

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

Coverage Period: April 1, 2019 – March 31, 2020

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 Reporter	4/1/2019	Adams Broadcast Consulting
Maintenance Technician	4/1/2019	KDFW Website
News Producer	5/6/2019	KDFW Website
Engineering Technician	5/6/2019	Employee Referral
Accountant	5/13/2019	Indeed.com
Sports Reporter	5/28/2019	KDFW Website
News Reporter	7/1/2019	CSE Talent
News Associate Producer	7/1/2019	KDFW Website
Supervising Producer	7/1/2019	Employee Referral
News Associate Producer	8/5/2019	KDFW Website
Account Executive	8/26/2019	KDFW Website
News Producer	9/2/2019	KDFW Website
Reporter and Anchor	9/3/2019	Willinger Talent Agency
Engineering Technician	9/9/2019	KDFW Website
Reporter and Anchor	10/4/2019	Napoli Management Group
Sports Producer	10/9/2019	KDFW Website
News Producer	10/21/2019	KDFW Website
News Associate Producer	10/28/2019	KDFW Website
News Reporter	11/11/2019	KDFW Website
Copy Coordinator	11/11/2019	Employee Referral
News Production Director	12/2/2019	Employee Referral
Account Executive	1/6/2020	KDFW Website
Engineering Technician	3/2/2020	KDFW Website
Engineering Technician	3/9/2020	KDFW Website
Engineering Technician	3/9/2020	KDFW Website

Total Number of Persons Interviewed During Applicable Period: 160

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	73	All Positions, except News Reporter (4/1/2019), News Producer (5/6/2019), News Reporter (7/1/2019), News Producer (10/21/2019), News Association Producer (10/28/2019), and News Reporter (11/11/2019)
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

<p>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</p>		<p>All Positions</p>
<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>		<p>All Positions</p>
<p>Greater Dallas Hispanic Chamber of Commerce 5622 Maple, Suite 207 Dallas, TX 75219 214-521-6007 sortiz@gdhcc.com</p>		<p>All Positions</p>
<p>Hire Veterans First C. Scott Strategies 888-870-6608 cscottstrategies@gmail.com rachelle.alexander@va.gov</p>		<p>All Positions</p>
<p>Hispanic Communicators DFW Elvia Limon 214-845-2584 elimon@dallasnews.com</p>		<p>News Reporter, Maintenance Technician, News Producer, Engineering Technician, Accountant, Sports Reporter, News Reporter, News Associate Producer, Copy Coordinator, Supervising Producer</p>
<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>		<p>All Positions</p>
<p>Medialine P.O. Box 51909 Pacific Grove, CA 93950 www.medialine.com jobs@medialinetalent.com <i>(email sent indicating address change from medialine@medialine.com effective 10/11/19; contacts: Rick@medialinetalent.com or Vicki@mediatalent.com)</i></p>		<p>All Positions</p>

<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 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 Onine Scott Jones kjones@sbe.org www.sbe.org</p>		Engineering Technician
<p>Texas Association of Broadcasters 502 E 11th St, #200 Austin, TX 78701 (512) 322-9944 www.tab.org</p>		Maintenance Technician 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>	8	All Positions
<p>Women in Film – Dallas 5930 Royal Lane, Suite E PMB 236 Dallas, Texas 75230 admin@wifdallas.org</p>		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
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In addition to the recruitment resources listed above, we also interviewed 27 candidates referred by current employees, and several candidates referred through the following job aggregator sites: Indeed.com (22), LinkedIn (5), Glassdoor.com (4), Ken Lindner & Associates (5), Adams Broadcast Consulting (1), No Whining Talent Group (5), N. S. Bienstock Agency (UTA United Talent) (3), Napoli Management Group (3), John Butte & Associates (1), CSE Talent (2), and Gregg Willinger Agency (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
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	WTTI (effective 3/2/20) 9 N. Green Bay Road Milwaukee, WI 53209	KCPQ/KZJO (effective 3/2/20) 1 Westlake Avenue N. Seattle, WA 98109
WAGA 1551 Briarcliff Rd., NE Atlanta, GA 30306	KMSP/WFTC 11358 Viking Dr. Eden Prairie, MN 55344	

Section 3: Supplemental Outreach Activities – April 1, 2019 to March 31, 2020

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:

