

Annual EEO Public File Report

WTVT IS AN EQUAL OPPORTUNITY EMPLOYER

Coverage Period: October 1, 2019 – September 30, 2020

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 IT Manager	10/31/2019	Promotion
2 Assignment Editor	11/19/2019	FoxCareers.com
3 Digital Content Creator	12/02/2019	** Indeed.com
4 Account Executive	12/02/2019	FoxCareers.com
5 ELC/Technical Director	12/09/2019	Internal Job Posting
6 Production Supervisor	12/16/2019	WTVT.com
7 Multi-Media Journalist	01/06/2020	Agent
8 Traffic Reporter	02/03/2020	Promotion
9 GA Photographer	02/03/2020	Employee Referral
10 Sales Coordinator	02/10/2020	FoxCareers.com
11 IT Support Technician	02/10/2020	AAJA
12 Broadcast Engineer	02/18/2020	WTVT.com
13 Assignment Editor	02/19/2020	** Indeed.com
14 Facilities Engineer	03/09/2020	** Indeed.com
15 Executive Producer-Special Projects	03/09/2020	Promotion
16 Broadcast Engineer	04/06/2020	Promotion
17 Multi-Media Journalist	04/06/2020	Agent
18 Producer	08/10/2020	Re-hire
19 Executive Producer	09/21/2020	Promotion

Total Number of Persons Interviewed During Applicable Period: 42

****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 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	17	All Positions
FOX Careers.com	22	All Positions
Fox News Channel New York, NY (212) 301-5043 K. Gambcorta, C. Corkling www.foxnews.com	0	All Positions except 18
MINORITY & WOMEN ORGANIZATIONS		
National Association of Black Journalists 490 – 1 st Avenue South St. Petersburg, FL 33701 (727) 893-8521 digdog@aol.com	0	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
info@hispanicfederation.org	0	All Positions
Women in Film & Video 3628 12 th Street, NE Washington, DC 20017 M. Houghton (202)452-9550 info@womeninfilmfl.org info@wif.org	0	All Positions
Emma Bowen Minority Interest in Media Sandra Rice	0	1, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19

212-664-3486 Sandra.rice@nbcuni.com Rahsaan.harris@nbcuni.com Michael.barham@nbcuni.com		
Sandra Rice 908-391-8865 Sdrice769@gmail.com	0	1, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 14, 15, 16, 18, 19
TV Jobs/Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 Mark Halloway jobs@tvjobs.com	1	All Positions
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	
Connecticut School of Broadcasting Coconut Palm Drive, Suite 105 Tampa, FL 33619 813-443-5307 Sking@gocsb.com tgrout@gocsb.com	0	1, 3, 4, 7, 8, 9, 10, 11, 12
Central Florida Employment Council Paulette Weir 450 Seminole Blvd Casselberry, FL 32707 (407)834-4223 cfec@cfec.org	0	All Positions
ADVERTISEMENTS		
SBE.Org	0	16
COLLEGES & UNIVERSITIES		
Careers@bu.edu	0	1, 2, 3, 4, 5, 6, 7, 10, 11, 12

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	All Positions
University of Central Florida Igor Volkov P.O. Box 160165 Orlando, FL 32816-0165 Igor.volkov@ucf.edu	0	All Position except 18
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

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 Roselyn.barranda@foxtv.com	1	All positions
KTTV/KCOP-TV 1999 S. Bundy Drive Los Angeles, CA 90025 D. Rosas Denise.rosas@foxtv.com	0	All positions
WFLD/WPWR-TV 205 N. Michigan Avenue Chicago, IL 60601 S. Scott-Nathan Sharming.scott-nathan@foxtv.com	0	All positions
WTXF-TV 330 Market Street Philadelphia, PA 19106 A. Pritchett Adrienne.pritchett@foxtv.com	0	All positions
KDFW/KDFI-TV 400 N. Griffin Street Dallas, TX 75202 N. Robles Nicole.robles@foxtv.com	0	All positions
WAGA-TV 1551 Briarcliff Road, NE Atlanta, GA 30306 R. Davis Regina.davis@foxtv.com	0	All positions
KRIV/KTXH-TV 4261 Southwest Freeway Houston, TX 77027 T. Rivers Tracey.rivers@foxtv.com	0	All positions
WJBK-TV 16550 W. Nine Mile Road Southfield, MI 48075 C. Smith Cynthia.smith@foxtv.com	0	All positions
KSAZ-TV/KUTP-TV 511 W. Adams Street Phoenix, AZ 85003 D. Pike H. Hanson Diana.pike@foxtv.com Heather.hanson@foxtv.com	0	All positions
WTTG/WDCA-TV 5151 Wisconsin Ave NW Washington, DC 20016 M. Baker Murphy.baker@foxtv.com	0	All positions
KMSP-TV/WFTC-TV 11358 Viking Drive Eden Prairie, MN 55344	0	All positions

