



FOX 13/WTVT

Annual EEO Public File Report

Reporting Period:

October 1, 2021 – September 30, 2022

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WTVT IS AN EQUAL OPPORTUNITY EMPLOYER

Coverage Period: October 1, 2021 to September 30, 2022

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	Digital Sales Coordinator	11/08/21	Linked-In **
2	Newscast Director	11/29/21	FoxCareers.com
3	Producer	12/27/21	Internal
4	Producer	01/03/22	FoxCareers.com
5	Photographer	01/03/22	Employee Referral
6	Reporter	01/03/22	Indeed.com **
7	Digital Manager	01/27/22	Internal
8	Maintenance Engineer	01/31/22	FoxCareers.com
9	Video Editor	02/07/22	Referral
10	Photographer	03/07/22	Employee Referral
11	Newscast Director	03/21/22	FoxCareers.com
12	Digital Content Creator	03/21/22	FoxCareers.com
13	Account Executive	04/11/22	Spots-n-Dots
14	Sales Coordinator	05/09/22	Linked-In **
15	Photographer	05/23/22	FoxCareers.com
16	Sports Multi-Media Journalist	06/06/22	Agent
17	Anchor	06/13/22	Agent
18	Producer	06/27/22	FoxCareers.com
19	Maintenance Engineer	07/05/22	Employee Referral
20	Video Editor	07/05/22	Employee Referral
21	Associate Producer	07/11/22	Internal
22	Multi-Medial Journalist	08/22/22	FoxCareers.com
23	Sales Coordinator	09/06/22	Linked-In**
24	Assignment Desk	09/19/22	Employee Referral
25	Assignment Desk	09/21/22	Employee Referral
26	Executive Producer	09/26/22	FoxCareers.com

Total Number of Persons Interviewed During Applicable Period: **176**

****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 25 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	9	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	41	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	3, 4, 7, 8, 9, 14, 18, 19, 20, 21, 22, 23, 24, 25, 26
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@womeninfilmmfl.org info@wif.org	0	ALL POSITIONS
Emma Bowen Minority Interest in Media Sandra Rice 212-664-3486 Michael.barham@nbcuni.com	1	ALL POSITIONS
TV Jobs/Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 Mark Halloway jobs@tvjobs.com	2	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	2	ALL POSITIONS
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 6

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	1	ALL POSITIONS
ADVERTISEMENTS		
Spots-n-Dots	1	13

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. Scott-Nathan/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	0	All positions
WJBK 16550 W. Nine Mile Road Southfield, MI 48075 C. Smith/ 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	0	All positions
WOFL /WRBW /WOGX 35 Skyline Drive Lake Mary, FL 32746 I. Morillo	1	All positions
KTBC 119 E 10 th Street Austin, TX 78701 L. Cordes	0	All positions
KTVU / KICU-TV 2 Jack London Square Oakland, CA 94607 H. Hanson/D. Houston	0	All positions
WITI 9001 N. Green Bay Road Milwaukee, WI 53209 J. Bednarek, K. O'Hara	0	All positions
KCPQ / KZJO 1813 Westlake Ave. N. Seattle, WA 98109 T. Rivers, D.	0	All positions
Fox Stations Sales 205 East 67 th Street New York, NY 10065 B. Yuen, A. Maldonado	0	All Positions

In addition, the station conducted 116 interviews: 15 through employee referrals, 19 internal employee interviews, 19 interviews through agents, 34 from Indeed.com, 26 from Linked-In.com, 1 professional association, 2 broadcasting & cable

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:

- Full Sail University held a Virtual Career Fair on October 20, 2021. Attended and represented the FTS O&O group were Iris Sierra, FTS Regional HR Director, Iraidia Morillo, Human Resources Director-WOFL/WRBW/WOGX-Orlando.
- Temple University held a Virtual Career Fair on October 20, 2021. Attended and represented the FTS O&O group were Adrienne Pritchett, Human Resources Director-WTXF, Bonnie Yuen, Human Resources Director, Fox Stations Sales.
- Emma Bowen Annual Career Fair - Emma Bowen Minority Interest in Media held a Virtual Career Fair – June 16, 2022. Attended and representing the FTS O&O group were Iris Sierra, Iris Sierra, FTS Regional HR Director, Roselyn Barranda, Human Resources Director-WNYW-WWOR-NY, Alexa Maldonado, HR Director-Fox Stations Sales, Iraidia Morillo, Human Resources Director-WOFL-Orlando, Nicole Robles, Human Resources Director-KDFW-KDFI-Dallas, Heather Hanson, Human Resources Director, KSAZ-KUTP-Phoenix, Danielle Houstin, Human Resources Director, KTVU-KICU-Oakland, Adrienne Pritchett, Human Resources Director – WTXF-Philadelphia, Murphy Baker, Human Resources Director, WTTG-WDCa-Washing, DC.
- Emma Bowen Foundation Career Fair on July 16, 2022 – Attended by Iris Sierra, FTS Regional HR Director, Roselyn Barranda and Iraidia Morillo, Human Resources Director WOFL/WRBW/WOGX-Orlando
- Full Sail University held a Virtual Career Fair on July 19, 2022. Attended and represented the FTS O&O group were Iris Sierra, FTS Regional HR Director, Iraidia Morillo, Human Resources Director-WOFL/WRBW/WOGX-Orlando.
- AAJA – Association of Asian Journalist held a Career Fair on July 27th – July 30, 2022 in Los Angeles, CA. Attended and represented the FTS O&O group were Denise Rosas, Human Resources Director, KTTV-KCOP-Los Angeles, Heather Hanson, Human Resources Director, KSAZ-KUTP-Phoenix.

