

Annual EEO Public File Report

WTTG/WDCA IS AN EQUAL OPPORTUNITY EMPLOYER

Coverage Period: June 1, 2013 – May 31, 2014

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
Account Executive	07/08/13	www.MyFoxDC.com
Account Executive	07/22/13	Spots n' Dots
Producer	09/30/13	www.MyFoxDC.com
Traffic Manager	10/21/13	www.MyFoxDC.com
Technician/ELC	10/21/13	Internal Hire
Traffic Assistant	10/28/13	www.MyFoxDC.com
Sales Coordinator	10/28/13	Employee Referral
Account Executive	10/28/13	Spots n' Dots
Accounts Receivable Manager	11/04/13	Indeed.com
Anchor	11/04/13	Employee Referral
Assignment Desk Editor	11/18/13	Employee Referral
Technician Photographer	12/02/13	TVjobs.com
Assignment Desk Editor	12/17/13	WNYW Website
Writer/Fill in Producer	12/18/13	Internal Hire
Writer/Fill in Producer	12/30/13	www.MyFoxDC.com
Writer	02/06/14	Internal Hire
Producer	02/14/14	www.MyFoxDC.com
Photographer	02/18/14	TVjobs.com
Traffic Assistant	03/04/14	www.MyFoxDC.com
Sports Producer	04/08/14	Agent Media Stars
Reporter	04/28/14	Internal
Producer	05/05/14	TVjobs.com
Photographer	05/05/14	TVjobs.com
Sales Coordinator	05/12/14	www.MyFoxDC.com
Producer	05/27/14	Employee Referral

Total Number of Persons Interviewed During Applicable Period: 78

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 www.myfoxdc.com 5151 Wisconsin Avenue, NW Washington, DC 20016 D. Pike (202) 895-3232	22	All positions
Minority & Women Organizations		
AARP Worksearch 5119 N. 19 th Ave Phoenix, AZ 85015 jmontini@aarp.org	0	Sales Coordinator, Producer,
AZ Women's Education and Employment 914 W. Hatcher Rd. Phoenix, AZ 85021 (AWEE) employmentteam@awee.org	0	Sports Producer, Writer, Writer/Fill in Producer, Photographer (3), Reporter, Sales Coordinator, Producer
America's Job Bank DC Department of Employment Services 64 New York Avenue, NE Suite #300 Washington, DC 20002 (202) 724-7000 http://does.dc.gov	0	All positions except Account Executives hired in July 2013 and Accounts Receivable Manager
Asian Pacific American Student Services USC, Student Union -University Park Los Angeles, CA 90089 apass@usc.edu	0	All positions except Account Executives hired in July 2013
Asian Women's Self-Help Association P.O. Box 2084 Rockville, MD 20847 (301) 207-1248 www.ashaforwomen.org	0	All positions except Account Executives hired in July 2013 and Accounts Receivable Manager
CA Chicano News Media Association USC School of Journalism 300 S. Grand Ave., #3950 Los Angeles, CA 90071 ccnmainfo@ccnma.org	0	All positions except Account Executives hired in July 2013
Chicanos Por La Causa 1112 E. Buckeye Rd. Phoenix, AZ 85034 Evelyn.arredondo@cplc.org	0	All positions except Account Executives hired in July 2013
Emma Bowen - Foundation for Minority Interests in Media 524 W. 57 th St. New York, NY 10019 sdrice@cbs.com	0	All positions except Account Executives hired in July 2013

