



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

Date Amended Annual EEO Publ	ic File Report placed in Public File:
Signature:	
Date Amended Annual EEO Publ WTTG/WDCA website: ULINE, QD, QOA	• •
Signature:	

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.

^{*} 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.

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	www.myfoxdc.com
Writer/Weekend Producer	09/02/11	Employee referral
National Sales Coordinator	09/12/11	www.myfoxdc.com
Producer, AM	09/12/11	Internal Promotion
Local Sales Coordinator	10/03/11	www.myfoxdc.com
Producer, AM	11/22/11	www.myfoxdc.com
Writer/Producer	11/22/11	www.myfoxdc.com
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	www.myfoxdc.com
Reporter	03/09/12	Internal promotion
Account Executive	02/14/12	www.myfoxdc.com
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 Pariod (If Any)	Full-time Positions For Which Source Was Utilized
Station Website		
www.myfoxdc.com		
5151 Wisconsin Avenue, NW		
Washington, DC 20016	21	All positions

(202) 895-3232		
<u> </u>		
TVHO		
1211 Avenue of the Americas		
21st Floor		
New York, NY 10036		
(212) 301-5853	1	All positions
For Otofice Octoo	<u> </u>	VII hoginotia
Fox Station Sales		
New York, NY		
R. Barranda (240) 450 4073	0	All positions
(212) 452-4873	U	All positions
Fox News Channel		
New York, NY		
B. Boyle		All positions, except Writer/Fill-In Producer &
(212) 301-5043	0	Vice President, Finance
www.foxnews.com	0	Vice Fresident, Finance
Minority & Women Organizations		
America's Job Bank		
DC Department of Employment Services		
64 New York Avenue, NE		
Suite #300		
Washington, DC 20002		
(202) 724-7000	0	All pocitions
http://does.dc.gov	U	All positions
Making Annadation of Physic January		Creative Services Writer/Producer,
National Association of Black Journalists		Writer/Weekend Producer, National Sales Coordinator, Producer (AM), Local Sales
8701-A Adelphi Road		Coordinator, Producer (AM), Local Sales Coordinator, Investigative Reporter, Producer
Adelphi, MD		(AM), Writer/Producer, and Planning
(866) 479-6225	0	Supervisor
www.nabj.org	0	Obpervisor
National Association of Hispanic Journalists 1000 National Press Building		
529 14th Street, NW		
Washington, DC 20045		
(202) 662-7145		
www.nahi.org	0	All positions
National Lesbian & Gay Journalists Association		, iii pooliiono
1420 K Street, NW		
Suite #910		
Washington, DC 20005		
(202) 588-9888		
www.nlgja.org	0	All positions
Women in Film & Video		
3628 12th Street, NE		
Washington, DC 20017		
M. Houghton		
(202) 429-9438		
www.wifv.org	0	All positions
Women Empowered Against Violence, Inc.		
1111 16th Street, NW		
Suite #200		
Washington, DC 20036		
(202) 452-9550		
www.weaveincorp.org	o	All positions
Uplift Community Foundation, Inc.		
P.O. Box 56484		
Washington, DC 20040-6484		
(202) 452-9550	o	All positions
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www.upliftfoundation.org		
Asian Women's Self-Help Association		
P.O. Box 2084		
Rockville, MD 20847		
(301) 207-1248		
www.ashaforwomen.org	0	All positions
House of Ruth		
5 Thomas Circle, NW]	
Washington, DC 20005		
(202) 667-7001	į	
www.houseofruth.org	0	All positions
Japanese American Citizens League		
1828 L Street, NW		
Suite #802		
Washington, DC 20036		
F. Mori	ľ	
(202) 223-1240		
www.jacl.org	0	All positions
Korean Community Service Center		
7700 Little River Tumpike	1	
Suite #406		
Annandale, VA 22003		
J. H. Jung		
(703) 354-6345		
www.kcscgw.org	0	All positions
Southeast Asian Resource Action Center		
1628 16th Street, NW		
3rd Floor		
Washington, DC 20009		
P. Sychitkokhong		
(202) 667-4690	1	
www.searac.org	0	All positions
WIDER Opportunities for Women		
1001 Connecticut Avenue, NW		
Suite #930		
Washington, DC 20036		
M. Streznewski	İ	
(202) 464-1596		
www.wowonline.org	0	All positions
Forty Plus of Greater Washington		
1718 P Street, NW		
Suite T-2		
Washington, DC 20036	1	
A. Rotz	1	
(202) 387-1582		
www.40plus-dc.org	0	All positions
Second Chance Employment Services		
818 18th Street, NW		
Suite #420		
Washington, DC 20006		
(202) 331-7451		
www.scesnet.org	0	All positions
National Hispanic Media Coalition		
55 S. Grand Avenue		
Pasadena, CA 91105		1
A. Nogales		
(626) 792-6462		
www.nhmc.org	0	All positions
Federation of Hispanic Organizations	0	All positions
Coordion of Froperio Organizations	J	, poddorio

