

**Annual EEO Public File Report  
KDFW Fox 4 & KDFI My27 IS AN EQUAL OPPORTUNITY EMPLOYER**

**Coverage Period:** April 1, 2014 – March 31, 2015

**Station's Comprising Station Employment Unit:** KDFW Fox 4 & KDFI My27

<b>Section 1: Vacancy Information</b>			
<b>Full-time Positions Filled by Job Title</b>	<b>Date of Hire</b>	<b>Number of Interviewees</b>	<b>Recruitment Source of Hiree</b>
Reporter	04/21/14	21	KDFW Employee Referral 400 N Griffin Street Dallas, TX 75202
National Sales Assistant	05/19/14	9	KDFW Website 400 N Griffin Street Dallas, TX 75202
Meteorologist	05/28/14	6	Weisman Media 1901 Raymond Drive, Suite 6 Northbrook, IL 60082
Account Executive	07/07/14	10	KDFW Employee Referral 400 N Griffin Street Dallas, TX 75202
Financial Analyst	08/04/14	9	K Force Finance & Accounting Staffing 15301 North Dallas Parkway Suite 800 Addison, TX 75001
Promotions Manager	08/04/14	6	KDFW Website 400 N Griffin Street Dallas, TX 75202
Local Sales Assistant	08/11/14	15	KDFW Website 400 N Griffin Street Dallas, TX 75202
Local Sales Assistant	08/11/14	15	Industry Source B. Meddelin (KTVT) 5233 Bridge Street Fort Worth, TX 76103
Traffic Coordinator	08/18/14	5	KDFW Employee Referral 400 N Griffin Street Dallas, TX 75202
Photojournalist	08/25/14	19	KDFW Website 400 N Griffin Street Dallas, TX 75202
Assignment Editor	09/08/14	6	KDFW Website 400 N Griffin Street Dallas, TX 75202
Photojournalist	09/29/14	18	KDFW Employee Referral 400 N Griffin Street Dallas, TX 75202
Photojournalist	10/27/14	17	TV Jobs P.O. Box 4116 Oceanside, CA 92052
Stage Manager	12/08/14	5	KDFW Website 400 N Griffin Street Dallas, TX 75202

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<b>Section 1: Vacancy Information</b>			
<b>Full-time Positions Filled by Job Title</b>	<b>Date of Hire</b>	<b>Number of Interviewees</b>	<b>Recruitment Source of Hiree</b>
Producer	01/05/15	4	KDFW Website 400 N Griffin Street Dallas, TX 75202
Local Sales Assistant	01/05/15	9	KDFW Website 400 N Griffin Street Dallas TX 75202
Account Executive	01/05/15	6	Industry Source Referral c/o Millennium Sales & Marketing 3500 Maple Avenue Dallas, TX 75219
Copy Coordinator	03/10/15	3	KDFW Website 400 N Griffin Street Dallas, TX 75202
Reporter	03/16/15	13	KDFW Website 400 N Griffin Street Dallas, TX 75202

**Total Number of Persons Interviewed During Applicable Period: 196**

**Section 2: Recruitment Source Information**

<b>Recruitment Source</b> (Company, Address, Telephone #, Contact Person)	<b>Total Number of Interviewees</b> This Source Has Provided During this Period (If Any)	<b>Full-time Positions For Which                      Source Was Utilized</b>
<b>TV Jobs/Broadcast Employment Serv.</b>	0	Assignment Editor
Mark Holloway	0	Producer
<a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a>	4	Reporter
P.O. Box 4116	0	Account Executive
Oceanside, CA 92052	0	National Sales Assistant
1-800-374-0119	0	Financial Analyst
	0	Promotions Manager
	0	Traffic Coordinator
	2	Photojournalist
	2	Photojournalist
	0	Local Sales Assistant
	0	Stage Manager
	2	Photojournalist
	0	Local Sales Assistant
	0	Account Executive
	0	Copy Coordinator
	0	Local Sales Assistant
	0	Meteorologist
<b>Medialine</b>	0	Assignment Editor
P.O. Box 51909	0	Producer
Pacific Grove, CA 93950	0	Reporter
Mark Shilstone	0	Account Executive
(800) 237-8073	0	National Sales Assistant
<a href="http://www.medialine.com">www.medialine.com</a>	0	Financial Analyst
<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	0	Promotions Manager
	0	Traffic Coordinator
	0	Photojournalist
	0	Photojournalist
	0	Local Sales Assistant
	0	Stage Manager
	0	Photojournalist
	0	Account Executive
	0	Copy Coordinator
	0	Local Sales Assistant
	0	Meteorologist
<b>KDFW Website</b>	6	Assignment Editor
Regional Director, Human Resources	0	Producer
<a href="http://www.fox4news.com">www.fox4news.com</a>	1	Reporter
External Applicant Tracking system (Taleo)	4	Account Executive
400 N. Griffin St.	4	Financial Analyst
Dallas, Texas 75202	4	Promotions Manager
	4	Traffic Coordinator