Federation of Hispanic Organizations P.O. Box 25915 Baltimore, MD 21224 B. Pineyaro (410) 931-1640 www.hispanicfederation.org	0	All positions except Account Executives hired in July 2013 and Accounts Receivable Manager
Forty Plus of Greater Washington 1718 P Street, NW Suite T-2 Washington, DC 20036 A. Rotz (202) 387-1582 www.40plus-dc.org	0	All positions except Account Executives hired in July 2013 and Accounts Receivable Manager
Goodwill of Greater Washington Career Services 2200 South Dakota Avenue, NE Washington, DC 20018 (202) 636-4225 www.dcgoodwill.org	0	All positions except Account Executives hired in July 2013 and Accounts Receivable Manager
House of Ruth 5 Thomas Circle, NW Washington, DC 20005 (202) 667-7001 www.houseofruth.org	0	All positions except Account Executives hired in July 2013 and Accounts Receivable Manager
Japanese American Citizens League 1828 L Street, NW Suite #802 Washington, DC 20036 (202) 223-1240 www.jacl.org	0	All positions except Account Executives hired in July 2013 and Accounts Receivable Manager
Korean Community Service Center 7700 Little River Turnpike Suite #406 Annandale, VA 22003 (703) 354-6345 www.kcscgw.org	0	All positions except Account Executives hired in July 2013 and Accounts Receivable Manager
LULAC-League of United Latin American Citizens 1133 19 th Street NW Suite 1000 Washington DC 20036 (202)833-6130 www.lulac.org	0	All positions except Account Executives hired in July 2013
Mexican-American Opportunity Foundation 972 S. Goodrich Blvd. Commerce, CA 90022 nvazquez@maof.org	0	Traffic Assistant, Sales Coordinator, AR Manager, Account Executive, Assignment Desk Editor (2), Writer, Fill in Producer(3), Producer, Traffic Manager
National Association of Black Journalists 8701-A Adelphi Road Adelphi, MD (866) 479-6225 www.nabj.org	0	All positions except Account Executives hired in July 2013 and Accounts Receivable Manager

National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, DC 20004 (202) 737-0120 www.ncnw.org	0	All positions except Account Executives hired in July 2013 and Accounts Receivable Manager
National Hispanic Media Coalition 55 S. Grand Avenue Pasadena, CA 91105 A. Nogales (626) 792-6462 www.nhmc.org	0	All positions except Account Executives hired in July 2013 and Accounts Receivable Manager
National Lesbian & Gay Journalists Association 1420 K Street, NW Suite #910 Washington, DC 20005 (202) 588-9888 www.nlgja.org	0	All positions except Account Executives hired in July 2013 and Accounts Receivable Manager
National Urban League 120 Wall St. New York, NY 10005 info@nulexplora.org	0	All positions except Account Executives hired in July 2013
Second Chance Employment Services 818 18 th Street, NW Suite #420 Washington, DC 20006 (202) 331-7451 www.scesnet.org	0	All positions except Account Executives hired in July 2013 and Accounts Receivable Manager
Southeast Asian Resource Action Center 1628 16 th Street, NW 3 rd Floor Washington, DC 20009 P. Sychitkokhong (202) 667-4690 www.searac.org	0	All positions except Account Executives hired in July 2013 and Accounts Receivable Manager
Uplift Community Foundation, Inc. P.O. Box 56484 Washington, DC 20040-6484 (202) 452-9550 www.upliftfoundation.org	0	All positions except Account Executives hired in July 2013 and Accounts Receivable Manager
Washington Association of Black Journalists PO Box 77130 Washington DC 20013 www.wabj-dc.org	0	All positions except Account Executives hired in July 2013 and Accounts Receivable Manager
WIDER Opportunities for Women 1001 Connecticut Avenue, NW Suite #930 Washington, DC 20036 M. Streznewski (202) 464-1596 www.wowonline.org	0	All positions except Account Executives hired in July 2013 and Accounts Receivable Manager

