

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

Coverage Period: June 1, 2021 – May 31, 2022

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

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hire
**News Writer/Producer	6/2/2021	Employee Referral
Digital Content Creator	6/7/2021	wwwIndeed.com
Studio Technician/Technical Director	6/21/2021	Internal
News Writer/Producer	7/6/2021	Employee Referral
Stagehand	7/19/2021	Internal
**News Writer/Producer	7/19/2021	Industry Referral
Broadcast Technician/Engineer	7/19/2021	Internal
Studio Technician/Technical Director	7/19/2021	Internal
ELC Director	7/19/2021	wwwIndeed.com
FLX Account Executive	7/26/2021	Employee Referral
News Writer/Producer	8/16/2021	Social Media - LinkedIn
Newscast Director	8/16/2021	Employee Referral
News Producer	8/23/2021	Employee Referral
^^News Reporter	8/30/2021	wwwFoxCareers.com
News Editor	9/6/2021	Internal
Executive Producer	10/4/2021	Social Media - LinkedIn
Planning Editor	11/1/2021	wwwFoxCareers.com
++News Writer/Producer	11/8/2021	Social Media – Twitter
##Photographer	11/9/2021	Employee Referral
^^News Reporter	11/15/2021	Internal
News Producer	12/6/2021	Internal
Digital Content Creator	1/4/2022	Former Employee
News Writer/Digital Producer	1/4/2022	Social Media - LinkedIn
Studio Technician/Technical Director	1/17/2022	Employee Referral
++News Writer/Producer	2/28/2022	wwwFoxCareers.com
++News Writer/Producer	3/1/2022	wwwFoxCareers.com
##Photographer	3/7/2022	wwwFoxCareers.com
Executive Producer	3/14/2022	Internal
News Producer	3/28/2022	Internal
++News Writer/Producer	4/11/2022	Social Media – LinkedIn
Meteorologist	4/18/2022	Employee Referral
** Shared the same interview pool		
^^Shared the same interview pool		
++Shared the same interview pool		
##Shared the same interview pool		

Total Number of Persons Interviewed During Applicable Period: 137

Job Postings – When a position becomes available, it is the general practice of the Station to email the job opportunity notice to all station personnel to inform employees of current openings so they may apply for consideration for those positions. The notices list the titles and requirements for the positions. WTTG/WDCA job opportunities and postings are distributed to various community outreach groups, schools, and universities as well as other Fox Owned & Operated Stations across the country. Also, station openings are automatically sent to FoxCareers.com when the position is posted to the Fox5DC website. Job postings were sent to other Fox properties (Fox News, Fox Stations Sales).

All Fox O & O Stations:

WTTG/WDCA	WNWY/WWOR-TV	WAGA-TV
7272 Wisconsin Ave	205 E 67 th Street	1551 Briarcliff Road NE
Bethesda, MD 20814	New York, NY 10065	Atlanta, GA 30306
KMSP-TV/WFTC	KTTV/KCOP-TV	WOFL/WRBW
11358 Viking Drive	1999 S Bundy Drive	35 Skyline Drive
Eden Prairie, MN 55344	Los Angeles, CA 90025	Lake Mary, FL 32746
WFLD/WPWR-TV	KRIV/KTXH	WTFX-TV
205 N Michigan Ave	4261 Southwest Freeway	330 Market Street
Chicago, IL 60601	Houston, TX 77027	Philadelphia, PA 19106
WJBK	KDFW/KDFI	KTVU/KICU-TV
16550 W Nine Mile Road	400 N Griffin Street	2 Jack London Square
Southfield, MI 48075	Dallas, TX 75202	Oakland, CA 94607
KSAZ-TV/KUTP	KTBC	WTVT
511 W Adams Street	119 E 10 th Street	3213 W Kennedy Blvd
Phoenix, AZ 85003	Austin, TX 78701	Tampa, FL 33609
WOGX	WITI	KCPQ/KZJO
1551 SW 37 th St	9001 N. Green Bay Road	1 Westlake Avenue N
Ocala, FL 34474	Milwaukee, WI 53209	Seattle, WA 98109

