

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

Coverage Period: June 1, 2019 – May 31, 2020

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
Writer/Producer/Web	06/03/2019	wwwIndeed.com
Photographer	06/05/2019	Employee Referral
Planning Editor/Writer	06/24/2019	www.FoxCareers.com
Reporter	07/08/2019	United Talent Agency (N.S. Bienstock)
** ELC Director	07/10/2019	Internal
News Editor	07/22/2019	Internal
** Technician/Technical Director	07/22/2019	Employee Referral
Technician/Technical Director	07/29/2019	Internal
Photographer	07/29/2019	Employee Referral
Promotion Editor	08/19/2019	Internal
Producer	08/26/2019	www.Fox5DC.com
++ National Sales Coordinator	09/09/2019	www.FoxCareers.com
Studio Technician/Master Control Operator	09/16/2019	Internal
^^ Photographer	09/16/2019	Employee Referral
Account Executive	09/23/2019	www.Fox5DC.com
++ Sales Coordinator	09/30/2019	Job Board
VP/General Sales Manager	11/04/2019	Employee Referral
Assignment Editor	12/16/2019	Facebook
Promotion Producer	01/07/2020	wwwIndeed.com
## News Writer	01/20/2020	Internal
General Assignment Reporter	01/21/2020	Agent (Ken Lindner)
## Writer/Producer	02/03/2020	www.Fox5DC.com
Digital Content Manager	02/10/2020	Employee Referral
News Reporter	02/10/2020	Internal
Promotions Editor	03/16/2020	Employee Referral
Traffic Coordinator	03/16/2020	Job Board
% Director of Engineering	03/18/2020	Employee Referral
^^ Photographer	03/18/2020	Internal
Newscast Director	04/06/2020	Internal
Sales Coordinator	04/13/2020	www.Fox5DC.com
** Shared the same interview pool		
++ Shared the same interview pool		
^^ Shared the same interview pool		
## Shared the same interview pool		
% No interview pool		

Total Number of Persons Interviewed During Applicable Period: 123

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:

WNWY/WWOR-TV	WAGA	KMSP-TV/WFTC
205 E 67 th St	1551 Briarcliff Rd, NE	11358 Viking Dr
New York, NY 10065	Atlanta, GA 30306	Eden Prairie, MN 55344
KTTV/KCOP-TV	WTTG-DT/WDCA-DT	WOFL/WRBW
1999 S Bundy Dr	5151 Wisconsin Ave, NW	35 Skyline
Los Angeles, CA 90025	Washington, DC 20016	Lake Mary, FL 32746
WFLD/WPWR-TV	KRIV-DT/KTXH-DT	WTFX-TV
205 N Michigan Ave	4261 Southwest Freeway	330 Market St
Chicago, IL 60601	Houston, TX 77027	Philadelphia, PA 19106
WJBK	KDFW/KDFI	KTVU/KICU
16550 W Nine Mile Rd	400 N Griffin St	2 Jack London Square
Southfield, MI 48075	Dallas, TX 75202	Oakland, CA 94607
KSAZ-TV/KUTP	KTBC	WTVT
511 W Adams St	119 E 10 th St	3213 W Kennedy Blvd
Phoenix, AZ 85003	Austin, TX 78701	Tampa, FL 33609
WOGX	WITI (effective 3/2/2020)	KCPQ/KZJO (effective 3/2/2020)
1551 SW 37 th St	9 N. Green Bay Road	1 Westlake Avenue N
Ocala, FL 34474	Milwaukee, WI 53209	Seattle, WA 98109
WJZY/WMYT-TV (Until 3/1/2020)		
3501 Performance Road		
Charlotte, NC 28214		

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 T. Rearden/A. Harrington (202) 895-3232	16	All Positions, except Director of Engineering
Collective Talent 1721 Richardson Place Tampa, FL 33606 Billie@michaelsmedia.com		Reporter (3), VP/General Sales Manager, Promotions Editor, Promotions Producer, Photographer (2)
Cynopsis Media Access Intelligence, LLC		Promotions Producer

