



WTTG/FOX5 & WDCA/My20 Annual EEO Public File Report June 1, 2009 – May 31, 2010

Date Annual EEO Public File Report placed in Public File:

May 26, 2010

Signature:

William Frascella

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May 26, 2010

Signature:

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

Coverage Period: June 1, 2009 – May 31, 2010

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
Local Sales Coordinator	07/28/09	Myfoxdc.com
Sports Anchor/Reporter	08/12/09	Employee Referral
Assignment Editor	08/21/09	Employee Referral
Local Sales Manager	09/11/09	Fox O&O Employee Referral
Account Executive	11/04/09	Employee Referral
Log Editor	11/24/09	Tvjobs.com
Local Sales Coordinator	01/11/10	Myfoxdc.com
Account Executive	01/13/10	Employee Referral
Account Executive	02/16/10	Myfoxdc.com
Promotions Producer/Editor	02/26/10	Intern
Local Sales Manager	03/02/10	Spotsndots.com
Web Producer	03/26/10	Employee Referral
Assignment Editor	04/19/10	Employee Referral

Total Number of Persons Interviewed During Applicable Period: 90

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 4 million page views and over 700,000 unique visitors per month.

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 H. Frascella (202) 895-3232	11	All positions
Intern Washington Internship Program 1525 Iris Street, NW Washington, DC 20012 L. Bayer (202) 829-5364	1	Promotions Producer/Editor

www.washingtoninternship.com		
Fox Station Sales New York, NY R. Barranda (212) 452-4873	0	All positions
Fox News Channel New York, NY B. Boyle (212) 301-5043 www.foxnews.com	0	All positions
Minority & Women Organizations		
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
National Association of Black Journalists 8701-A Adelphi Road Adelphi, MD (866) 479-6225 www.nabj.org	0	All positions
National Association of Hispanic Journalists 1000 National Press Building 529 14 th Street, NW Washington, DC 20045 (202) 662-7145 www.nahj.org	0	All positions
National Lesbian & Gay Journalists Association 1420 K Street, NW Suite #910 Washington, DC 20005 (202) 588-9888 www.nlgja.org	0	All positions
Women in Film & Video 3628 12 th Street, NE Washington, DC 20017 M. Houghton (202) 429-9438 www.wifv.org	0	All positions
Women Empowered Against Violence, Inc. 1111 16 th Street, NW Suite #200 Washington, DC 20036 (202) 452-9550 www.weaveincorp.org	0	All positions
National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, DC 20004 (202) 737-0120 www.ncnw.org	0	All positions
Asian Women's Self-Help Association P.O. Box 2084 Rockville, MD 20847 (301) 207-1248 www.ashaforwomen.org	0	All positions

Hispanic Committee of Virginia 5827 Columbia Pike Suite #200 Falls Church, VA 22041 F. Fernandini (703) 671-5666 http://heva.org	0	All positions
House of Ruth 5 Thomas Circle, NW Washington, DC 20005 (202) 667-7001 www.houseofruth.org	0	All positions
Japanese American Citizens League 1828 L Street, NW Suite #802 Washington, DC 20036 F. Mori (202) 223-1240 www.jacl.org	0	All positions
Korean Community Service Center 7700 Little River Turnpike Suite #406 Annandale, VA 22003 J. H. Jung (703) 354-6345 www.kcscgw.org	0	All positions
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
WIDER Opportunities for Women 1001 Connecticut Avenue, NW Suite #930 Washington, DC 20036 M. Streznewski (202) 464-1596 www.wowonline.org	0	All positions
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
National Diversity Newspaper Job Bank P.O. Box 936 Augusta, GA 30903 (800) 622-6358 www.newsjobs.com	0	All positions
Second Chance Employment Services 818 18 th Street, NW Suite #420 Washington, DC 20006 (202) 331-7451 www.scesnet.org	0	All positions