Women Empowered Against Violence, Inc. 1111 16 th Street, NW Suite #200 Washington, DC 20036 (202) 452-9550 www.weaveincorp.org	0	Traffic Assistant, Sales Coordinator, AR Manager, Account Executive, Assignment Desk (2), Writer/Fill in Producer (3), Producer, Technician ELC, Anchor, Traffic Manager
Women in Film & Video 3628 12 th Street, NE Washington, DC 20017 (202) 429-9438 www.mlinker-estes@wif.org	0	All positions except Account Executives hired in July 2013 and Accounts Receivable Manager
Industry/Trade Sources		
*Collective Talent 1721 Richardson Pl, Tampa, FL 33606 Bille@michaelsmedia.com	0	Technician ELC, Anchor, Sports Producer, Writer, Writer/Fill in Producer, Photographer (3), Reporter,
Marketing IdeaNet 5577 Marita Ln., Columbus, OH 43235 slizik@602communications.com	0	Traffic Assistant, Sales Coordinator, AR Manager, Account Executive, Assignment Desk (2), Writer/Fill in Producer (3), Producer, Traffic Manager
Medialine P.O. Box 51909 Pacific Grove, CA 93950 M. Shilstone (800) 237-8073 www.medialine.com	0	All positions except Account Executives hired in July 2013
National Association of Broadcasters 1771 N Street, NW Washington, DC 20036 (202) 429-5300 www.nab.org	0	All positions except Account Executives hired in July 2013 and Accounts Receivable Manager
Spots 'n' Dots SND Publishing, LLC 600 West Peachtree Street, NW Suite #350 Atlanta, GA 30308 E. McKay (888) 884-2630 www.spotsndots.com	3	Account Executive (2)
The National Academy of Television Arts & Sciences (NATAS) 111 West 57th Street Suite #600 New York, NY 10019 (212) 586-8424 www.emmyonline.org	0	All positions except Account Executives hired in July 2013 and Accounts Receivable Manager
The Washington Post 1150 15 th Street, NW Washington, DC 20071 J. San Marco (202) 334-5719 www.washingtonpost.com	3	AR Manager

TV Jobs/Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 M. Halloway (800) 374-0119 www.tvjobs.com www.indeed.com	7	All positions except Account Executives hired in July 2013
177 Broad Street, 16th Floor Stamford, CT 06901	13	No postings – this website “scrapes” from other websites
Linked In www.linkedin.com	1	No postings
Media Stars Agency 515 E. Carefree Hwy, #1471 Phoenix, AZ 85085 (480) 588-0944	1	Agency submits applicants without station’s recruitment. Applicants submitted for Reporter and Producer
IF Management 152 W. 57 th Street, 14 th Floor New York, NY 10019 (212) 265-7711	1	Agency submits applicants without station’s recruitment. Applicants submitted for Reporter and Producer
N.S. Bienstock, Inc. 250 West 57th Street Suite 333 New York, NY 10107 (212) 765-3040	1	Agency submits applicants without station’s recruitment. Applicants submitted for Reporter and Producer
College/University Sources		
American University Career Center 4400 Massachusetts Avenue, NW 5th Floor, Butler Pavilion Washington, DC 20016 (202) 885-1804 www.american.edu	0	All positions except Account Executives hired in July 2013
*Boston University School of Management amcbride@bu.edu	0	All positions except Account Executives hired in July 2013
Bowie State University Career, Co-op & International Services J. Alexander Wiseman Centre, Room #126 Bowie, MD 20715 (301) 860-3825 www.bowiestate.edu	0	All positions except Account Executives hired in July 2013
Capitol College Career Services 11301 Springfield Road Laurel, MD 20708 (301) 369-2800 ext. 3105 http://capitol-college.edu	0	All positions except Account Executives hired in July 2013
Coppin State University Career Services Ctr J. Millard Tawes Center, 1st Floor 2500 West North Avenue Baltimore, MD 21216 L. Bowie (410) 951-3919 www.coppin.edu	0	All positions except Account Executives hired in July 2013

Georgetown University Career Education Center One Leavey Center Box 571086 Washington, DC 20057 (202) 687-3493 www.georgetown.edu	0	All positions except Account Executives hired in July 2013
Goucher College Career Development Office 1021 Dulaney Valley Road Baltimore, MD 21204 (410) 337-6191 www.goucher.edu/cdo	0	All positions except Account Executives hired in July 2013
Hampton University Career Center 114 Wigwam Building Hampton, VA 23668 (757) 727-5331 www.hampton.edu	0	All positions except Account Executives hired in July 2013
Howard University 2400 Sixth Street, NW Washington, DC 20059 (202) 806-6100 Cdudley@howard.edu	0	Reporter, Sports Producer, Sales Coordinator (2), Producer (2), Technician Photographer, Photographer (2), Writer, Writer/Fill-In Producer (2), Traffic Assistant (2)
Johns Hopkins University Career Center Garland Hall, 3 rd Floor 3400 N. Charles Street Baltimore, MD 21218 (410) 516-8056 www.jhu.edu	0	All positions except Account Executives hired in July 2013
Loyola University 4501 North Charles Street Baltimore, MD 21210 (410) 617-2000 www.loyola.edu	0	All positions except Account Executives hired in July 2013
Radford University-Office of Career Services 801 East Main Street Radford, VA 24142 (540) 831-5000 www.radford.edu	0	All positions except Account Executives hired in July 2013
Sojourner Douglass College Job Placement Services 200 N. Central Avenue Baltimore, MD 21202 (410) 276-0306 www.sdc.edu	0	All positions except Account Executives hired in July 2013
Towson University 8000 York Road Towson, MD 21252 (410) 704-2000 www.towson.edu	0	All positions except Account Executives hired in July 2013