P.O. Box 775986 Chicago, IL 60677 www.cynopsis.com www.accessintel.com		
DCNetworks.org 4058 Minnesota Avenue, NE., Suite 3001 Washington, DC 20019 angela.foster@dc.gov www.does.dc.gov	1	ELC Director, Technician/Technical Director (2), Photographer (3), Promotions Editor (2), Producer, Studio Technician/Master Control, Account Executive, VP/General Sales Manager, Assignment Editor, Promotions Producer, Writer (2), Reporter (2), Digital Content Manager, Traffic Coordinator, Sales Coordinator (3), Newscast Director
Emma Bowen Foundation for Minority Interest in Media 524 W. 57 th Street New York, NY 10019 Sandra.Rice@nbcuni.com Michael.Barham@nbcuni.com		All Positions, except Director of Engineering
Handshake 225 Bush Street #1200 San Francisco, CA 94104 www.joinhandshake.com		Sales Coordinator (3), Account Executive, VP/General Sales Manager, Assignment Editor, Writer (2), Reporter (2), Digital Content Manager, Promotions Editor, Traffic Coordinator, Photographer (2), Newscast Director
Marketing Ideanet.com (G. Newell) Marketing IdeaNet 5577 Marita Lane Columbus, OH 43235 slizik@602communications.com		All Positions, except Director of Engineering
Medialine.com P.O. Box 51909 Pacific Grove, CA 93950 M. Shilstone (800) 237-8073 medialine@medialine.com		Writer/Producer/Web, Photographer, Planning Editor/Writer, Reporter, News Editor
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, except Director of Engineering
National Association of Broadcasters 1771 N Street, NW Washington, DC 20036 (202) 429-5300 nab@nab.org www.nab.org		Writer/Producer/Web, Photographer, Planning Editor/Writer, Reporter, News Editor
Newseum 555 Pennsylvania Ave, NW Washington, DC 20001 (202) 292-6625 www.newseum.org		Assignment Editor, Promotions Producer, Writer (2), Reporter, Digital Content Manager, Promotions Editor, Photographer
PromaxBDA 5700 Wilshire Blvd, Suite 275 Los Angeles, CA 90036 (310) 788-7600 www.promax.org		Promotions Editor, Promotions Producer
TV Jobs/Broadcast Employment Services		

P.O. Box 4116 Oceanside, CA 92052 M. Holloway (800) 374-0119 www.tvjobs.com	1	All Positions, except Director of Engineering
TV News Check 24 West Lancaster Ave., Suite 205 Ardmore, PA 19003 phersh@newscheckmedia.com		Promotions Producer
VetCentral (US Jobs) Direct Employers Association, Inc. 9002 N. Purdue Road, Suite 100 Indianapolis, IN 46268 866-268-6206 www.info@us.jobs info@usnlx.com		Planning Editor/Writer, Promotions Producer, Sales Coordinator
Women in Communications and Films Women in Film 8857 W. Olympic Blvd., #201 Beverly Hills, CA 90211 mlinker-estes@wif.org		Writer/Producer/Web, Photographer, Planning Editor/Writer, Reporter, News Editor
Fox News Channel brigitte.boyle@FOXNEWS.COM liza.cohen@foxnews.com		Planning Editor/Writer
Fox Station Sales New York, NY Bonnie Yuen (212) 332-9286		All Positions, except Director of Engineering
21CF.com/FoxCareers	24	All Positions, except Director of Engineering
Employee Referral	21	Writer/Producer/Web (2), Photographer (4), Planning Editor (2), ELC Director (1), Technician/Technical Director (1), Account Executive (1), VP/General Sales Manager (1), Assignment Editor (1), Reporter (2), News Editor (1), Traffic Coordinator (1), Digital Content Manager (3), Director of Engineering (1)
Former Employee	1	VP/General Sales Manager (1)
Internal Employee	16	Writer/Producer/Web (1), Planning Editor (1), ELC Director (1), News Editor (1), Technician/Technical Director (2), Promotions Editor (1), Studio Technician/Master Control Operator (1), Photographer (1), VP/General Sales Manager (3), News Writer (1), Reporter (2), Newscast Director (1)

Additional interviewees from jobs aggregators/unsolicited sources: Website Unknown (2), Job Board – Other (4), TV and Radio Jobs (1), LinkedIn (10), Indeed.com (17), Job Fox (2), Facebook (2), United Talent Agency (NS Bienstock) (1), Ken Lindner & Associates – Agent (1), Spotlight (1), IRE Professional Services (1), Eckhert Talent Management (1).

