



**WTTG/FOX5 & WDCA/My20  
Annual EEO Public File Report  
June 1, 2011 – May 31, 2012  
Amended June 27, 2012\***

Date Amended Annual EEO Public File Report placed in Public File:

June 27, 2012

Signature:

[Signature]

Date Amended Annual EEO Public File Report posted on the  
WTTG/WDCA website:

June 27, 2012

Signature:

[Signature]

\* Report amended as follows: Page 2 was inadvertently not included in the report as initially filed. This amended report contains that page. Also, the Investigative Reporter hired on October 10, 2011, (as initially listed on page 2 of the report) should not have been listed as it was an internal promotion for which no recruitment was required. Although not required by the Commission's rules, the other positions listed on the report for which the hiree was an internal promotion were nonetheless widely recruited.

We have added the following recruitment sources which were not on the initial report - National Council of Negro Women, Hispanic Committee of Virginia, the National Diversity Job Bank, Loyola University, Radford University, Towson University and University of Maryland Baltimore County and listed the positions for which each of those sources was used. These sources were inadvertently left off of the report.

We have corrected "Full-time Positions For Which Source Was Utilized" from "All Positions" to the specific positions for which recruitment sources NABJ and Catholic University were sent announcements and for Fox News Channel to "All Positions, except Writer/Fill-in Producer & Vice President, Finance."

Syracuse University has been removed from the recruitment source list as it was not used as a source during the reporting period.

**Annual EEO Public File Report  
WTTG/WDCA IS AN EQUAL OPPORTUNITY EMPLOYER**

**Coverage Period:** June 1, 2011 – May 31, 2012 (Amended June 27, 2012)

**Station's Comprising Station Employment Unit:** WTTG/Fox 5 & WDCA/My20 – Washington, DC

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hiree
Writer/Fill In Producer	06/06/11	Employee Referral
Creative Services Writer/Producer	06/11/11	<a href="http://www.myfoxdc.com">www.myfoxdc.com</a>
Writer/Weekend Producer	09/02/11	Employee referral
National Sales Coordinator	09/12/11	<a href="http://www.myfoxdc.com">www.myfoxdc.com</a>
Producer, AM	09/12/11	Internal Promotion
Local Sales Coordinator	10/03/11	<a href="http://www.myfoxdc.com">www.myfoxdc.com</a>
Producer, AM	11/22/11	<a href="http://www.myfoxdc.com">www.myfoxdc.com</a>
Writer/Producer	11/22/11	<a href="http://www.myfoxdc.com">www.myfoxdc.com</a>
Producer, 5PM	11/27/11	Internal Promotion
Vice President, Finance	11/28/11	Current Fox O&O Employee
Reporter	10/20/11	Internal Promotion
Writer/Fill In Producer	10/26/11	Employee referral
Planning Supervisor	01/16/12	Internal Promotion
Anchor, AM	01/25/12	Internal Promotion
Account Executive	02/12/12	<a href="http://www.myfoxdc.com">www.myfoxdc.com</a>
Reporter	03/09/12	Internal promotion
Account Executive	02/14/12	<a href="http://www.myfoxdc.com">www.myfoxdc.com</a>
Assignment Editor	03/12/12	Internal promotion

**Total Number of Persons Interviewed During Applicable Period:** 30

Myfoxdc.com serves the community by providing Washingtonians 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 Annual EEO Public File Report. In addition, the website also has direct links to many national sites. Myfoxdc.com attracts approximately 4 million page views and over 700,000 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 <a href="http://www.myfoxdc.com">www.myfoxdc.com</a> 5151 Wisconsin Avenue, NW Washington, DC 20016 I. Mason	21	All positions