Uplift Community Foundation Job Referral Services P.O. Box 56484 Washington, DC 20040 (202) 291-4688 www.upliftfoundation.org	0	All positions
National Hispanic Media Coalition 55 S. Grand Avenue Pasadena, CA 91105 A. Nogales (626) 792-6462 www.nhmc.org	0	All positions
Federation of Hispanic Organizations P.O. Box 25915 Baltimore, MD 21224 B. Pineyaro (410) 931-1640 www.hispanicfederation.org	0	All positions
Goodwill of Greater Washington Career Services 2200 South Dakota Avenue, NE Washington, DC 20018 C. Paletta (202) 636-4225 www.dcgoodwill.org	0	All positions
Industry/Trade		
TV Jobs/Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 M. Halloway (800) 374-0119 www.tvjobs.com	3	All positions
Medialine P.O. Box 51909 Pacific Grove, CA 93950 M. Shilstone (800) 237-8073 www.medialine.com	0	All positions
The National Academy of Television Arts & Sciences 111 West 57 th Street Suite #600 New York, NY 10019 (212) 586-8424 www.emmyonline.org	0	All positions
National Association of Broadcasters 1771 N Street, NW Washington, DC 20036 (202) 429-5300 www.nab.org	0	All positions
Spots'n'Dots SND Publishing, LLC 600 West Peachtree Street, NW Suite #350 Atlanta, GA 30308 E. McKay (888) 884-2630	13	Account Executive, Local Sales Manager

www.spotsndots.com		
The Washington Post 1150 15 th Street, NW Washington, DC 20071 J. San Marco (202) 334-5719 www.washingtonpost.com	26	Account Executive, Log Editor, Local Sales Coordinator
TVNewsDay S. Stoltz (215) 901-9495 www.tvnewsday.com	0	Account Executive, Local Sales Manager
<u>College/University</u>		
Syracuse University – Alumni Email Office of Alumni Relations Syracuse University 401 University Place Syracuse, NY 13244 E. King (315) 443-3258 http://students.syr.edu	1	Local Sales Coordinator
American University Career Center 4400 Massachusetts Avenue, NW 5 th Floor, Butler Pavilion Washington, DC 20016 (202) 885-1804 www.american.edu	0	All positions
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
Catholic University of America Career Services 620 Michigan Avenue, NE Pryzbyla Center, Room #202 Washington, DC 20064 www.cua.edu	0	All positions
George Mason University University Career Services 4400 University Drive SUB, Room #348, MSN 3B6 Fairfax, VA 22030 (703) 993-2370 http://careers.gmu.edu	0	All positions
Georgetown University Career Education Center One Leavey Center Box 571086 Washington, DC 20057 (202) 687-3493 www.georgetown.edu	0	All positions
Capitol College Career Services 11301 Springfield Road Laurel, MD 20708	0	All positions

(301) 369-2800 ext. 3105 http://capitol-college.edu		
Coppin State University Career Services Center J. Millard Tawes Center, 1 st Floor 2500 West North Avenue Baltimore, MD 21216 L. Bowie (410) 951-3919 www.coppin.edu	0	All positions
Goucher College Career Development Office 1021 Dulaney Valley Road Baltimore, MD 21204 (410) 337-6191 www.goucher.edu/cdo	0	All positions
Hampton University Career Center 114 Wigwam Building Hampton, VA 23668 (757) 727-5331 www.hampton.edu	0	All positions
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
Sojourner Douglass College Job Placement Services 200 N. Central Avenue Baltimore, MD 21202 (410) 276-0306 www.sdc.edu	0	All positions

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 nationwide in an effort to increase the opportunity for company internal promotions and expand the recruiting area.

WNYW/WWOR 205 E. 67 th Street New York, NY 10065 I. Sierra www.myfoxny.com	0	All positions
KTTV/KCOP 1999 S. Bundy Drive Los Angeles, CA 90025 V. Rodriguez www.myfoxla.com	0	All positions
WFLD/WPWR 205 N. Michigan Avenue Chicago, IL 60601 S. Arslanovski www.myfoxchicago.com	0	All positions
WTFX 330 Market Street Philadelphia, PA 19106 A. Ali	0	All positions

www.myfoxphilly.com		
KDFW/KDFI 400 N. Griffin Street Dallas, TX 75202 C. Allison www.myfoxdfw.com	0	All positions
WFXT 25 Fox Drive Dedham, MA 02026 L. DiStefano 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 R. Hudson 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
WHBQ 485 S. Highland Memphis, TN 38111 R. Hudson www.myfoxmemphis.com	0	All positions
KTBC 119 E 10 th Street Austin, TX 78701 L. Cordes www.myfoxaustin.com	0	All positions

In addition, the station had 24 interviewees through employee referral and 11 interviewees through employee self-referral.

Section 3: Supplemental Outreach Activities – June 1, 2009 – May 31, 2010

Provide Detailed description of each Supplemental Outreach Activity

1. (i) Participation in at least 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 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:

- Howard University Job Fair – October 15, 2009
Attended by WTTG/WDCA Human Resources Coordinator and WTTG/WDCA News Coordinator
- Morgan State University Career Fair – April 15, 2010
Attended by WTTG/WDCA Human Resources Coordinator and WTTG/WDCA News Coordinator
- National Association of Black Journalists Convention & Career Expo – August 5-9, 2009
Attended by WTVT News Director, WOFL News Director, WHBQ News Director and WTVT Human Resources Director
- CUNY Journalism, Broadcast, New Media Fair – October 9, 2009
Attended by WNYW/WWOR Human Resources Director

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.

