

**Annual EEO Public File Report**  
**WTVT IS AN EQUAL OPPORTUNITY EMPLOYER**

**Coverage Period:** October 1, 2017 – September 30, 2018

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

[illegible]

**Total Number of Persons Interviewed During Applicable Period: 109**

[Fox13news.com](http://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 5 million page views and nearly 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 <a href="http://www.fox13news.com">www.fox13news.com</a> 3213 W Kennedy Blvd Tampa, FL 33609 I. Sierra (813) 870-7132	37	All Positions, except 1
21st Century FOX Career Site	4	All Positions
Fox News Channel New York, NY (212) 301-5043 K. Gambcorta, C. Corkling <a href="http://www.foxnews.com">www.foxnews.com</a>	0	All positions, except 11
<b>MINORITY &amp; WOMEN ORGANIZATIONS</b>		
National Association of Black Journalists 490 – 1 <sup>st</sup> Avenue South St. Petersburg, FL 33701 (727) 893-8521 <a href="mailto:digdog@aol.com">digdog@aol.com</a>	0	1, 2, 3, 4, 5, 6, 7, 8, 10, 14, 15, 16
National Association of Black Journalists One Herald Place T. Shepard Miami, FL 33132 (954)764-7026 <a href="mailto:Tshep2@gmail.com">Tshep2@gmail.com</a>	0	1, 2, 10, 15
National Hispanic Media Coalition A. Nogales 55 S. Grand Avenue Pasadena, CA 91105 (626)792-6462 <a href="mailto:info@nhmc.org">info@nhmc.org</a>	0	1, 2, 3, 4, 5, 6, 7, 8, 10, 14, 15, 16
Federation of Hispanic Organizations B. Pineyaro P.O. Box 2915 Baltimore, MD 21224 (410)931-1640 <a href="mailto:info@hispanicfederation.org">info@hispanicfederation.org</a>	0	1, 2
Women in Film & Video 3628 12 <sup>th</sup> Street, NE Washington, DC 20017 M. Houghton (202)452-9550 <a href="mailto:info@womeninfilml.org">info@womeninfilml.org</a>	0	1, 2, 15, 15
Emma Bowen Minority Interest in Media Sandra Rice 212-664-3486 <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>	0	1, 2, 4, 8, 9, 10, 12, 13, 14, 15, 16

<b>INDUSTRY / TRADE</b>		
TV Jobs/Broadcast Employment Services M. Halloway P.O. Box 4116 Oceanside, CA 92052 (800) 374-0119 <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a>	3	1, 2, 3, 4, 5, 6, 7, 8, 10, 14, 15, 16
Medialine M. Shilstone P.O. Box 51909 Pacific Grove, CA 93950 (800) 237-8073 <a href="mailto:Medialine@medialine.com">Medialine@medialine.com</a>	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15, 16
Career Source Pinellas P. Perkins 3420 8 <sup>th</sup> Avenue South St. Petersburg, FL 33711 727-608-2419 <a href="mailto:pperkins@worknetpinellas.org">pperkins@worknetpinellas.org</a> <a href="mailto:pperkins@careersource.com">pperkins@careersource.com</a>	0	1, 2, 10, 15
Connecticut School of Broadcasting Coconut Palm Drive, Suite 105 Tampa, FL 33619 813-443-5307 <a href="mailto:Sking@gocsb.com">Sking@gocsb.com</a> <a href="mailto:tgrouit@gocsb.com">tgrouit@gocsb.com</a>	0	1, 2, 9, 10, 12, 13, 15
Spots-n-Dots 600 West Peachtree Street, NW Suite #350 Atlanta, GA 30308 (888) 884-2630 <a href="http://www.spotsndots.com">www.spotsndots.com</a>	1	4
Central Florida Employment Council P. Weir 450 Seminole Blvd Casselberry, FL 32707 (407)834-4223 <a href="mailto:cfec@cfec.org">cfec@cfec.org</a>	0	1
<b>COLLEGES &amp; UNIVERSITIES</b>		
Everest University M. Avellanet 3319 W. Hillsborough Ave Tampa, FL 33614 813-879-6000 <a href="mailto:Marvella.net@cci.edu">Marvella.net@cci.edu</a>	0	1, 2
Boston University School of Management Feld Career Center Annette McBride 595 Commonwealth Avenue Suite 123 Boston, MA 02215 (617)353-4293 <a href="mailto:amcbride@bu.com">amcbride@bu.com</a> <a href="http://careers@bu.edu">careers@bu.edu</a>	0	1, 2