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
Fox5DC.com www.fox5dc.com 5151 Wisconsin Avenue, NW Washington, DC 20016 A. Harrington (202) 895-3000	10	All Positions
Collective Talent 1721 Richardson Place Tampa, FL 33606 Billie@michaelsmedia.com		Reporter (2), Executive Producer, Meteorologist
Cornell University 103 Barnes Hall Ithaca, NY 14853 (607) 255-5296 career@cornell.edu		News Writer/Producer (4), Executive Producer, News Producer, Meteorologist

DCNetworks.org 4058 Minnesota Avenue, NE., Suite 3001 Washington, DC 20019 angela.foster@dc.gov www.does.dc.gov		All Positions
Emma Bowen Foundation for Minority Interest in Media 524 W. 57 th Street New York, NY 10019 Michael.Barham@nbcuni.com		All Positions
Handshake 225 Bush Street #1200 San Francisco, CA 94104 www.joinhandshake.com		All Positions
Hampton University 2 Frissell Street Hampton, VA 23662 (757) 727-5331 careerCenter@hamptonu.edu ; Stacey.Fletcher@HamptonU.edu		All Positions
LinkedIn Corporation 1000 West Maude Ave Sunnyvale, CA 94085 www.linkedin.com		Digital Content Creator
Marketing Ideanet.com (G. Newell) Marketing IdeaNet 5577 Marita Lane Columbus, OH 43235 slizik@602communications.com		All Positions
The National Academy of Television Arts & Sciences (NATAS) 111 West 57th Street #600 New York, NY 10019 (212) 586-8424 capitalemmys@aol.com www.emmyonline.org www.jobbank.emmyonline.org		All Positions
Newhouse School at Syracuse University 215 University Place Syracuse, NY 13210 (315) 443-2302 https://newhouse.syr.edu/ B. Lichtinger belichti@syr.edu		All Positions
Penn State 101 Bank of America Career Services Center University Park, PA 16802 (814) 865-2377 (814) 865-5465 alumnicareer@psu.edu https://nittanylioncareers.psu.edu/ https://studentaffairs.psu.edu/career		News Writer/Producer (4), Executive Producer, Meteorologist
TV Jobs/Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 M. Halloway (800) 374-0119 www.tvjobs.com		All Positions

TV News Check 24 West Lancaster Ave., Suite 205 Ardmore, PA 19003 phersh@newscheckmedia.com		Executive Producer, News Producer, Meteorologist
University of Maryland Merrill School of Journalism 7765 Alumni Dr College Park, MD 20742 (301) 405-2399 kdenny12@umd.edu		News Writer/Producer (4), Executive Producer, News Producer, Meteorologist
Fox Station Sales New York, NY Bonnie Yuen (212) 332-9286		All Positions
FoxCareers	31	All Positions
Employee Referral	23	News Writer/Producer (7), Digital Content Creator, Broadcast Technician, Studio Technician/Technical Director (2), FLX Account Executive, Newscast Director, News Producer (2), Executive Producer (2), Planning Editor, Photographer (2), Meteorologist
Industry Referral	3	News Writer/Producer (3), News Reporter (2), Executive Producer
Internal Employee	25	Digital Content Creator, Studio Technician/Technical Director (2), Stagehand, Broadcast Technician, News Producer (3), News Reporter (2), News Editor, Writer/Producer (4), Executive Producer
Former Employee	2	Writer/Producer, Digital Content Creator

Additional interviewees from jobs aggregators/unsolicited sources: Agent – 3 Kings Entertainment (1), CareerBuilder (1), Eatman Media Services (3), Facebook (1), Glassdoor (1), Indeed.com (17), LinkedIn (12), Recruiter (1), Social Media – Other (3), Twitter (2), University Recruiting (1)

Section 3: Supplemental Outreach Activities – June 1, 2021 - May 31, 2022

WTTG/WDCA regularly participates in national and local 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. During this reporting period of June 1, 2021 through May 31, 2022, WTTG/WDCA participated in the following national and local job fairs:

