

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

Coverage Period: April 1, 2022 – March 31, 2023

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 Producer	4/4/2022	KDFW Website (Promotion)
Building Maintenance Engineer	4/11/2022	Indeed.com
Traffic Coordinator	4/18/2022	KDFW Website (Current Employee)
VP Engineering	4/18/2022	KDFW Website (Transfer)
Sales Assistant	5/2/2022	LinkedIn.com
News Photographer	5/9/2022	FOXCareers.com
News Production Director	5/16/2022	Indeed.com
News Producer	6/6/2022	Employee Referral
Director Programming & Research	7/5/2022	Employee Referral
Copy Coordinator	7/18/2022	Employee Referral
Account Executive	7/18/2022	Employee Referral
Digital Content Director	7/25/2022	LinkedIn.com
News Associate Producer	8/1/2022	Employee Referral
Reporter and Anchor	8/15/2022	No Whining Talent (NWT Group)
Anchor and Reporter	8/29/2022	KDFW Website (Promotion)
News Associate Producer	8/29/22	LinkedIn.com
News Associate Producer	9/6/2022	LinkedIn.com
News Editor	9/26/2022	KDFW Website
Engineering Technician	10/17/2022	Employee Referral
News Photographer	10/24/2022	KDFW Website
Engineering Technician	10/31/2022	Employee Referral
Sr. Promotions Producer	11/21/2022	KDFW Website
Engineering Technician	11/28/2022	Employee Referral
Anchor and Reporter	1/9/2023	KDFW Website (Promotion)
National Sales Manager	1/9/2023	KDFW Website
News Producer	2/6/2023	KDFW Website
News Reporter	3/13/2023	3 Kings Entertainment (Agency)

Total Number of Persons Interviewed During Applicable Period: 110

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	55	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

<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>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>		<p>All Positions</p>

<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>TV Jobs/Broadcast Employment Serv. P.O. Box 4116 Oceanside, CA 92052 800-374-0119 jobs@tvjobs.com www.tvjobs.com</p>		All Positions
<p>Women in Film – Dallas 5930 Royal Lane, Suite E PMB 236 Dallas, Texas 75230 admin@wifdallas.org</p>		All Positions
<p>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</p>		All Positions

In addition to the recruitment resources listed above, we also interviewed 24 candidates referred by current/former employees, and several candidates referred through the following job aggregator sites: Indeed (14), LinkedIn (12), Glassdoor (1), 3 Kings Entertainment (1), No Whining Talent (1), IF Management (1), and Adams Broadcast Consulting (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