- NABJ / NAHJ – The National Association of Black Journalist & The National Hispanic Journalism held a Career Fair, on August 3rd - August 5th, 2022, in Las Vegas, NV Attended and representing the FTS O&O group were Roselyn Barranda, Human Resources Director-WNYW-WWOR-NY; Alexa Maldonado, Human Resources Director-Fox Stations Sales, Regina Davis, Human Resources Director-WAGA-Atlanta.
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.

News Employees speak and/or emcee numerous community sponsored events

- March 30, 2022 – Arts for a complete Education Principals Appreciation Breakfast. Attended Mark Wilson, Anchor
- April 30, 2022 – Serving the Youth of Pinellas County. Attendee Walter Allen, Anchor.
- April 23, 2022 – St. Joseph's Hospital Heroes Ball. Attendee Walter Allen, Anchor.
- August 27, 2022 – FOCUSED One Day Summit Powered by KNOW. Attendee Sorboni Banerjee.
- American Cancer Society
 - 8/23/22 – Attendee Linda Hurtado
 - 9/24/22 – Attendee Linda Hurtado

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 four (4) academic credit only interns.

News: 2 Interns

Web: 2 Interns

We accepted students from the following colleges/universities: (1) Florida State University
(3) University of South Florida

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 Producer to Producer
- Digital Content Creator to Digital Content Manager

- Intern to Associate Producer
- Assignment Desk to News Directors' Administrative Assistant
- Sales Coordinator to Account Executive

The Company offers an Educational Reimbursement benefit to all employees. Two employees took advantage of this benefit during this reporting period.

All employees are given access to Lynda an on-line training from management training to basics. Linked-In Courses and Harvard Mentor

- 9/15/21 - Active Shooter Preparedness Training
- 7/05/22 – Insider Trading & Confidentiality
- On-going - The Station Conducts Quarterly Virtual meeting updates for all departments

Engineering / IT/ Production/ Facilities:

- December 6, 2021 – Last Pass Training Verification
 - Attendees:
 - Richard Bennett, VP Engineering
 - Stephanie Ottjepka, Manager News Electronic Operations
- January 28, 2022 – Coupa Supplier Onboarding Redesign
 - Attendees:
 - Richard Bennett, VP Engineering
 - Trey Welch, Engineering Director
 - John Kollen, Production Manager
 - Dimas Feliciano, Facilities Engineer
- March 5, 2022 - Audio Board Training
 - Attendees: (Production Team)
 - John Kollen
 - Craig Lappin
 - Cornel Leancu
 - Steve Tokarz
 - Chris Griffin
 - Lemoyce Tiller
 - Courtney Musgrave
- July 8th & July 13, 2022 – Evertz Router Virtual Panel Basic Training
 - Attendees-Production, Engineering, News, Creative Services
 - John Pierce
 - Stephanie Ottjepka
 - Lori Boex
 - Keith Drexler
 - Greg Tyler
 - John Folz
 - Patrick Blum
 - Jim Weber
 - Micke Getter
 - Justin West
 - Lisa Emerson
 - Dave Mikes
 - Taylor Jennings
 - Marie Faehnel

- Michael DeLeon
- Mariah Harison
- August 22 – August 30, 2022 – TriCaster Setup Training
 - Attendees: Engineering Staff

Sales Department

- 12/06/21 - Kantar Call New Business Reports
- 12/08/21 - Nielsen Webinar Integrating BBO Homes into Local Measurement
- 03/16/22 – 9/28/22 Next Level – How to Position FLX Common Deck & Ways to Customize
 - Bi-weekly sales training
 - Attendees: Sales staff
- 04/07/22 - ComScore Re-boarding Webinar

New National Sales Coordinator –Trained on:

- FSS Sales protocols
- Wide Orbit
- Reporting duties
- Understanding and using NSI and ComScore data
- Making offers on displaced units on booked orders
- meeting and working with assigned offices
- Navigating BOX.

Digital Sales:

- 7/24/22 - Lunch and Learn: Selling FOX Sports NFL packages
- 7/27/22 - Lunch and Learn: C.N.A- asking the right questions while presenting the FLX First Meeting deck to prospects.
- 7/25/22 - Media Monitors- RoseMarie with Media Monitors, specials guest. Tampa One-on-One How to use Media Monitors for cable prospecting.

Finance Department

- Misc. Coupa system Training Sessions
 - Finance Staff
- Workday Expense Learning
 - Finance Staff
- Project Mercy-Capital Project Requests
 - Shirley Putnam
 - Marinilda Amador
- Customer Refunds
 - Maria Lazaro
- Workday Financials training sessions:
 - Capital Project Requests
 - Lease Accounting
 - General Reporting Overview
 - Manage Business Assets
 - Journal Entry Processing
 - FDM & Master Data Overview

Maria Lazaro, Credit Manager

- Microsoft Excel: PowerPivot Part 1

Renee Swearingen, Program Coordinator

- Microsoft Excel: Using PivotTables & PivotCharts
- Microsoft Excel: Automating Workbook Functionality
- Microsoft Outlook: Organizing, Searching, Managing Messages

Human Resources Department

- Workday 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 during the Covid pandemic and current events.
- Harvard Manage Mentor – Time Management Training – 4/14/22
- Harvard Manage Mentor – Performance Appraisal Training – 4/5/22

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 HR Director oversee this program.