

**Annual EEO Public File Report**  
**KMSP-TV Fox 9/WFTC My29/KFTC IS AN EQUAL OPPORTUNITY EMPLOYER**

**Coverage Period:** *December 1, 2020-November 30, 2021*

**Station's Comprising Station Employment Unit:** KMSP-TV Fox 9 / WFTC My29 /KFTC

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hire
Reporter	2/1/2021	Twitter
Producer (1) *	2/1/2021	Employee Referral
FLX Account Executive (1) **	5/19/2021	Employee Referral
Producer (2) *	6/1/2021	LinkedIn
Master Control Technician	7/5/2021	Current Employee
FLX Account Executive (2) **	8/9/2021	Employee Referral
Investigative Reporter	9/7/2021	Agent
Traffic Coordinator	9/15/2021	Fox9.com
Content Editor	9/20/2021	Employee Referral
FLX Sales Assistant	10/5/2021	Diversity.com
Creative Services Coordinator	10/11/2021	LinkedIn
Photojournalist	11/3/2021	WITI – FTS Milwaukee

Shared same interview pool \*, \*\*

**Total Number of Persons Interviewed During Applicable Period:** 44

**Job Postings:** When a position becomes available, it is the general practice to share the opportunities with all other Fox Owned & Operated Stations across the country so the positions can be shared with qualified candidates at those stations. The notices list the titles and requirements for all open position are sent to the Human Resources nationwide in an effort to increase the opportunity for company internal promotions and expand the recruiting area. These opportunities are also sent to various community outreach groups, schools, and universities. In addition, station openings are automatically posted on [www.Foxcareers.com](http://www.Foxcareers.com) when the position requisition is completed in our recruitment portal.

**All Fox O & O Stations:**

WNYW/WWOR-TV 205 E. 67 <sup>th</sup> Street New York, NY 10065	WAGA-TV 1551 Briarcliff Rd. NE Atlanta, GA 30306	WTTG/WDCA 5151 Wisconsin Ave., NW Washington, DC 20016
KTTV/KCOP-TV 1999 S. Bundy Drive Los Angeles, CA 90025	KSAZ-TV/KUTP 511 W. Adams Street Phoenix, AZ 85003	WTFX-TV 3330 Market Street Philadelphia, PA 19106
WFLD/WPWR-TV 204 N. Michigan Ave. Chicago, IL 60601	KDFW/KDFI 400 N. Griffin Street Dallas, TX 75202	KTVU/KICU-TV 2 Jack London Square Oakland, CA 94607
WJBK 16550 W. Nine Mile Rd. Southfield, MI 48075	WTVT 3213 W. Kennedy Blvd. Tampa, FL 33609	WOGX 1551 SW 37 <sup>th</sup> St. Ocala, FL 34474
WITI 9001 North Green Bay Road Millwaukee, WI 53209	KRIV/KTXH 511 Southwest Freeway Houston, TX 77027	KTBC 119 E. 10 <sup>th</sup> Street Austin, TX 78701
WOFL/WRBW 35 Skyline Lake Mary, FL 32746	KCPQ/KZJO 1813 Westlake Ave. N. Seattle, WA 98109	

Section 2: Recruitment Sources		
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
Employee Referrals 11358 Viking Drive Eden Prairie, MN 55344	9	Producer (1) FLX Account Executive (1) Producer (2) FLX Account Executive (2) FLX Sales Assistant Creative Services Coordinator
MinnesotaWorks 332 Minnesota Street, Suite E200 Saint Paul, MN 55101 (651) 259-7114 <a href="http://www.minnesotaworks.net">www.minnesotaworks.net</a>	0	Reporter FLX Account Executive (1) Master Control Technician FLX Account Executive (2) Investigative Reporter Content Editor Photojournalist
Linked In (Aggregator- Station did not directly post the position on this website)	4	Producer (2) Creative Services Coordinator
Internal Employees 11358 Viking Drive Eden Prairie, MN 55344	1	Master Control Technician
Foxcareers.com	8	All positions
TV Jobs P.O. Box 4116 Oceanside, CA 92052 (760) 754-8117 <a href="http://www.tvjobs.com">www.tvjobs.com</a> (Site is an aggregator but the Engineering Production Manager was posted directly on the site by the Station.)	0	Investigative Reporter Photojournalist
Minneapolis American Indian Center 1530 Franklin Ave. Minneapolis, MN 55404 <a href="http://www.maicnet.com">www.maicnet.com</a> <a href="mailto:info@maicnet.org">info@maicnet.org</a>	0	Reporter Producer (1) FLX Account Executive (1) Producer (2) Master Control Technician FLX Account Executive (2) Investigative Reporter Traffic Coordinator Content Editor FLX Sales Assistant Creative Services Coordinator Photojournalist
Centro 1915 Chicago Avenue* Minneapolis, MN 55404 <a href="mailto:infocenter@centromn.org">infocenter@centromn.org</a>	0	Reporter Producer (1) FLX Account Executive (1) Producer (2) Master Control Technician FLX Account Executive (2) Investigative Reporter Traffic Coordinator Content Editor FLX Sales Assistant Creative Services Coordinator Photojournalist

