

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

Coverage Period: April 1, 2021 – March 31, 2022

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

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hire
News Photographer	4/5/2021	KDFW Website
News Photographer	5/3/2021	FOXCareers.com
News Associate Producer	6/1/2021	KDFW Website
Assignment Editor	9/20/2021	KDFW Website
FLX Sales Assistant	9/27/2021	Indeed.com
News Producer	10/25/2021	KDFW Website (Internal Promotion)
Sports Producer	12/13/2021	Indeed.com
News Associate Producer	1/17/2022	LinkedIn.com
Manager Information Systems	2/14/2022	Friedman Williams

Total Number of Persons Interviewed During Applicable Period: 59

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
KDFW Website 400 N. Griffin St. Dallas, Texas 75202 www.fox4news.com	38	All Positions
Alliance for Women in Media (AWM DFW) P.O. Box 801245 Dallas, Texas 75380-1245 allwomeninmedia-dfw.org veunger@swbell.net		All Positions
Christian Community Action Daphne Adams 972-219-4373 www.ccahelps.org daphne.adams@ccahelps.org		All Positions
Dallas Can Academy Nathan McCoy, Lead Sr. Advisor 325 West 12 th Street Dallas, Texas 75208 214-882-6255 nmccoy@texanscan.org		All Positions
Emma Bowen Foundation for Minorities Interest in Media Sandra Rice 212-664-3486 Sandra.rice@nbcuni.com		All Positions
Fleet and Family Support Center 3175 Vandenberg Avenue NAS JRB Fort Worth Fort Worth, Texas 76127 ronnie.smoot.ctr@navy.mil		All Positions
Ft. Worth Metropolitan Black Chamber of Commerce 3307 Rosedale FT Worth, TX 76105 817-871-6538 Barbara Bolden bbolden@fwmbcc.org		All Positions

Goodwill Industries of Greater Dallas Kimberly Coleman, Employment Specialist 3020 N. Westmoreland Road Dallas, Texas 75212 214-638-2800, x152 www.goodwill.org/locator mgeorge@goodwilldallas.org kcoleman@goodwilldallas.org		All Positions
Greater Dallas Asian American Chamber of Commerce Margie Padilla, VP of Operations/IT 1402 Corinth Street, Suite 1070 Dallas, Texas 75215 972-241-8250 accounting@gdaacc.com		All Positions
Greater Dallas Hispanic Chamber of Commerce 5622 Maple, Suite 207 Dallas, TX 75219 214-521-6007 sortiz@gdhcc.com		All Positions
Hire Veterans First C. Scott Strategies 888-870-6608 cscottstrategies@gmail.com rachelle.alexander@va.gov		All Positions
LULAC – League of Latin American Citizens National Office 1133 19 th Street, Suite 1000 Washington, DC 20036 202-833-6130 www.lulac.org jtrasmonte@lulac.org		All Positions
Medialine P.O. Box 51909 Pacific Grove, CA 93950 www.medialine.com jobs@medialinetalent.com <i>(email sent indicating address change from</i> <i>medialine@medialine.com effective 10/11/19; contacts:</i> Rick@medialinetalent.com <i>or</i> Vicki@mediatalent.com <i>)</i>		All Positions
National Academy of TV Arts & Sciences 111 W. 57 th Street, Suite 600 New York, NY 10019 www.emmyonline.tv capitalemmys@aol.com		All Positions

National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, DC 20004 202-737-0120 www.ncnw.org membership@ncnw.org		All Positions
National Hispanic Media Coalition 55 S. Grand Avenue Pasadena, California 91105 202-737-0120 www.nhmc.org info@nhmc.org		All Positions
Reach Can Academy Kevin Johnson, Employment Specialist 8625 King George Drive, Suite W210 Dallas, TX 75235 http://www.reachcils.org kjohnson@reachcils.org		All Positions
TV Jobs/Broadcast Employment Serv. P.O. Box 4116 Oceanside, CA 92052 800-374-0119 jobs@tvjobs.com www.tvjobs.com		All Positions
Women in Film – Dallas 5930 Royal Lane, Suite E PMB 236 Dallas, Texas 75230 admin@wifdallas.org		All Positions
Workforce Solutions Greater Dallas Opportunity Workforce Center 1610 S. Malcolm X Blvd., Suite 201 Dallas, Texas 75226 allison.coggins@twc.state.tx.us nicole.arrington@rescare.com mitzi.austin@rescare.com		All Positions

In addition to the recruitment resources listed above, we also interviewed 7 candidates referred by current/former employees, and several candidates referred through the following job aggregator sites: Indeed (7), LinkedIn (3), Glassdoor (3), Friedman Williams (1).

In addition to the above recruitment source information, job openings are sent to the Human Resources contact for each owned and operated Fox Television Station nationwide in an effort to increase the opportunity for internal company promotions and to expand the recruiting area.

