

Annual EEO Public File Report

WTVT IS AN EQUAL OPPORTUNITY EMPLOYER

Coverage Period: October 1, 2016 – September 30, 2017

Station's Comprising Station Employment Unit: WTVT/FOX13 – Tampa, FL

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hire
1 - Sales Coordinator	10/10/16	WTVT Website
2 - Special Project Photographer	12/06/16	Employee Referral
3 - GA Photographer	12/12/16	Employee Referral
4 - GA Photographer	12/19/16	WTVT Website
5 - Account Executive	01/03/17	Spots-N-Dots
6 - Account Executive	01/03/17	Employee Referral
7 - Assignment Editor	03/06/17	** Linked-In
8 - Credit Manager	04/17/17	** Indeed.com
9 - Producer	05/01/17	WTVT Website
10- Broadcast Engineer	05/22/17	WTVT Website
11- GA Photographer	05/22/17	** Indeed.com
12- Broadcast Technician	05/30/17	** Career Builders
13- Traffic Assistant	05/30/17	** Indeed.com
14- Account Executive	06/05/17	Spots-N-Dots
15- Associate Producer	07/01/17	Internal Promotion
16- Investigative/Enterprise Reporter	07/01/17	Internal Promotion
17- Anchor/Reporter	07/01/17	Internal Promotion
18- Web Producer	07/10/17	WTVT Website
19- Meteorologist	07/17/17	WTVT Website
20- Producer	08/02/17	WTVT Website – Former Freelancer
21- GA Reporter	09/11/17	Agent

Total Number of Persons Interviewed During Applicable Period: 151

**** Jobs Aggregator 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.

In addition, the website also has direct links to many national sites. Fox13news.com and FOX13 mobile App delivers approximately 15 million page views and over 2 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	52	All positions
Fox Stations Sales Dorian Kasuba 205 East 67th Street New York, NY 10065 (212) 332-9239 dorian.kasuba@foxtv.com	0	All Positions
Fox News Channel New York, NY (212) 301-5043 B. Boyle, L. Cohen, K. Gambcorta, C. Corkling www.foxnews.com	1	All Positions
<u>MINORITY & WOMEN ORGANIZATIONS</u>		
Metro Orlando Urban League E. Watkins-Saul 2804 Belco Drive Orlando, FL 32804	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 14, 15, 16, 17, 18, 20
National Association of Black Journalists 490 – 1st Avenue South St. Petersburg, FL 33701 (727) 893-8521 digdog@aol.com	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19, 20, 21
National Association of Black Journalists One Herald Place T. Shepard Miami, FL 33132 (954) 764-7026 Tshep2@gmail.com	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19, 20, 21
National Hispanic Media Coalition A. Nogales 55 S. Grand Avenue Pasadena, CA 91105 (626) 792-6462 info@nhmc.org	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19, 20, 21
Federation of Hispanic Organizations B. Pineyro P.O. Box 2915 Baltimore, MD 21224 (410) 931-1640 info@hispanicfederation.org	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19, 20, 21
Pinellas County Urban League 333 – 31st Street North	0	14

St. Petersburg, FL 33713 (727) 327-2081 cmyrick@pcul.org		
Southeast Asian Resource Action Center P. Sychitkophong 1628 16 th Street, NW, 3 rd Floor Washington, DC 20009 (202) 667-4690	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20
CA Chicano News Media Assoc J. Moran 3502 Watt Way ASC G38 Los Angeles, CA 90089-0281 (213)640-6263	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20
African-American Chamber of Commerce 315 East Robinson Street, Suite 100 Orlando, FL 32801	0	8, 12
Women in Film & Video 3628 12 th Street, NE Washington, DC 20017 M.Houghton (202)452-9550 info@womeninfilml.org	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19, 20, 21
Emma Bowen Minority Interest in Media Sandra Rice 212-664-3486 Sandra.rice@nbcuni.com	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19, 20, 21
INDUSTRY / TRADE		
TV Jobs/Broadcast Employment Services M. Halloway P.O. Box 4116 Oceanside, CA 92052 (800) 374-0119 jobs@tvjobs.com	6	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19, 20, 21
Medialine M. Shilstone P.O. Box 51909 Pacific Grove, CA 93950 (800) 237-8073 Medialine@medialine.com	1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19, 20, 21
Bay Area Media Network P.O. Box 20261 Tampa, FL 33622 contact@bayareamedianetwork.org	0	8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19
Career Source Pinellas P. Perkins 3420 8 th Avenue South St. Petersburg, FL 33711 727-608-2419 pperkins@worknetpinellas.org	0	8, 9, 11, 12, 14, 15, 16, 17, 18, 19
The National Academy of Television Arts 1697 Broadway Floor 10 New York, NY 10019-5944	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20