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P.O. Box 25915		
Baltimore, MD 21224	·	
B. Pineyaro		
(410) 931-1640		
www.hispanicfederation.org		
Goodwill of Greater Washington		
Career Services		
2200 South Dakota Avenue, NE		
Washington, DC 20018		
C. Paletta		
(202) 636-4225		
www.dcgoodwill.org	00	All positions
National Council of Negro Women		
633 Pennsylvania Avenue, NW	-	Creative Services Writer/Producer, National
Washington, DC 20004		Sales Coordinator, Producer (AM), Local
(202) 737-0120		Sales Coordinator, Producer (AM), Planning
www.ncnw.org	0	Supervisor, Anchor (AM)
		Cape. Most, Filterior (Filter)
Hispanic Committee of Virginia		Cranting Consisce Mriter/Dreduces Notices
5827 Columbia Pike, Suite 200		Creative Services Writer/Producer, National
Falls Church, VA 22041	1	Sales Coordinator, Producer (AM), Local
(703) 671-5666		Sales Coordinator, Producer (AM), Planning
www.hcva.org	0	Supervisor, Anchor (AM)
National Diversity Newspaper Job Bank		
P.O. Box 936		Creative Services Writer/Producer, National
Augusta, GA 30903		Sales Coordinator, Producer (AM), Local
		Sales Coordinator, Producer (AM), Planning
(800) 622-6358	0	Supervisor, Anchor (AM)
www.artistsresourcequide.org		Supervisor, Afficial (Alvi)
Industry/Trade		
TV Jobs/Broadcast Employment Services		
P.O. Box 4116		
Oceanside, CA 92052		
M. Halloway		
(800) 374-0119		
www.tvjobs.com	0	All positions
	<u> </u>	7 III positionio
Medialine		
P.O. Box 51909		
Pacific Grove, CA 93950		
M. Shilstone		
(800) 237-8073		
www.medialine.com	0	All positions
The National Academy of Television Arts &		
Sciences	İ	
111 West 57th Street		
]	
Suite #600		
New York, NY 10019	1	
(212) 586-8424		A11 mm = 141 =
www.emmyonline.org	0	All positions
National Association of Broadcasters		
1771 N Street, NW		
Washington, DC 20036		
(202) 429-5300		
www.nab.org	0	All positions
Spots'n'Dots		
SND Publishing, LLC	1	
600 West Peachtree Street, NW		
Suite #350	1	
Atlanta, GA 30308	1	
E. McKay		
(888) 884-2630	0	Account Executive
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	Box 5/1086	U	All positions