Minneapolis Urban League 411 E 38 <sup>th</sup> Street Minneapolis, MN 55409 <a href="mailto:landerson@mul.org">landerson@mul.org</a>	0	Reporter Producer (1) FLX Account Executive (1) Producer (2) Master Control Technician FLX Account Executive (2) Investigative Reporter Traffic Coordinator Content Editor FLX Sales Assistant Creative Services Coordinator Photojournalist
National Hispanic Media Coalition 55 S. Grand Ave. Pasadena, CA 91105 <a href="mailto:info@nhmc.org">info@nhmc.org</a>	0	Reporter Producer (1) FLX Account Executive (1) Producer (2) Master Control Technician FLX Account Executive (2) Investigative Reporter Traffic Coordinator Content Editor FLX Sales Assistant Creative Services Coordinator Photojournalist
Southeast Asian Community Council 555 Girard Terrace N. Ste. 110 Minneapolis, MN 55405 <a href="mailto:info@seacc-mn.org">info@seacc-mn.org</a>	0	Reporter Producer (1) FLX Account Executive (1) Producer (2) Master Control Technician FLX Account Executive (2) Investigative Reporter Traffic Coordinator Content Editor FLX Sales Assistant Creative Services Coordinator Photojournalist
YWCA 1130 Nicollet Mall Minneapolis, MN 55403 <a href="mailto:ywca@ywcampis.org">ywca@ywcampis.org</a>	0	Reporter Producer (1) FLX Account Executive (1) Producer (2) Master Control Technician FLX Account Executive (2) Investigative Reporter Traffic Coordinator Content Editor FLX Sales Assistant Creative Services Coordinator Photojournalist
Upper Midwest American Indian Center 1035 W. Broadway Minneapolis, MN 55411 <a href="mailto:Sn.user@umaicmn.org">Sn.user@umaicmn.org</a>	0	Reporter Producer (1) Producer (2) Investigative Reporter
Augsburg College 2211 Riverside Ave. S. Minneapolis, MN 55454 <a href="mailto:eliason@augsborg.edu">eliason@augsborg.edu</a>	0	Reporter Producer (1) FLX Account Executive (1) Producer (2) FLX Account Executive (2) Investigative Reporter

