

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

Coverage Period: June 1, 2017 – May 31, 2018

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 Hiree
*Writer/Producer 7165	6/5/17	TV Jobs
News Producer 7164	6/5/17	Fox5DC.com
Sr. Digital Producer 7157	6/5/17	Fox5DC.com
*Writer/Producer 7068	6/5/17	Employee Referral
Reporter 7176	7/10/17	CSE (Agency - Traci Wilkes Smith)
Photographer 7190	7/10/17	WTTG Freelancer
*Writer/Producer 7216	7/17/17	Employee Referral
*Writer/Producer 7261	8/28/17	Fox5DC.com
Studio Technician/Newscast Technical Director 7313	9/25/17	Indeed.com
Producer 7296	10/2/17	Employee Referral
Anchor/Reporter 6590	10/9/17	Fox5DC.com
Writer/Producer 7325	10/24/17	Employee Referral
Photographer/Editor 7375	11/3/17	Internal
**Maintenance Technician 7197	11/13/17	Society of Broadcast Engineers
Sr. Assignment Editor 7373	11/27/17	Employee Referral
**Maintenance Technician 7197	12/11/17	Indeed.com
Financial Analyst 7430	12/11/17	Fox5DC.com
**Maintenance Technician 7197	12/18/17	Employee Referral
News Producer 7425	1/2/18	Indeed.com
Sales Coordinator 7440	1/8/18	Fox5DC.com
***Account Executive 7314	1/8/18	Broadcast and Cable
****Photographer 7429	1/22/18	Employee Referral
Executive Producer 7410	2/12/18	Fox5DC.com
****Photographer 7429	3/12/18	Fox5DC.com
Assignment Editor 8022	3/12/18	Fox5DC.com
Traffic Coordinator 8023	3/26/18	Indeed.com
***Account Executive 7309	4/30/18	Linked In

*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: 112

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

www.21CF.com/careers and Foxcareers.com when the position is posted to the MyFoxDC website. Job postings are sent to other Fox properties (Fox News, Fox Sports, NatGeo, Fox Stations Sales).

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 R. Jacobs/ D. Pike (202) 895-3232	36	Writer/Producer (7165), Sr. Digital Producer (7157), Writer/Producer (7068), Reporter (7176), Photographer (7190), Writer/Producer (7216), Writer/Producer (7261), Studio Tech/Newscast Technical Director (7313), Producer (7296), Anchor/Reporter (6590), Writer/Producer (7325), Maintenance Technician (3) (7197), Financial Analyst (7430), Sales Coordinator (7440), Executive Producer (7410), Assignment Editor (8022), Traffic Coordinator (8023)
American University Career Center 4400 Massachusetts Avenue, NW 5th Floor, Butler Pavilion Washington, DC 20016 (202) 885-1804 www.american.edu	0	Maintenance Technicians (3) (7197), Photographers (2) (7429), Executive Producer (7410)
ASHA for Women P.O. Box 2084 Rockville, MD 20847 www.ashaforwomen.org	0	Photographers (2) (7429), Executive Producer (7410)
*Boston University One Silber Way Boston, MA 02215 amcbride@bu.edu	0	Writer/Producer (7165), Writer/Producer (7068), Sr. Digital Producer (7157), News Producer (7164), Reporter (7176), Photographer (7190), Anchor/Reporter (6590), Executive Producer (7410)
Bowie State University Career, Co-op & International Services 14000 Jericho Park Road Bowie, MD 20715	0	Writer/Producer (7165), Writer/Producer (7068), News Producer (7164), Sr. Digital Producer (7157), Reporter (7176), Anchor/Reporter (6590), Maintenance Technicians (3) (7197), Financial Analyst (7430), Assignment Editor (8022), Traffic Coordinator (8023)
Broadcast & Cable 28 East 28 th Street, 12 th Floor New York, NY 10016 crystal.jeka@communitybrands.com	1	Maintenance Technician (3) (7197)
Career Builder 5550 Peachtree Parkway Suite 200 Norcross, GA 30092 www.careerbuilder.com	1	Internet jobs aggregator
Chicanos Por La Causa 1112 E. Buckeye Rd. Phoenix, AZ 85034 Evelyn.arredondo@cplc.org	0	Writer/Producer (7165), Writer/Producer (7068), News Producer (7164), Sr. Digital Producer (7157), Reporter (7176), Anchor/Reporter (6590), Maintenance Technicians (3) (7197), Photographers (2) (7429), Executive Producer (7410), Assignment Editor (8022), Traffic Coordinator (8023)
*Collective Talent 1721 Richardson Place Tampa, FL 33606 Billie@michaelsmedia.com	0	Executive Producer (7410)