	1	Meteorologist
	13	Photojournalist
	12	Photojournalist
	10	Local Sales Assistant
	5	Stage Manager
	12	Photojournalist
	10	Local Sales Assistant
	3	Account Executive
	3	National Sales Assistant
	3	Copy Coordinator
	6	Local Sales Assistant
	2	Reporter
<b>America's Job Bank- DC Dept of Employment Services</b>	0	Reporter
64 New York Ave NE, Suite 300	0	Account Executive
Washington, DC 20002		
(202) 724-7000		
<a href="mailto:does@dc.gov">does@dc.gov</a>		
<b>Asian Women's Self Help Association</b>	0	Reporter
P.O.Box 284	0	Account Executive
Rockville, MD 20847		
(301) 207-1248		
<a href="http://www.ashaforwomen.org">www.ashaforwomen.org</a>		
<a href="mailto:coordinator@ashaforwomen.org">coordinator@ashaforwomen.org</a>		
<b>Federation of Hispanic Organizations</b>		
P.O. Box 25915	0	Reporter
Baltimore, MD 21224	0	Account Executive
<a href="http://www.hispanicfederation.org">www.hispanicfederation.org</a>		
<a href="mailto:marcoap@comcast.net">marcoap@comcast.net</a>		
<b>Forty Plus of Greater Washington</b>	0	Reporter
1718 P Street NW	0	Account Executive
Suite T-2		
Washington, DC 20036		
(202)387-1582		
<a href="http://www.40plus-dc.org">www.40plus-dc.org</a>		
<a href="mailto:jobpostings@40plusdc.org">jobpostings@40plusdc.org</a>		
<b>Goodwill Industries of Greater Dallas</b>	0	Assignment Editor
3020 N Westmoreland Rd	0	Producer
Dallas, TX 75212	0	Reporter
(214) 678-1071	0	Account Executive
<a href="http://www.goodwill.org/locator">www.goodwill.org/locator</a>	0	National Sales Assistant
<a href="mailto:MAyyr@goodwilldallas.org">MAyyr@goodwilldallas.org</a>	0	Financial Analyst
	0	Promotions Manager
	0	Traffic Coordinator
	0	Photojournalist

	0	Photojournalist
	0	Stage Manager
	0	Local Sales Assistant
	0	Copy Coordinator
	0	Photojournalist
	0	Local Sales Assistant
	0	Meteorologist
	0	Reporter
	0	Local Sales Assistant
<b>Goodwill of Greater Washington Career Services</b>	0	Reporter
2200 South Dakota Ave NE	0	Account Executive
Washington, DC 20008		
<a href="http://www.dcgoodwill.org">www.dcgoodwill.org</a>		
<a href="mailto:info@dcgoodwill.org">info@dcgoodwill.org</a>		
<b>Greater Dallas Black Chamber of Commerce</b>	0	Assignment Editor
Reginald Gates	0	Producer
<a href="mailto:rgates@dbcc.org">rgates@dbcc.org</a> / <a href="mailto:chum@dbcc.org">chum@dbcc.org</a>	0	Reporter
2838 Martin Luther King, Jr. Blvd.	0	Account Executive
Dallas, Texas 75215	0	National Sales Assistant
214.421.5200	0	Financial Analyst
	0	Promotions Manager
	0	Traffic Coordinator
	0	Photojournalist
	0	Photojournalist
	0	Local Sales Assistant
	0	Stage Manager
	0	Local Sales Assistant
	0	Photojournalist
	0	Copy Coordinator
	0	Local Sales Assistant
	0	Meteorologist
	0	Reporter
<b>Greater Dallas Hispanic Chamber of Commerce</b>	0	Assignment Editor
Sagrario Ortiz	0	Producer
<a href="mailto:sortiz@gdhcc.com">sortiz@gdhcc.com</a>	0	Reporter
4622 Maple STE 207	0	Account Executive
Dallas, TX 75219	0	National Sales Assistant
(214) 521-6007	0	Financial Analyst
	0	Promotions Manager
	0	Traffic Coordinator
	0	Photojournalist
	0	Photojournalist
	0	Local Sales Assistant
	0	Stage Manager
	0	Local Sales Assistant
	0	Copy Coordinator
	0	Photojournalist