Council for Minnesotans of African Heritage 658 Cedar Street G57, Basement St. Paul, MN 55155 <a href="mailto:cmah@state.mn.us">cmah@state.mn.us</a>	0	Reporter Producer (1) FLX Account Executive (1) Producer (2) Master Control Technician FLX Account Executive (2) Investigative Reporter Traffic Coordinator Content Editor FLX Sales Assistant Creative Services Coordinator Photojournalist
Hamline University 1536 Hewitt Ave. MS-B1802 St. Paul, MN 55104 <a href="mailto:tmiddendorf@hamline.edu">tmiddendorf@hamline.edu</a>	0	Reporter Producer (1) FLX Account Executive (1) Producer (2) Master Control Technician FLX Account Executive (2) Investigative Reporter Traffic Coordinator Content Editor FLX Sales Assistant Creative Services Coordinator Photojournalist
Metropolitan State University 209 Wigley Administration Center Mankato, MN 56001 <a href="mailto:William.baldus@metrostate.edu">William.baldus@metrostate.edu</a>	0	Reporter Producer (1) Producer (2) Investigative Reporter
Minnesota Broadcasters Association 3033 Excelsior Blvd. Suite 440 Minneapolis, MN 55416 <a href="mailto:tim.hyde@minnesotabroadcasters.com">tim.hyde@minnesotabroadcasters.com</a> <a href="mailto:mvorhis@minnesotabroadcasters.com">mvorhis@minnesotabroadcasters.com</a>	0	Reporter Producer (1) FLX Account Executive (1) Producer (2) Master Control Technician FLX Account Executive (2) Investigative Reporter Traffic Coordinator Content Editor FLX Sales Assistant Creative Services Coordinator Photojournalist
Mpls. Community and Tech College Multi-cultural Student Services <a href="mailto:webmaster@minneapolis.edu">webmaster@minneapolis.edu</a>	0	Reporter Producer (1) FLX Account Executive (1) Producer (2) Master Control Technician FLX Account Executive (2) Investigative Reporter Traffic Coordinator Content Editor FLX Sales Assistant Creative Services Coordinator Photojournalist
National Association of Broadcasters 1771 N. St. NW Washington DC 20036-2891 <a href="mailto:nab@nab.org">nab@nab.org</a>	0	Reporter Producer (1) FLX Account Executive (1) Producer (2) Master Control Technician FLX Account Executive (2) Investigative Reporter Traffic Coordinator

		Content Editor FLX Sales Assistant Creative Services Coordinator Photojournalist
St. Olaf 1520 St. Olaf Ave. Northfield, MN55057 <a href="mailto:cahoon@stolaf.edu">cahoon@stolaf.edu</a>	0	Reporter Producer (1) FLX Account Executive (1) Producer (2) Master Control Technician FLX Account Executive (2) Investigative Reporter Traffic Coordinator Content Editor FLX Sales Assistant Creative Services Coordinator Photojournalist
St. Thomas University <a href="mailto:webmaster@stthomas.edu">webmaster@stthomas.edu</a>	0	Reporter Producer (1) FLX Account Executive (1) Producer (2) Master Control Technician FLX Account Executive (2) Investigative Reporter Traffic Coordinator Content Editor FLX Sales Assistant Creative Services Coordinator Photojournalist
Wayne St. University Journalism Institute for Minorities <a href="mailto:anails@wayne.edu">anails@wayne.edu</a>	0	Reporter Producer (1) FLX Account Executive (1) Producer (2) Master Control Technician FLX Account Executive (2) Investigative Reporter Traffic Coordinator Content Editor FLX Sales Assistant Creative Services Coordinator Photojournalist
Winona State PO Box 5838 Winona, MN 55987 <a href="mailto:rbanicki@winona.edu">rbanicki@winona.edu</a>	0	Reporter Producer (1) FLX Account Executive (1) Producer (2) Master Control Technician FLX Account Executive (2) Investigative Reporter Traffic Coordinator Content Editor FLX Sales Assistant Creative Services Coordinator Photojournalist
Howard University 2400 Sixth Street, NW Washington, D.C. 20059 (202) 806-6100 <a href="mailto:Cdudley@howard.edu">Cdudley@howard.edu</a>	0	Reporter Producer (1) Producer (2) Investigative Reporter
Marketing Idea Net-602 Communications (503) 719-7794 Portland, OR <a href="mailto:slizik@602communications.com">slizik@602communications.com</a>	0	Reporter Producer (1) FLX Account Executive (1) Producer (2)

