

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

**Coverage Period:** April 1, 2018 – March 31, 2019

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

<b>Section 1: Vacancy Information</b>		
<b>Full-time Positions Filled by Job Title</b>	<b>Date of Hire</b>	<b>Recruitment Source of Hire</b>
Associate Producer	4/30/2018	KDFW Website
Sales Assistant	5/14/2018	KDFW Website
Reporter and Anchor	6/11/2018	Ken Lindner & Associates
News Photographer	7/9/2018	KDFW Website
News Reporter	7/9/2018	KDFW Website
Executive Producer	7/16/2018	KDFW Website
Accountant	7/16/2018	Glassdoor.com
Engineering Technician	8/20/2018	Employee Referral
Sales Assistant	8/27/2018	Employee Referral
Account Executive	10/1/2018	KDFW Website
Stage Manager	10/8/2018	KDFW Website
Engineering Technician	10/8/2018	Indeed.com
Associate Producer	10/15/2018	Indeed.com
News Editor	10/22/2018	KDFW Website
Assignment Editor	10/22/2018	KDFW Website
News Producer	10/23/2018	KDFW Website
Meteorologist	11/5/2018	Eatman Media Services
Anchor and Reporter	1/7/2019	KDFW Website
Stage Manager	1/7/2019	Indeed.com
Director Programming & Research	1/14/2019	KDFW Website
Digital Content Creator	1/22/2019	KDFW Website
Sales Assistant	2/19/2019	KDFW Website
News Producer	3/4/2019	KDFW Website
Broadcast Maintenance Technician	3/4/2019	KDFW Website
Associate Producer	3/4/2019	KDFW Website
Sports Cohost and Producer	3/11/2019	KDFW Website

Total Number of Persons Interviewed During Applicable Period: 111

<b>Section 2: Recruitment Source Information</b>		
<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>KDFW Website</b> 400 N. Griffin St. Dallas, Texas 75202 <a href="http://www.fox4news.com">www.fox4news.com</a>	46	All Positions
<b>Alliance for Women in Media (AWM DFW)</b> P.O. Box 801245 Dallas, Texas 75380-1245 <a href="http://allwomeninmedia-dfw.org">allwomeninmedia-dfw.org</a> <a href="mailto:veunger@swbell.net">veunger@swbell.net</a>		All Positions
<b>Christian Community Action</b> Daphne Adams 972-219-4373 <a href="http://www.ccahelps.org">www.ccahelps.org</a> <a href="mailto:daphne.adams@ccahelps.org">daphne.adams@ccahelps.org</a>		All Positions
<b>Dallas Can Academy</b> Nathan McCoy, Lead Sr. Advisor 325 West 12 <sup>th</sup> Street Dallas, Texas 75208 214-882-6255 <a href="mailto:nmccoy@texanscan.org">nmccoy@texanscan.org</a>		All Positions
<b>Emma Bowen Foundation for Minorities Interest in Media</b> Sandra Rice 212-664-3486 <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>		All Positions
<b>Fleet and Family Support Center</b> 3175 Vandenberg Avenue NAS JRB Fort Worth Fort Worth, Texas 76127 <a href="mailto:ronnie.smoot.ctr@navy.mil">ronnie.smoot.ctr@navy.mil</a>		All Positions
<b>Ft. Worth Metropolitan Black Chamber of Commerce</b> 3307 Rosedale FT Worth, TX 76105 817-871-6538 Barbara Bolden <a href="mailto:bbolden@fwmbcc.org">bbolden@fwmbcc.org</a>		All Positions

<p><b>Goodwill Industries of Greater Dallas</b>  Kimberly Coleman, Employment Specialist  3020 N. Westmoreland Road  Dallas, Texas 75212  214-638-2800, x152  <a href="http://www.goodwill.org/locator">www.goodwill.org/locator</a>  <a href="mailto:mgeorge@goodwilldallas.org">mgeorge@goodwilldallas.org</a>  <a href="mailto:kcoleman@goodwilldallas.org">kcoleman@goodwilldallas.org</a></p>		<p>All Positions</p>
<p><b>Greater Dallas Asian American Chamber of Commerce</b>  Margie Padilla, VP of Operations/IT  1402 Corinth Street, Suite 1070  Dallas, Texas 75215  972-241-8250  <a href="mailto:accounting@gdaacc.com">accounting@gdaacc.com</a></p>		<p>All Positions</p>
<p><b>Greater Dallas Hispanic Chamber of Commerce</b>  5622 Maple, Suite 207  Dallas, TX 75219  214-521-6007  <a href="mailto:sortiz@gdhcc.com">sortiz@gdhcc.com</a></p>		<p>All Positions</p>
<p><b>Hire Veterans First</b>  C. Scott Strategies  888-870-6608  <a href="mailto:cscottstrategies@gmail.com">cscottstrategies@gmail.com</a>  <a href="mailto:rachelle.alexander@va.gov">rachelle.alexander@va.gov</a></p>		<p>All Positions</p>
<p><b>Hispanic Communicators DFW</b>  Elvia Limon  214-845-2584  <a href="mailto:elimon@dallasnews.com">elimon@dallasnews.com</a></p>		<p>Accountant, Engineering Technician, Sales Assistant, Account Executive, Stage Manager, Engineering Technician, Associate Producer, News Editor, Assignment Editor, News Producer, Meteorologist, Anchor/Reporter, Stage Manager, Director Programming &amp; Research, Digital Content Creator, Sales Assistant, News Producer, Broadcast Maintenance Technician, Associate Producer, Sports Cohost and Producer, Broadcast Maintenance Technician</p>
<p><b>LULAC – League of Latin American Citizens National Office</b>  1133 19<sup>th</sup> Street, Suite 1000  Washington, DC 20036  <b>202-833-6130</b>  <a href="http://www.lulac.org">www.lulac.org</a>  <a href="mailto:jtrasmonte@lulac.org">jtrasmonte@lulac.org</a></p>		<p>All Positions</p>