	0	Local Sales Assistant
	0	Meteorologist
	0	Reporter
<b>House of Ruth</b>	0	Reporter
5 Thomas Circle NW	0	Account Executive
Washington, DC 20005		
<a href="http://www.houseofruth.org">www.houseofruth.org</a>		
<a href="mailto:houseofruth@houseofruth.org">houseofruth@houseofruth.org</a>		
<b>Japanese American Citizens League</b>	0	Reporter
1828 L Street NW, Suite 802	0	Account Executive
Washington, DC 20036		
<a href="http://www.jacl.org">www.jacl.org</a>		
<a href="mailto:pouchida@jacl.org">pouchida@jacl.org</a>		
<b>Korean Community Service Center</b>	0	Reporter
7700 Little River Turnpike	0	Account Executive
Annandale, VA 22003		
<a href="http://www.kcscgw.org">www.kcscgw.org</a>		
<a href="mailto:jjung@kcscgw.org">jjung@kcscgw.org</a>		
<b>LULAC- League of Latin American Citizens</b>	0	Assignment Editor
National Office	0	Producer
1133 19 <sup>th</sup> Street, Suite 1000	0	Reporter
Washington, DC 20036	0	Account Executive
(202) 833-6130	0	National Sales Assistant
Jorge Trasmonte	0	Financial Analyst
<a href="http://www.lulac.org">www.lulac.org</a>	0	Promotions Manager
<a href="mailto:jtrasmonte@lulac.org">jtrasmonte@lulac.org</a>	0	Traffic Coordinator
	0	Photojournalist
	0	Photojournalist
	0	Local Sales Assistant
	0	Stage Manager
	0	Account Executive
	0	Copy Coordinator
	0	Photojournalist
	0	Local Sales Assistant
	0	Meteorologist
	0	Reporter
	0	Local Sales Assistant
<b>National Association of Black Journalists</b>	0	Assignment Editor
1100 Knight Hall, #3100	0	Producer
College Park, MO 20742	0	Reporter
<a href="mailto:sberry@nabj.org">sberry@nabj.org</a>	0	Account Executive
	0	National Sales Assistant
	0	Financial Analyst
	0	Promotions Manager
	0	Photojournalist

	0	Photojournalist
	0	Local Sales Assistant
	0	Stage Manager
	0	Local Sales Assistant
	0	Account Executive
	0	Copy Coordinator
	0	Photojournalist
	0	Traffic Coordinator
	0	Local Sales Assistant
	0	Meteorologist
	0	Reporter
<b>National Association of Broadcasters (NAB)</b>	0	Assignment Editor
1771 N Street NW	0	Producer
Washington, DC 20036	0	Reporter
(202) 429-5300	0	Account Executive
<a href="http://www.nab.org">www.nab.org</a>	0	National Sales Assistant
<a href="mailto:nab@nab.org">nab@nab.org</a>	0	Financial Analyst
	0	Promotions Manager
	0	Traffic Coordinator
	0	Photojournalist
	0	Photojournalist
	0	Local Sales Assistant
	0	Stage Manager
	0	Account Executive
	0	Copy Coordinator
	0	Photojournalist
	0	Local Sales Assistant
	0	Meteorologist
	0	Reporter
	0	Local Sales Assistant
<b>National Association of Television Arts &amp; Sciences</b>	0	Reporter
111 W 57 <sup>th</sup> Street, Suite 600	0	Account Executive
New York, NY 10019		
<a href="http://www.emmyonline.tv">www.emmyonline.tv</a>		
<a href="mailto:capitalemmys@aol.com">capitalemmys@aol.com</a>		
<b>National Council of Negro Women</b>	0	Assignment Editor
633 Pennsylvania Ave NW	0	Producer
Washington, DC 20004	0	Reporter
(202) 737-0120	0	Account Executive
<a href="http://www.ncnw.org">www.ncnw.org</a>	0	National Sales Assistant
<a href="mailto:membership@ncnw.org">membership@ncnw.org</a>	0	Financial Analyst
	0	Promotions Manager
	0	Traffic Coordinator
	0	Photojournalist
	0	Photojournalist
	0	Local Sales Assistant
	0	Stage Manager