Florida A & M University Career Services 108 Tucker Hall Tallahassee, FL 32307 (850)599-3493 <a href="mailto:Yanela.Jordan@famu.edu">Yanela.Jordan@famu.edu</a> <a href="mailto:Francine.huff@famu.edu">Francine.huff@famu.edu</a>	0	1, 2
University of Tampa 401 Kennedy BLVD Tampa, FL 33606 813-253-6236 <a href="mailto:Jraddock@ut.edu">Jraddock@ut.edu</a>	0	1, 2, 9, 10, 12, 13, 14, 15, 16
Rollins College Career Services K. Nelson 1000 Holt Avenue #2587 Winter Park, FL 32789 (407)646-2195 <a href="mailto:KANelson@rollins.edu">KANelson@rollins.edu</a> <a href="mailto:careercenter@rollins.edu">careercenter@rollins.edu</a>	0	1, 2
St. Petersburg Junior College Rose Miglino 6605 5 <sup>th</sup> Avenue N St. Petersburg, FL 33710 (727)341-4702 <a href="mailto:Miglino.rose@spcollege.edu">Miglino.rose@spcollege.edu</a>	0	1, 2
Seminole State College Career Placement Center Sanford, FL 32773 <a href="mailto:telleriad@seminolestate.edu">telleriad@seminolestate.edu</a>	0	1, 2
University of Central Florida Igor Volkov P.O. Box 160165 Orlando, FL 32816-0165 <a href="mailto:Igor.volkov@ucf.edu">Igor.volkov@ucf.edu</a>	0	1, 2
University of South FL – St. Petersburg Career Center 727-873-4114 <a href="mailto:careercenter@usfsp.edu">careercenter@usfsp.edu</a> <a href="mailto:ampeters@usfsp.edu">ampeters@usfsp.edu</a>	0	1, 2, 3, 4, 5, 6, 7, 8, 10, 14, 15, 16

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 <sup>th</sup> Street New York, NY 10065 R. Barranda <a href="mailto:Roselyn.barranda@foxtv.com">Roselyn.barranda@foxtv.com</a>	0	All positions
KTTV/KCOP 1999 S. Bundy Drive Los Angeles, CA 90025 D. Rosas <a href="mailto:Denise.rosas@foxtv.com">Denise.rosas@foxtv.com</a>	0	All positions
WFLD/WPWR 205 N. Michigan Avenue Chicago, IL 60601 S. Scott-Nathan <a href="mailto:Sharming.scott-nathan@foxtv.com">Sharming.scott-nathan@foxtv.com</a>	0	All positions
WTXF 330 Market Street Philadelphia, PA 19106 M. Young <a href="mailto:Megan.young@foxtv.com">Megan.young@foxtv.com</a>	0	All positions
KDFW/KDFI 400 N. Griffin Street Dallas, TX 75202 N. Robles <a href="mailto:Nicole.robles@foxtv.com">Nicole.robles@foxtv.com</a>	0	All positions
WAGA 1551 Briarcliff Road, NE Atlanta, GA 30306 R. Davis <a href="mailto:Regina.davis@foxtv.com">Regina.davis@foxtv.com</a>	0	All positions
KRIV/KTXH 4261 Southwest Freeway Houston, TX 77027 T. Rivers <a href="mailto:Tracey.rivers@foxtv.com">Tracey.rivers@foxtv.com</a>	0	All positions
WJBK 16550 W. Nine Mile Road Southfield, MI 48075 C. Smith <a href="mailto:Cynthia.smith@foxtv.com">Cynthia.smith@foxtv.com</a>	0	All positions
KSAZ/KUTP 511 W. Adams Street Phoenix, AZ 85003 D. Pike <a href="mailto:Diana.pike@foxtv.com">Diana.pike@foxtv.com</a> <b>T. Wilson</b> <a href="mailto:Theresa.wilson@foxtv.com">Theresa.wilson@foxtv.com</a>	0	All positions
WTTG/WDCA 5151 Wisconsin Ave NW Washington, DC 20016 T. Wilson <a href="http://www.myfoxdc.com">www.myfoxdc.com</a>	0	All positions
KMSP/WFTC 11358 Viking Drive Eden Prairie, MN 55344 K. O'Hara <a href="mailto:Kate.O'hara@foxtv.com">Kate.O'hara@foxtv.com</a>	0	All positions

WOFL/WRBW/WOGX 35 Skyline Drive Lake Mary, FL 32746 J. Fromm <a href="mailto:Jean.fromm@foxtv.com">Jean.fromm@foxtv.com</a>	0	All positions
KTBC 119 E 10 <sup>th</sup> Street Austin, TX 78701 L. Cordes <a href="mailto:Lisa.cordes@foxtv.com">Lisa.cordes@foxtv.com</a>	0	All positions
WJZY/WMYT 3501 Performance Road Charlotte, NC 28214 K. Bouldin <a href="mailto:Karen.bouldin@foxtv.com">Karen.bouldin@foxtv.com</a>	0	All positions
KTVU/KICU 2 Jack London Square Oakland, CA 94607 C. Nohr <a href="mailto:Chris.Nohr@foxtv.com">Chris.Nohr@foxtv.com</a>	0	All positions

In addition, the station conducted 68 interviews (8 through employee referrals, 9 employee interviews, 25 interviews through agents, 10 from Indeed.com and, 4 careerBuilders.com, 2 from Broadcasting & Cable, 3 from Linked-In.com, 1 from SimplyHired.com, 1 from Professional Association and 1 from American Broadcasting School).