University of Maryland at Baltimore County 1000 Hilltop Circle Baltimore, MD 21250 (410) 455-1000 www.umbc.edu	0	All positions except Account Executives hired in July 2013
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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, Fox News Channel, Fox Sports Net nationwide and 20 C Fox Spotlight (Global) in an effort to increase the opportunity for company internal promotions and expand the recruiting area.

TVHO 1211 Avenue of the Americas 21st Floor New York, NY 10036 (212) 301-5853	0	All positions
Fox Station Sales New York, NY R. Barranda (212) 452-4873	0	All positions except Account Executives hired in July 2013 and Accounts Receivable Manager
21 Century Fox //spotlight.21cf.com	0	Sales Coordinator, AR Manager, Account Executive, Assignment Desk Editor (2), Writer/Fill in Producer (3), Producer (2), Sports Producer, Photographer (3), Reporter, Traffic Assistant
20C Television – Tonia Carter Tonia.Carter@fox.com	0	All positions except Account Executives hired in July 2013
Fox News Channel New York, NY B. Boyle (212) 301-5043 www.foxnews.com	2	All positions except Account Executives hired in July 2013
Fox Sports - Shandy Arellano shandy.spinks-arellano@foxsports.net	0	All positions except Account Executives hired in July 2013 and Accounts Receivable Manager
WNYW/WWOR 205 E. 67 th Street New York, NY 10065 www.myfoxny.com	0	All positions
KTTV/KCOP 1999 S. Bundy Drive Los Angeles, CA 90025 D. Rosas www.myfoxla.com	0	All positions
WFLD/WPWR 205 N. Michigan Avenue Chicago, IL 60601 D. Kasuba www.myfoxchicago.com	0	All positions
WTFX 330 Market Street Philadelphia, PA 19106 M. Yamen-Afshar www.myfoxphilly.com	0	All positions

KDFW/KDFI 400 N. Griffin Street Dallas, TX 75202 I. Mason www.myfoxdfw.com	0	All positions
WFXT 25 Fox Drive Dedham, MA 02026 M. Kerr www.myfoxboston.com	0	All positions
WAGA 1551 Briarcliff Road, NE Atlanta, GA 30306 R. Davis www.myatlanta.com	0	All positions
KRIV/KTXH 4261 Southwest Freeway Houston, TX 77027 I. Mason www.myfoxboston.com	0	All positions
WJBK 16550 W. Nine Mile Road Southfield, MI 48075 C. Smith www.myfoxdetroit.com	0	All positions
KSAZ/KUTP 511 W. Adams Street Phoenix, AZ 85003 D. Pike www.myfoxphoenix.com	0	All positions
WTVT 3213 W. Kennedy Boulevard Tampa, FL 33609 C. Armstrong www.myfoxtampa.com	0	All positions
KMSP/WFTC 11358 Viking Drive Eden Prairie, MN 55344 K. O'Hara www.myfoxtwincities.com	0	All positions
WOFL/WRBW/WOGX 35 Skyline Drive Lake Mary, FL 32746 J. Fromm www.myfoxorlando.com	0	All positions
KTBC 119 E 10th Street Austin, TX 78701 L. Cordes www.myfoxaustin.com	0	All positions

WHBQ 485 S. Highland Memphis, TN 38111 T. Rivers www.myfoxmemphis.com	0	All positions
WJZY/WMYT 3501 Performance Road Charlotte, NC 28214 www.myfoxcarolinas.com	0	Sales Coordinator (2), AR Manager, Account Executive, Assignment Editor (2), Writer/Fill in Producer (3), Producer (2), Technician ELC, Anchor, Sports Producer, Photographer (3), Reporter, Traffic Assistant.