	0	Account Executive
	0	Copy Coordinator
	0	Photojournalist
	0	Local Sales Assistant
	0	Meteorologist
	0	Reporter
	0	Local Sales Assistant
<b>National Gay &amp; Lesbian Journalists Association</b>	0	Assignment Editor
1420 K Street NW Suite 910	0	Producer
Washington, DC 20005	0	Reporter
(202) 588-9888	0	Account Executive
<a href="http://www.nlgja.org">www.nlgja.org</a>	0	National Sales Assistant
<a href="mailto:info@nlgja.org">info@nlgja.org</a>	0	Financial Analyst
	0	Promotions Manager
	0	Photojournalist
	0	Photojournalist
	0	Traffic Coordinator
	0	Local Sales Assistant
	0	Stage Manager
	0	Account Executive
	0	Copy Coordinator
	0	Photojournalist
	0	Local Sales Assistant
	0	Meteorologist
	0	Reporter
	0	Local Sales Assistant
<b>National Hispanic Media Coalition</b>	0	Assignment Editor
55 S. Grand Avenue	0	Producer
Pasadena, CA 91105	0	Reporter
(626) 792-6462	0	Account Executive
<a href="http://www.nhmc.org">www.nhmc.org</a>	0	National Sales Assistant
<a href="mailto:info@nhmc.org">info@nhmc.org</a>	0	Financial Analyst
	0	Promotions Manager
	0	Traffic Coordinator
	0	Photojournalist
	0	Photojournalist
	0	Local Sales Assistant
	0	Stage Manager
	0	Local Sales Assistant
	0	Account Executive
	0	Copy Coordinator
	0	Photojournalist
	0	Local Sales Assistant
	0	Meteorologist
	0	Reporter
<b>Second Chance Employment Services</b>	0	Reporter
8181 18 <sup>th</sup> Street NW, Suite 420	0	Account Executive



Washington, DC 20006		
<a href="http://www.scesnet.org">www.scesnet.org</a>		
<a href="mailto:Judy.Valencia@scesnet.org">Judy.Valencia@scesnet.org</a>		
<b>Southeast Asian Resource Action Center</b>	0	Reporter
1628 16 <sup>th</sup> Street NW, 3 <sup>rd</sup> Floor	0	Account Executive
Washington, DC 20009		
<a href="http://www.searac.org">www.searac.org</a>		
<a href="mailto:searac@searac.org">searac@searac.org</a>		
<b>The Women's Center of Tarrant County</b>	0	Assignment Editor
401 West Sanford, Suite 1200	0	Producer
Arlington, TX 76011	0	Reporter
(817) 927-4006	0	Account Executive
Nadia DiStefano, Director of Public Relations	0	National Sales Assistant
<a href="http://www.womenscentertc.org">www.womenscentertc.org</a>	0	Financial Analyst
<a href="mailto:Nadia@womenscentertc.org">Nadia@womenscentertc.org</a>	0	Promotions Manager
	0	Traffic Coordinator
	0	Photojournalist
	0	Photojournalist
	0	Local Sales Assistant
	0	Stage Manager
	0	Local Sales Assistant
	0	Copy Coordinator
	0	Photojournalist
	0	Local Sales Assistant
<b>Uplift Community Foundation</b>	0	Reporter
P.O. Box 56484	0	Account Executive
Washington, DC 20040		
<a href="http://www.upliftfoundation.org">www.upliftfoundation.org</a>		
<a href="mailto:info@upliftfoundation.org">info@upliftfoundation.org</a>		
<b>Washington Association of Black Journalists</b>	0	Account Executive
P.O. Box 2683	0	Traffic Coordinator
Washington, DC 20013		
<a href="mailto:wabjdc@gmail.com">wabjdc@gmail.com</a>		
<b>WIDER Opportunities for Women</b>	0	Reporter
1001 Connecticut Ave NW, Suite 930	0	Account Executive
Washington, DC 20036	0	National Sales Assistant
(202) 464-1596	0	Financial Analyst
<a href="http://www.wowonline.org">www.wowonline.org</a>	0	Promotions Manager
<a href="mailto:ccormier@wowonline.org">ccormier@wowonline.org</a>	0	Traffic Coordinator
	0	Photojournalist
	0	Local Sales Assistant
	0	Meteorologist
	0	Local Sales Assistant
	0	Reporter