### 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:

- Emma Bowen Career Fair – Emma Bowen Minority Interest in Media held a Career Fair – June 26, 2018  
Attended and representing the FTS O&O group were, Roselyn Barranda, Human Resources Director-WNYW/WWOR and Heather Frascella, FTS Human Resources Director.
- NAHJ – The National Association of Hispanic Journalist Convention and Job Fair, Miami, Florida – July 19<sup>th</sup> – 20<sup>th</sup>, 2018.  
Attended and representing the FTS O&O group were Iris Sierra, FTS Regional Human Resources Director, John Hoffman, VP/News Director-WTTV, Roselyn Barranda, Human Resources Director-WNYW/WWOR and Byron Harmon, VP/News Director-WNYW/WWOR.
- NABJ - The National Association of Black Journalist Convention and Job Fair, Detroit, Michigan – August 1<sup>st</sup> - August 3<sup>rd</sup>, 2018. Attended and representing the FTS O&O group were Iris Sierra, FTS Regional Human Resources Director, Cynthia Smith, Human Resources Director-WJBK, Kevin Roseborough, VP/News Director-WJBK and Matt Piacente, VP/News Director-WFLD.
- AAJA – The Asian American Journalists Association Convention & Career Fair, Houston, TX, August 9<sup>th</sup> – August 11<sup>th</sup>, 2018. Attended and representing the FTS O&O group Kate O'Hara, Human Resources Director-KMSP/WFTC, Karen Bouldin, Human Resources Director-WJZY/WMYT and Susan Schiller, VP/News Director-KRIV/KTXH.
- Excellence in Journalism (EIJ) Convention and Job Fair, Baltimore, MD September 27<sup>th</sup> – September 29<sup>th</sup>, 2018. Attended and representing the FTS O&O group were Roselyn Barranda, Human Resources Director-WNYW/WWOR, Theresa Wilson, Human Resources Director-WTTG/WDCA and Paul McGonagle, 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.

- The station participated in Impact Week – A week a volunteering at Metropolitan Ministries. Making an impact of over 100 families and 250 children. Doing various function, they provide job counseling and outreach programs for transitioning families, including job placement.
- 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

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 Michael Getter, Managing Editor. In this reporting year, we had a total of thirteen (13) academic credit only interns.

News:	Interns
Production:	Interns
Creative Services	Interns

We accepted students from the following colleges/universities: (7) University of South Florida  
(3) University of Tampa, (1) Florida State University (1) Elon University, (1) University of Alabama

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:

- Managing Editor
- Executive Producer
- ELC Director

#### **Production Training -**

**ELC Director Training** – 1 currently in training, 1 in completed refresher 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.

**Vinten Pedestal operations training** – Training on software operations and initial troubleshooting. – 8 Directors and Technicians

**Vitec Prompter training** – Training on operations, software configuration, system setup and troubleshooting. – 14 Directors and Technicians

**Audio operator training** – 4 employees trained 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 completed training; 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** – 2 Technician completed initial training, working on advanced Live Sports expanded operations training. Training entails the operation of the iTX Master Control systems to create proper program segments, commercials, understanding the stations logs, and switching of live complicated sports events on-air.

**Lighting grip training** – 4 employees completed; 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 -**

**Vinten Pedestal training** – Training on software configurations, operations and troubleshooting. – 6 Engineers

**Vitec Prompter training** – Training on new targeting system, software configuration, system setup and troubleshooting. – 6 Engineers

**BitCentral training** – CoreMedia, Storage systems and troubleshooting. – 6 Engineers

**Training Technicians on AutoCAD** – Engineer in charge of station drawings has started to train Technicians on the software and annotations on AutoCAD.

**Charter Split feed training.** One session lead by Henry from Harmonics on the new system. IT Engineer – Cross training of 2 Engineers

**Master Control training**, Live Sports expanded operations training - Switching World Cup perpetration. Weather Crawls and cut-in training. – 2 Technicians

**HD Router training** with Grass Valley Engineer. – 2 Engineers

**EPA Storage tank inspection training** - meeting and training on diesel tank requirements. – 3 Engineers

**IT Server training** - 2 Engineers trained with HP technician on HP servers.

**HVAC Control and operation training** – Train on troubleshooting and initial response for AC chiller system – 4 Engineers

**OSHA Fall Protection training** – OSHA Approved training for fall protection and fall prevention – 6 Engineers, 2 Technicians and Managers

**Office Online Training** – Microsoft Office user training – 1 Engineer

**Drone Training -**

FOX13 – Ongoing training with six FAA certified pilots. Each pilot is required to enroll in online drone pilot training provided by Gold Seal Online Ground School and pass the FAA Part 107 Drone Pilot exam and is licensed. Pilots continue to fly at least one hour per month to stay current.

We also trained two employees to be visual observers for the pilots.

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.