		Master Control Technician FLX Account Executive (2) Investigative Reporter Traffic Coordinator Content Editor FLX Sales Assistant Creative Services Coordinator Photojournalist
Emma Bowen Foundation <a href="mailto:michael.barham@nbcuni.com">michael.barham@nbcuni.com</a>	1	Reporter Producer (1) Producer (2) Investigative Reporter
Hire Veterans First <a href="mailto:cscottstrategies@gmail.com">cscottstrategies@gmail.com</a> <a href="http://www.hireveteransfirst.com">www.hireveteransfirst.com</a> 571-215-4915	0	Reporter Producer (1) FLX Account Executive (1) Producer (2) Master Control Technician FLX Account Executive (2) Investigative Reporter Traffic Coordinator Content Editor FLX Sales Assistant Creative Services Coordinator Photojournalist
Indeed.com 470 West. Ave. Suite 2002 Stamford, CT 06902 203-564-2418 (Site is an aggregator but the positions listed with a * were posted directly by the station on the site.)	9	Producer (2) Traffic Coordinator FLX Sales Assistant Creative Services Coordinator Photojournalist
<a href="http://www.fox9.com">www.fox9.com</a> 11358 Viking Drive Eden Prairie, MN 55344 952-944-9999	3	Reporter Producer (1) FLX Account Executive (1) Producer (2) Master Control Technician FLX Account Executive (2) INVESTIGATIVE REPORTER Traffic Coordinator Content Editor FLX Sales Assistant Creative Services Coordinator Photojournalist
Migizi 1516 East Lake Street 300 Minneapolis, MN 55407 612-721-6631 <a href="mailto:info@migizi.org">info@migizi.org</a>	0	Reporter Producer (1) FLX Account Executive (1) Producer (2) Master Control Technician FLX Account Executive (2) Investigative Reporter Traffic Coordinator Content Editor VP, News Director FLX Sales Assistant Creative Services Coordinator Photojournalist
Society of Broadcast Engineers (SBE) 9102 North Meridian Street, Suite 150 Indianapolis, IN46260	0	Master Control Technician

Twitter <a href="http://www.twitter.com">www.twitter.com</a> (News department tweeted our opening for a Sports Photojournalist)	1	Reporter
Handshake <a href="http://www.joinshandshake.com">www.joinshandshake.com</a> *Please see below for a description of Handshake.	0	Reporter Producer (1) FLX Account Executive (1) Producer (2) FLX Account Executive (2) Investigative Reporter Traffic Coordinator Content Editor FLX Sales Assistant Creative Services Coordinator
Diversity.com	1	FLX Sales Assistant Creative Services Coordinator Photojournalist
Social Media	1	Traffic Coordinator
Former Employee	1	Traffic Coordinator
Professional Association	1	Creative Services Coordinator
Job Board	1	Master Control Technician
WITI	1	Photojournalist
Former Intern	1	Photojournalist
The NWT Group – Sandra Richards 2110 Elmwood Bryan, TX 77802	1	Investigative Reporter
Investigative Reporter and Editors <a href="http://www.IRE.org">www.IRE.org</a> 141 Neff Annex Missouri School of Journalism Columbia, MO 65211 <a href="mailto:info@ire.org">info@ire.org</a>	0	Investigative Reporter
Women In Film 4221 Wilshire Blvd., Suite 130 Los Angeles, CA 90010 (323) 935-2211 <a href="mailto:info@wif.com">info@wif.com</a> Meg Linker-Estes	0	Reporter Producer (1) Producer (2) FLX Account Executive (1) FLX Account Executive (2) Master Control Technician Investigative Reporter Traffic Coordinator Content Editor FLX Sales Assistant Creative Services Coordinator Photojournalist
Chicano Latinos University University of Minnesota – College of Liberal Arts Department of Chicano and Latinos Studies	0	Reporter Producer (1) Producer (2)



19 Scott Hall 72 Pleasant St. SE Minneapolis, MN 55455 (612) 624-6309 <a href="mailto:chicstud@umn.edu">chicstud@umn.edu</a> Rodrigo Sanchez-Chavarria		FLX Account Executive (1) FLX Account Executive (2) Master Control Technician Investigative Reporter Traffic Coordinator Content Editor FLX Sales Assistant Creative Services Coordinator Photojournalist
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\*Handshake is job-sourcing network associated with over 700 colleges and universities across the country. An employer creates a profile, is able to post jobs to Handshake, and then selects which specific colleges and universities to which that job is posted. For our station, we routinely select 20-25 colleges and universities that are in the geographic area or are a top journalism school in the country.