<b>Women Empowered Against Violence, Inc</b>	0	Reporter
1111 16 <sup>th</sup> Street NW, Suite 200	0	Account Executive
Washington, DC 20036		
<a href="http://www.weaveincorp.org">www.weaveincorp.org</a>		
<a href="mailto:info@weaveincorp.org">info@weaveincorp.org</a>		
<b>Women in Film- Dallas</b>	0	Promotions Manager
5930 Royal Ln, Suite E	0	Assignment Editor
PMB 236	0	Producer
Dallas, TX 75230	0	Account Executive
<a href="mailto:admin@wifdallas.org">admin@wifdallas.org</a>	0	Financial Analyst
	0	Photojournalist
	0	Photojournalist
	0	Local Sales Assistant
	0	Stage Manager
	0	Local Sales Assistant
	0	Copy Coordinator
	0	Photojournalist
	0	Traffic Coordinator
	0	Local Sales Assistant
	0	Reporter
<b>Women in Film</b>	0	Reporter
6100 Wilshire Blvd, Suite 710	0	Account Executive
Los Angeles, CA 90048	0	National Sales Assistant
(323) 935-2211	0	Meteorologist
<a href="http://www.wif.org">www.wif.org</a>	0	Reporter
<a href="mailto:Mlinker-estes@wif.org">Mlinker-estes@wif.org</a>		
<b>University of North Texas Career Center</b>	2	National Sales Assistant
Denny Bridges		
Chestnut Hall, Suite 103		
P.O. Box 310859		
Denton, Texas 76203-0859		
(940) 565-2105		
<a href="mailto:careercenter@unt.edu">careercenter@unt.edu</a>		
<b>Texas A&amp;M University Career Center</b>	0	National Sales Assistant
209 Koldus, 1233 TAMU		
College Station, TX 77843-1233		
(979)845-5139		
<a href="https://tamu-csm.symphlicity.com/employers/">https://tamu-csm.symphlicity.com/employers/</a>		
<b>TCU Career Services</b>	0	National Sales Assistant
2800 South University Drive		
Fort Worth, TX 76129		
817-257-2222		
<b>SMU</b>	0	National Sales Assistant
6425 Boaz Lane		

Dallas, TX 75205		
<b>Monster.com</b>	3	Financial Analyst (Staff Accountant)
5 Clock Tower Place, Suite 500		
Maynard, MA 01754		
Jason Crosby		
978-461-8896		
<b>Texas Association of Broadcasters</b>	0	Stage Manager
Ann Arnold Center		
502 East 11 <sup>th</sup> Street, Suite 200		
Austin, TX 78701		
(512) 322-9944		
<a href="mailto:craig@tab.org">craig@tab.org</a>		
<b>Texas Workforce Commission</b>		
1610 Malcolm X Blvd, Suite 201	0	Copy Coordinator
Dallas, TX 75226	0	Financial Analyst
(469) 802-1800 x 1803	0	National Sales Assistant
<a href="http://www.workintexas.com">www.workintexas.com</a>	0	Photojournalist
<a href="mailto:Juliet.Suarez@twc.state.tx.us">Juliet.Suarez@twc.state.tx.us</a>	0	Producer
	0	Promotions Manager
	0	Reporter
	0	Stage Manager
	0	Photojournalist
	0	Account Executive
	0	Photojournalist
	0	Account Executive
	0	Traffic Coordinator
	0	Assignment Editor
<b>K Force Finance &amp; Accounting Staffing</b>	1	Financial Analyst
Carol Metz		
15301 North Dallas Parkway, Suite 800		
Addison, TX 75001		
(972) 383-6107 Direct		
(972) 383-6189 Fax		
<a href="mailto:cmetz@kforce.com">cmetz@kforce.com</a>		
<b>Adams Broadcast Consulting</b>	1	Reporter
(707)938-8362		
<a href="http://www.adamsconsulting.tv">www.adamsconsulting.tv</a>		
<b>Bell Talent</b>	1	Reporter
114 S Irena Ave #4		
Redondo Beach, CA 90277		
(310) 543-0300		
<a href="http://www.belltalent.com">www.belltalent.com</a>		
<b>Britomart Associates</b>	1	Reporter