(212) 586-8424		
National Association of Broadcasters 1771 N Street, NW Washington, DC 20036 (202) 429-5300	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20
Connecticut School of Broadcasting Coconut Palm Drive, Suite 105 Tampa, FL 33619 813-443-5307 Sking@gocsb.com tgrout@gocsb.com	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19, 20, 21
Society for Broadcast Engineers (SBE) Info @sbe.org	1	10, 12
ITT Tech 4809 Memorial HWT Tampa, FL 33634		8, 12
Spots-n-Dots 600 West Peachtree Street, NW Suite #350 Atlanta, GA 30308 (888) 884-2630 www.spotsndots.com	6	5, 6, 14
Monster.com	0	8
Central Florida Employment Council P. Weir 450 Seminole Blvd Casselberry, FL 32707 (407)834-4223 cfec@cfec.org	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19, 20, 21
<u>COLLEGES & UNIVERSITIES</u>		
Bethune Cookman College Career Placement Center C. McKee 640 Mary McLeod Blvd (386) 481-2708 Daytona Beach, FL 32114	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20
Boston University School of Management Feld Career Center Annette McBride 595 Commonwealth Avenue Suite 123 Boston, MA 02215 (617)353-4293 amcbride@bu.com careers@bu.edu	0	1, 4, 5, 6, 8, 10, 12, 14, 20, 21
Daytona Beach Community College Career Services P.O. Box 2811 Daytona Beach, FL 32120-2811 (202) 885-1804	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20

Eckerd College Career Services 4200 – 54 th Avenue South St. Petersburg, FL 33711 (727) 867-1166	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20
Everest University M. Avellanet 3319 W. Hillsborough Ave. Tampa, FL 33614 (813)879-6000 mavella.net@cci.edu	0	1, 2, 3, 4, 5, 6, 7, 10, 14, 15, 16, 19, 20, 21
Florida A & M University Career Services 108 Tucker Hall Tallahassee, FL 32307 (850)599-3493 Yanela.Jordan@famu.edu Francine.huff@famu.edu	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19, 20, 21
Florida Southern University Career Services X. Coso 111 Lake Hollingsworth Drive Lakeland, FL 33801-5698 (863)680-4390	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20
Florida State University Career Services Center 100 S. Woodard Avenue Tallahassee, FL 32306 (850)644-5034	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20
University of Tampa 401 Kennedy BLVD Tampa, FL 33606 813-253-6236 Jruddock@ut.edu	0	8, 9, 10, 11, 12, 14, 15, 16, 19, 20, 21
Rollins College Career Services K. Nelson 1000 Holt Avenue #2587 Winter Park, FL 32789 (407)646-2195 KANelson@rollins.edu careercenter@rollins.edu	0	1, 5, 6, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19, 20, 21
St. Petersburg Junior College Rose Miglino 6605 5 th Avenue N St. Petersburg, FL 33710 (727)341-4702 Miglino.rose@spcollege.edu	0	1, 2, 3, 4, 5, 6, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19, 20, 21

Seminole State College Career Placement Center Sanford, FL 32773 telleriad@seminolestate.edu	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19, 20, 21
University of Central Florida Igor Volkov P.O. Box 160165 Orlando, FL 32816-0165 Igor.volkov@ucf.edu	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19, 20, 21
University of Florida College of Journalism P. Dunn-White 2104 Weimer Hall Gainesville, FL 32611-8507 (352)392-5968	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20
University of Houston Houston, TX 77204 (713) 743-2255 hireuh@un.edu	0	15, 16, 19
University of South Florida Career Resources Center Katie Roche SVC 2088 USF 4202 E. Fowler Avenue Tampa, FL 33620 (813)974-2171 w.garcis@usf.edu	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20
University of South FL – St. Petersburg Career Center 727-873-4114 careercenter@usfsp.edu	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19, 20, 21
Valencia Community College C. Diaz P.O. Box 3028 Orlando, FL 32707	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20
Connecticut School of Broadcasting -Tampa E. Williams 3901 Coconut Palm Drive, Suite 105 Tampa, FL 33619 (813)740-0990	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21
FL Department of Education M. Vogeley Division of Vocational Rehab 1313 N. Tampa St., Suite 801 Tampa, FL 33602 (813)233-3612	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 20
University of North Texas careercenter@unt.edu 940-565-2705	0	1, 5, 6, 8, 9, 10, 11, 12, 14, 16, 19

