

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

Coverage Period: June 1, 2020 – May 31, 2021

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
Maintenance Engineer	6/1/2020	www.FoxCareers.com
News Producer	6/1/2020	www.Fox5DC.com
News Reporter	9/14/2020	www.FoxCareers.com
** News Producer	9/14/2020	www.FoxCareers.com
** News Producer	9/14/2020	Internal
News Editor	10/7/2020	Internal
Digital Specialist	10/26/2020	Job Board
News Writer/Producer	10/26/2020	www.Linkedin.com
Newscast Director	11/2/2020	www.Fox5DC.com
Anchor	12/7/2020	United Talent Agency
Engineering Operations Manager	1/4/2021	Employee Referral
Weather Anchor	1/18/2021	Napoli Management Group
Writer/Producer	1/18/2021	www.FoxCareers.com
Photographer	3/15/2021	www.Indeed.com
News Producer	4/26/2021	Internal
Anchor/Reporter	5/3/2021	www.JobFox.com
News Reporter	5/3/2021	Internal
** Shared the same interview pool		

Total Number of Persons Interviewed During Applicable Period: 90

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
5151 Wisconsin Avenue NW	205 E 67 th Street	1551 Briarcliff Road NE
Washington, DC 20016	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	13	Anchor, Digital Specialist, Editor, Engineering Operations Manager, Maintenance Engineer, Newscast Director, Photographer, Producer (4), Reporter (3), Weather Anchor, Writer/Producer (2)
Collective Talent 1721 Richardson Place Tampa, FL 33606 Billie@michaelsmedia.com		Reporter (2), Anchor (2), Weather Anchor, Producer (3), Writer/Producer, Photographer, Newscast Director, Digital Specialist, Editor, Maintenance Engineer
Coppin State University 2500 West North Avenue Baltimore, MD 21216 (410) 951-3919 https://www.coppin.edu/careerservices		Writer/Producer, Engineering Operations Manager
DCNetworks.org 4058 Minnesota Avenue, NE., Suite 3001 Washington, DC 20019 angela.foster@dc.gov www.does.dc.gov	1	Anchor, Digital Specialist, Editor, Engineering Operations Manager, Maintenance Engineer, Newscast Director, Photographer, Producer (4), Reporter (3), Weather Anchor, Writer/Producer (2)
Emma Bowen Foundation for Minority Interest in Media 524 W. 57 th Street New York, NY 10019 Michael.Barham@nbcuni.com	1	Anchor, Digital Specialist, Editor, Engineering Operations Manager, Maintenance Engineer, Newscast Director, Photographer, Producer (4), Reporter (3), Weather Anchor, Writer/Producer (2)
Handshake 225 Bush Street #1200 San Francisco, CA 94104 www.joinhandshake.com		Anchor, Digital Specialist, Editor, Engineering Operations Manager, Maintenance Engineer, Newscast Director, Photographer, Producer (4), Reporter (3), Weather Anchor, Writer/Producer (2)
Hampton University 2 Frissell Street Hampton, VA 23662 (757) 727-5331 careerCenter@hamptonu.edu ; Stacey.Fletcher@HamptonU.edu		Anchor, Engineering Operations Manager, Producer, Weather Anchor, Writer/Producer

Marketing Ideanet.com (G. Newell) Marketing IdeaNet 5577 Marita Lane Columbus, OH 43235 slizik@602communications.com		Anchor, Digital Specialist, Editor, Engineering Operations Manager, Maintenance Engineer, Newscast Director, Photographer, Producer (4), Reporter (3), Weather Anchor, Writer/Producer (2)
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		Anchor, Digital Specialist, Editor, Engineering Operations Manager, Maintenance Engineer, Newscast Director, Photographer, Producer (4), Reporter (3), Weather Anchor, Writer/Producer (2)
Newhouse School at Syracuse University 215 University Place Syracuse, NY 13210 (315) 443-2302 https://newhouse.syr.edu/ B. Lichtinger belichti@syr.edu		Reporter, Anchor, Producer, Photographer,
Newseum 555 Pennsylvania Ave, NW Washington, DC 20001 (202) 292-6625 www.newseum.org		Maintenance Engineer
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		Weather Anchor
TV Jobs/Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 M. Halloway (800) 374-0119 www.tvjobs.com	2	Anchor, Digital Specialist, Editor, Engineering Operations Manager, Maintenance Engineer, Newscast Director, Photographer, Producer (4), Reporter (3), Weather Anchor, Writer/Producer (2)
TV News Check 24 West Lancaster Ave., Suite 205 Ardmore, PA 19003 phersh@newscheckmedia.com		Weather Anchor, Producer
University of Virginia 1815 Stadium Road Charlottesville, VA 22903 Alumni-virginia@csm.simplicity.com		Weather Anchor, Editor
Fox Station Sales New York, NY Bonnie Yuen (212) 332-9286		Anchor, Digital Specialist, Editor, Engineering Operations Manager, Maintenance Engineer, Newscast Director, Photographer, Producer (4), Reporter (3), Weather Anchor, Writer/Producer (2)
FoxCareers	21	Anchor, Digital Specialist, Editor, Engineering Operations Manager, Maintenance Engineer, Newscast Director, Photographer, Producer (4), Reporter (3), Weather Anchor, Writer/Producer (2)
Employee Referral	11	Anchor, Digital Specialist, Editor, Engineering Operations Manager, Maintenance Engineer,