K. O'Hara Kate.O'hara@foxtv.com		
WOFL/WRBW/WOGX-TV 35 Skyline Drive Lake Mary, FL 32746 I. Morillo Iraida.morillo@foxtv.com	1	All positions
KTBC-TV 119 E 10 th Street Austin, TX 78701 L. Cordes Lisa.cordes@foxtv.com	0	All positions
KTVU-TV/KICU-TV 2 Jack London Square Oakland, CA 94607 C. Nohr Chris.Nohr@foxtv.com	0	All positions
WITI-TV (effective 3/2/20) 9001 N. Green Bay Road Milwaukee, WI 53209 S. Scott-Nathan Sharming.scott-nathan@foxtv.com		All positions
KCPQ/KZJO-TV (effective. 3/2/20) 1813 Westlake Ave. N. Seattle, WA 98109 T. Rivers Tracey.rivers@foxtv.com		All positions

In addition, the station conducted 129 interviews (7 through employee referrals, 30 employee interviews, 44 interviews through agents, 32 from Indeed.com, 1 JobFox.com, 2 Glassdoor.com, 11 from Linked-In.com, 2 from AAJA)

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:

- Howard University Career Fair was held in Washington, DC on October 25, 2019. Representing the FTS O&O group were Murphy Baker, Human Resources Directors-WTTG-WDCB and Bonnie Yuen, Human Resources Director-Fox Stations Sales.
- NABJ Media Career Fair at California of Berkeley was held on November 2,, 2019 representing the FTS O&O group were VP/News Director, Amber Eikel-KTVU, Shareef Abul-Ela, Asst. News Director-KTVU.
- Emma Bowen Annual Career Fair – Emma Bowen Minority Interest in Media held a Virtual Career Fair – July 15, 2020. All of the FTS HRD’s all were able to participate and represent the O&O group.
- NABJ & NAHJ- The National Association of Black Journalist and the National Association Hispanic Journalist held a Virtual Convention and Job Fair, on – August 5th - August 7th, 2020. Attended and representing the FTS O&O group were Iris Sierra, FTS Regional Human Resources Director, John Hoffman, VP/News Director-WTVT-Tampa, Roselyn Barranda, Human Resources Director-WNYW-WWOR-NY, Byron Harmon, VP/News Director- WNYW-WWOR-NY, Tracey Rivers, Human Resources Director-KRIV-KTXH-Houston, Susan Schiller, VP/News Director-KRIV-KTXH-Houston. Regina Davis, Human Resources Director-WAGA-Atlanta, Matt Piacente, VP/News Director-WJBK-Southfield, MI, Iraida Morillo, Human Resources Director, WOFL-WRBW-WOGX-Orlando, Nicole Robles, Human Resources Director-KDFW-KDFI-Dallas
- AAJA – The Asian American Journalists Association held a Virtual Convention & Career Fair, on August 12th – August 14th, 2020. Attended and representing the FTS O&O group were Iris Sierra, FTS Regional HR Director, John Hoffman, VP/News Director-WTVT-Tampa, Roselyn Barranda, Human Resources Director-WNYW-WWOR-TV, -NY, Kate O’Hara, Human Resources Director-KMSP-TV-WFTC-Minneapolis, Regina Davis, Human Resources Director, Scott Stucky, VP/News Director-WAGA-TV, Atlanta, Robin Whitmeyer, VP/News Director-KDFW-KDFI-Dallas.