FullSail University 3300 University Blvd. Winter Park, FL 32792 dseversone@fullsail.com	0	8, 9, 10, 11, 12, 14, 16, 19
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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 205 E. 67 th Street New York, NY 10065 R. Barranda Roselyn.barranda@foxtv.com	0	All positions
KTTV/KCOP 1999 S. Bundy Drive Los Angeles, CA 90025 D. Rosas Denise.rosas@foxtv.com	0	All positions
WFLD/WPWR 205 N. Michigan Avenue Chicago, IL 60601 S. Scott-Nathan Sharming.scott-nathan@foxtv.com	0	All positions
WTXF 330 Market Street Philadelphia, PA 19106 M. Yamin Megan.young@foxtv.com	0	All positions
KDFW/KDFI 400 N. Griffin Street Dallas, TX 75202 N. Robles Nicole.robles@foxtv.com	0	All positions
WAGA 1551 Briarcliff Road, NE Atlanta, GA 30306 R. Davis Regina.davis@foxtv.com	0	All positions
KRIV/KTXH 4261 Southwest Freeway Houston, TX 77027 T. Rivers Tracey.rivers@foxtv.com	0	All positions
WJBK 16550 W. Nine Mile Road Southfield, MI 48075 C. Smith Cynthia.smith@foxtv.com	0	All positions
KSAZ/KUTP 511 W. Adams Street Phoenix, AZ 85003 D. Pike Diana.pike@foxtv.com T. Wilson Theresa.wilson@foxtv.com	0	All positions

WTTG/WDCA 5151 Wisconsin Ave NW Washington, DC 20016 D. Pike T. Wilson www.myfoxdc.com	0		All positions
KMSP/WFTC 11358 Viking Drive Eden Prairie, MN 55344 K. O'Hara Kate.O'hara@foxtv.com	0		All positions
WOFL/WRBW/WOGX 35 Skyline Drive Lake Mary, FL 32746 J. Fromm Jean.fromm@foxtv.com	0		All positions
KTBC 119 E 10 th Street Austin, TX 78701 L. Cordes Lisa.cordes@foxtv.com	0		All positions
WJZY/WMYT 3501 Performance Road Charlotte, NC 28214 K. Bouldin Karen.bouldin@foxtv.com	0		All positions
KTVU/KICU 2 Jack London Square Oakland, CA 94607 C. Nohr Chris.Nohr@foxtv.com	0		All positions

In addition, the station conducted 84 interviews (19 through employee referrals, 5 employee interviews, 20 interviews through agents, 32 from Indeed.com and 3 from the 21st Century FOX Career Site, 1 careerBuilders.com, 1 from Television broadcast.com and 3 from Linked-In.com).

Section 3: Supplemental Outreach Activities –

Provide detailed description of each Supplemental Outreach Activity

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 group:

