

Annual EEO Public File Report
WAGA-TV IS AN EQUAL OPPORTUNITY EMPLOYER

Coverage Period: December 1, 2022 – November 30, 2023

Station's Comprising Station Employment Unit: WAGA-TV/FOX 5 – Atlanta, GA

Total Number of Persons Interviewed During Applicable Period: 39

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Fox5atlanta.com serves the community by providing the Atlanta area with the latest news, weather, and traffic information including breaking news, severe weather alerts and traffic jams. 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 Report. In addition, the website also has direct links to many national sites. Fox5atlanta.com attracts approximately 10million page views and over 3.9 million unique visitors 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 (Also: /Bulletin Board) 1551 Briarcliff Road NE Atlanta, GA 30306 R. Davis (404) 898-0269 www.fox5atlanta.com	6	All positions
FOX Careers www.foxcareers.com	7	All positions
Collective Talent.com www.info@michaelsmedia.com	0	All positions
Georgia Association of Broadcasters 6 West Druid Hills Drive NE, Suite 330 Atlanta, GA 30329 (770) 395-7200 www.gab.org mlewis@gab.org	0	All positions
Connecticut School of Broadcasting 1755 N Brown Rd Suite 175 Lawrenceville, GA 30043 www.GoCSB.com mhessing@gocsb.com	0	News Producer News Producer Multi-Media Journalist
Spots N Dots ads@spotsndots.com	0	Account Executive Local Sales Manager FLX Account Executive

Workforce Georgia Atlanta, GA 30329-3909 https://www.worksourcegaportal.com	0	Local Sales Coordinator
Emma Bowen Michael.Barham@nbcuni.com	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 www.fox5ny.com	0	All positions
KTTV/KCOP-TV 1999 S. Bundy Drive Los Angeles, CA 90025 D. Rosa www.foxla.com	0	All positions
WFLD/WPWR-TV 205 N. Michigan Avenue Chicago, IL 60601 S. Dixon www.fox32chicago.com	0	All positions
WTFX-TV 330 Market Street Philadelphia, PA 19106 A. Pritchett www.fox29.com	0	All positions
KDFW/KDFI 400 N. Griffin Street Dallas, TX 75202 N. Robles www.fox4news.com	0	All positions
WTTG/WDCA 5151 Wisconsin Ave NW Washington, DC 20016 M. Baker www.fox5dc.com	0	All positions
KRIV/KTXH 4261 Southwest Freeway Houston, TX 77027 K. Bouldin www.fox26houston.com	0	All positions
KTVU/KICU-TV 2 Jack London Square Oakland, CA 94607 D. Houston www.ktvu.com	0	All positions
WTVT 3213 W. Kennedy Blvd. Tampa, FL 33609 I. Sierra www.fox13news.com	0	All positions

KSAZ-TV/KUTP 511 W. Adams Street Phoenix, AZ 85003 H. Hanson www.fox10phoenix.com	0	All positions
WJBK 16550 W. Nine Mile Road Southfield, MI 48075 D. Hayes www.fox2detroit.com	0	All positions
KMSP-TV/WFTC 11358 Viking Drive Eden Prairie, MN 55344 K. O'Hara www.fox9.com	0	All positions
WOFL/WRBW/WOGX 35 Skyline Drive Lake Mary, FL 32746 I. Morillo www.fox35orlando.com	0	All positions
KTBC 119 E 10 th Street Austin, TX 78701 K. Bouldin www.fox7austin.com	0	All positions
WITI 9001 N. Green Bay Rd Milwaukee, WI 53209 K. O'Hara www.fox6now.com	0	All positions
KCPQ/KZJO 1813 Westlake Ave. N. Seattle, WA 98109 H. McCracken www.q13fox.com	0	All positions
FOX Station Sales 205 E 67 th Street New York, NY 10065 A. Maldonado	0	All positions

In addition, the station had 2 interviewees from employee referrals, 1 interviewee from former employee, 6 interviewees from unsolicited resumes from various talent agencies and others, 7 interviewees from LinkedIn, 2 interviewees from MediaRecruiter, 1 interviewee from Medialine, 1 interviewee from Facebook, and 6 interviewees from Indeed.com.