- 06/29/09 AM Weather Producer provided a tour of the station's studio and weather center to local high school students
- 08/05/09 News Coordinator participated as a panelist for the Bowie State University Professional Development Workshop
- 09/28/09 Reporter/Anchor spoke to students of the Mass Communications class at American University on news anchoring and broadcast scriptwriting
- 10/07/09 Reporter participated as emcee for the Conference of Asian Pacific American Leadership Gala
- 11/01/09 AM Anchor participated as emcee/auctioneer for the 26th Annual Celebrity Auction and Soul Food Feast coordinated by the Kappa Scholarship Endowment Fund and Washington DC Chapter of Kappa Alpha Psi Fraternity. Proceeds provide scholarships to seniors of DC public high schools
- During 4th Quarter 2009 – WTTG produced a :30 and :20 PSA for Fox 5's "Mentoring Monday" campaign
- 02/22/10 AM Anchor participated in the African-American Read-In event in the Arlington Public Schools
- 03/11/10 AM Anchor participated as emcee for the Suited for Change benefit to support employment for disadvantaged women
- 03/17/10 Vice President/Engineering & Vice President/News provided a tour of the station for a local Girl Scout troop
- 03/19/10 AM Weather Anchor provided a tour of the station for 4th, 5th & 6th grade classes from Forestville Elementary School
- 04/09/10 PM Weather Anchor moderated the DC Geography Bee finals
- 04/24/10 Weekend Weather Anchor provided a tour of the station to girls, ages 12-18, from the Goshen United Methodist Church
- 04/29/10 Weekend Weather Anchor provided a Career Day presentation for six classes at Laurel High School
- 04/19/10 Reporter participated as emcee for the DC Mayor's Office of Asian and Pacific Islander Heritage Month celebration

- 05/06/10 PM Weather Anchor participates in Don Bosco Christo Ray Catholic School fundraiser

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) Human Resources and Community Affairs.

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 is managed by Heather Frascella, Human Resources Coordinator. In this reporting year, we had a total of fifty six (56) academic credit only interns.

Summer Semester 2009:	24 interns (News: 13; Web News: 3; Sports: 6; Weather: 1; Promotions: 2)
Fall Semester 2009:	9 interns (News: 5; Sports: 3; IT: 1)
Winter Semester 2010:	2 interns (News: 1; Web News: 1)
Spring Semester 2010:	21 interns (News: 10; Web News: 2; Sports: 6; Promotions: 3)

We accepted students from the following colleges/universities: Virginia Commonwealth University, Georgetown University, George Washington University, Elon University, University of Maryland, Southwest Community College, University of Kansas, Broadcasting Institute of Maryland, University of the Incarnate Word, Union County College, Syracuse University, American University, University of North Carolina, Pennsylvania State University, West Virginia University, Temple University, University of California, University of Tennessee, Howard University, University of Miami, Seneca College, Prince George's Community College, Boston College, Morgan State University, The Sheffield Institute, Stratford University, University of Southern California, George Mason University, and Bowie State University.

Job Shadow

WTTG/WDCA accepted one (1) student from the Cesar Chavez Charter Schools for Public Policy participating in the 11th Grade Public Policy Fellowship. Students work 35-40 hours for 2-3 weeks and receive academic credit upon successful completion. Student worked with the News Coordinator from June 4, 2009 to June 17, 2009 to gain practical experience in a professional environment in the student's area of interest: Broadcast Journalism. Once hours were completed, student provided a final presentation on the fellowship experience and knowledge acquired to teachers and fellow students at the Cesar Chavez Charter School.

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 is currently sponsoring one (1) scholarship student in the Emma L. Bowen program: For the Summer Semester 2009, the station's work study student; Christopher Robinson of George Mason University; concluded his requirements for completion in the Emma L. Bowen program. For the Summer Semester 2010, the station has a new work study student; Chanel Tate of Montgomery College; beginning her participation in this program.

Benjamin L. Hooks Fellowship Award

Fox Television Stations, Inc. in conjunction with the New York University Tisch School of the Arts provides an annual monetary award to eight (8) minority students who are majoring in a media-related field. This grant is used towards the cost of tuition.

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 internally the following position: Special Projects Producer to LNS Managing Editor.

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.