Betsy Mueller		
440 Seguin Street		
New Orleans, LA 70114		
(301) 933-4600		
<a href="http://www.britomart.com">www.britomart.com</a>		
<b>DB &amp; Associates</b>	1	Reporter
P.O. Box 353		
Neffs, PA 18065		
(610)767- 6183		
David Brunner		
<a href="http://www.dbandassociates.net">www.dbandassociates.net</a>		
<b>HD Reps- The Firm</b>	1	Reporter
3835 San Jacinto Street, #1		
Dallas, TX 75204		
(214) 295-4626		
<a href="http://www.hdreps.com">www.hdreps.com</a>		
<b>Headline Media Management</b>	1	Reporter
Brian Jacobs		
888 Seventh Avenue, Suite 503		
New York, NY 10106		
(212) 728- 2010		
<a href="http://www.headlinemedia.tv">www.headlinemedia.tv</a>		
<b>Ken Lindner &amp; Associates</b>	1	Reporter
2029 Century Park E #1000		
Los Angeles, CA 90067		
(310)277-9223		
<a href="http://www.kenlinder.com">www.kenlinder.com</a>		
<b>Lorna Dave Agency</b>	1	Meteorologist
Jeff Derr		
P.O. Box 368		
Fogelsville, PA 18051		
(610) 248-1317		
<b>Millennium Sales &amp; Marketing</b>	1	Account Executive
3500 Maple Avenue		
Dallas, TX 75219		
<b>Napoli Management Group</b>	2	Reporter
8844 W. Olympic Blvd.		
Beverly Hills, CA 90211		
310-385-8222		
<b>NS Bienstock, Inc.</b>	2	Reporter
250 W. 57 <sup>th</sup> Street, #333	1	Reporter
New York, NY 10107		

212-765-3040		
<b>The NWT Group</b>	3	Reporter
2110 Elmwood		
Bryan, TX 77802		
(817)987-3600		
<a href="http://www.nowhiringtalent.com">www.nowhiringtalent.com</a>		
<b>On The Air (OTA) Talent- TV News Agents</b>	1	Reporter
John Marshall		
(719) 388-9765		
<a href="http://www.tvnewsagents.com">www.tvnewsagents.com</a>		
<b>Rick Gever &amp; Associates</b>	1	Reporter
355 E. Ohio Street #303		
Indianapolis, IN 46204		
(317)769-7900		
<a href="http://www.rickgevers.com">www.rickgevers.com</a>		
<b>The Naso Group LLC</b>	2	Reporter
355 Church Rd	1	Reporter
Putnam Valley, NY 10579		
Michael Naso		
(202) 213-5021		
<a href="http://www.nasogroup.com">www.nasogroup.com</a>		
<b>TV Talent</b>	1	Reporter
c/o Rick Carr		
(303) 918-8414		
<a href="http://www.tvcontract.com">www.tvcontract.com</a>		
<b>3 Kings Entertainment LLC</b>	1	Meteorologist
Matthew Kingsley		
7111 Ridgewood Avenue		
Chevy Chase, MD 20815		
<b>Weisman Media</b>	1	Reporter
1901 Raymond Drive, Suite 6	1	Meteorologist
Chicago, IL 60062		
(847) 400- 5900		
<a href="http://www.weismanmedia.com">www.weismanmedia.com</a>		
<b>Willinger Talent Agency</b>	1	Reporter
875 Avenue of the Americas		
New York, NY 10001		
(212) 695-1950		
Greg Willinger		

In addition to the above recruitment source information, job openings 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.

In addition we had 41 interviewees through employee referral and 5 through industry source referral.

### Section 3: Supplemental Outreach Activities – April 1, 2014 to March 31, 2015

1. (i) Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

KDFW/FOX4 & kdfi/My27 participates in local and national career/job fairs. Job Fairs provide applicants and potential candidates with the opportunity to learn about Fox Television Stations, Inc. 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.

