

Annual EEO Public File Report
WTVT IS AN EQUAL OPPORTUNITY EMPLOYER

Coverage Period: October 1, 2018 – September 30, 2019

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

[illegible]

Total Number of Persons Interviewed During Applicable Period: 84

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 7 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 www.fox13news.com 3213 W Kennedy Blvd Tampa, FL 33609 I. Sierra (813) 870-7132	12	All Positions
21st Century FOX Career Site	10	All Positions
Fox News Channel New York, NY (212) 301-5043 K. Gambcorta, C. Corkling www.foxnews.com	0	All Positions
MINORITY & WOMEN ORGANIZATIONS		
National Association of Black Journalists 490 – 1st Avenue South St. Petersburg, FL 33701 (727) 893-8521 digdog@aol.com	0	All except 6
National Association of Black Journalists One Herald Place Miami, FL 33132 Terence Shepherd (954) 764-7026 Tshep2@gmail.com	0	1, 4, 7
National Hispanic Media Coalition A. Nogales 55 S. Grand Avenue Pasadena, CA 91105 (626) 792-6462 info@nhmc.org	0	1, 4
Women in Film & Video 3628 12th Street, NE Washington, DC 20017 M. Houghton (202) 452-9550 info@womeninfilmfl.org info@wif.org	1	All except 6
Emma Bowen Minority Interest in Media Sandra Rice 212-664-3486 Sandra.rice@nbcuni.com	0	All Positions
TV Jobs/Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 Mark Halloway jobs@tvjobs.com	2	All except 6

Medialine M. Shilstone P.O. Box 51909 Pacific Grove, CA 93950 (800) 237-8073 Medialine@medialine.com	0	All Positions
Fullsail Center for the Recording Arts 3300 University Blvd Winter Park, FL 32792 407-551-2037x5615 Karen Trudeau ktrudeau@fullsail.com	0	8
Career Source Pinellas P. Perkins 3420 8 th Avenue South St. Petersburg, FL 33711 727-608-2419 pperkins@worknetpinellas.org pperkins@careersource.com	0	1, 2, 4
Connecticut School of Broadcasting Coconut Palm Drive, Suite 105 Tampa, FL 33619 813-443-5307 Sking@gocsb.com tgrout@gocsb.com	0	1, 4, 7, 8
Central Florida Employment Council Paulette Weir 450 Seminole Blvd Casselberry, FL 32707 (407)834-4223 cfec@cfec.org	0	1, 4, 7, 8
COLLEGES & UNIVERSITIES		
Everest University M. Avellanet Cesar Altierus 3319 W. Hillsborough Ave Tampa, FL 33614 813-879-6000 Marvella.net@cci.edu ccaolo@altierus.edu	0	
University of North Texas 1155 Union Circle Denton, TX 76023 CareerCenter@unt.edu	0	1, 4, 7

Florida A & M University Career Services 108 Tucker Hall Tallahassee, FL 32307 (850)599-3493 Yanela Gordan yjordan2005@yhoo.com Francine.huff@famu.edu	0	
Florida State University 356 Diffenbaugh Tallahassee, FL 32306 850-644-8743 Mary Ealey Mary.ealey@cci.fsu.edu	0	8
Rollins College Career Services K. Nelson 1000 Holt Avenue #2587 Winter Park, FL 32789 (407)646-2195 KANelson@rollins.edu careercenter@rollins.edu	0	
St. Petersburg Junior College Rose Miglino 6605 5 th Avenue N St. Petersburg, FL 33710 (727)341-4702 Miglino.rose@spcollege.edu	0	
Seminole State College Career Placement Center Sanford, FL 32773 telleriad@seminolestate.edu	0	
University of Central Florida Igor Volkov P.O. Box 160165 Orlando, FL 32816-0165 Igor.volkov@ucf.edu	0	
University of South FL – St. Petersburg Career Center 727-873-4114 careercenter@usfsp.edu ampeters@usfsp.edu fwpearce@usf.edu	0	1, 2, 3, 4, 7, 8

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
WTFX 330 Market Street Philadelphia, PA 19106 M. Young 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 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 Iraida.morillo@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 **59 interviews** (**9** through employee referrals, **8** employee interviews, **14** interviews through agents, **22** from Indeed.com, **1** JobFox.com, **3** Glassdoor.com **1** from Linked-In.com, **1** from facebook.com).

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:

- Howard University Communications Job Fair, Baltimore, MD February 28, 2019. Attended and representing the FTS O&O group were Heather Frascella, FTS Human Resources Director and Bonnie Yuen, Human Resources Director-FSS.
- Emma Bowen Career Fair – Emma Bowen Minority Interest in Media held a Career Fair – July 10, 2019. Attended and representing the FTS O&O group were, Roselyn Barranda, Human Resources Director-WNYW-WWOR, Bonnie Yuen, Human Resources Director-FSS, and Spencer Woods, WNYW HR Intern.
- AAJA – The Asian American Journalists Association Convention & Career Fair, Atlanta, GA, July 31st – August 2nd, 2019. Attended and representing the FTS O&O group were Regina Davis, Human Resources Director-WAGA, Kate O'Hara, Human Resources Director-KMSP-WFTC, and Scott Stucky, VP/News Director-WAGA.
- NABJ - The National Association of Black Journalist Convention and Job Fair, Aventura, FL – August 7th - August 9th, 2019. Attended and representing the FTS O&O group were Iris Sierra, FTS Regional Human Resources Director, John Hoffman, VP/News Director-WTVT and Karen Bouldin, Human Resources Director – WJZY-WMYT.
- EIJ/NAHJ – The Excellence in Journalism & the National Association of Hispanic Journalist Convention and Job Fair, San Antonio, TX – September 5th – 7th 2019. Attended and representing the FTS O&O group were Tracey Rivers, Human Resources Director-KRIV-KTXH, Susan Schiller, VP/News Director – KRIV-KTXH, Nicole Robles, Human Resources Director-KDFW-KDFI and Pam Vaught, VP/News Director-KTBC.

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
- Employee served as a speaker at the Poytner Institute regarding Journalism and storytelling.
- Conducted various Station Tours for School Groups and Scout Groups
- News Employees speak and/or emcee numerous community sponsored events
 - October 15, 2018 John Hoffman, VP News Director spoke to a class of students at the University of South Florida to discuss the current status of our industry and the future for potential jobs. What skills are necessary and the various positions in electronic journalism.
 - October 25, 2018 Haley Hinds, Reporter spoke to students at University South Florida/University of Tampa/Public Relation Society Assoc. Joint Meeting in Tampa, FL- public relations and journalism student's regarding the future and the changing roles and jobs in our industry. The relationship between public relations and journalism.
 - February 19, 2019 Brittany Rainey, Meteorologist spoke at Palm Harbor University to High School students about what a meteorologist does and how to attain a position as a meteorologist. What educational background and course study would be best for this type of career.

- February 19, 2019 Josh Cascio, Reporter was interviewed at Pasco-Hernando State College. He mentored a college study and discussed how to pursue a career in broadcasting.

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 (9) academic credit only interns.

News:	Interns
Production:	Interns
Creative Services	Interns

We accepted students from the following colleges/universities: (4) University of South Florida (3) University of Tampa, (1) University of Florida, (1) Rollins College

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:

- Account Executive
- PT Production Tech

All employees are given access to Lynda an on-line training from management training to basics.

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

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

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.