

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

**Coverage Period:** April 1, 2023 – March 31, 2024

**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>
Meteorologist	4/10/2023	Employee Referral
News Reporter	5/2/2023	3 Kings Entertainment (Agency)
News Producer	5/8/2023	KDFW Website
News Reporter	5/8/2023	KDFW Website (Transfer)
Director of Engineering	5/15/2023	KDFW Website
Engineering Technician	5/15/2023	KDFW Website
News Associate Producer	5/30/2023	LinkedIn.com
FLX Sales Assistant	6/5/2023	LinkedIn.com
Engineering Technician	6/19/2023	FOXCareers.com
News Reporter	6/19/23	Mort Meisner Associates (Agency)
News Associate Producer	6/26/2023	University of North Texas
Traffic Anchor/Reporter	8/16/2023	FOXCareers.com
VP General Sales Manager	10/1/2023	KDFW Website (Promotion)
Sales Assistant	10/16/2024	KDFW Website
Director Finance	11/21/2023	KDFW Website
News Associate Producer	11/27/2023	KDFW Website
Maintenance Technician	3/25/2023	KDFW Website

Total Number of Persons Interviewed During Applicable Period: 89

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
<b>KDFW Website</b> 400 N. Griffin St. Dallas, Texas 75202 <a href="http://www.fox4news.com">www.fox4news.com</a>	54	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:blaine.h.jackson.ctr@us.navy.mil">blaine.h.jackson.ctr@us.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>		All Positions
<p><b>Asian Commerce of Texas (formerly 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>		All Positions
<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>		All Positions
<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>		All Positions
<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>		All Positions
<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:jobs@medialinetalent.com">jobs@medialinetalent.com</a>  <i>(email sent indicating address change from <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> effective 10/11/19; contacts: <a href="mailto:Rick@medialinetalent.com">Rick@medialinetalent.com</a> or <a href="mailto:Vicki@mediatalent.com">Vicki@mediatalent.com</a>)</i></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>TV Jobs/Broadcast Employment Serv.</b>  P.O. Box 4116  Oceanside, CA 92052  800-374-0119  <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a>  <a href="http://www.tvjobs.com">www.tvjobs.com</a></p>	1	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>  <a href="mailto:wifd-list@googlegroups.com">wifd-list@googlegroups.com</a></p>		All Positions
<p><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></p>		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: LinkedIn (16), Indeed (5), Facebook (3), 3 Kings Entertainment (1), The University of North Texas (1), and Mort Meisner Associates (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. 67<sup>th</sup> 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 37<sup>th</sup> 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. 10<sup>th</sup> 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, 2023 to March 31, 2024

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 Minority Interests in Media Virtual Career Fair – June 21, 2023  
Attended by FTS Regional Director, Iris Sierra (WTVT), FTS HR Directors, Roselyn Barranda (WNYW/WWOR-TV), Iraida Morillo (WOFL/WRBW/WOGX), Adrienne Pritchett (WTFX-TV), Nicole Robles (KDFW/KDFI), Danielle Houston (KTVU/KICU-TV), Shartrise Dixon (WFLD/WPWR-TV), Heather Hanson (KSAZ-TV/KUTP), and Hailey McCracken (KCPQ/KZJO). Recruitment for all FTS O&O's.
- National Association of Hispanic Journalists (NAHJ) Convention & Career Fair – July 12, 2023 – July 14, 2023  
Attended by FTS HR Directors Iraida Morillo (WOFL/WRBW/WOGX), Kate O'Hara (KMSP-TV/WFTC) and VP News Directors Melissa Medalie (WOFL), Susan Schiller (KRIV). Recruitment for all FTS O&O's.
- Asian American Journalists Association (AAJA) Convention & Career Fair – July 19, 2023 – July 21, 2023  
Attended by FTS HR Directors Murphy Baker (WTTG/WDC), Alexa Maldonado (FTS National Sales) and VP News Director Paul McGonagle (WTTG) and Executive Producer Panhia Young (KMSP-TV). Recruitment for all FTS O&O's.
- National Association of Black Journalists (NABJ) Convention & Career Fair – August 2, 2023 – August 4, 2023  
Attended by FTS HR Regional Director Tracey Rivers (KRIV/KTXH), HR Director Nicole Robles (KDFW/KDFI) and VP News Director Brandice Bailey (WITI) and Executive Producer Erin Barron (KDFW). Recruitment for all FTS O&O's.
- Full Sail University Virtual Career Fair – August 30, 2023  
Attended by HR Directors Iraida Morillo (WOFL/WRBW/WOGX), Shartrise Dixon (WFLD/WPWR-TV), Roselyn Barranda (WNYW/WWOR – TV). Recruitment for all FTS O&O's.
- Howard University Cathy Hughes School of Communication Virtual Career Fair – October 4, 2023  
Attended by FTS HR Directors Murphy (WTTG), Alexa Maldonado, HR Director (FSS). Recruitment for all FOX O&O's.
- National Association of Broadcasters Leadership Foundation (NABLF) Career Fair – October 26, 2023  
Attended by HR Directors Alexa Maldonado (FSS), Roselyn Barranda (WNYW/WWOR-TV). Recruitment for all FTS O&O's.
- International Radio & Television Society (IRTS) Multicultural Career Workshop – November 17, 2023  
Attended by HR Directors Alexa Maldonado (FSS), Heather Frascella (TVHO), Roselyn Barranda (WNYW/WWOR-TV). 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 ten (10) visits to schools and local college/universities by employees in our News Department:

