 – AWS Elemental Training
 - Attendees:
 - Richard Bennett, VP Engineering & Operations
 - Trey Welch, Director of Engineering
 - Rafael Burgos, IT Manager
 - Stephanie Ottjepka, News Operations Manager
- January 10 – January 30th, 2023 – Allied Universal Procedures and Emergency Response for facility
 - Attendees:
 - Richard Bennett, VP Engineering
 - Dimas Feliciano, Facilities Engineer
 -
- January 31 – February 2, 2023 – Sony Camera Training
 - Attendees:
 - John Wright, Chief Photographer
 - Stephanie Ottjepka, News Operations Manager
 - Rafael Burgos, IT Manager
- February 6, 2023 – LiveU Training
 - Attendees:
 - Engineering dept

- February 6, 2023 – Super Bowl Backup systems
 - Attendees:
 - Engineering dept
- February 13th – 17th – Audio Training on Mix Minus
 - Attendees:
 - Steve Tokarz, Production Tech
 - Patrick Blum, Video Editor
 - Greg Tyler, Video Editor
 - Keith Drexler, Video Editor
 - John Folz, Video Editor
- February 17, 2023 – Spinner Systems Smart Load Maintenance Training
 - Attendees:
 - Engineering dept
- February 17, 2023 – Spinner Systems Load Training (RF Transmitter)
 - Attendees:
 - Richard Bennet, VP Engineering & Operations
 - Trey Welch, Director of Engineering
- March 9, 2023 – Password Hygiene Training Overview and Instructions – Infosec
 - Attendees:
 - Richard Bennett, VP Engineering & Operations
 - Trey Welch, Director of Engineering
- April 24, 2023 – Linked-In Prompt Engineering (On-going)
 - Attendees:
 - Richard Bennet, VP Engineering & Operations
 - Trey Welch, Director of Engineer
 - Stephanie Ottjepka, News Operations Manager
 - John Kollen, Production Manager
 - Courtney Musgrave, Production Supervisor
- May 18, 2023 – Hurricane and BCP review
 - Attendees:
 - Jeff Maloney, SVP/GM
 - John Hoffman, VP/News Director
 - Trey Welch, Director of Engineering
 - John Kollen, Production Manager
 - Stephanie Ottjepka, News Operations Manager
 - Dimas Feliciano, Facilities Engineer
 - Iris Sierra, Regional HR Director
 - House, Mike, VP Creative Services
 - Michael Getter, Managing Editor
 - Cheryl Briske, Special Projects Executive Producer
 - Shirley Putnam, Executive Finance Director
 - Charles Barber, Maintenance Engineer
 - Courtney Musgrave, Production Supervisor
 - Amanda Trejbrowski, Finance Director
 - John Wright, Chief Photographer
 - Marinilda Amador-Cruz, Staff Accountant
 - Abraham Yang, IT Support Technician

- Rafael Burgos, IT Manager
 - Paul Dellegatto, Chief Meteorologist
 - Jim Weber, Meteorologist
 - Kyle Gaca, VP FTS Graphics Hub
 - John Atteberry, Director Graphics Systems
 - Taylor Jennings, News Administrative Assistant
 - Kathy Rider, Administrative Asst to SVP/GM
- May 10th – 11th, 2023 – Fall Protection Training
 - Attendees:
 - Richard Bennett, VP Engineering & Operations
 - Trey Welch, Director of Engineering
 - Chuck Barber, Maintenance Engineer
 - Daniel Parker, Maintenance Engineer
 - Aaron Fergen, maintenance Engineer
 - Eric Cupps, Maintenance Engineer
 - Dimas Feliciano, Facilities Engineer
 - Sinan Saricaoglu, Broadcast Technician
 - Brad Davis, Maintenance Engineer
- July 7, 2023 – FCC DIRS Training
 - Attended:
 - Richard Bennett, VP Engineering & Operations
- August 9 – 11th, 2023 – ATT Portal Training
 - Attendees:
 - Richard Bennett, VP Engineering & Operations
 - Abraham Yang, IT Support Technician
- August 22-25th, 2023 – Production Systems Training
 - Attendees:
 - Eric Cupps, Maintenance Engineer
 - Dan Parker, Maintenance Engineer

Sales Department

- May 11, 2023 – Digital Training
 - Quick Digital 101
 - Selling WTVT-Pro Tips
 - Overview of our Digital Toolkit
 - Understanding Your Digital Campaign Summary Pages
 - FLX Quick Pitch and Forecasting tips
- Attendees:
 - Monique Adams, Digital Sales Manager
 - Ilia Perez, Digital Coordinator
 - FSS Sales Team
- July 25, 2023 – Comscore Training
 - Attended
 - Sales dept

Finance Department

- November 15, 2022 – Finance Slack Workshop
 - Attended:
 - Amanda Trejbrowski, Finance Director
- January 30, 2023 – FTS File Submission Training
 - Attendees:
 - Shirley Putnam, Executive Finance Director
 - Marinilda Amador, Staff Accountant
- April 3, 2023 – Payroll Review Checklist for Finance
 - Attendees:
 - Shirley Putnam, Executive Finance Director
 - Amanda Trejbrowski, Finance Director
- May 10, 2023 – BOFA Reports Training
 - Attended:
 - Amanda Trejbrowski, Finance Director
- June 7, 2023 – South Region-User Acceptance Testing
 - Attendees:
 - Shirley Putnam, Executive Finance Director
 - Amanda Trejbrowski, Finance Director
 - Marinilda Amador, Staff Accountant
 - Maria Lazaro, Credit Manager

Human Resources Department

- Workday bi-weekly Training Video Calls – Ongoing for all FTS HR Directors to review and implement HR work processes and system updates.
- Weekly HR Support Calls – Ongoing for all FTS HR Directors in supporting colleagues with implementing work processes and station updates.
- October 26, 2022 – Pay Transparency Workshop
- January 11, 2023 – Employment Law Development Seminar
- June 8, 20/23 – Elevating Your Role-Strategies for Attaining TV Station GM Position Workshop – held by the (CEO) Chief Executive Office
- July 25, 2023 - Overview on Employee Handbook Changes
- September 7, 2023 – California Pay Scale for Current Employee Inquiries

Sales Training Program

FOX Stations Sales, an in-house sales organization maintains a program to train new Account Executives with the overall goal of providing an internal pool of talent for future Account Executive positions within FOX Television Stations and FOX Stations Sales. This program consists of both coursework and hands-on training. Station participation is active during the program through various workshop sessions and training meetings. At the end of the program, individuals are assigned to Stations and sales offices throughout the United States. Mark Hong, FSS-VP of Training & Development & Alexa Maldonado, FSS-Human Resources Director oversee this program.