Section 3: Supplemental Outreach Activities – June 1, 2019 - May 31, 2020

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, 2019 through May 31, 2020, WTTG/WDCA participated in the following national and local job fairs: 07/10/2019 The Emma Bowen Foundation Career Fair attended by WNYW HR Director, Fox Station Sales HR Director and Intern; 07/31/2019 – 08/02/2019 Asian American Journalism Association Career Fair attended by WNYW HR Director, WAGA HR Director and News Director; 08/07/2019 – 08/09/2019 National Association of Black Journalists Convention and Job Fair attended by WTVT Regional HR Director and News Director, WJZY/WMYT HR Director; 09/05/2019 – 09/07/2019 National Association of Hispanic Journalists Conference and Career Fair attended by KRIV/KTXH HR Director and VP/News Director, KDFW/KDFI HR Director, KTBC

VP/News Director; 10/25/2019 Howard University 2019 Career Fair attended by WTTG/WDCA HR Director, Fox Station Sales HR Director.

"Career Awareness;" Station Tours: During this reporting period of June 1, 2019 through May 31, 2020, WTTG/WDCA conducted six station tours for elementary/middle/high school students, educational organizations, charitable organizations, and 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 her college years and has the opportunity to get a job at the station upon graduation, if available. The current student is an African-American female completing her senior year at Hampton University.

"Career Awareness;" Student Outreach Program: During this reporting period of June 1, 2019 through May 31, 2020, WTTG/WDCA conducted four student outreach programs/events with various elementary/middle/high schools and educational organizations to promote broadcast and educational objectives and broadcasting career opportunities.

Employee Enrichment/Training: WTTG/WDCA conducts employee training throughout the reporting cycle to increase current skills and enable the staff to be more effective in their positions. This training included: Finance personnel trained on collaboration tools such as BOX, Slack, Quip; WideOrbit; various professional development online courses; NAB Business Leadership Training; Harvard Manage Mentor Innovation Implementation. Reporters and Photographers received LiveU training and Drone training. Producers and Writers received Luci5 training. News personnel Dataminr and SNIPE training. Sales personnel trained on WideOrbit and sales landscaping. Station employees participated in workplace Active Shooter/Imminent Threat Training. Station employees completed anti-harassment and discrimination training.

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

- Leukemia & Lymphoma Society
- LLS Light the Night Campaigns
- The Giving Foundation for Women & Children
- A Wider Circle
- Extra-Ordinary Birthday
- National Presbyterian School
- Winterset Civic Association
- Montgomery County Dive League
- St. John's Episcopal School

Internship Program: WTTG/WDCA participates in the Winterim Program. The Winterim Program began in 1973. This is a three-week program of on and off campus opportunities meant to broaden the intellectual horizons of students. Students have the option of completing an internship during the junior or senior year of high school. Students participate in school-led, pre-internship trainings to prepare for a rich experience. This year WTTG/WDCA hosted a junior from Harpeth Hall School in Nashville, TN from January 8, 2020 through January 23, 2020. This individual was managed by the Stations' Assistant News Director.

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 are widely disseminated. Station information available on the website includes internship program, employment opportunities listing, and the Annual EEO Public File Report. Also, 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/My20dc** 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, 5151 Wisconsin Ave. NW, Washington DC 20016, or Fax to 202-895-3286.** We appreciate your organization's help in publicizing our job openings! **WTTG/Fox 5 & WDCA/My20dc** is an Equal Opportunity Employer.