In addition to the above, the station had 9 interviewees through employee referrals, 13 interviewees through internal candidates, and 2 interviews from unsolicited/self-referred applicants.

Section 3: Supplemental Outreach Activities – June 1, 2013 – May 31, 2014

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 to 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:

- **Emma Bowen Career Fair** – New York, NY – 06/26/13
(Attended by Roselyn Barranda and Heather Frascella, Managers Human Resources-WNYW)
- **Howard University Career Fair** – Washington, DC – 10/14/13
(Attended by Diana Pike, Director Human Resources-WTTG)
- **National Association of Black Journalists** – New Orleans, LA – 07/30/13 to 08/04/13
(Attended by Jean Fromm, Director Human Resources-WOGX, Jeff Zeller, VP News Director-WOFL, and Ken Jobe, VP News Director-WHBQ)
- **NATAS Upper Midwest Regional Production Awards Job Fair** – Minneapolis, MN – 03/30/15
(Attended by Kate O'Hara, Director Human Resources-KMSP)

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.

- 10/05/13 - The Race for Every Child, benefitting Children's National Medical Center/Children's Miracle Network.
WTTG was a media sponsor of the event, and our on-air talent, was the Media Spokesperson and emcee. The station created and ran PSA's for the race, designed to raise money for children's programs at the Hospital Center, starting three months in advance and leading up to the day of the race. WTTG operated a community outreach booth at the race.

10/19/13 - Light the Night Walk, benefitting the Leukemia and Lymphoma Society. WTTG was a media sponsor, and a news anchor was the emcee for the event. The event was promoted with PSA's on both stations for two months in advance, leading up to the day of the walk. At least twelve on-air talent and station staffers participated in the walk, and then appeared before and after at our community outreach booth at the event.

01/13/14 -Mentoring Monday – this is a station and community mentoring event on site benefitting "Concerned Black Men National." The morning show is dedicated to discussing/interviewing mentoring organizations.

03/08/14 – "Face Time With the Pros" at Merrill College of Journalism. Two station Photographers participated in this student workshop.

03/26/14 -National Women's History Month Program. A WTTG Anchor served as the Motivational and Guest Speaker.

04/12/14 - College of Southern Maryland's 2014 Diversity Forum, "A Just Community- Our Youth, Our Future." A WTTG Anchor was the Mistress of Ceremonies.

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) and Human Resources.

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 Micheline Bowman, News Intern Coordinator. In this reporting year, we had a total of thirty-two (32) academic credit only interns.

Summer Semester 2013: 16 interns (News-10; Web News-3;; Sports-3)

Fall Semester 2013: 5 interns (News – 4; Promotions - 1)

Spring Semester 2014: 6 interns (News – 5; Promotions – 1; Sports- 1)

We accepted students from the following colleges/universities: George Mason University, American University, Howard University, Trinity College, and University of Maryland – College Park

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 2013 and during the fall Holiday break; Lesly Salazar of the Pennsylvania State University.

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 eight (8) employees internally for the following positions: National Sales Coordinator to Local sales Coordinator; Freelance Writer to Fulltime Writer; Traffic Coordinator to Local Sales coordinator; Writer Producer to Producer (2); Freelance Technician to Fulltime Technician; Tape Librarian to Tape Producer; Photographer to Robotic cameras.

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. In this reporting year, we hired one of the Trainees into an Account Executive position at WTTG/WDCA.

- 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.
- WTTG/WDCA Sales department has developed an in-house Account Executive training program designed to support the advancement of the Sales Assistants. This program consists of both coursework and hands-on training. At the end of the program, individuals are capable of being promoted into an Account Executive position.

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 6 million page views and over 1 million unique visitors per month.