CSE (Traci Wilkes Smith) 72 Madison Ave 10 th Floor New York, NY 10016 http://www.csetalentrep.com/	1	Reporter (7176)
DCNetworks.org 4058 Minnesota Avenue, NE., Suite 3001 Washington, DC 20019	0	Writer/Producer (7261), Maintenance Technician (3) (7197), News Producer (7425), Photographer (2) (7429), Executive Producer (7410), Photographer/Editor (7375)
Emma Bowen Foundation for Minority Interest in Media 524 W. 57 th Street New York, NY 10019 Sandra.rice@nbcuni.com	0	Writer/Producer (7165), Writer/Producer (7068), News Producer (7164), Sr. Digital Producer (7157), Reporter (7176), Photographer (7190), Anchor/Reporter (6590), Photographers (2) (7429), Executive Producer (7410), Assignment Editor (8022), Traffic Coordinator (8023)
Federation of Hispanic Organizations P.O. Box 25915 Baltimore, MD 21224 B. Pineyaro (410) 931-1640 www.hispanicfederation.org marcoap@comcast.net	0	Writer/Producer (7165), Writer/Producer (7068), News Producer (7164), Sr. Digital Producer (7157), Reporter (7176), Anchor/Reporter (6590)
Georgetown University 3700 O Street., NW Washington, DC 20057 Sfc38@georgetown.edu	0	Financial Analyst (7430)
George Mason Career Services 4400 University Drive SUB, Room #348, MSN 3B6 Fairfax, VA 22030 (703) 993-2370 http://careers.gmu.edu recruit@gmu.edu	0	Financial Analyst (7430), Executive Producer (7410)
Hampton University Career Center 114 Wigwam Building Hampton, VA 23668 (757) 727-5331 www.hampton.edu	0	Financial Analyst (7430), Photographers (2) (7429), Executive Producer (7410)
*Howard University 2400 Sixth Street, NW Washington, DC 20059 (202) 806-6100 Cdudley@howard.edu	0	Writer/Producer (7165), Writer/Producer (7068), News Producer (7164), Sr. Digital Producer (7157), Reporter (7176), Anchor/Reporter (6590), Maintenance Technicians (3) (7197), Financial Analyst (7430), Sales Coordinator (7440), Photographers (2) (7429), Executive Producer (7410), Assignment Editor (8022), Traffic Coordinator (8023)
wwwIndeed.com 177 Broad Street, 16th Floor Stamford, CT 06901	27	(Internet jobs aggregator)
Job Fox 7926 Jones Branch Drive Suite 1100 McLean, VA 22102 www.jobfox.com	1	(Internet jobs aggregator)
Johns Hopkins University Career Center Garland Hall, 3 rd Floor 3400 N. Charles Street Baltimore, MD 21218 (410) 516-8056 www.jhu.edu	0	Financial Analyst (7430)
LinkedIn 350 5th Ave,	3	Pulled from station website by LinkedIn