Section 3: Supplemental Outreach Activities –

PARTICIPATION IN JOB FAIRS AND CONVENTIONS – WAGA-TV or Fox Television Station Inc. Human Resources
November 9, 2022 – Penn State University Nittany Lions 2022 Careers in the Capitol (Attendee Murphy Baker)
February 9, 2023 – Full Sail Virtual Job Fair (Attendees Iraida Morillo and Iris Sierra)
February 24, 2023 – Penn State Bellisario College of Communications (Attendee Murphy Baker)
March 11, 2023 – Asian American Journalist Association Inaugural Mixer (Attendees Tracey Rivers and Nicole Robles)
March 24, 2023 – Klein College Internship and Career Fair (Attendee Adrienne Pritchett)
April 1, 2023 – Georgetown University SCS Master of Journalism Program (Attendees Murphy Baker, Tracey Rivers and Jamie Hoskins)
June 21, 2023 – Emma Bowen Virtual Conference & Career Fair (Attendees Roselyn Barranda, Iris Sierra, Nicole Robles, Heather Hanson, Shartrise Dixon, Hailey McCracken, Adrienne Pritchett and Danielle Houston)
July 12 – 14, 2023 – National Association of Hispanic Journalist (Attendees Iraida Morillo, Kate O'Hara, Melissa Medalie, Susan Schiller)

August 2 – 4, 2023 – National Association of Black Journalists Convention & Career Fair (Attendees Regina Davis, Nicole Robles, Brandice Bailey and Amy Ranel)

July 19 – 21, 2023 Asian American Journalist Association Annual Convention (Attendees Murphy Baker and Alexa Malodonado, Paul McGonagle and Panhia Yang)

August 30, 2023 – Full Sail University Virtual Career Fair (Attendees Iraida Morillo, Shartrise Dixon and Roselyn Barranda)

September 20 – 22, 2023 – RTDNA23 (Attendees Kate O'Hara, Mim Davey, Kelly Huffman and Amanda St. Hilaire)

October 4, 2023 – Howard University Cathy Hughes School of Communications Annual Job & Internship Fair (Attendees Murphy Baker)

October 31, 2023 – Penn State Bellisario College of Communications Career Fair (Attendees Murphy Baker)

INTERNSHIP PROGRAM

WAGA-TV/FOX 5 maintains an active internship program for college/university, junior, senior and graduate students. The students work per their school requirements and receive college credit upon successful completion of their internship. Generally, internships are available in the following departments: News (including I-Team, Sports, Weather, and Digital News), Creative Services, and Operations/Production. Schools represented in 2023 include: University of Georgia, University of Texas, Georgia College, and Emerson College. Total number of interns per for 2023:

- Summer Semester Interns – 6

PARTICIPATION IN SCHOLARSHIP PROGRAM

Emma L. Bowen Scholarship Recipient – WAGA-TV/FOX 5 is currently sponsoring Morgan Norris and Jada White through the Emma L. Bowen Foundation 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.

PARTICIPATION IN TRAINING PROGRAM

WAGA-TV/FOX 5 sponsors an active-year round Trainee Program for the News, Engineering & Operations and Creative Services Departments. Trainees are recent college graduates hired for a six-month term. Trainees learn all facets of their respective department as preparation for full-time regular employment at a broadcast station. Trainees are interviewed and hired by Regina Davis, and then supervised by Lily Jaramillo in News, Darren Pasch in Engineering & Operations and Rick Snyder in Creative Services.

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-Human Resources Director oversee this program.

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.
- December 6, 2022 – Form I-9 Overview – Presented by Department of Homeland Security – Crystal Roberson
- 2023 – 2024 Human Resources Development Program
- August 15, 2023 HR Self-Care Webinar: Reduce your Stress and Burnout – presented by Jay Shetty
- August 22, 2023 Compliance Success with the Right Documentation
- November 29, 2023 – True North: Leadership Development Experience – presented by FOX Learning & Development, Chris Evans

Finance Department:

- A3 Training Sessions – Ae Ribbon in Excel
 - August 22, 2023
 - September 14, 2023
 - September 26, 2023
- 2023 - 2024 FOX Finance Development Program

News Department:

- Small UAS FOX Flight Team training - Photographers and other employees in the news department participate in training to keep their credentials active and current.

Creative Services Department:

- Small UAS FOX Flight Team training - Producers in the Creative Services department participate in training to keep their credentials active and current.

