

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

Coverage Period: April 1, 2017 – March 31, 2018

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
Copy Coordinator	5/8/2017	Employee Referral
Associate Producer	7/10/2017	KDFW Website
Technical Operations Manager	7/10/2017	Indeed.com
Engineering Technician	7/17/2017	Jobfox.com
Associate Producer	7/24/2017	KDFW Website
Associate Producer	7/24/2017	KDFW Website
Sports Producer	7/24/2017	KDFW Website
Reporter	7/31/17	KDFW Website
Engineering Technician	9/6/17	KDFW Website
Broadcast Maintenance Technician	11/6/17	KDFI Website
News Business Coordinator	12/11/17	Indeed.com
Meteorologist	1/8/18	Employee Referral
Producer (Promotion)	1/15/18	KDFW Website
Account Executive (Promotion)	1/29/18	KDFW Website

Total Number of Persons Interviewed During Applicable Period: 88

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	59	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 AnDrou Hatchett 972-219-4373 www.ccahelps.org androu.hatchett@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

<p>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</p>		All Positions
<p>Greater Dallas Hispanic Chamber of Commerce 5622 Maple, Suite 207 Dallas, TX 75219 214-521-6007 sortiz@gdhcc.com</p>		All Positions
<p>Hire Veterans First C. Scott Strategies 888-870-6608 cscottstrategies@gmail.com rachelle.alexander@va.gov</p>		All Positions
<p>LULAC – League of Latin American Citizens National Office 1133 19th Street, Suite 1000 Washington, DC 20036 202-833-6130 www.lulac.org jtrasmonte@lulac.org</p>		All Positions
<p>Medialine P.O. Box 51909 Pacific Grove, CA 93950 www.medialine.com medialine@medialine.com</p>		All Positions
<p>Media Job Center NewsCheckMedia, LLC 24 West Lancaster Avenue, Suite 205 Ardmore, PA 19003 (484) 412-8297 www.mediajobcenter.com</p>		Technical Operations Manager
<p>Monster.com www.hiring.monster.com</p>		Technical Operations Manager
<p>National Academy of TV Arts & Sciences 111 W. 57th Street, Suite 600 New York, NY 10019 www.emmyonline.tv capitalemmys@aol.com</p>		All Positions

<p>National Association of Black Journalists (NABJ) 1100 Knight Hall, #3100 College Park, MO 20742 sberry@nabj.org lwaldschmitt@nabj.org</p>		All Positions
<p>National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, DC 20004 202-737-0120 www.ncnw.org membership@ncnw.org</p>		All Positions
<p>National Hispanic Media Coalition 55 S. Grand Avenue Pasadena, California 91105 202-737-0120 www.nhmc.org info@nhmc.org</p>		All Positions
<p>Reach Can Academy Kevin Johnson, Employment Specialist 8625 King George Drive, Suite W210 Dallas, TX 75235 http://www.reachcils.org kjohnson@reachcils.org</p>		All Positions
<p>Society of Broadcast Engineers Jobs Online Scott Jones www.sbe.org kjones@sbe.org</p>	1	Technical Operations Manager, Engineering Technician
<p>Texas Association of Broadcasters 502 E 11th St, #200 Austin, TX 78701 (512) 322-9944 www.tab.org</p>		Technical Operations Manager, Engineering Technician
<p>TV Jobs/Broadcast Employment Serv. P.O. Box 4116 Oceanside, CA 92052 1-800-374-0119 jobs@tvjobs.com www.tvjobs.com</p>	7	All Positions
<p>US Jobs by National Labor Exchange Direct Employers Association, Inc. 9002 N. Purdue Road, Suite 100 Indianapolis, Indiana 46268 317-874-9000 info@us.jobs</p>		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	2	All Positions

In addition to the recruitment resources listed above, we also interviewed 7 candidates referred by current employees, and several candidates referred through the following job aggregator sites: Indeed.com (5), SimplyHired.com (2), JobFox.com (1), WorkInTexas.com (1), Napoli Management (2), and TVContract.com (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
205 E. 67 th Street
New York, NY 10065 | WTTG/WDCA
5151 Wisconsin Ave., NW
Washington, DC 20016 | WOFL/WRBW
35 Skyline
Lake Mary, FL 32746 |
| KTTV/KCOP
1999 S. Bundy Drive
Los Angeles, CA 90025 | KRIV/KTXH
4261 Southwest Freeway
Houston, TX 77027 | WOGX
1551 SW 37 th St.
Ocala, FL 34474 |
| WFLD/WPWR
205 N. Michigan Avenue
Chicago, IL 60601 | WJBK
16550 W. Nine Mile Road
Southfield, MI 48075 | KTBC
119 E. 10 th Street
Austin, TX 78701 |
| WTFX
330 Market Street
Philadelphia, PA 19106 | KSAZ/KUTP
511 W. Adams Street
Phoenix, AZ 85003 | KTVU/KICU
2 Jack London Square
Oakland, CA 94607 |
| WTVT
3213 W. Kennedy Blvd.
Tampa, FL 33609 | WJZY/WMYT
3501 Performance Road
Charlotte, NC 28214 | |
| WAGA
1551 Briarcliff Rd., NE
Atlanta, GA 30306 | KMSP/WFTC
11358 Viking Dr.
Eden Prairie, MN 55344 | |

Section 3: Supplemental Outreach Activities – April 1, 2017 to March 31, 2018

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:

- Emma L. Bowen Foundation – Career Fair and Networking Reception (New York, NY) – June 28, 2017 – June 29, 2017
Attended by Dorian Kasuba Fox Station Sales Human Resources Director, Roselyn Barranda, WNYW/WWOR Human Resources Director, Iris Sierra, Regional Human Resources Director – WTVT, and Liz Pritchard, Fox Station Sales VP Sales Training & Development.
- Asian American Journalism Association Convention (Philadelphia, PA) – July 27, 2017 – July 28, 2017
Attended by Dorian Kasuba, Fox Station Sales Human Resources Director, Roselyn Barranda, WNYW/WWOR Human Resources Director, Jim Driscoll, VP/News – WTXF, and Lee Meier, Executive Produce – WTXF.
- National Association of Black Journalists Convention and Job Fair (New Orleans, LA) – August 9, 2017 – August 11, 2017
Attended by Iris Sierra, Regional Human Resources Director – WTVT, Tracey Rivers, Human Resources Director – KRIV/KTXH, and John Hoffman, VP/News Director – WTVT, WFLD/WPRW.
- Naval Air Station Joint Reserve Base Hiring Fair (Fort Worth, Texas) – September 20, 2017
Attended by Nicole Robles, KDFW/KDFI Human Resources Director.
- Howard University 2017 Communications Job & Internship Fair (Washington, D.C.) October 26, 2017
Attended by Theresa Wilson, WTTG/WDCR Director, Human Resources Director.
- Texas Christian University Career and Intern Expo 2018 (Fort Worth, Texas) – February 7, 2018
Attended by Nicole Robles, KDFW/KDFI Human Resources Director.
- Christian Community Action Hiring Fair (Lewisville, Texas) – March 29, 2018
Attended by Nicole Robles, KDFW/KDFI Human Resources Director.

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

- April 25, 2017: One of our Anchors was the emcee at the State Fair of Texas Scholarship Banquet at the Music Hall at Fair Park in Dallas, Texas.
- April 25, 2017: One of our Anchors was a panel member for the Communications Fair Day at Eastfield College in Mesquite, Texas.
- May 12, 2017: One of our Reporters spoke about career opportunities within broadcast television at Career Day for Friendship Elementary in Keller, Texas.
- June 15, 2017: One of our Sports Reporters participated in a podcast on analytics in journalism with Northeastern University School of Journalism, in Boston, MA.
- June 15, 2017: One of our Anchors read books to children at the Mountain Creek Branch Library for the Mayor's Summer Reading Challenge in Dallas, Texas.
- July 27, 2017: One of our Anchors read books to children at the Highland Hills Library for the Mayor's Summer Reading Challenge in Dallas, Texas.
- August 10, 2017: One of our Anchors read books to children at the Prairie Creek Branch Library for the Mayor's Summer Reading Challenge in Dallas, Texas.

- September 20, 2017: One of our Reporters spoke to the Journalism class of Christian Home Education at South Oaks Baptist Church in Arlington, Texas.
- September 30, 2017: One of our Anchors spoke at the Leadership & Positive Self-Image Training course hosted by Kappa Gamma at Southern Methodist University in Dallas, Texas.
- October 6, 2017: One of our Reporters spoke to a journalism class regarding becoming a television anchor/reporter with the Countryside 4-H Club at Countryside Bible Church in Southlake, Texas.
- October 11, 2017: One of our Meteorologists spoke on Weather and Climatology with a group of 4th grade students at Hockaday School in Dallas, Texas.
- October 12, 2017: One of our Reporters was the guest speaker at the Hispanic Heritage Month Program for the Terrell Independent School District in Terrell, Texas.
- October 24, 2017: One of our Meteorologists gave a weather talk to a group of 4th grade students at Walker Elementary School in McKinney, Texas.
- November 7, 2017: One of our Meteorologists gave a weather talk to a group of 2nd grade students at Richardson Elementary School in Richardson, Texas.
- November 17, 2017: One of our Reporters was a speaker during mentoring sessions and the event guest speaker at the National High School Journalism Convention in Dallas, Texas.
- February 8, 2018: One of our Photographers spoke to a group of 4th grade students during Career Day at Whitt Fine Arts Academy in Grand Prairie, Texas.
- February 12, 2018: One of our Meteorologists gave a weather talk to a group of 5th grade students at Hunt Elementary School in Murphy, Texas.
- February 17, 2018: Our Sports Anchor emceed the Collin College Foundation Scholarship Fundraiser at Colling College in McKinney, Texas.
- February 20, 2018: One of our Anchors spoke at the Annual DFW Student Leadership Forum hosted by Highland Park High School in Highland Park, Texas.
- February 16, 2018: One of our Photographers spoke to a group of 4th grade students during Career Day at Moore Elementary School in Grand Prairie, Texas.
- March 6, 2018: One of our Meteorologists gave a weather talk to a group of 2nd grade students at Christie Elementary School in Plano, Texas.
- March 9, 2018: Our Chief Meteorologist spoke during Math & Science Discovery Day at Carroll Elementary School in Southlake, 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 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, 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 had a total of three (3) unpaid interns for the Summer Semester 2017.

Digital Web: One (1) student (Summer Semester 2017)
News: Two (2) students (Summer Semester 2017)

We accepted students from Southern Methodist University, the University of Texas, and the University of Mississippi.

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 selected two students for the 2017 Summer Internship program. One of the students had recently graduated from Heritage High School in Frisco, Texas. She is an African American female who is now completing her freshman year at the University of Missouri. The second Emma Bowen student is a Hispanic female completing her sophomore year at the University of San Diego. During their first summer internship, these students were exposed to the different aspects of news gathering and operations, while also receiving hands-on training. Both students have confirmed that they will be returning for the 2018 Summer Internship program.

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 two (2) employees to the following positions: Associate Producer promoted to Producer and National Sales Assistant promoted to Account Executive.

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."