(202) 895-3232		
TVHO 1211 Avenue of the Americas 21st Floor New York, NY 10036 (212) 301-5853	1	All positions
Fox Station Sales New York, NY R. Barranda (212) 452-4873	0	All positions
Fox News Channel New York, NY B. Boyle (212) 301-5043 <a href="http://www.foxnews.com">www.foxnews.com</a>	0	All positions, except Writer/Fill-In Producer & Vice President, Finance
<b>Minority &amp; Women Organizations</b>		
America's Job Bank DC Department of Employment Services 64 New York Avenue, NE Suite #300 Washington, DC 20002 (202) 724-7000 <a href="http://does.dc.gov">http://does.dc.gov</a>	0	All positions
National Association of Black Journalists 8701-A Adelphi Road Adelphi, MD (866) 479-6225 <a href="http://www.nabj.org">www.nabj.org</a>	0	Creative Services Writer/Producer, Writer/Weekend Producer, National Sales Coordinator, Producer (AM), Local Sales Coordinator, Investigative Reporter, Producer (AM), Writer/Producer, and Planning Supervisor
National Association of Hispanic Journalists 1000 National Press Building 529 14 <sup>th</sup> Street, NW Washington, DC 20045 (202) 662-7145 <a href="http://www.nahj.org">www.nahj.org</a>	0	All positions
National Lesbian & Gay Journalists Association 1420 K Street, NW Suite #910 Washington, DC 20005 (202) 588-9888 <a href="http://www.nlgja.org">www.nlgja.org</a>	0	All positions
Women in Film & Video 3628 12 <sup>th</sup> Street, NE Washington, DC 20017 M. Houghton (202) 429-9438 <a href="http://www.wifv.org">www.wifv.org</a>	0	All positions
Women Empowered Against Violence, Inc. 1111 16 <sup>th</sup> Street, NW Suite #200 Washington, DC 20036 (202) 452-9550 <a href="http://www.weaveincorp.org">www.weaveincorp.org</a>	0	All positions
Uplift Community Foundation, Inc. P.O. Box 56484 Washington, DC 20040-6484 (202) 452-9550	0	All positions

<a href="http://www.upliftfoundation.org">www.upliftfoundation.org</a>		
Asian Women's Self-Help Association P.O. Box 2084 Rockville, MD 20847 (301) 207-1248 <a href="http://www.ashaforwomen.org">www.ashaforwomen.org</a>	0	All positions
House of Ruth 5 Thomas Circle, NW Washington, DC 20005 (202) 667-7001 <a href="http://www.houseofruth.org">www.houseofruth.org</a>	0	All positions
Japanese American Citizens League 1828 L Street, NW Suite #802 Washington, DC 20036 F. Mori (202) 223-1240 <a href="http://www.jacl.org">www.jacl.org</a>	0	All positions
Korean Community Service Center 7700 Little River Turnpike Suite #406 Annandale, VA 22003 J. H. Jung (703) 354-6345 <a href="http://www.kcscgw.org">www.kcscgw.org</a>	0	All positions
Southeast Asian Resource Action Center 1628 16 <sup>th</sup> Street, NW 3 <sup>rd</sup> Floor Washington, DC 20009 P. Sychitkokhong (202) 667-4690 <a href="http://www.searac.org">www.searac.org</a>	0	All positions
WIDER Opportunities for Women 1001 Connecticut Avenue, NW Suite #930 Washington, DC 20036 M. Streznewski (202) 464-1596 <a href="http://www.wowonline.org">www.wowonline.org</a>	0	All positions
Forty Plus of Greater Washington 1718 P Street, NW Suite T-2 Washington, DC 20036 A. Rotz (202) 387-1582 <a href="http://www.40plus-dc.org">www.40plus-dc.org</a>	0	All positions
Second Chance Employment Services 818 18 <sup>th</sup> Street, NW Suite #420 Washington, DC 20006 (202) 331-7451 <a href="http://www.scesnet.org">www.scesnet.org</a>	0	All positions
National Hispanic Media Coalition 55 S. Grand Avenue Pasadena, CA 91105 A. Nogales (626) 792-6462 <a href="http://www.nhmc.org">www.nhmc.org</a>	0	All positions
Federation of Hispanic Organizations	0	All positions