KDFW/KDFI participated in the following job fairs during the reporting period:

- Emma Bowen Foundation Career Fair – June 24, 2014  
Attended by FSS Human Resources Director & WNYW Human Resources Director in New York, NY
- National Association of Black Journalists Career Fair – July 31- August 2, 2014  
Attended by TVHO Executive HR Director, WFXT Human Resources Director, WFXT VP/News Director & WNYW Assistant News Director in Boston, MA
- National Association of Hispanic Journalists Career Fair – August 7- August 9, 2014  
Attended by TVHO Regional HR Director, KDFW/KDFI & KRIV/KTXH Regional Human Resources Director, WAGA VP/News Director & KTBC VP/ News Director in San Antonio, TX
- Asian American Journalists Association Career Fair – August 14 – 15, 2014  
Attended by WTTG HR Director & Assistant News Director in Washington, DC
- NAPTE Educational Foundation Career Day – October 25, 2014  
Attended by KDFW/KDFI & KRIV/KTXH Regional Human Resources Director in Arlington, TX
- Texas Christian University Career Fair & Intern Expo – February 4, 2015  
Attended by KDFW/KDFI Assistant News Director in Fort Worth, TX

2. (iv) Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.

#### Staff Appearances and Community Involvement

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.

#### News Department

Specifically regarding educational institutions, we had a total of thirty-nine (39) visits to schools and local college/universities by employees in our News Department:

- April 3, 2014: One of our Anchors conducted a mock interview on drunk driving at Aledo High School in Aledo, TX.
- April 3, 2014: One of our Anchors was the Emcee Fundraiser for Teacher Endowment/Student Scholarships annual gala at the Hockaday School in Dallas, TX.
- April 30, 2014: One of our Anchors was a judge for a quiz bowl contest at Kipp Charter School in Dallas, TX.
- May 2, 2014: One of our Reporter/Anchor's spoke on Career & Hispanic heritage at Lewisville High School in Lewisville, TX.
- May 16, 2014: One of our Reporters spoke at Career Day at Harry S. Truman Middle School in Grand Prairie, TX
- May 18, 2014: One of our Reporters gave a motivational speech to the Senior Class at the Lake Highland High School in Dallas, TX.
- May 21, 2014: One of our Reporters was an Emcee at the Frisco Independent School District annual media showcase in Frisco, TX.
- June 2, 2014: One of our Anchors was a Reading Ambassador for the Dallas Mayor's Summer Reading club.
- June 2, 2014: One of our Reporters spoke at Career Day at Whitt Elementary School in Grand Prairie, TX.
- June 24, 2014: One of our Reporters spoke to Journalism students at University of Texas-Arlington's Career Day in Arlington, TX.
- June 26, 2014: One of our Anchors read books to children at the Mayor's Summer Reading Club in Dallas, TX.
- July 3, 2014: One of our Anchors read books to children at the Mayor's Summer Reading Club in Dallas, TX.
- July 10, 2014: One of our Anchors read three (3) books and spoke to children about the importance of Reading at the Arcadia Branch Public Library in Dallas, TX.
- July 31, 2014: One of our Anchors read three (3) books and spoke to children about the importance of keeping reading skills sharp at the Mayor's Summer Reading Club in Dallas, TX.