- Emma Bowen Virtual Career Fair – Emma Bowen Minority Interest in Media held a Career Fair on June 30, 2021. Represented by: Iris Sierra, FTS Regional HR Director (TVHO, WTVT), FTS HR Directors Roselyn Barranda (WYNW/WWOR), Iraida Morillo (WOFL/WRBW/WOGX), Nicole Robles (KDFW/KDFI), Heather Hanson (KSAZ/KUTP), and Lily Kanigher, FTS HR Trainee.
- Association of Black Journalists (NABJ) Virtual Convention & Career Fair held on August 18, 2021 – August 20, 2021. Represented by: FTS Regional HR Directors Iris Sierra (TVHO, WTVT), Tracey Rivers (KRIV/KTXH), Regina Davis (WAGA), FTS HR Directors Roselyn Barranda (WNYW/WWOR), Iraida Morillo (WOFL/WRBW/WOGX), Nicole Robles (KDFW/KDFI), Heather Hanson (KSAZ/KUTP), Kate O'Hara (KMSP/WFTC), Adrienne Pritchett (WTFX), VP News Directors Byron Harmon (WNYW/WWOR), John Hoffman (WTVT), Jim Driscoll (WTFX), Erica Hill (KTTV), and Asst. News Director Emad Asghar (WNYW/WWOR).
- Asian American Journalists Association (AAJA) Virtual Convention – Held on August 25, 2021 – August 27, 2021. Represented by: FTS Regional HR Directors Iris Sierra (TVHO, WTVT), Regina Davis (WAGA), FTS HR Directors Roselyn Barranda (WNYW/WWOR-TV), Iraida Morillo (WOFL/WRBW/WOGX), Heather Hanson (KSAZ/KUTP), Adrienne Pritchett (WTFX-TV), Murphy Baker (WTTG/WDCA), and VP News Directors Byron Harmon (WNYW/WWOR-TV), Paul McGonagle (WTTG/WDCA), Erica Hill (KTTV).
- Temple University Virtual Career Fair – Held on October 20, 2021. Represented by: FTS HR Directors Adrienne Pritchett (WTFX-TV), Bonnie Yuen (FSS), and VP News Director Jim Driscoll (WTFX-TV).
- Full Sail University Virtual Career Fair – Held on October 20, 2021. Represented by: Iraida Morillo, FTS HR Director (WPFL/WRBW/WOGX).

- American University Intern & Learn Virtual Internship Fair held on August 30, 2021 and January 10, 2022. Represented by: Murphy Baker, FTS HR Director (WTTG/WDCA).

"Career Awareness" Station Tours: During this reporting period of June 1, 2021 through May 31, 2022, WTTG/WDCA conducted one virtual tour for elementary school students during Career Day and three station tours for professionals from the community to explain television broadcast operations.

Minority Training/Scholarship Program: Emma L. Bowen Foundation for Minority Interests in Media – 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 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 the 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. WTTG/WDCA matches all earned income and applies the same to the college tuition obligation for the student. The student works throughout their college years and has the opportunity to get a job at the station upon graduation, if available. WTTG/WDCA hosted two students during summer 2021, an Asian female completing her junior year at Northwestern University and an African American female completing her senior year at American University.

Internship Program: FOX 5 DC internship 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.

WTTG/WDCA was unable to offer internships for summer 2021 and the majority of this reporting year due the COVID-19 pandemic. Beginning May 23, 2022, the Station will reopen the college internship program and host five college students for summer 2022.

"Career Awareness" Student Outreach Program: During this reporting period of June 1, 2021 through May 31, 2022, WTTG/WDCA participated in Riverdale Elementary School Career Day (May 6, 2022) and a WTTG/WDCA representative spoke at the University of Maryland College Scholars Program's career path discussion (November 4, 2021).

Employee Enrichment/Training Management: WTTG/WDCA conducts employee training throughout the reporting cycle to increase current skills, enable the staff to be more effective in their positions, and enable employees to acquire skills and experience for advancement opportunities. This training included, but is not limited to: EAP wellness and support discussions, Active Shooter Response, FOX Standards of Business Conduct, FOX Employee Safety Orientation, FOX Identifying Phishing Attempts, Anti-Bribery and Anti-Corruption, Coupa Training, Workday Financials Training, COVID Procedural Training, Business Continuity Plan Training, Phishing and Cyber Security, Billing Management, Fraud and Cyber Risk and Resiliency Plans, A3 Training, Algorithmic Trading and Stocks Essential Training, Box Training, Quip Training, Living Security Training, Salesforce Certification Prep, Coding (SQL, Python, Tableau) Training, Legal Tracking Training, Arista Training, Engineering Maintenance Training, Lawo Training Virtual Mapping Audio & Video, Lawo Training Storage Group Container Creation, Lawo SMART Training, Lawo VSM Training, Tanium, IP System Knowledge Transfer, Vitec IPTV and Management, Reidel/Embrionix, Arista Network.