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
 - November 12, 2019, John Hoffman, VP News Director spoke to a class of students at the Great American Teach - in Plant High School in Tampa regarding TV Production/Journalism.
 - November 20, 2019, Paul Dellegatto, Chief Meteorologist was a speaker at Jesuit Career Day at Jesuit High School in Tampa, FL.
 - November 13, 2019, Tyler Eliassen, Meteorologist was a speaker/presenter at the Steam Festival for the Hernando County Schools. Nature Coast Technical High School in Brooksville, FL.
 - October 9, 2019 Linda Hurtado, Anchor was a speaker at Trinity School in Tampa FL regarding the Importance of Watching the News.

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 (7) academic credit only interns.

News:	Interns
Weather:	Interns
Web:	Interns
Production:	Interns

We accepted students from the following colleges/universities: (1) Florida State University (2) University of Tampa, (2) University of South Florida, (1) Hillsborough Community College, (1) Southeastern 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:

- IT Manager
- Production Supervisor
- ELC/Technical Director
- Executive Finance Director
- Executive Producer

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 -3 currently in training, 1 in refresher training; 1 in pre-training studies. Training of staff members to become director on the ELC system, including coding of the ELC system, operation of Chyron graphics systems, Audio operator training, and BitCentral playback systems controlled via automated operation. This is a 6 to 8-month training process.

Cue Script Prompter training - Training on operations, software configuration, system setup and troubleshooting. -

15 Directors and Technicians

Audio operator training - 4 employees trained 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.

iTX Master Control room training – 5 completed initial training, Advanced training in process on 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.

IP Based Backup Control room/Backup control board – 11 Trained - Training on operation and switching of IP based backup control room. Training with 3 managers on configuration and control set-up

Prime Chyron integration – 15 trained on the implementation, operation, and configuration of Advanced Graphic System (Prime).

Continuing education – 3 directors attending training and skill building education classes (non-credit hours)

Engineering

Vela Administration and operational training – 11 trained on software and hardware operations and troubleshooting. Administration training for configuration and set up of new users and system changes – iTX Master Control room training – 4 completed initial training, configuration and advanced 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. Cue Script Prompter training – Training on new targeting system, software configuration, system setup and troubleshooting. – 6 Engineers

BitCentral training/Configuration – CoreMedia, Storage systems and troubleshooting. – 2 Engineers

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

HD Router training with Grass Valley Engineer. – 2 Engineers

EPA Storage tank inspection training - meeting and training on diesel tank requirements. – 2 Engineers

IT Server/Tanium training - 5 Engineers and 2 IT trained with HP technician on HP servers and Tanium deployment training.

VMWare / VNode vitalization training – 6 engineer/IT training on the deployment, creation, and management of virtual computer systems. Advanced configuration and deployment training. Train the user training on use and operation of new systems.

IPSNG uplink training – 2 engineers Internet Protocol Satellite News Gathering Uplink technology training on installation, configuration and operation. Train the user training for training the operators on proper use of equipment.

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

OSHA Fall Protection training – OSHA Approved training for fall protection and fall prevention – 6 Engineers, 2 Technicians and 3 Managers

N-95 and PPE training – 11 trained in Engineering and IT. Proper use and disposal of PPE equipment

Deep Cleaning/Electrostatic fogger operator training – 5 Managers – Training on the proper use and operation of electrostatic fogging cleaning equipment and safety precaution.

Continuing education – 2 engineers. One attending college classes to improve skills (college credit hours). One attending training and skill building education classes (non-credit hours)

Engineering Managers

Finance/Capital budget training – 3 managers - Training on creation process and workflow for the Capital projects

Finance Quote processes – Facility Engineer/IT manager – Training on proper procedures and understanding of the budget process and quote processes. Operational training for adding vendors, getting quotes, and creating PO's in the current system.

Fixed asset verification training – 2 managers – proper procedures for verifying assets, adding and removing assets to our inventory lists.

Continuing education – 3 managers. One attending college classes to improve skills (college credit hours). Two attending training and team building education classes (non-credit hours)

Sales

OTT Sales Training for FLX product (7 account executives & 3 managers)

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.