All Staff:

FOX Learning and Development offers employees training programs throughout the year

- December 1, 2022 - Understanding & Supporting Yourself (Burnout Prevention)
- December 13, 2022 - Understanding & Supporting Employees (Burnout Prevention)
- January 19, 2023 - Adobe Photoshop - Photo Touch Up & Editing
- January 24, 2023 - Adobe Photoshop - Editing Images & Advanced Tools
- February 22, 2023 - Microsoft Outlook: Organizing, Searching, Managing Messages & Automating Repetitive Steps
- February 27, 2023 - Microsoft Excel - Simplifying & Managing Long Documents
- March 14, 2023 - Productivity Pointers: 10 Tips to Make the Most of Your Time
- March 15, 2023 - Microsoft Excel - 3D Sheets & Managing Workbooks
- March 23, 2023 - Microsoft Excel: Working with Lists
- April 12, 2023 - Microsoft PowerPoint: Customizing Design Templates
- April 27, 2023 - Microsoft PowerPoint: Tips and Tricks
- May 4, 2023 - Adobe Photoshop: Touch up & Editing
- May 9, 2023 - Adobe Photoshop: Editing Images & Advanced Tools
- May 31, 2023 - Leading Through Change
- June 21, 2023 - Microsoft Word: Working with Tables
- June 28, 2023 - Microsoft Word: Controlling Page Appearance and Flow of a Document
- July 17, 2023 - Microsoft Excel: Pivot Tables - Level 1
- July 24, 2023 - Microsoft Excel: Pivot Tables - Level 2
- July 27, 2023 - Deck Design 101: Creating Effective Slides for Presentations
- November 30, 2023 - Evolution of Leadership: Navigating Change of Success

In addition, workshops and seminars are conducted through the Company's Employee Assistance Program (EAP) available for all employees. Various topics attended this reporting period included:

- "Healthy Relationships" - December 14, 2022
- Calm - BRB: The Working World Takes a Break - May 9, 2023
- Calm - Reducing Anxiety - May 15, 2023
- Health Advocate - Mental Health & Me - May 18, 2023
- LGBTQ+ Awareness - June 14, 2023
- Impact of Gratitude - July 20, 2023

PARTICIPATION IN BROADCAST CAREER/EDUCATION COMMUNITY EVENTS

WAGA-TV/FOX 5 is dedicated to community involvement and promoting higher education and diversity. Ongoing outreach efforts are supported by staff public speaking engagements at schools, civic groups, non-profit organizations and community events. Some examples are:

Ryan Beesley

12/01/2021 - Ryan Beesley - Blackwell Elementary School - Weather conversation w/ students
 01/11/23 - R.M. Moore Elementary School - Weather conversation w/ students
 Bells Ferry Elementary School - Weather conversation w/ students
 Blackwell Elementary School - Weather conversation w/ students
 Holy Innocents' Episcopal School - Weather conversation w/ students
 02/01/23 - Mt. Vernon Elementary School - Weather conversation w/ students

Mason Elementary School - Weather conversation w/ students
02/08/23 - Villa Rica Elementary School - Weather conversation w/ students
Blake Bass Middle School - Weather conversation w/ students
02/15/23 - Acworth Elementary School - Weather conversation w/ students
Tolbert Elementary School - Weather conversation w/ students
03/01/23 - Morgan County High School - Weather conversation w/ students
Middle school and Elementary School - Weather conversation w/ students
03/08/23 - Hopkins Elementary School - Weather conversation w/ students
03/29/23 - Jackson Road Elementary School - Weather conversation w/ students
Moreland Road Elementary School - Weather conversation w/ students
04/12/23 - Vaughan Elementary School - Weather conversation w/ students
04/19/23 - Ethel W. Kight Elementary School - Weather conversation w/ students
Joseph Sams School - Weather conversation w/ students
09/13/23 - Bowdon Middle School - Weather conversation w/ students
Mountain Park Elementary School - Weather conversation w/ students
Lake Windward Elementary School - Weather conversation w/ students
09/20/23 - Virginia Highlands Elementary School - Weather conversation w/ students
North Jackson Elementary School - Weather conversation w/ students
09/27/23 - Sweet Apple Elementary School - Weather conversation w/ students
Flowery Branch Elementary School - Weather conversation w/ students
Austin Elementary School - Weather conversation w/ students
10/04/23 - Crabapple Crossings Elementary School - Weather conversation w/ students
Alpharetta Elementary School - Weather conversation w/ students
New Hope Elementary School - Weather conversation w/ students

Jonathan Stacey

03/12/23 - M.L. King Elementary - Weather conversation w/ students
Richards Middle School - Weather conversation w/ students
Lindley Middle School - Weather conversation w/ students
Trinity Adult Day Care Center - Weather conversation w/ senior citizens
03/16/23 - Beulah Elementary School - Weather conversation w/ students
07/21/23 - Henry County Public Library - Weather conversation w/ participants