Washington, DC 20057		
(202) 687-3493		
www.georgetown.edu		
Capitol College		
Career Services		
11301 Springfield Road		
Laurel, MD 20708		
(301) 369-2800 ext. 3105	_	A. II
http://capitol-college.edu	0	All positions
Coppin State University		
Career Services Center		
J. Millard Tawes Center, 1st Floor		
2500 West North Avenue		
Baltimore, MD 21216		
L. Bowie		
(410) 951-3919		
www.coppin.edu	o	All positions
	<u> </u>	All positions
Goucher College		
Career Development Office		ł
1021 Dulaney Valley Road		
Baltimore, MD 21204		
(410) 337-6191		
www.goucher.edu/cdo	0	All positions
Hampton University		
Career Center		
114 Wigwam Building		
Hampton, VA 23668		
(757) 727-5331		A II 145
www.hampton.edu	0	All positions
Johns Hopkins University		
Career Center		
Garland Hall, 3rd Floor		1
3400 N. Charles Street		
Baltimore, MD 21218		
(410) 516-8056		
www.jhu.edu	o	All positions
WWW.jitu.cdu		Creative Services Writer/Producer,
		Writer/Weekend Producer, National Sales
		Coordinator, Producer (AM), Local Sales
		Coordinator, Producer (AM), Writer/Producer,
Loyola University		Producer (5PM), Vice President, Finance,
4501 North Charles Street		Reporter, Writer/Fill-In Producer, Planning
Baltimore, MD 21210		Supervisor, Anchor (AM), Account Executive,
(410) 617-2000		Reporter, Account Executive, Assignment
www.loyola.edu	0	Editor
THE PART OF THE PA	† <u>-</u>	National Sales Coordinator, Local Sales
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Radford University-Office of Career Services		Coordinator, Producer (AM), Writer/Producer,
801 East Main Street		Producer (5PM), Vice President, Finance,
Radford, VA 24142		Reporter, Writer/Fill-In Producer, Anchor
(540) 831-5000		(AM), Account Executive, Reporter, Account
www.radford.edu	0	Executive, Assignment Editor
Sojourner Douglass College		
Job Placement Services		
200 N. Central Avenue		
	1	
Baltimore, MD 21202		
(410) 276-0306		All maritimes
www.sdc.edu	0	All positions
Towson University		Writer/Fill-In Producer, Creative Services
8000 York Road		Writer/Producer, Writer/Weekend Producer,
Towson, MD 21252	0	National Sales Coordinator, Producer (AM),
		

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

recruiting area.		
WNYW/WWOR		
205 E. 67th Street		
New York, NY 10065		
I. Sierra		
www.myfoxny.com	0	All positions
KTTV/KCOP		
1999 S. Bundy Drive		
Los Angeles, CA 90025		
V. Rodriguez		
www.myfoxla.com	0	All positions
WFLD/WPWR		
205 N. Michigan Avenue		
Chicago, IL 60601		
R. Meza		
www.myfoxchicago.com	0	Ail positions
WTXF		
330 Market Street		
Philadelphia, PA 19106		
A. Ali		
www.myfoxphilly.com	0	All positions
KDFW/KDFI		
400 N. Griffin Street		
Dallas, TX 75202		
www.myfoxdfw.com	0	All positions
WFXT		7 (11 000110110
25 Fox Drive		
Dedham, MA 02026		
M. Kerr		
www.myfoxboston.com	0	All positions
WAGA	U	7 tii pootuorio
1551 Briarcliff Road, NE		
Atlanta, GA 30306		
R. Davis		
1	0	All positions
www.myatlanta.com	U	All positions
KRIV/KTXH		
4261 Southwest Freeway		
Houston, TX 77027		
R. Hudson	0	All positions
www.myfoxhouston.com	0	All positions
WJBK	0	All positions

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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:

- <u>National Association of Hispanic Journalists</u> June 15th- June 18th, 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 22nd, 2011
 Attended by WOFL/WRBW/WOGX Human Resources Director and VP/Fox Digital in Orlando, FL
- <u>National Association of Black Journalists Convention & Career Expo</u> 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 16th, 18th & 31st
 Attended by WJBK Human Resources Director, WAGA Human Resources Director,
 KTTV Human Resources Director and 20th 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
- <u>DC/Virginia Diversity Employment Day Career Fair</u> April 18, 2012
 Attended by WTTG/WDCA Human Resources Director and WTTG/WDCA News Coordinator in Washington, DC
- (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".
- 09/21/1 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 50th 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 Rocklege 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.
- (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 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.

 (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.