P.O. Box 25915 Baltimore, MD 21224 B. Pineyaro (410) 931-1640 <a href="http://www.hispanicfederation.org">www.hispanicfederation.org</a>		
Goodwill of Greater Washington Career Services 2200 South Dakota Avenue, NE Washington, DC 20018 C. Paletta (202) 636-4225 <a href="http://www.dcgoodwill.org">www.dcgoodwill.org</a>	0	All positions
National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, DC 20004 (202) 737-0120 <a href="http://www.ncnw.org">www.ncnw.org</a>	0	Creative Services Writer/Producer, National Sales Coordinator, Producer (AM), Local Sales Coordinator, Producer (AM), Planning Supervisor, Anchor (AM)
Hispanic Committee of Virginia 5827 Columbia Pike, Suite 200 Falls Church, VA 22041 (703) 671-5666 <a href="http://www.hcva.org">www.hcva.org</a>	0	Creative Services Writer/Producer, National Sales Coordinator, Producer (AM), Local Sales Coordinator, Producer (AM), Planning Supervisor, Anchor (AM)
National Diversity Newspaper Job Bank P.O. Box 936 Augusta, GA 30903 (800) 622-6358 <a href="http://www.artistsresourceguide.org">www.artistsresourceguide.org</a>	0	Creative Services Writer/Producer, National Sales Coordinator, Producer (AM), Local Sales Coordinator, Producer (AM), Planning Supervisor, Anchor (AM)
<b>Industry/Trade</b>		
TV Jobs/Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 M. Halloway (800) 374-0119 <a href="http://www.tvjobs.com">www.tvjobs.com</a>	0	All positions
Medialine P.O. Box 51909 Pacific Grove, CA 93950 M. Shilstone (800) 237-8073 <a href="http://www.medialine.com">www.medialine.com</a>	0	All positions
The National Academy of Television Arts & Sciences 111 West 57 <sup>th</sup> Street Suite #600 New York, NY 10019 (212) 586-8424 <a href="http://www.emmyonline.org">www.emmyonline.org</a>	0	All positions
National Association of Broadcasters 1771 N Street, NW Washington, DC 20036 (202) 429-5300 <a href="http://www.nab.org">www.nab.org</a>	0	All positions
Spots'n'Dots SND Publishing, LLC 600 West Peachtree Street, NW Suite #350 Atlanta, GA 30308 E. McKay (888) 884-2630	0	Account Executive

<a href="http://www.spotsndots.com">www.spotsndots.com</a>		
The Washington Post 1150 15 <sup>th</sup> Street, NW Washington, DC 20071 J. San Marco (202) 334-5719 <a href="http://www.washingtonpost.com">www.washingtonpost.com</a>	0	Sales Coordinator
Broadcasting & Cable (NewBay Media, LLC) 28 East 28 <sup>th</sup> Street 12 <sup>th</sup> Floor New York, NY 10016 (212) 378-0400 <a href="http://www.broadcastingcable.com">www.broadcastingcable.com</a>	0	VP/Finance
Media Financial Management Organization 550 W. Frontage Road Suite 3600 Northfield, IL 60093 (847) 716-7000 <a href="http://www.mediafinance.org">www.mediafinance.org</a>	0	VP/Finance
602 Communications Graeme Newell S. Lizik 4349 E. Coulter Street Phoenix, AZ 85018 <a href="http://www.indeed.com">www.indeed.com</a>	0	Creative Services Writer/Producer
177 Broad Street, 16 <sup>th</sup> Floor Stamford, CT 06901	0	Job Website Aggregator
<b>College/University</b>		
American University Career Center 4400 Massachusetts Avenue, NW 5 <sup>th</sup> Floor, Butler Pavilion Washington, DC 20016 (202) 885-1804 <a href="http://www.american.edu">www.american.edu</a>	0	All positions
Bowie State University Career, Co-op & International Services J. Alexander Wiseman Centre, Room #126 Bowie, MD 20715 (301) 860-3825 <a href="http://www.bowiestate.edu">www.bowiestate.edu</a>	0	All positions
Catholic University of America Career Services 620 Michigan Avenue, NE Pryzbyla Center, Room #202 Washington, DC 20064 <a href="http://www.cua.edu">www.cua.edu</a>	0	Creative Services Writer/Producer, Writer/Weekend Producer, National Sales Coordinator, Producer (AM), Local Sales Coordinator, Investigative Reporter, Producer (AM), Writer/Producer, Planning Supervisor, and Anchor (AM)
George Mason University University Career Services 4400 University Drive SUB, Room #348, MSN 3B6 Fairfax, VA 22030 (703) 993-2370 <a href="http://careers.gmu.edu">http://careers.gmu.edu</a>	0	All positions
Georgetown University Career Education Center One Leavey Center Box 571086	0	All positions