		Newscast Director, Photographer, Producer (4), Reporter (3), Weather Anchor, Writer/Producer (2)
Internal Employee	13	Anchor, Digital Specialist, Editor, Engineering Operations Manager, Maintenance Engineer, Newscast Director, Photographer, Producer (4), Reporter (3), Weather Anchor, Writer/Producer (2)

Additional interviewees from jobs aggregators/unsolicited sources: Indeed.com (15), Job Board – other (1), Job Fox (1), LinkedIn (7), Napoli Management Group (1), Staff Agency (1), The NWT Group (1), United Talent Agency (1),

Section 3: Supplemental Outreach Activities – June 1, 2020 - May 31, 2021

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, 2020 through May 31, 2021, 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 July 15, 2020 and attended by all FTS HR Directors. Recruitment for all FTS O&O's.
- National Association of Hispanic Journalists (NAHJ) & National Association of Black Journalists (NABJ) Virtual Convention & Career Fair - Held on August 5, 2020 – August 7, 2020. Attended by FTS HR Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Roselyn Barranda (WNYW/WWOR), Tracey Rivers (KRIV/KTXH & KCPQ/KZJO), Regina Davis (WAGA), Iraidia Morillo (WOFL/WRBW/WOGX), Nicole Robles (KDFW/KDFI) and VP News Directors Byron Harmon(WNYW/WWOR), John Hoffman (WTVT), Matt Piacente (WFLD/WPWR), Susan Schiller (KRIV/KTXH). Recruitment for all FTS O&O's.
- Asian American Journalists Association (AAJA) Virtual Trade Show – Held on August 12, 2020 – August 14, 2020. Attended by FTS HR Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Roselyn Barranda (WNYW/WWOR), Kate O'Hara (KMSP/WFTC), Regina Davis (WAGA) and VP News Directors Scott Stucky (WAGA), John Hoffman (WTVT), Robin Whitmeyer (KDFW/KDFI). Recruitment for all FTS O&O's.
- Syracuse University Newhouse School of Public Communications – Newhouse Diversity Communications Virtual Career Fair held March 5, 2021. Attended by FTS HR Director Murphy Baker (WTTG/WDCA). Recruitment for all FTS O&O's.
- Syracuse University's Spring 2021 Virtual Newhouse Recruitment Collective held April 29, 2021. Attended by FTS HR Regional Director Iris Sierra (TVHO, WTVT) and FTS HR Directors Iraidia Morillo (WOFL/WRBW/WOGX) and Murphy Baker (WTTG/WDCA). Recruitment for all FTS O&O's.

"Career Awareness;" Station Tours: During this reporting period of June 1, 2020 through May 31, 2021, WTTG/WDCA did not conduct tours due to the COVID-19 pandemic.

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. WTTG/WDCA did not host interns this year due to the COVID-19 pandemic.

"Career Awareness;" Student Outreach Program: During this reporting period of June 1, 2020 through May 31, 2021, WTTG/WDCA had limited participation in student outreach programs due to the COVID-19 pandemic. February 11, 2021, the Director of News Projects & Partnerships participated in a class discussion with 60 University of Maryland Media Scholar students about media/broadcast production, specifically the production of WTTG's Black History Month coverage.

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: Active Shooter, EAP wellness and support discussions, SecureNinja CCNA, VxRail Appliance Administration and Tailored VCF on VxRail

Administration Overview, Management Coaching through FOX, MegaPhone Sales Workshop, Antitrust Sales Briefing, Digital Product Ecosystem, BBO, Sales Objective Workshop, Box 101, FLX Product Intro, Data Retention, iManage, Workday Security, Legal Gov't Relations, Legal Credit Process, numerous sessions in preparation for new finance system migration, professional development online courses offered through LinkedIn Learning, Harvard Manage Mentor courses.

Community Event Engagements: WTTG/WDCA's on-air staff regularly participates in community panels, award ceremonies, galas, and other speaking events. During the reporting period of June 1, 2020 through May 31, 2021 WTTG/WDCA's participated by:

- Moderating a panel for allyship in the face of Asian hate for the Smithsonian channel.
- Hosting WMATA First Responders Gala (virtual)
- Virtual speaking event Asians at McKinsey Group Lunch Along
- Emceeing the Prince George's County Public Safety Valor Awards; ceremony recognized the 2019 heroic acts of bravery demonstrated by 911 call takers and dispatchers, correctional officers, fire/emergency medical service personnel, police officers and sheriff deputies.

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

- Non-profit Abada-Capoeira
- William Paterson University's Washington DC Alumni Association Scholarship Committee
- Board of Directors for Montgomery County Little League
- Winterset Civic Association
- Montgomery County Dive League
- Board of Trustees for St. John's Episcopal School
- Girl Scout Troop 186
- Board of Governors for The National Capital Chesapeake Bay chapter of NATAS
- National Presbyterian School

Internship Program: WTTG/WDCA was unable to offer internships this year due the COVID-19 pandemic.

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.