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

WOFL/WRBW
35 Skyline
Lake Mary, FL 32746

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

KRIV/KTXH
4261 Southwest Freeway
Houston, TX 77027

WOGX
1551 SW 37th St.
Ocala, FL 34474

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

WJBK
16550 W. Nine Mile Road
Southfield, MI 48075

KTBC
119 E. 10th Street
Austin, TX 78701

WTFX-TV
330 Market Street
Philadelphia, PA 19106

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

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

WTVT
3213 W. Kennedy Blvd.
Tampa, FL 33609

WTTI
9 N. Green Bay Road
Milwaukee, WI 53209

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

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

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

Section 3: Supplemental Outreach Activities – April 1, 2022 to March 31, 2023

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 Bowen Foundation Summer Virtual Conference Career Fair – June 16, 2022**
Attended by FTS Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Alexa Maldonado (FSS), Adrienne Pritchett (WTFX), Nicole Robles, (KDFW/KDFI), Danielle Houston (KTVU/KICU-TV), Murphy Baker (WTTG/WDCA), Heather Hanson (KSAZ-TV/KUTP), Roselyn Barranda (WNYW/WWOR-TV), and Iraidia Morillo (WOFL/WRBW/WOGX). Recruitment for all FTS O&O's.
- **Asian American Journalists Association (AAJA) Convention – July 27-July 30, 2022**
Attended by FTS HR Directors Heather Hanson (KSAZ-TV/KUTP), Denise Rosas (KTTV/KCOP-TV, VP News Director Doug Bannard (KSAZ-TV/KUTP) and Managing Editor George Kiriama (KTVU/KICU-TV). Recruitment for all FTS O&O's.
- **National Association of Black Journalists (NABJ) and National Association of Hispanic Journalist (NAHJ) Convention & Career Fair – August 3 -August 5, 2022**
Attended by FTS HR Regional Director Regina Davis (TVHO, WAGA), FTS HR Directors Roselyn Barranda (WNYW/WWOR-TV), Alexa Maldonado (FSS) and VP News Directors Jim Driscoll (WTFX-TV), Melissa Medalie (WOFL/WRBW) Meteorologist & Reporter Tony Sadiku (WTVT). Recruitment for all FTS O&O's.
- **Howard University Cathy Hughes School of Communications Annual Job & Internship Fair (Virtual) – October 14, 2022.**
Attended by FTS Regional HR Directors Iris Sierra (TVHO, WTVT), Regina Davis (TVHO, WAGA-TV), Tracey Rivers (TVHO, KRIV/KTXH), FTS HR Directors, Murphy Baker (WTTG/WDCA), Danielle Houston (KTVU/KICU-TV), Dalina Hayes (WJBK), Shartrice Dixon (WFLD/WPWR-TV), Nicole Robles, (KDFW/KDFI), Adrienne Pritchett (WTFX-TV), Heather Hanson (KSAZ/KUTP), and Iraidia Morillo (WOFL/WRBW/WOGX). Recruitment for all FTS O&Os.
- **Temple University Virtual Career Fair – October 21, 2022**
Attended by FTS Regional HR Directors Iris Sierra (TVHO, WTVT), Tracey Rivers (TVHO, KRIV/KTXH), HR Directors Adrienne Pritchett (WTFX), Murphy Baker (WTTG/WDCA), Iraidia Morillo (WOFL/WRBW/WOGX), and Danielle Houston (KTVU/KICU-TV). Recruitment for all FTS O&O's.
- **Penn State University Nitty Lions 2022 Communications Careers in the Capital Career Fair – November 9, 2022**
Attended by FTS HR Director Murphy Baker (WTTG/WDCA). Recruitment for all FTS O&Os.
- **Full Sail Virtual Career Fair – February 9, 2023**
Attended by HR Regional Directors Iris Sierra (TVHO, WTVT), Tracey Rivers (TVHO, KRIV/KTXH), HR Directors Iraidia Morillo (WOFL/WRBW/WOGX), Nicole Robles (KDFW/KDFI), and Adrienne Pritchett (WTFX-TV). Recruitment for all FTS O&Os.

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 ten (10) visits to schools and local college/universities by employees in our News Department:

- April 14, 2022: Peyton Yager, News Reporter, spoke to students at College and Career Day at Walker Middle School in Dallas, Texas.
- April 23, 2022: Chip Waggoner, Traffic Reporter, spoke to a group of students at Career Day at Dove Elementary School in Grapevine, Texas.
- April 25, 2022: Ryan Murphy, Engineering Technician, spoke to a group of students at Kennedale High School in who are a part of the Careers in Technical Education Program in Kennedale, Texas.
- May 20, 2022: Chip Waggoner, Traffic Reporter, spoke at Career Day to a group of students at Eagle Ridge Elementary School (Keller ISD) in Fort Worth, Texas.
- August 12, 2022: David Sentendrey, News Reporter, spoke on “Broadcasting As A Career” to a class at Richland High School in North Richland Hills, Texas.
- September 6, 2022: Marc Gustafson, News Photographer, spoke to a TV Production Class about the basics of shooting photography at the University of North Texas in Denton, Texas.
- September 27, 2022: Heather Hays, Anchor, spoke to students on television broadcasting at Highland Park Middle School in Dallas, Texas.
- October 13, 2022: Shaun Rabb, News Reporter, was the moderator at the National Organization of Black Law Enforcement Executives (NOBLE) put on at LG Pinkston High School in Dallas, Texas.
- March 3, 2023: Dan Henry, Chief Meteorologist, had “Reading Day” with students at Peterson Elementary School in Fort Worth, Texas.
- March 3, 2023: Steven Dial, News Reporter, had “Reading Day” with students at Bayless Elementary School in Dallas, Texas.

3. (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 2022 due to the COVID pandemic.

4. (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 two college seniors who began with the Station in May 2022 for our Summer Internship program. Both students are African American females who are now completing their final semester of college at their respective universities. During their summer internship with us, the students came up with creative ways in which to enterprise news stories and report these stories both virtually and digitally. The News Management team supervising the students continued to train each student in the different aspects of newsgathering and operations, while also providing virtual hands-on training. One of our students is attending Texas Christian University in Fort Worth, Texas and is pursuing a degree in Film, Television, and Digital Media. Our other student is attending Louisiana State University in Baton Rouge, Louisiana. She is pursuing a degree in Mass Communication and Political Communication.

5. (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 five (5) employees to the following position: Three (3) Associate News Producers promoted to News Producers (Good Day), Anchor and Reporter promoted to the Main Anchor and Reporter (Good Day), and a News Reporter promoted to Anchor and Reporter (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."