- **Baylor University Spring 2019 Liberal Arts Career Summit** (Waco, TX) – April 16, 2019
Attended by Nicole Robles, Human Resources Director – KDFW/KDFI.
- **Emma L. Bowen Foundation – Career Fair** (New York, NY) – July 10, 2019
Attended by Roselyn Barranda – WNYW/WWOR Human Resources Director, Bonnie Yuen – Fox Station Sales Human Resources Director, , and Spencer Woods – Human Resources Intern.
- **Asian American Journalism Association Career Fair** (Atlanta, GA) – July 31, 2019 – August 2, 2019
Attended by Roselyn Barranda – WNYW/WWOR Human Resources Director, Regina Davis – WAGA Human Resources Director, and Scott Stucky – WAGA VP News Director.
- **National Association of Black Journalists Convention and Job Fair** (Aventura, FL) – August 7, 2019 – August 9, 2019
Attended by Iris Sierra, WTVT Regional Human Resources Director, Karen Bouldin, WJZY/WMYT Human Resources Director, and John Hoffman, WTVT VP News Director.
- **National Association of Hispanic Journalists Conference and Career Fair** (San Antonio, TX) – September 5, 2019 – September 7, 2019.
Attended by Tracey Rivers, KRIV/KTXH Human Resources Director, Nicole Robles, KDFW/KDFI Human Resources Director, Susan Schiller – KRIV/KTXH VP News Director, and Pam Vaught – KTBC VP News Director.
- **Howard University 2019 Career Fair** (Washington, D.C.) October 25, 2019
Attended by Murphy Baker, WTTG/WDCa Human Resources Director and Bonnie Yuen, Fox Station Sales Human Resources Director.
- **University of Texas at Arlington Spring 2020 All Majors Internship Fair** (Arlington, TX) – February 19, 2020
Attended by Nicole Robles, Human Resources Director – KDFW/KDFI.

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 11, 2019: One of our Anchors gave a Career Talk on Journalism to a group of students at Hicks Elementary School in Frisco, Texas.
- April 17, 2019: 18, 2019: Our Digital Content Director spoke to students at Owen Elementary School for their Career Day in The Colony, Texas
- April 22, 2019: One of our Meteorologists was the keynote speaker for St. Phillip's Women's Club discussing career-related STEM topics at St. Phillip's Women's Club in Lewisville, Texas.
- April 23, 2018: One of our Reporters spoke on Media to a group of students in the Communications Department at Eastfield College in Dallas, Texas.
- April 30, 2019: One of our Anchors spoke about a career in Journalism to a group of middle school students at Oliver Wendell Holmes Humanities/Communications Academy in Dallas, Texas.
- May 21, 2019: Our Consumer Reporter spoke to a group of high school students on Journalism at Azle High School in Azle, Texas.

- May 22, 2019: Our Traffic Reporter spoke at Career Day to elementary students at Lake Highlands Elementary School in Lake Highlands, Texas.
- May 23, 2019: One of our Meteorologists was the keynote speaker at Career Day at Justin Elementary School in Justin, Texas.
- June 20, 2019: One of our Anchors read books to children at the Audelia Road Library as part of the Dallas Mayor's Summer Reading Challenge in Dallas, Texas.
- June 25, 2019: One of our Anchors led a Journalism Workshop to a group of individuals at Preston Hollow Presbyterian Church in Dallas, Texas.
- July 11, 2019: One of our Anchors read books to children at Bachman Lake Library as part of the Dallas Mayor's Summer Reading Challenge in Dallas, Texas.
- August 30, 2019: One of our Meteorologists gave a Weather Talk to a group of individuals at Highland Springs Independent Living Community for Seniors in Dallas, Texas.
- September 27, 2019: Our Chief Meteorologists gave a Weather Talk to students at Westlake Academy in Westlake, Texas.
- October 9, 2019: One of our Meteorologists gave a Weather Talk to a group of high school seniors at Percy STEM Academy in Arlington, Texas.
- November 14, 2019: One of our Reporter/Anchors spoke at Career Day to a group of elementary school students at Highland Elementary School in Dallas, Texas.
- November 16, 2019: Our VP News Director participated as a panel speaker for students pursuing a broadcast career at the Southwest Broadcast Newsroom Workshop in Arlington, Texas.
- November 19: Our Consumer Reporter gave a Consumer Protection Talk to a group of individuals at Lake Highland Recreation Center in Dallas, Texas.
- December 4, 2019: One of our Meteorologists gave a Weather STEM Talk to a group of students at Bryant Elementary School in Arlington, Texas.
- January 28, 2020: One of our Reporters spoke at Career Day to a group of elementary students at Lively Elementary School in Irving, Texas.
- January 31, 2020: One of our Reporters spoke at and participated in World Read Aloud Day at North Richland Hills Academy in North Richland Hills, Texas.
- February 6, 2020: One of our Meteorologists spoke at Career Day to a group of elementary students at Nola K. Wilson Elementary in Crandall, Texas.
- February 28, 2020: One of our Anchors read to a group of students as part of the Read Across America Day for the United Way at Trinity Heights Talented and Gifted in Dallas, Texas.
- March 18, 2020: One of our Meteorologists gave a Weather Talk to a group of elementary students at Dolores McClatchey Elementary School in Midlothian, 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 two (2) academic interns for the Summer Semester 2019.

News: Two (2) students (Summer Semester 2019)

We accepted students from The University of Oklahoma and the University of Missouri.

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 junior year at the University of Missouri. The second Emma Bowen student is a Hispanic female completing her senior year at the University of San Diego. During their summer internships with us, these students were exposed to the different aspects of newsgathering and operations, while also receiving hands-on training. Our student from the University of San Diego will be graduating in May 2020 with a degree in Communications. Our student attending the University of Missouri has confirmed that she will be returning for the 2020 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 News Producer promoted to News Producer (Good Day), News Producer (weekends) promoted to News Producer (5pm weekdays), and News Reporter promoted to Reporter and Anchor (weekends).

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."