New York, NY 10118 www.linkedin.com		
LULAC League of United Latin American Citizens 1133 19 th Street NW #1000 Washington, DC 20036 (202) 833-6130 www.lulac.org	0	Writer/Producer (7165), Writer/Producer (7068), News Producer (7164), Sr. Digital Producer (7157), Reporter (7176), Anchor/Reporter (6590), Assignment Editor (8022), Traffic Coordinator (8023)
Loyola University 4501 North Charles Street Baltimore, MD 21210 (410) 617-2000 www.loyola.edu	0	Financial Analyst (7430)
Marketing Ideanet.com (G. Newell) Marketing IdeaNet 5577 Marita Lane Columbus, OH 43235 slizik@602communications.com	0	Writer/Producer (7165), Writer/Producer (7068), News Producer (7164), Sr. Digital Producer (7157), Anchor/Reporter (6590), Executive Producer (7410), Assignment Editor (8022), Traffic Coordinator (8023)
Medialine.com P.O. Box 51909 Pacific Grove, CA 93950 M. Shilstone (800) 237-8073 medialine@medialine.com	0	Writer/Producer (7068), Sr. Digital Producer (7157), Reporter (7176), Photographer (7190), Executive Producer (7410), Assignment Editor (8022), Traffic Coordinator (8023)
Mexican-American Opportunity Foundation 972 S. Goodrich Blvd. Commerce, CA 90022 nvazquez@maof.org	0	Writer/Producer (7165), Writer/Producer (7068), News Producer (7164), Sr. Digital Producer (7157), Reporter (7176), Anchor/Reporter (6590)
NatGeo TV 1145 17 th St. NW Washington DC 20036 jangulo@natgeotv.com	0	Writer/Producer (7165), Writer/Producer (7068), Writer/Producer (7261), Writer/Producer (7325), News Producer (7425), News Producer (7164), Sr. Digital Producer (7157), Reporter (7176), Studio Technician/Newscast Technical Director (7313), Anchor/Reporter (6590), Photographer/Editor (7375), Maintenance Technicians (3) (7197), Sr. Assignment Editor (7373), Executive Producer (7410), Financial Analyst (7430), Sales Coordinator (7440), Account Executive (7314), Account Executive (7390), Photographers (2) (7429), Assignment Editor (8022)
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	0	Writer/Producer (7165), Writer/Producer (7068), News Producer (7164), Sr. Digital Producer (7157), Reporter (7176), Photographer (7190), Anchor/Reporter (6590), Photographers (2) (7429), Executive Producer (7410)
National Association of Black Journalists 8701-A Adelphi Road Adelphi, MD (866) 479-6225 sberry@nabj.org www.nabj.org	0	Writer/Producer (7165), Writer/Producer (7068), News Producer (7164), Sr. Digital Producer (7157), Reporter (7176), Anchor/Reporter (6590), Photographers (2) (7429), Executive Producer (7410)
National Association of Broadcasters 1771 N Street, NW Washington, DC 20036 (202) 429-5300 nab@nab.org www.nab.org	0	Sr. Digital Producer (7157), Photographers (2) (7429), Executive Producer (7410), Assignment Editor (8022), Traffic Coordinator (8023)

National Gay & Lesbian Journalist Association 2120 L Street, NW Suite 850 Washington, DC 20037 info@nlgja.org	0	Writer/Producer (7165), Writer/Producer (7068), News Producer (7164), Sr. Digital Producer (7157), Reporter (7176), Anchor/Reporter (6590), Photographers (2) (7429), Executive Producer (7410)
National Hispanic Media Coalition 55 S. Grand Avenue Pasadena, CA 91105 A. Nogales (626) 792-6462 info@nhmc.org www.nhmc.org	0	Writer/Producer (7165), Writer/Producer (7068), News Producer (7164), Sr. Digital Producer (7157), Reporter (7176), Anchor/Reporter (6590), Photographers (2) (7429), Executive Producer (7410), Assignment Editor (8022), Traffic Coordinator (8023)
New Bay Media 28 East 28th Street, 12th floor, New York, NY 10016	0	Maintenance Technicians (3) (7197)
Radford University-Office of Career Services 801 East Main Street Radford, VA 24142 (540) 831-5000 www.radford.edu	0	Writer/Producer (7165), Writer/Producer (7068), News Producer (7164), Sr. Digital Producer (7157), Reporter (7176), Anchor/Reporter (6590)
Rick Gevers & Associates 355 E. Ohio St. #303 Indianapolis IN 46204 rick@rickgevers.com	0	Executive Producer (7410)
Society of Broadcast Engineers 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 http://www.sbe.org/	1	Maintenance Technician (3) (7197)
Spots 'n' Dots -SND Publishing, LLC 600 West Peachtree Street, NW #350 Atlanta, GA 30308 www.spotsndots.com	1	Account Executive (7314), Account Executive (7309)
Towson University 8000 York Road Towson, MD 21252 (410) 704-2000 www.towson.edu	0	Writer/Producer (7165), Writer/Producer (7068), News Producer (7164), Sr. Digital Producer (7157), Reporter (7176), Anchor/Reporter (6590), Financial Analyst (7430), Executive Producer (7410), Assignment Editor (8022), Traffic Coordinator (8023)
TV Jobs/Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 M. Holloway (800) 374-0119 www.tvjobs.com	6	All positions (internet jobs aggregator)
TV News Check 24 West Lancaster Ave., Suite 205 Ardmore, PA 19003 phersh@newscheckmedia.com	0	Executive Producer (7410)
University of Maryland – Baltimore County 1000 Hilltop Circle Baltimore, MD 21250 (410) 455-1000 cscjobs@umbc.edu www.umbc.edu	0	Writer/Producer (7165), Writer/Producer (7068), News Producer (7164), Sr. Digital Producer (7157), Reporter (7176), Anchor/Reporter (6590), Photographers (2) (7429), Executive Producer (7410), Assignment Editor (8022), Traffic Coordinator (8023)
* VetCentral (US Jobs) Direct Employers Association, Inc. 9002 N. Purdue Road, Suite 100	0	Executive Producer (7410)