Washington, DC 20057 (202) 687-3493 <a href="http://www.georgetown.edu">www.georgetown.edu</a>		
Capitol College Career Services 11301 Springfield Road Laurel, MD 20708 (301) 369-2800 ext. 3105 <a href="http://capitol-college.edu">http://capitol-college.edu</a>	0	All positions
Coppin State University Career Services Center J. Millard Tawes Center, 1 <sup>st</sup> Floor 2500 West North Avenue Baltimore, MD 21216 L. Bowie (410) 951-3919 <a href="http://www.coppin.edu">www.coppin.edu</a>	0	All positions
Goucher College Career Development Office 1021 Dulaney Valley Road Baltimore, MD 21204 (410) 337-6191 <a href="http://www.goucher.edu/cdo">www.goucher.edu/cdo</a>	0	All positions
Hampton University Career Center 114 Wigwam Building Hampton, VA 23668 (757) 727-5331 <a href="http://www.hampton.edu">www.hampton.edu</a>	0	All positions
Johns Hopkins University Career Center Garland Hall, 3 <sup>rd</sup> Floor 3400 N. Charles Street Baltimore, MD 21218 (410) 516-8056 <a href="http://www.jhu.edu">www.jhu.edu</a>	0	All positions
Loyola University 4501 North Charles Street Baltimore, MD 21210 (410) 617-2000 <a href="http://www.loyola.edu">www.loyola.edu</a>	0	Creative Services Writer/Producer, Writer/Weekend Producer, National Sales Coordinator, Producer (AM), Local Sales Coordinator, Producer (AM), Writer/Producer, Producer (5PM), Vice President, Finance, Reporter, Writer/Fill-In Producer, Planning Supervisor, Anchor (AM), Account Executive, Reporter, Account Executive, Assignment Editor
Radford University-Office of Career Services 801 East Main Street Radford, VA 24142 (540) 831-5000 <a href="http://www.radford.edu">www.radford.edu</a>	0	National Sales Coordinator, Local Sales Coordinator, Producer (AM), Writer/Producer, Producer (5PM), Vice President, Finance, Reporter, Writer/Fill-In Producer, Anchor (AM), Account Executive, Reporter, Account Executive, Assignment Editor
Sojourner Douglass College Job Placement Services 200 N. Central Avenue Baltimore, MD 21202 (410) 276-0306 <a href="http://www.sdc.edu">www.sdc.edu</a>	0	All positions
Towson University 8000 York Road Towson, MD 21252	0	Writer/Fill-In Producer, Creative Services Writer/Producer, Writer/Weekend Producer, National Sales Coordinator, Producer (AM),

(410) 704-2000 <a href="http://www.towson.edu">www.towson.edu</a>		Local Sales Coordinator, Producer (AM), Writer/Producer, Producer (5PM) , Vice President, Finance, Reporter, Writer/Fill-In Producer, Planning Supervisor, Anchor (AM) , Account Executive, Reporter, Account Executive, Assignment Editor
University of Maryland at Baltimore County 1000 Hilltop Circle Baltimore, MD 21250 (410) 455-1000 <a href="http://www.umbc.edu">www.umbc.edu</a>	0	Writer/Fill-In Producer, Creative Services Writer/Producer, Writer/Weekend Producer, National Sales Coordinator, Producer (AM), Local Sales Coordinator, Producer (AM), Writer/Producer, Producer (5PM) , Vice President, Finance, Reporter, Writer/Fill-In Producer, Planning Supervisor, Anchor (AM) , Account Executive, Reporter, Account Executive, Assignment Editor