**Section 3: Supplemental Outreach Activities – December 1, 2020-November 30, 2021**

**1. (i) Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.**

KMSP/WFTC participates in local and national career/job fairs. Job Fairs provide applicants and potential candidates with the opportunity to learn about Fox Television Stations, Inc. and the job opportunities and internship/mentoring programs available within the group. A list of job openings and station contact information is available upon request

KMSP/WFTC participated in the following job fairs during the reporting period:

Emma Bowen Career Fair

Virtual

June 30, 2021

Represented by: Iris Sierra, Regional HR Director, Nicole Robles, Director of Human Resources KDFW/KDFI, Iraid Morillo, Director of Human Resources WOFL/WOGX, Heather Hanson, Director of Human Resources KSAZ-TV/KTUP, Lily Kanigher, TVHO Human Resources Intern

National Association of Black Journalists (NABJ)

Virtual Career Fair

August 19, 2020 – August 20, 2021

Represented by:

VP/News Directors: Emad Asghar WNYW/WWOR-TV, Erica Hill KTTV/KCOP-TV, John Hoffman WTVT, Jim Driscoll WTXF

Directors of Human Resources: Nicole Robles KDFW/KDFI, Tracy Rivers, Heather Hanson KSAZ-TV/KUTP, Iraid Morillo WOFL/WOGX, Roselyn Barranda WNYW/WWOR-TV Iris Sierra, Regional HR Director, Kate O'Hara KMSP-TV/WFTC

Asian American Journalism Association (AAJA) Virtual Trade Show

August 24-2020 – August 28, 2020

Represented by: Paul McGonagle, VP/News Director WTTG, WDCA, Mary Baker, Director of Human Resources WTTG/WDCA, Nicole Robles, Director of Human Resources KDFW/WDFI, Adrienne Pritchett, Director of Human Resources WTXF, Roselyn Barranda, Director of Human Resources WNYW/WWOR-TV, Iraid Morillo, Director of Human Resources WOFL/WOGX

Temple University

Virtual

October 20, 2021

Represented by: Adrienne Pritchett, Director of Human Resources WTXF

Full Sail University

Virtual

October 20, 2021

Represented by: Iraid Morillo, Director of Human Resources WOFL/WOGX

**2. (iv) Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.**

**Staff Appearances and Community Involvement**

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 similar events.

<b>Event</b>	<b>Participating Employee</b>
T. Howard Foundation Panel	Kate O'Hara
Journalism interview for Notre Dame Student	Dawn Mitchell
Big Bang Science Fair	Jennifer McDermid
Professionals Providing Experience for Life	Dawn Mithcell

3. (v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

#### INTERNSHIP PROGRAM DESCRIPTION

This program enhances professional skill development for students interested in a career in television. Students will, in a hands-on environment and/or through independent research, have an opportunity to refine proficiency and/or gain in depth knowledge in various television media or production areas.

Objectives of the internship program:

- 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 experiences and exposure to a work environment in their desired careers.
- Identify students for the station's job applicant pool for employment opportunities.

#### INTERNSHIP REQUIREMENTS

- Intern **MUST** be a college or trade school student receiving academic credits (internship is otherwise considered unpaid).
- Requests for interns must be submitted and approved by HR.
- Students may not start their internship until all necessary paperwork is completed, including the application, verification of academic credit, and the I-9 form.
- It is imperative we are compliant with FLSA regulations and requirements for interns. Failure to follow these requirements may result in the elimination of the internship program in the department.
- Interns looking to be in the Engineering, Photography and Editing areas must adhere to Union contract guidelines.
- Hours will be coordinated with the student and department internship coordinator and must meet the academic credit criteria.

Application Process:

Send application material to:  
KMSP-TV/WFTC MINNEAPOLIS  
Attn: Human Resources  
11358 Viking Drive  
Minneapolis, MN 55344

NEWS DEPARTMENT: Experience a television station through the lens of the News Department. This internship will interact with all working functions of a newsroom – content editors, producers, reporters, anchors, editors, and photojournalists. Under the supervision of the Assignment Desk this student intern will gain hands-on experience in the day-to-day operations of a fast-paced news environment.