Indianapolis, IN 46268 866-268-6206 www.info@us.jobs		
Washington Association of Black Journalists PO Box 77130 Washington DC 20013 wabjdc@gmail.com www.wabj-dc.org	0	Writer/Producer (7165), Writer/Producer (7068), News Producer (7164), Reporter (7176), Anchor/Reporter (6590), Assignment Editor (8022), Traffic Coordinator (8023)
Women in Communications and Films Women in Film 8857 W. Olympic Blvd., #201 Beverly Hills, CA 90211 mlinker-estes@wif.org	0	Executive Producer (7410), Assignment Editor (8022), Traffic Coordinator (8023)
Fox News Channel brigitte.boyle@FOXNEWS.COM liza.cohen@foxnews.com	0	Writer/Producer (7165), Writer/Producer (7068), Writer/Producer (7261), Writer/Producer (7325), News Producer (7425), News Producer (7164), Sr. Digital Producer (7157), Reporter (7176), Studio Technician/News Technical Director (7313), Anchor/Reporter (6590), Photographer/Editor (7375), Maintenance Technicians (3) (7197), Sr. Assignment Editor (7373), Photographer (2) (7429), Executive Producer (7410), Financial Analyst (7430), Sales Coordinator (7440), Account Executive (7314), Account Executive (7390), Assignment Editor (8022)
Fox Sports - Shandy Arellano shandy.spinks-arellano@foxsports.net	0	Writer/Producer (7165), Writer/Producer (7068), Writer/Producer (7261), Writer/Producer (7325), News Producer (7425), News Producer (7164), Sr. Digital Producer (7157), Reporter (7176), Studio Technician/News Technical Director (7313), Anchor/Reporter (6590), Photographer/Editor (7375), Maintenance Technicians (3) (7197), Sr. Assignment Editor (7373), Financial Analyst (7430), Sales Coordinator (7440), Account Executive (7314), Account Executive (7390), Assignment Editor (8022)
Fox Station Sales New York, NY R. Barranda/D. Kasuba (212) 452-4873	0	Writer/Producer (7165), Writer/Producer (7068), Writer/Producer (7261), Writer/Producer (7325), News Producer (7425), News Producer (7164), Sr. Digital Producer (7157), Reporter (7176), Studio Technician/News Technical Director (7313), Anchor/Reporter (6590), Photographer/Editor (7375), Maintenance Technicians (3) (7197), Sr. Assignment Editor (7373), Financial Analyst (7430), Sales Coordinator (7440), Account Executive (7314), Account Executive (7390), Assignment Editor (8022)
21CF.com/Careers	2	All positions

*** Denotes recruitment sources that requested job notification announcements.**

In addition to the above recruitment sources, WTTG/WDCA interviewed 12 internal employees, 17 employee referrals, and 3 industry referrals. Also, new job opportunities are shared with the Human Resources contact for each owned and operated Fox Television Station nationwide to increase the opportunity for internal company promotions and to expand the recruiting area.