<p><b>Medialine</b>  P.O. Box 51909  Pacific Grove, CA 93950  <a href="http://www.medialine.com">www.medialine.com</a>  <a href="mailto:medialine@medialine.com">medialine@medialine.com</a></p>		All Positions
<p><b>National Academy of TV Arts &amp; Sciences</b>  111 W. 57<sup>th</sup> Street, Suite 600  New York, NY 10019  <a href="http://www.emmyonline.tv">www.emmyonline.tv</a>  <a href="mailto:capitalemmys@aol.com">capitalemmys@aol.com</a></p>		All Positions
<p><b>National Council of Negro Women</b>  633 Pennsylvania Avenue, NW  Washington, DC 20004  202-737-0120  <a href="http://www.ncnw.org">www.ncnw.org</a>  <a href="mailto:membership@ncnw.org">membership@ncnw.org</a></p>		All Positions
<p><b>National Hispanic Media Coalition</b>  55 S. Grand Avenue  Pasadena, California 91105  202-737-0120  <a href="http://www.nhmc.org">www.nhmc.org</a>  <a href="mailto:info@nhmc.org">info@nhmc.org</a></p>		All Positions
<p><b>Reach Can Academy</b>  Kevin Johnson, Employment Specialist  8625 King George Drive, Suite W210  Dallas, TX 75235  <a href="http://www.reachcils.org">http://www.reachcils.org</a>  <a href="mailto:kjohnson@reachcils.org">kjohnson@reachcils.org</a></p>		All Positions
<p><b>Texas Association of Broadcasters</b>  502 E 11th St, #200  Austin, TX 78701  (512) 322-9944  <a href="http://www.tab.org">www.tab.org</a></p>	1	Director Programming & Research, Broadcast Maintenance Technician
<p><b>TV Jobs/Broadcast Employment Serv.</b>  P.O. Box 4116  Oceanside, CA 92052  1-800-374-0119  <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a>  <a href="http://www.tvjobs.com">www.tvjobs.com</a></p>	4	All Positions
<p><b>Women in Film – Dallas</b>  5930 Royal Lane, Suite E  PMB 236  Dallas, Texas 75230  <a href="mailto:admin@wifdallas.org">admin@wifdallas.org</a></p>		All Positions

<b>Workforce Solutions Greater Dallas</b> Opportunity Workforce Center 1610 S. Malcolm X Blvd., Suite 201 Dallas, Texas 75226 <a href="mailto:allison.coggins@twc.state.tx.us">allison.coggins@twc.state.tx.us</a> <a href="mailto:nicole.arrington@rescare.com">nicole.arrington@rescare.com</a> <a href="mailto:mitzi.austin@rescare.com">mitzi.austin@rescare.com</a>		All Positions
--	--	---------------

In addition to the recruitment resources listed above, we also interviewed 18 candidates referred by current employees, and several candidates referred through the following job aggregator sites: Indeed.com (16), LinkedIn (4), Ken Lindner & Associates (2), Eatman Media Services (1), TV News Check (1), Britomart Associates (1), Rick Gevers & Associates (1), IF Management (1), National Association of Hispanic Journalists (2), Adams Broadcast Consulting (2), No Whining Talent Group (1), and Glassdoor.com (10).

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 <sup>th</sup> Street New York, NY 10065	WTTG/WDCB 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 <sup>th</sup> 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 <sup>th</sup> Street Austin, TX 78701
WTXF 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, 2018 to March 31, 2019