SPORTS DEPARTMENT: Under the supervision of the Sports Producers/Reporters, the student intern(s) will gain hands-on experience in the day-to-day operations of the Sports Department. Student intern(s) will be exposed to how the Sports Department covers stories; and edit and air sports for the evening newscasts and special shows. Student intern(s) will assist in all facets of production. Duties include but are not limited to: checking wire reports, logging feeds and games, preparing initial scripts, working with editors to produce high-lights, and retrieving and achieving videotapes. This internship may include some field experience to cover sports events with a camera crew and Sportscaster. Student intern(s) must be self-starters, organized, and able to work evening and weekends hours.

WEATHER: Under the supervision of the Chief Meteorologist, weather interns will learn to operate weather graphics system and be capable of creating a ready-for-broadcast weather show by the end of the internship. Interns will learn the weather systems in addition to FOX 9's and be capable of assisting the on-air Meteorologists in tracking and analyzing severe storms. Interns will also learn the crawl system for weather alerts and will assist the on-air Meteorologists with preparing crawls (with strict supervision) for broadcast.

Interns will study meteorological model data and create local forecast for comparison with the on-air Meteorologists forecast. As time permits, interns will practice delivering a weathercast at the Chromakey Wall and in the Weather Center.

**PROMOTIONS DEPARTMENT:** Who are the people who get you to watch T.V. shows? It's the Promotion Producers job to lure viewers to watch Fox Prime Programs, including our newscasts. Find out how they do it! Take part in the T.V. marketing process which includes writing, producing, directing, videography, and non-linear editing by watching our producers create promos for newscasts and entertainment programs. You will even have the chance to write and prepare your own topical promo taking your ideas through the production process.

#### THE JASON SHOW

Experience working at a local television station through the lens of production of "The Jason Show" - a daily entertainment talk show hosted by Twin Cities media personality, Jason Matheson. Every morning Jason presents his humorous commentary on topics of the day to a live studio audience in segments focusing on entertainment news, celebrity social media and gossip, cultural trends in the worlds of food, fitness and fashion, as well as packages shot at a variety of locations around the Twin Cities. Under the supervision of the show's producers, the student intern will receive practical experience in and exposure to all the producing and production phases of a live, daily television program.

**HUMAN RESOURCES DEPARTMENT:** Experience a television station through the lens of the Human Resources Department– a department dedicated to providing resources for the Station's employees and management. This internship will interact with all departments to in an effort to support the personnel functions at the station - all while helping the station achieve its strategic goals. Under the supervision of the Director of Human Resources, this student intern will receive practical application experience and exposure to fundamental human resource generalist functions.

Reporting Period Internships: 1

#### Other Internship/Job Shadow Opportunities:

**Job Shadow:** A job shadow experience allows junior high and high school age students to the opportunity to come into the station for a day and spend with a department of interest. The shadow experience will give students the opportunity for a one time experience in a work setting related to the broadcast industry.

Human Resources coordinate the job shadow experience with the department identified by the student. They will be paired with an employee and have the chance to follow that employee around during a normal day of work. The length of the job shadow will be dependent on the request from the student and availability of the department.

**"Career Awareness;" Station Tours:** Throughout the reporting period, KMSP/WFTC, conducted station tours for colleges, universities and other educational institutions to explain broadcast operations and a variety of career options available in broadcasting.

4. (vi) Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).

The station aired stories regarding job interview techniques, helpful resume tips and interviews with local area recruiting experts during this report period. During the COVID pandemic, the station has also provided information on how individuals who lost their jobs or are furloughed can apply for unemployment benefits.

#### **Voices for Change Committee:**

FOX 9 launched a committee called Voices for Change in June 2020. The mission of the initiative is to end systemic racism by mobilizing voices in our community to educate, enlighten and listen. We intend to use our resources to engage people of all races to promote change. We also created several sub-committees focused on internal initiatives, youth, content/messaging, and community outreach.

The internal committee has focused attention on partnering with other organizations to help focus recruitment efforts in diverse communities. We have had conversations with National Association of Black Journalists and the T. Howard Foundation. Both of these organizations have databases of candidates that they offered to share with the station as we recruit for various positions. The station also plans to partner with a group called Journalism 360, an organization tie to the University of St. Thomas, which provides diverse high school students an introduction to journalism. We have also had several conversations with community leaders who provided us further education and information and who could be guest speakers for our employees.