All Fox O&O Stations

WNWY/WWOR	WAGA	KMSP/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	KSAZ/KUTP	WOFL/WRBW
1999 S Bundy Dr	511 W. Adams Street	35 Skyline
Los Angeles, CA 90025	Phoenix, AZ 85003	Lake Mary, FL 32746
WFLD/WPWR	KRIV/KTXH	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/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	WJZY/WMYT	
1551 SW 37 th St	3501 Performance Rd	
Ocala, FL 34474	Charlotte, NC 28214	

Section 3: Supplemental Outreach Activities – June 1, 2017 - May 31, 2018

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, 2017, through May 31, 2018, WTTG/WDCA participated in the following national and local job fairs: June 28, 2017: The Emma Bowen Power Networking & Mentoring event. On June 29, 2017: The Emma Bowen Career Fair attended by WNYW and Fox Station Sales HR Directors. WTTG/WDCA recruited for the following positions: Maintenance Technician, Anchor/Reporter, Photographer, Reporter, Studio Technician (Per Diem), and News Writer/Producer. On July 27, 2017, through July 28, 2017, WTTG/WDCA participated in the Asian American Journalist Association (AAJA) Conference & Career Fair in Philadelphia, PA. The Career Fair was attended by WNYW/WWOR HR Director and FSS HR Director. WTTG/WDCA recruited for the following positions: Maintenance Technician, Anchor/Reporter. On August 9, 2017, through August 11, 2017, WTTG/WDCA participated in the National Association of Black Journalists (NABJ) Career Fair in Washington DC. WFLD/WPWR HR Director and FTS Managers attended the Career. WTTG/WDCA recruited for the following positions: Maintenance Technician, Anchor/Reporter, and Studio Technician (Per Diem). On October 26, 2017, WTTG/WDCA HR Director, VP Finance and Director of News Projects & Partnership attended Howard University Career Fair (local) in Washington DC. WTTG/WDCA recruited for the following positions: Account Executive, Accounting Coordinator, Editor, Maintenance Technician, Per Diem Studio Technician, and Sr. Assignment Coordinator.

"Career Awareness;" Station Tours: Throughout the reporting period, WTTG/WDCA conducts station tours for various groups to explain television broadcast operations.

Minority Training/Scholarship Programs: 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 in her sophomore year at North Carolina Agricultural and Technical State University.

"Career Awareness;" Student Outreach Program: Throughout the reporting period, WTTG/WDCA, conducted student outreach programs to various elementary/middle and high schools; colleges/universities and educational organizations to promote broadcast objectives and broadcasting career opportunities. WTTG/WDCA, Director of News Projects & Partnership, served as a panel member at the Howard University 2017 Career Fair. She presented information about the communications industry and career opportunities at Fox Television. Brinkley Hellams, Local Sales Manager and Jarred Weaver, Account Executive spoke at the National Association of Broadcasters Media Sales Training Institute. They shared with recent college graduates the benefits of selling broadcast television and the daily routine of a successful Account Executive.

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: Assignment Desk Staff training on booking Satellite and VYVX Fiber, booking on the Fox Fiber network (both point to point and Subscriptions) filling out the daily show live shot sheet and distribution. Photographers: Digital Room Training, Vyvx Booking. Photographers completed safety training on IP 2 driving shots, Twitter and Facebook videos, and Producing segments for shows, booking Satellite and VYVX Fiber, booking on the Fox Fiber network (both point to point and Subscriptions) filling out the daily show live shot sheet and distribution, training on Live to Facebook shows. Also, Station employees participated in workplace communication training.

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

- LLS Light the Night Campaigns
- Leukemia & Lymphoma Society
- DC Chamber of Commerce

Internship Program: WTTG/WDCA has an internship program provides opportunities for individuals enrolled in accredited colleges and universities to receive academic credit for work at WTTG/WDCA. The program is structured to give students the

opportunity to receive instructions and training from broadcasting professionals in an authentic work situation. The interns have the opportunity to participate in the daily operations of various departments and develop skills that will be useful in their job search following graduation. The students work approximately 16-24 hours per week and receive college credit upon successful completion of their internship. Generally, internships are available in News and Creative Services. During the reporting period the Stations' Kyle Carmean, Assistant News Director, managed 23 interns.

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 approximately 4 million page views and over 1.3 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. Such 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 Studios – 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.