- Aug 1, 2014: One of our Anchors spoke to a University of Texas-Arlington student about a career in Broadcast Journalism.
- Aug 13, 2014: One of our Anchors recorded a back to School message for the Dallas Independent School District.
- Sep 17, 2014: One of our Reporters spoke to students about Journalism and Reporter jobs at Village Tech High School in Cedar Hill, TX.
- Sep 23, 2014: One of our Meteorologists gave a weather talk at Daniels Elementary School in Grand Prairie, TX.
- Sep 26, 2014: One of our Anchors was the keynote speaker at the Collin College/ Plano Sunrise Notary Living Legends Luncheon.
- Oct 4, 2014: One of our Anchors was the Emcee for the 2<sup>nd</sup> annual wildcat prowl 5k fun run at Withers Elementary School in Dallas, TX.
- Oct 7, 2014: One of our Meteorologists gave a weather talk to second grade students at Anne Frank Elementary School in Dallas, TX
- Oct 25, 2014: VP/General Manager was a Panelist NAPTE Educational Foundation's Career Day at University of Texas-Arlington.
- Oct 30, 2014: Our Chief Meteorologist gave a weather talk at Crouch Elementary School's Career Day in Arlington, TX.
- Oct 31, 2014: One of our Reporters spoke at Career Day at Hotchkiss Elementary School in Dallas, TX.
- Nov 14, 2014: One of our Anchors spoke about Broadcast Journalism to journalism students at Southern Methodist University in Dallas, TX.
- Jan 28, 2015: Our Chief Meteorologist gave a weather talk at Clariden School in Southlake, TX.
- Jan 28, 2015: One of our Reporters spoke at Prairie Trail Elementary School's College/Career week in Flower Mound, TX.
- Feb 3, 2015: One of our Meteorologists gave a weather talk to second grade students at Fitzgerald Elementary School in Arlington TX.
- Feb 6, 2015: Our Sports Anchor spoke at Mesquite Black Middle School's Career week in Mesquite, TX.
- Feb 24, 2015: One of our Meteorologists gave a weather talk at second grade students at Pullen Elementary School in Rockwall, TX.
- Feb 25, 2015: One of our Reporters spoke at Walnut Glen Academy's Career Day in Garland, TX.
- Feb 26, 2015: One of our Anchors spoke at Benjamin Franklin Middle School's Black History Month program in Dallas, TX.
- Feb 27, 2015: One of our Reporter/Anchor's attended the Love of Reading program at Zaragoza Elementary School in Dallas, TX.
- Mar 6, 2015: One of our Reporters was panelist at Clara Oliver Elementary School's Career Day in Dallas, TX.
- Mar 17, 2015: One of our Meteorologists gave a weather talk at students at Liberty Grove Elementary School in Rowlett, TX.

(v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

### **Internship Program**

KDFW/FOX4 & kdfi/My27 continues to offer an academic credit internship program for college/university, junior, senior and graduate students. Generally, internships are available in the following departments: News & Sports (Summer Only), Sales, Programming and Research and Creative Services (including Promotions and Marketing).

The objectives of the internship program are to:

- Provide students majoring in journalism, communications, and 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 graduating students for the Stations' job applicant pool for employment opportunities.

### **Eligibility Criteria:**

- College juniors, seniors, and graduate students.
- Receipt of academic credit.

The internship program is overseen by the Regional Director of Human Resources. In this reporting year, we had a total of **ten (10)** unpaid interns for the Summer Semester 2014.

Creative Services: **Two (2) students (Summer Semester 2014)**  
 News: **Four (4) students (Summer Semester 2014)**  
 News/Production: **One (1) student (Summer Semester 2014)**  
 Sports: **One (1) student (Summer Semester 2014)**  
 Weather: **One (1) student (Summer Semester 2014)**  
 Sales: **One (1) student (Summer Semester 2014)**

We accepted students from **University of Arkansas, University of North Texas, Henderson State University, University of Alabama, Texas Christian University, University of Texas-Arlington, Dallas Baptist University, University of Georgia, Florida State University and Emerson College.**

3. (vi) Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).

Job Shop at [www.fox4news.com](http://www.fox4news.com) is an ongoing initiative that allows employers to post jobs on the stations' website at no cost. The station will profile a job of the day on air and online. In addition to the job listings, reporters have aired stories regarding job interview techniques, helpful resume tips and interviews with local area recruiting experts.

5. (vii) Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.

**Work Study Scholarship Programs - Emma L. Bowen Foundation for Minority Interest 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 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 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.

**Eligibility Requirements:**

- Good academic standing and record
- Recommendation from principal, teachers and guidance counselors
- Interested in pursuing a career in media

Emma L. Bowen Interns for the summer of 2014:

Melissa Cortez – John Horn High School  
Kylie Walker – Texas Christian University

6. (viii) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

The Regional Director of Human Resources, KDFW & KDFI provides Management Training on a continual basis including training in Conflict Management and Performance Management.

The station 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 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 three (3) employees to the following positions: **Associate Producer was promoted to Producer; Editor was promoted to Project Editor; Sports Producer was promoted to Sports Reporter.**

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.

**On Air Notice:** KDFW/KDFI airs a 45 second spot on air twice a month per station, Monday-Sunday 7am - 12m. "Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request KDFW/KDFI 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 Regional Director of Human Resources, KDFW/KDFI, 400 N. Griffin St., Dallas, TX. 75202. We appreciate your organization's help in publicizing our job openings! KDFW/KDFI is an Equal Opportunity Employer."