The content committee is organizing monthly Zoom meetings for interested employees to discuss topical issues related to Voices for Change. We will either have a guest speaker or have employees review an article or video and then have a reflective discussion about the topic.

The outreach committee has partnered with the local YMCAs. With distance learning being the practice in most school districts in the Twin Cities, the YMCA identified a need in having books read to children, especially in lower income households. Station employees can read a book via video and the video is distributed to youth in the Twin Cities.

5. **(vii) Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.**

**Work Study Scholarship Programs – Emma L. Bowen Foundation for Minority Interest in Media, Inc.**

Established in 1989, the Emma L. Bowen Foundation for Minority Interest 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 salaries and matching scholarship funds to be used for college tuition and related expenses. Over a period of up to five years, the students experience numerous aspects of corporate operation 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 counsels
- Interested in pursuing a career in media

The Station had two (2) Emma Bowen Interns who joined us for one (1) semesters during this reporting period.

**Partnership with Vantage High School:**

VANTAGE, Minnetonka's Advanced Professional Studies program, provides junior and senior students with real-world experiences in professional settings, where they can learn and develop skills for high-demand careers.

Transforming the high school experience, this innovative program is a year-long, two- or three-credit course of study where students learn through case studies, partner-directed projects, and immersion in a profession-based program.

VANTAGE has five divisions that students can choose to enroll: Business Analytics, Business in a Global Economy, Graphic and Product Design, Healthcare and Sports Science, and Broadcast & Digital Journalism.

Fox 9/FOX 9= has partnered with VANTAGE by offering station tours and panels, providing mentorship opportunities for students with our employees, and by having employees of Fox 9 be on-site guest professors at the VANTAGE campus. We continue to explore other ways in which we can collaborate with this professional development program.

6. **(viii) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.**

The station 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 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 eight (8) employees to the following positions:

- Producer to Senior Producer
- Master Control Technician to Technician/Automation Director
- Floor Director to Stage Manager
- Content Editor to Senior Content Editor
- Floor Director to Master Control Operator
- VP, News Director to SVP, General Manager
- Chief Photojournalist to News Production Manager

Fox Stations Sales, an in-house national sales organization, maintains a program to train new sales Account Executive/Account Managers. 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.

#### **Training Management:**

The Human Resources Department facilitates ongoing management development training to include Performance Management training, Recruitment and Retention Training, and Workplace Issues Training. These sessions are conducted throughout the year and include a review of applicable policies and company practices, interactive discussion, and a distribution of relevant materials. The intent of these training sessions is to enhance the skills and abilities of our management team.

In addition, throughout the reporting period, KMSP/WFTC, provided the following training programs to its employees, to include:

True North Leadership Training, Management Workshop, Active Shooter Training, Voices for Change Lunch and Learns, FOX Employee Safety Orientation, FOX Standards of Business Conduct Training, FOX Identifying Phishing Attempts, Drone Training and Certification, VMWare Vsphere and VMWare VRail Administrator Training, Tanium Server PC Patching Training, ELX Sony XVS7000X Switcher Training, Isilon Storage Training, Vinten Robotics Training, Calrec Audio Mixer System Training, Coupa Training, Workday Financials Training, COVID Procedural Training, Business Continuity Plan Training, Phishing and Cyber Security.

Fox has also launched two new extensive training platforms which are available to all employees, Harvard ManageMentor and LinkedIn Learning. Training courses are offered on a wide variety of topics – from technical tutorials to management and interpersonal modules. Employees can access all training modules and take at their leisure or can also be formally assigned by a manager. During this reporting period employees completed several modules which include, but aren't limited to, Project Management Simplified, Writing Ad Copy, Blender Essential Training, Digital Marketing Foundations, Motion Graphic Animation, and many more.

In addition, the Company offers a generous tuition reimbursement plan. We have had employees take both courses for accredited and degreed programs (Master's, Meteorology), technical training (advanced Avid editing training), and management certification courses.

#### **MentorMatch Program:**

FOX employees are given the opportunity to participate in the FOX MentorMatch Program. The goal of the program is to allow both Mentors and Mentees the opportunity to engage with different individuals and learn about the various facets of our brand, while building new meaningful, professional relationships. The mentor/mentee meet on a monthly basis and there are formalized checkpoints.