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 (New York, NY) – June 26, 2018  
Attended by Roselyn Barranda, WNYW/WWOR Human Resources Director and Heather Frascella, Human Resources Director – Human Resources.
- National Association of Hispanic Journalists Conference and Career Fair (Miami, Florida) – July 18, 2018 – July 20, 2018  
Attended by Iris Sierra, Regional Human Resources Director – WTVT, Roselyn Barranda, Human Resources Director – WNYW/WWOR, and John Hoffman, VP News Director – WTVT, WFLD/WPRW, and Byron Harmon, VP News Director – WNYW/WWOR.
- National Association of Black Journalists Convention and Job Fair (Detroit, MI) – August 1, 2018 – August 3, 2018  
Attended by Iris Sierra, Regional Human Resources Director – WTVT, Cynthia Smith, Human Resources Director – WJBK, and Kevin Roseborough, VP/News Director – WJBK, and Matt Piacente, VP News Director - WFLD.
- Asian American Journalism Association Convention (Houston, TX) – August 8, 2018 – August 11, 2018  
Attended by Kate O’Hara, Human Resources Director – KMSP/WFTC, Karen Bouldin, Human Resources Director – WJZY, and Susan Schiller, VP News Director – KRIV/KTXH.
- Goodwill Winter Career Fair (Lewisville, TX) – February 7, 2019  
Attended by Nicole Robles, Human Resources Director – KDFW/KDFI.
- University of North Texas Diversity Industry Career Fair (Denton, TX) – February 27, 2019  
Attended by Nicole Robles, Human Resources Director – KDFW/KDFI.
- Howard University 2019 Career Fair (Washington, D.C.) February 28, 2019  
Attended by Heather Frascella, Human Resources Director – Human Resources, Bonnie Yuen, Human Resources Director, Fox Station Sales.

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 twenty-three (23) visits to schools and local college/universities by employees in our News Department:

- April 10, 2018: One of our Meteorologists gave a weather talk to a group of students at Anne Frank Elementary School in Addison, Texas.
- April 17, 2018: One of our Meteorologists gave a weather talk to a group of students at South Dallas Elementary School in Arlington, Texas.
- April 18, 2018: One of our Reporters was the keynote speaker discussing the importance of education to a group of students at Texas Leadership Academy in Arlington, Texas.
- April 24, 2018: One of our Sports Reporters spoke to a group of students about Sports Analytic Journalism and how to use related skills in actual practice at Southern Methodist University in Dallas, Texas.
- May 1, 2018: One of our Meteorologists gave a weather talk to a group of students at Robert Thornton Elementary School in Dallas, Texas.
- May 1, 2018: One of our Reporters participated in Career Day at Kennedale Junior High School in Kennedale, Texas.
- May 24, 2018: One of our Meteorologists was a judge for a group of 3<sup>rd</sup> grade students during their Science Fair at Watson Technology Center for Math and Science in Garland, Texas.

- June 15, 2018: One of our Anchors read books to children at the Mountain Creek Parkway Library as part of the Dallas Mayor's Summer Reading Challenge in Dallas, Texas.
- July 14, 2018: One of our Sports Reporters spoke to a group of students about Predictive Analytics for Sports Journalism at Southern Methodist University in Dallas, Texas.
- July 19, 2018: One of our Anchors read books to children at the Fretz Branch Library as part of the Dallas Mayor's Summer Reading Challenge in Dallas, Texas.
- October 30, 2018: Our Vice President News Director spoke to the Broadcast Management class at the University of Texas at Arlington in Arlington, Texas.
- January 9, 2019: One of our Meteorologists gave a weather talk to students at STEM Academy – Donald Elementary High School in Flower Mound, Texas.
- January 10, 2019: One of our Meteorologists was the keynote science speaker for Benjamin Franklin Middle School in Flower Mound, Texas.
- January 15, 2019: One of our Anchors participated in Career Day at Centennial Elementary School in Plano, Texas.
- January 18, 2019: One of our Anchors was the emcee for the 27<sup>th</sup> Annual Martin Luther King, Jr. Oratory Competition for the Dallas Independent School District in Dallas, Texas.
- January 21, 2019: Our Weather Anchor gave a weather talk to a group of students at Carroll Elementary School in Southlake, Texas.
- January 23, 2019: One of our Meteorologists gave a weather talk to a group of students at Forest Vista Elementary School in Dallas, Texas.
- February 5, 2019: One of our Reporters was part of a Reporter Panel during a Broadcast Education Association meeting for the University of North Texas in Denton, Texas.
- February 6, 2019: One of our Meteorologists gave a weather talk to a group of students at Sparks Elementary School in Frisco, Texas.
- February 13, 2019: One of our Reporters spoke to a class of Journalism students at the University of Oklahoma in Norman, Oklahoma.
- February 26, 2019: One of our Meteorologists gave a weather talk to a group of students at Hamilton Park Pacesetter Magnet School in Dallas, Texas.
- February 27, 2019: One of our Anchors was the guest speaker for the Media Performance class at the University of North Texas in Denton, Texas.
- March 1, 2019: One of our Sports Reporters read to a group of students as part of the Read Across America Program at Eladio R. Martinez Learning Center in Dallas, 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 four (4) academic interns for the Summer Semester 2018.

Digital Web: One (1) student (Summer Semester 2018)  
News: Two (2) students (Summer Semester 2018)  
Sales: One (1) student (Summer Semester 2018)

We accepted students from Southern Methodist University, Texas Christian University, 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 who began with the Station during the 2017 Summer Internship program. One of the students is an African American female who is now completing her sophomore year at the University of Missouri. The second Emma Bowen student is a Hispanic female completing her junior year at the University of San Diego. During their summer internships with us, 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 2019 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 three (3) employees to the following positions: Associate Producer promoted to Producer, News Reporter promoted to Anchor and Reporter, and Reporter and Anchor promoted to Anchor and 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 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."