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 J. Sierra <a href="http://www.myfoxny.com">www.myfoxny.com</a>	0	All positions
KTTV/KCOP 1999 S. Bundy Drive Los Angeles, CA 90025 V. Rodriguez <a href="http://www.myfoxla.com">www.myfoxla.com</a>	0	All positions
WFLD/WPWR 205 N. Michigan Avenue Chicago, IL 60601 R. Meza <a href="http://www.myfoxchicago.com">www.myfoxchicago.com</a>	0	All positions
WTFX 330 Market Street Philadelphia, PA 19106 A. Ali <a href="http://www.myfoxphilly.com">www.myfoxphilly.com</a>	0	All positions
KDFW/KDFI 400 N. Griffin Street Dallas, TX 75202 <a href="http://www.myfoxdfw.com">www.myfoxdfw.com</a>	0	All positions
WFXT 25 Fox Drive Dedham, MA 02026 M. Kerr <a href="http://www.myfoxboston.com">www.myfoxboston.com</a>	0	All positions
WAGA 1551 Briarcliff Road, NE Atlanta, GA 30306 R. Davis <a href="http://www.myatlanta.com">www.myatlanta.com</a>	0	All positions
KRIV/KTXH 4261 Southwest Freeway Houston, TX 77027 R. Hudson <a href="http://www.myfoxboston.com">www.myfoxboston.com</a>	0	All positions
WJBK	0	All positions



16550 W. Nine Mile Road Southfield, MI 48075 C. Smith <a href="http://www.myfoxdetroit.com">www.myfoxdetroit.com</a>		
KSAZ/KUTP 511 W. Adams Street Phoenix, AZ 85003 D. Pike <a href="http://www.myfoxphoenix.com">www.myfoxphoenix.com</a>	0	All positions
WTVT 3213 W. Kennedy Boulevard Tampa, FL 33609 C. Armstrong <a href="http://www.myfoxtampa.com">www.myfoxtampa.com</a>	0	All positions
KMSP/WFTC 11358 Viking Drive Eden Prairie, MN 55344 K. O'Hara <a href="http://www.myfoxtwincities.com">www.myfoxtwincities.com</a>	0	All positions
WOFL/WRBW/WOGX 35 Skyline Drive Lake Mary, FL 32746 J. Fromm <a href="http://www.myfoxorlando.com">www.myfoxorlando.com</a>	0	All positions
WHBQ 485 S. Highland Memphis, TN 38111 R. Hudson <a href="http://www.myfoxmemphis.com">www.myfoxmemphis.com</a>	0	All positions
KTBC 119 E 10 <sup>th</sup> Street Austin, TX 78701 L. Cordes <a href="http://www.myfoxaustin.com">www.myfoxaustin.com</a>	0	All positions

In addition, the station had 3 interviewees through employee referral and 5 interviewees through employee self-referral.

### Section 3: Supplemental Outreach Activities – June 1, 2011 – May 31, 2012

#### Provide Detailed description of each Supplemental Outreach Activity

1. (i) Participation in 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, the stations participated in the following career/job fairs:

- National Association of Hispanic Journalists – June 15<sup>th</sup>- June 18<sup>th</sup>, 2011  
Attended by TVHO Director of HR Administration & Contracts and HR Manager, WNYW/FSS in New York
- Emma Bowen Foundation Career Fair and Junior Forum – June 22<sup>nd</sup>, 2011  
Attended by WOFL/WRBW/WOGX Human Resources Director and VP/Fox Digital in Orlando, FL
- National Association of Black Journalists Convention & Career Expo – August 3- August 7, 2011  
Attended by WTXF Human Resources Director, WNYW VP/News Director, and WHBQ News Director in Philadelphia, PA
- Asia America Journalists Association Career Fair – August 10- August 13, 2011

- Attended by WJBK Human Resources Director and WJBK VP/News in Detroit, MI
- Congressional Black Caucus "For the People Jobs Initiative" Career Fair – August 16<sup>th</sup>, 18<sup>th</sup> & 31<sup>st</sup>  
Attended by WJBK Human Resources Director, WAGA Human Resources Director, KTTV Human Resources Director and 20<sup>th</sup> Century Human Resources Director
- Howard University Job Fair – October 27, 2011  
Attended by WTTG/WDCA Human Resources Director and WTTG/WDCA News Coordinator in Washington, DC
- Rock N' Roll Marathon Health Expo – January 13, 2012  
Attended by KSAZ Human Resources Director in Phoenix, AZ
- CONNECTION 2012 Career Fair at Morgan State University – February 27, 2012  
Attended by WTTG/WDCA Human Resources Director and WTTG/WDCA News Coordinator in Baltimore, MD
- DC/Virginia Diversity Employment Day Career Fair – April 18, 2012  
Attended by WTTG/WDCA Human Resources Director and WTTG/WDCA News Coordinator in Washington, DC

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.

WTTG/WDCA 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.