Fox has two extensive training platforms available to all employees, Harvard ManageMentor and LinkedIn Learning. Training courses offered cover a wide variety of topics – from technical tutorials to management and interpersonal modules. Employees can access all training modules and can be formally assigned by a manager. During this reporting period employees completed several modules which include, but are not limited to, Influencing with Intent – Impacting Decision-making & Change, Driving Your Career, Microsoft Excel – Pivot Tables, Performance Management, Email Writing Essentials Communicating with Efficiency & Etiquette, Collaborating Remotely, and more.

The Company offers a generous tuition reimbursement plan. We have had employees take courses for accredited and degreed programs this year (Masters and Bachelors).

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 with formalized checkpoints.

Community Involvement and Staff Appearances: WTTG/WDCA regularly participates in public speaking events, community panels, award ceremonies, galas, and other outreach efforts. During the reporting period of June 1, 2021 through May 31, 2022 WTTG/WDCA's the Station's community involvement includes:

- Safeway School Spirit Campaign to raise money for area schools
- Red Kettle Campaign, Salvation Army raising funds for programs
- FOX 5 Blood Drive, Children's Hospital
- Pancake Day, IHop benefits LLS
- Be the March, LLS donor event
- Juvenile Diabetes Walk

Staff appearances include:

- Prince George's County Attorney General Black History Month Program (Wisdom Martin)
- Smithsonian Speakers Alliance, exposure to different careers (Wisdom Martin)
- United Through Reading, military families benefit (Angie Goff)
- Leukemia & Lymphoma, Man Woman Kickoff, fundraiser for cancer research (Sierra Fox)
- UMD College Scholars Program, career path discussion (Terri Tolliver)
- Wednesday Morning Group, exposure for women to different careers (Terri Tolliver)
- First Responders Hockey Game, raise awareness about police and fire suicide (Terri Tolliver)
- Paw Patrol emcee, welcome guests to Paw Patrol performance (Tisha Lewis)
- St. Raphael School Spring Soiree, auction to raise funds for school repairs and supplies (Jim Lokay)
- Auggie's Chili Cookoff Contest, benefits Feed Forward DC (Marissa Mitchell)

Community Board Participation: WTTG/WDCA staff regularly participates, with other community leaders, as part of the following community and non-profit boards:

- African Women's Cancer Awareness Association (AWCAA)
- Montgomery Coalition for Adult English Literacy (MCAEL)
- City of Baltimore 2022 Pride Planning Committee
- Board of Governors for The National Capital Chesapeake Bay chapter of NATAS
- Abada Capoeira DC, local nonprofit
- Barnsley Elementary School Parent Teach Association – PTA President
- Board of Trustees for St. John's Episcopal School
- Blk+ Board Member
- Winterset Civic Association
- Montgomery County Dive League

Fox5DC.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 are widely disseminated. Station information available on the website includes internship program, employment opportunities listing, and the Annual EEO Public File Report. The website also has direct links to many national sites. Fox5dc.com attracts more than 5.25 million page views and over 1.8 million unique visitors per month.

On-Air Notice: Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request **WTTG/Fox 5 & WDCA/Fox 5 Plus** to provide them with information about full-time openings at the station. These requests must include the organization's name, mailing address, e-mail address if applicable, telephone number and contact person, and identify the category or categories of job openings for which it requests notices. Requests should be directed to **Fox Television Stations – HR, 7272 Wisconsin Ave, Bethesda, MD 20814**. We appreciate your organization's help in publicizing our job openings! **WTTG/Fox 5 & WDCA/Fox 5 Plus** is an Equal Opportunity Employer.