All FOX O&O Stations:

WNYW/WWOR-TV
205 E. 67th Street
New York, NY 10065

KTTV/KCOP-TV
1999 S. Bundy Drive
Los Angeles, CA 90025

WFLD/WPWR-TV
205 N. Michigan Avenue
Chicago, IL 60601

WTFX-TV
330 Market Street
Philadelphia, PA 19106

WTVT
3213 W. Kennedy Blvd.
Tampa, FL 33609

WAGA-TV
1551 Briarcliff Rd., NE
Atlanta, GA 30306

WTTG/WDCA
5151 Wisconsin Ave., NW
Washington, DC 20016

KRIV/KTXH
4261 Southwest Freeway
Houston, TX 77027

WJBK
16550 W. Nine Mile Road
Southfield, MI 48075

KSAZ-TV/KUTP
511 W. Adams Street
Phoenix, AZ 85003

WTTI
9 N. Green Bay Road
Milwaukee, WI 53209

KMSP-TV/WFTC
11358 Viking Dr.
Eden Prairie, MN 55344

WOFL/WRBW
35 Skyline
Lake Mary, FL 32746

WOGX
1551 SW 37th St.
Ocala, FL 34474

KTBC
119 E. 10th Street
Austin, TX 78701

KTVU/KICU-TV
2 Jack London Square
Oakland, CA 94607

KCPQ/KZJO
1 Westlake Avenue N.
Seattle, WA 98109

Section 3: Supplemental Outreach Activities – April 1, 2021 to March 31, 2022

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 participate in local and national career/job fairs. Job Fairs provide applicants and potential candidates with the opportunity to learn about Fox Television Stations, LLC 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 was involved in the following job fairs during the reporting period:

- **T. Howard Foundation Virtual Coaching & Networking** – May 26, 2021
Attended by FTS Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Roselyn Barranda (WNYW/WWOR), and Nicole Robles (KDFW/KDFI). Recruitment for all FTS O&O's.
- **Emma Bowen Foundation Minority Interests in Media Virtual Conference & Career Fair** – June 30, 2021
Attended by FTS Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Nicole Robles (KDFW/KDFI), Roselyn Barranda (WNYW/WWOR), Iraida Morillo (WOFL/WRBW/WOGX), Heather Hanson (KSAZ/KUTP), and Lily Kanigher (FTS HR Trainee). Recruitment for all FTS O&O's.
- **Association of Black Journalists (NABJ) Virtual Convention & Career Fair** – August 18, 2021 – August 20, 2021
Attended by FTS HR Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Nicole Robles (KDFW/KDFI), Roselyn Barranda (WNYW/WWOR), Tracey Rivers (KRIV/KTXH), Regina Davis (WAGA), Iraida Morillo (WOFL/WRBW/WOGX), Heather Hanson (KSAZ/KUTP), Kate O'Hara (KMSP/WFTC), Adrienne Pritchett (WTFX) and VP News Directors Byron Harmon (WNYW/WWOR), John Hoffman (WTVT), Jim Driscoll (WTFX), Erica Hill (KTTV), Asst. News Director Emad Asghar (WNYW/WWOR). Recruitment for all FTS O&O's.
- **Asian American Journalists Association (AAJA) Virtual Convention** – August 25, 2021 – August 27, 2021
Attended by FTS HR Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Nicole Robles (KDFW/KDFI), Roselyn Barranda (WNYW/WWOR-TV), Regina Davis (WAGA), Iraida Morillo (WOFL/WRBW/WOGX), Heather Hanson (KSAZ/KUTP), Adrienne Pritchett (WTFX-TV), Murphy Baker (WTTG/WDCA) and VP News Directors Byron Harmon (WNYW/WWOR-TV), Paul McGonagle (WTTG/WDCA), Erica Hill (KTTV). Recruitment for all FTS O&O's.

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 twelve (12) visits to schools and local college/universities by employees in our News Department:

- May 21, 2021: Our Traffic Reporter spoke to a group of Irving ISD students for their Career Day event in Irving, Texas.
- August 31, 2021: One of our News Photographers spoke to a class of Video Production students on television production at the University of North Texas in Denton, Texas.
- September 29, 2021: One of our Reporters spoke on journalism to a class at West Mesquite High School in Mesquite, Texas.
- December 10, 2021: Our Consumer Reporter hosted the STEM & Fine Arts Academies Spelling Bee at Brenda Norwood Elementary School in Mansfield, Texas.
- January 25, 2022: One of our News Photographers spoke to a Media class on news production at the University of North Texas in Denton, Texas.
- February 19, 2022: One of our Reporters emceed for the 8th Annual Black History Celebration Luncheon at Navarro College in Corsicana, Texas.

- February 23, 2022: One of our Reporters emceed for a journalism content with Frisco ISD High School Journalism Class in Frisco, Texas.
- March 2, 2022: One of our Anchors participated in reading to children for an event the United Way sponsored for UPLIFT public charter school network in Dallas, Texas.
- March 4, 2022: One of our Reporters and one of our Producers spoke at Career Day at Aiken Elementary School in Richardson, Texas.
- March 7, 2022: One Chief Meteorologist was a judge at a Science Fair for Bradfield Elementary School in University Park, Texas.
- March 19, 2022: One of our Reporters will emcee a fundraiser for the United Negro College Fund at the Dallas Hyatt Regency in Dallas, Texas.
- March 24, 2022: Our Consumer Reporter will be leading a workshop on storytelling for Texas Intercollegiate Press Association in Fort Worth, Texas.

(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 strives to offer an academic credit internship program for college/university, junior, senior and graduate students each year. 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, 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 Director of Human Resources. In this reporting year, we were unable to provide academic internships for the Summer Semester 2021 due to the COVID pandemic.

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, LLC has 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

KDFW & KDFI had one student who began with the Station in May 2021 for our Summer Internship program. The student is a Hispanic female who is now completing her sophomore year at the University of Texas at Austin. During her summer internship with us, our student came up with creative ways in which to enterprise news stories and report these stories both virtually and digitally. The News Management team supervising her continued to train her in the different aspects of newsgathering and operations, while also providing virtual hands-on training. Our student from the University of Texas at Austin is pursuing a degree in Journalism.

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

The Director of Human Resources, KDFW & KDFI provides Management Training on a continual basis.

The Station encourages employees to apply for promotional position opportunities 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 one (1) employee to the following position: Associate News Producer promoted to News Producer (Good Day).

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 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."