- Arizona State University (ASU), National Association of Broadcast Education Foundation (NABEF) Media Institute Conference held in Phoenix, Arizona on June 12-13 2017. The conference was attended and representing the FTS O&O group were Diana Pike, Regional HR Director-KSAZ/KUPT and Will Curran, VP/Director of Sales-KSAZ/KUTP.
- Emma Bowen Foundation Networking Reception, New York, NY – June 29, 2017
Attended and representing the FTS O&O group were Iris Sierra, FTS Regional Human Resources Director-WTVT, Roselyn Barranda-WNYW/WWOR HR Director and Dorian Kasuba-FSS HR Director.
- Emma Bowen Career Fair – Emma Bowen Minority Interest in Media held a Career Fair – June 29, 2017
Attended and representing the FTS O&O group were, Iris Sierra, FTS Regional HR Director, Roselyn Barranda, WNYW/WWOR HR Director and Dorian Kasuba, HR Director, FOX Stations Sales.
- NABJ - The National Association of Black Journalist Convention and Job Fair, News Orleans – August 9th - August 11th, 2017. Attended and representing the FTS O&O group were Iris Sierra, FTS Regional Human Resources Director, John Hoffman, VP/News Director-WTVT and Tracey Rivers, Human Resources Director-KRIV/KTXH.
- Excellence in Journalism (EIJ) Convention and Job Fair, Anaheim, CA September 7th – September 9th, 2017
Attended and representing the FTS O&O group were Annie Burranasakorn, FTS VP Human Resources, Tonia Carter, KTTV/KCOP- Executive HR Director, Denise Rosa, KTTV/KCOP-Sr. HR Manager, Kris Knustsen, KTTV/KCOP-VP News Director and Peter Wilgoren-KTTV/KCOP Managing Editor. This event was organized by the Radio Television Digital News Association (RTDNA), the Society of Professional Journalist (SPJ) and the National Association of Hispanic Journalist (NAHJ).
- AAJA – The Asian American Journalists Association Convention & Career Fair, Philadelphia, PA, July 26th - July 29th, 2017.
Attended and representing the FTS O&O group Roselyn Barranda, WNYW/WWOR – Human Resources Director, Dorian Kasuba, FSS – Human Resources Director and James Driscoll, WTXF – VP/News Director.

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.

- Several News Employees participated in the Great American Teach-In in various schools in the Tampa Bay Area
- Conducted various Station Tours for School Groups and Scout Groups
- News Employees speak and/or emcee numerous community sponsored events
- Mentorship Program “American Corporate Partners”. Helping Veterans with career choices

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 (including Promotions and Community Affairs) 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 Keith Bunce, Managing Editor. In this reporting year, we had a total of sixteen (19) academic credit only interns.

News:	Interns
Production:	Interns
Creative Services	Interns

We accepted students from the following colleges/universities: (1) Auburn University, (5) University of South Florida (4) University of Tampa, (1) Keene College, (1) St. Leo University, (3) University of Florida, (1) North Carolina University, Florida A&M University; (1) University of Notre Dame, (1) Elon University, (1) Florida A&M University

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:

- Associate Executive Producer
- Investigative/Consumer Reporter
- Anchor/Reporter

Production Training -

ELC Director Training – 3 employees trained to be directors – 1 currently in training; Training of staff members to become director on the ELC system, including coding of the ELC system, operation of Chyron graphics systems, and BitCentral playback systems controlled via automated operation. This is a 6 to 8-month training process.

Audio operator training – 4 employees trained – 2 currently in training; Training on the proper operation and understanding of the audio board operations. Training of directors to understand of audio workflow and be emergency relief. This is a 4-month training process.

Floor director Training – 2 employees trained; Training of technical staff to operate robotic, lighting, and prompter systems along with proper cueing of the new anchors and reporters during a broadcast.

iTX Master Control room training – 3 trained – 2 in training – 1 to start training before the end of the year; Training entails the operation of the iTX Master Control systems to create proper program segments, commercials, understanding the stations logs, and switching of live events on-air.

Lighting grip training – 4 employees in training; DMX and Lighting systems control training, along with proper understanding of light position, lighting temperatures, and “painting” a location with light in a consistent manner. This allows for a technical expertise in lighting for the studio.

Engineering –

Tektronix 4000 scope operations – Training to teach engineering how to monitor and resolve issues with the stations Transport stream and monitor the health of the station's signal. This was training on how to use the equipment, how to troubleshoot engineering workflow, and how to adjust systems to make them compliant.

Tektronix WFM2300 operation – Training to use new Wave form monitor to maintain FCC compliance with our video and audio production. Training on new FCC requirements as related to the CALM Act.

Text to speech FCC training – Training on compliance with Text to Speech FCC requirements and how to properly operate equipment so that crawls were properly turned into spoken word. Training involved proper monitoring, proper documentation, and operation of equipment.

NetScout operation training - Network analyzer training for proper understanding of network routing, network switches, IP address verification, and various IT skills required to operate. - 6 Engineers

Various internal training session – Monthly trainings for Engineering understanding of the workflow within the station. Includes: Microwave fundamentals, Station operational path fundamentals, PSIP system training for station ID, HD router essentials, Chyron NewsTicker / Channel Box orientation and operations, Robotic pedestal repair fundamentals, Studio Lighting computer and DMX system operations, Studio prompter system overview and maintenance, and **DSNG live truck training, operations and maintenance.**

Ongoing training in Creative Services with self-guided online training from LYNDA.

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.