- April 6, 2023: Chip Waggoner, Traffic Reporter, spoke to students during Career Day at Irving Townsell Elementary School in Irving, Texas.
- April 14, 2023: Kevin Bell, News Photographer, spoke and gave a demonstration to a group of students during Career Day at John Haley Elementary School in Irving, Texas.
- May 12, 2023: Tisia Muzinga, News Reporter/Anchor, spoke to a group of elementary students on education and careers at Waterford Oaks Elementary School in Cedar Hill, Texas.
- May 19, 2023: Shannon Murray, Anchor/Reporter, watched and provided feedback to a group of elementary news team students on the topics of speaking on camera and writing skills at Range Elementary School in Mesquite, Texas.
- May 23, 2023: Lori Brown, News Reporter, spoke to 4<sup>th</sup> and 5<sup>th</sup> Graders the skills and education needed to be a News Reporter at Canyon Creek Elementary School in Richardson, Texas.
- November 3, 2023: Kylie Capps, Meteorologist, gave a Weather Talk (via Zoom) to a group of students from Garland Independent School District.
- January 22, 2024: Dan Henry, Chief Meteorologist, spoke to Allen CERT (Community Emergency Response Team) on storms and severe weather tracking at the Allen Police Training Center in Allen, Texas.
- January 24, 2024: Samantha Gannon, Sports Reporter, spoke at Career Day to a group of high school students from the Frisco Independent School District Broadcast Program at the Career and Technical Educational Center in Frisco, Texas.
- January 29, 2024: Steven Dial, News Reporter, conducted a Public Speaking Workshop to members of Alpha Phi Alpha Fraternity at Friendship West Church in Dallas, Texas.
- March 22, 2024: Marc Gustafson, News Photographer, spoke to a group of photojournalist students about “Getting Your First Job in TV” at the Department of Media Arts at the University of North Texas in Denton, 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 2023 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 one college seniors who began with the Station in May 2023 for our Summer Internship program. Our student is an African American female who completed her final semester of college in December 2023. During her summer internship with us, the student developed creative ways in which to enterprise news stories and report these stories both virtually and digitally. The News Management team supervising the student continued to train the student in the different aspects of newsgathering and operations, while also providing virtual hands-on training. Our student attended Elon University in Elon, North Carolina and is received a degree in Journalism.

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 positions: the VP Sales Director promoted to SVP General Manager, the Director Finance promoted to Sr. Executive Director Finance, a Local Sales Manager promoted to VP General Sales Manager, a News Associate Producer promoted to News Producers (Good Day), and the Digital Sales Manager promoted to Sales Manager.

**Additional Department Training Opportunities**

During this reporting period, the Stations provided training for employees in various departments, including:

Human Resources Department

- Workday Bi-weekly Training Video Calls – Ongoing for all FTS HR Directors to review and implement HR work processes and system updates, including the Workday Payroll Conversion & Merit Planning.
- Weekly HR Support Calls – Ongoing for all FTS HR Directors in supporting colleagues with implementing work processes and station updates during the Covid pandemic and current events.
- HR Seminar “NY & CA Employment Law Developments in 2023” – January 18, 2024, for all HR Directors within FOX groups.
- Leverage Generation AI to Transform the FOX HR Function – March 26, 2024
- FOX Human Resources 2023-2024 Development Program for all HR Directors within FOX groups. Session Topics attended include:
  - Know our Benefit Offering/Why FOX
  - Learning & Development at FOX – Overview & Resources
  - Creating a Culture of Belonging: DE&I, Giving, Volunteerism & Mentorship
  - Making Decisions in Difficult Circumstances
  - Decision-Making in High Stress Situations
- Workday Learning & Development Training – Ongoing additional programs available for all employees include: “LinkedIn Learning,” “Mentor Match,” and “Harvard Business Mentor.”



- FOX Corporation Compliance Training – Ongoing yearly for all staff employees on
  - Cybersecurity Compliance,
  - Cybersecurity – Phishing, and
  - Preventing Discrimination, Harassment, Retaliation & Standards of Business Conduct

#### Fox Stations Sales

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."