- 06/05/11 PM Weather Anchor delivered keynote address at the Academy of the Holy Cross Graduation ceremony.
- 06/22/11 Weather Producer gave a tour of the Station to high school students and introduce them to the broadcast industry.
- 08/04/11 AM Anchor hosted a session of the DC Government Summer Youth Employment Program
- 08/18/11 AM Anchor was the host of gala reception of the College Bound Gala "Generation to Generation: A Life of Excellence Unleashed".
- 09/21/11 PM Anchor was the emcee for the McKinney-Vinto awards for the National Law Center on Homelessness and Poverty.
- 10/24/11 Weather Anchor was keynote speaker for the National Capital Region Kick Off Combined Federal Campaign's 50<sup>th</sup> Anniversary.
- 01/15/12 Newsroom Coordinator was Mistress of Ceremonies for the Martin Luther King Jr. luncheon.
- 03/08/12 PM Anchor was a panelist for the Mayor's Office on Women's Policy and Initiatives.
- 03/17/12 PM Anchor was the featured speaker at the Young Ladies on the Rise "Women in Service" Day.
- 03/18/12 Weekend Weather Anchor was the emcee for the Women's Veterans Empowerment Brunch.
- 04/18/12 AM Reporter was the emcee for the Montgomery County Public Schools Annual Champions for Children celebration.
- 04/20/12 Newsroom Coordinator was Career Day speaker at Samuel Ogle Middle School in Bowie, MD.
- 04/25/12 AM Anchor was emcee at the Montgomery County Public Schools Annual Champions for Children Celebration
- 05/11/12 AM Anchor hosted the 2012 Spring Gala/Auction for Shepherd Elementary PTA in Washington, DC.
- 05/11/12 Newsroom Coordinator was Mistress of Ceremonies for "Every Child Is a Star" awards ceremony at Rockledge elementary in Bowie, MD.
- 05/17/12 AM Anchor was Mistress of Ceremonies for the Women of Prince George's County Conference and Awards luncheon.

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

**Internship Program**

WTTG/FOX 5 & WDCA/My20 continues to offer an academic credit internship program for college/university, junior, senior and graduate students. The students work approximately 16-24 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 Sports, Weather and Web News), Creative Services (including Promotions), Research/Programming, IT, Sales (including Web Sales) Human Resources and Community Affairs.

**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
- Receipt of academic credit

The internship program was managed by Heather Frascella, Human Resources Coordinator. In this reporting year, we had a total of forty (40) academic credit only interns.

Summer Semester 2011:	21 interns (News: 9; Web News: 2; Sports: 5; Weather: 1; Promotions: 3; Web Sales: 1)
Fall Semester 2011:	9 interns (News: 4; Sports: 3; Web News: 2)
Spring Semester 2012:	10 interns (News: 4; Web News: 3; Sports: 2; Weather: 1)

We accepted students from the following colleges/universities: South Carolina University, George Mason University, University of California, Virginia Tech, University of Missouri, West Virginia University, Washington University, James Madison University, Pennsylvania State University, Syracuse University, Bowie State University, University of Maryland-College Park, Howard University, University of Miami, Georgetown University, Columbia School of Broadcasting, American University, , Mississippi State 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

WTTG/WDCA sponsored one (1) scholarship student in the Emma L. Bowen program for the summer 2011 semester: Chanel Tate of Montgomery College.

**Benjamin L. Hooks Fellowship Award**

Fox Television Stations, Inc. in conjunction with the New York University Tisch School of the Arts provides an annual monetary award to eight (8) minority students who are majoring in a media-related field. This grant is used towards the cost of tuition.

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

WTTG/WDCA 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: Reporters (Freelance) to Reporters (Full time)-2 positions; Assignment Editor (Freelance) to Planning Editor (Full-time) Writer/Fill-In Producer to AM Producer; Staff News Reporter to Investigative Reporter; Producer, 6PM to Producer, 5PM; Planning Editor to Planning Supervisor; Staff Reporter/Fill-In Anchor to AM Anchor.

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.

- WTTG/WDCA Engineering department continues to undergo Miranda iTX Master Control training which provides basic standard operating procedures for the new iTX Master Control system. Topics covered but not limited to: Play out, Ingest, Log Preparation and Station Interfaces.