

Annual EEO Public File Report
WOFL/WRBW/WOGX IS AN EQUAL OPPORTUNITY EMPLOYER

Coverage Period: October 1, 2017 – September 30, 2018

Section 1: Vacancy Information			
	Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hires
1	Editor/Photographer	10/9/17	www.fox35orlando.com
2	Reporter/MMJ	10/17/17	Agent
3	Account Executive	10/23/17	www.fox35orlando.com
4	Director	10/24/17	TV Jobs
5	Maintenance Engineer	11/3/17	Internal Promotion
6	Associate Producer	11/6/17	www.fox35orlando.com
7	Promotion Manager	11/13/17	Internal Promotion
8	Producer	11/13/17	www.21CF.com
9	Promotion Producer	12/4/17	Employee Referral
10	Maintenance Engineer	12/18/17	Unsolicited Internet Source
11	Traffic Assistant	12/18/17	Employee Referral
12	Account Executive	1/16/18	WOGX TV Ad
13	Editor/Photographer	1/22/18	www.fox35orlando.com
14	Account Executive	1/29/18	www.fox35orlando.com
15	Producer	2/19/18	Internal Promotion
16	Reporter	3/5/18	Unsolicited Internet Source
17	Assignment Editor	3/5/18	www.fox35orlando.com
18	Associate Producer	3/19/18	Unsolicited Internet Source
19	VP Finance	4/9/18	Robert Half Executive Search
20	Producer	4/9/18	www.fox35orlando.com
21	Photographer	6/18/18	www.fox35orlando.com
22	Reporter	6/18/18	Agent
23	Assignment Editor	7/9/18	Unsolicited Internet Source
24	Account Executive	8/6/18	Internal Promotion
25	Sales Assistant	8/6/18	Unsolicited Internet Source
26	Director	8/13/18	www.fox35orlando.com
27	Photographer	8/20/18	Internal Promotion
28	Account Executive	5/27/18	Unsolicited Internet Source
29	Production Tech	9/3/18	Internal Promotion
30	Associate Digital Producer	9/3/18	Internal Promotion
31	Director	9/17/18	Unsolicited Internet Source
32	Broadcast Operations Manager	9/17/18	Internal Promotion

Station's Comprising Station Employment Unit: WOFL/Fox35, WRBW/My65 – Orlando, FL & WOGX/Fox51 – Ocala/Gainesville, FL

Total Number of Persons Interviewed During Applicable Period: 238

myfoxorlando.com, my65orlando.com and wogx.com serve the community by providing Central Floridians with the latest news, weather, and traffic information including breaking news, severe weather alerts and traffic jams. Through this vital and active tool, news and information is widely disseminated. Station information available on the website includes: internship program and the employment opportunities listing. In

addition, the website also has direct links to many national sites. fox35orlando.com, fox35orlando.com/my65 and wogx.com attract over 4.0 million page views and approximately 600,000 unique visitors per month.

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
Station Websites www.fox35orlando.com www.my65orlando.com www.wogx.com 35 Skyline Drive Lake Mary, FL 32746 E. Rosen (407) 942-8019	59	All positions
Fox Station Sales New York, NY D. Kasuba (212) 332-9239		All positions
Fox News Channel New York, NY D. Collins (212) 301-5043 www.foxnews.com		All positions
21CF Jobs Fox Careers www.21cfcareers.com	8	All positions
Minority & Women Organizations		
Central Orlando/Florida Urban League G Gilzean / J Maceo 2804 Belco Drive Orlando, FL 32804 407-841-7654 x 331 ggilzean@cful.org / jmaceo@cful.org		All positions
Career Source / Employ FL www.careersourcecentralflorida.com 1209 W Airport Blvd Sanford, FL 32773 407-531-1231 Posted directly at Career Source site		All positions except 3, 12, 14, 24, 28
Governor's Employment Alliance of Central Florida 7531 S Orange Blossom Trail Orlando, FL 32809-6901 Posting mailed		All positions except 31
National Urban League U Higgins 3501 – 14 th Street NW Washington, DC 20005 202-265-8200 Posting faxed: 202-265-6122		All positions
State of Florida Division of Vocational Rehab 3555 Maguire Blvd #205 Orlando, FL 32803 407-897-2725 Nancy.pritchard@vr.fldoe.org	2	All positions

Central Florida Employment Council P Weir 450 Seminole Blvd Casselberry, FL 32707 407-834-4223 cfec@cfec.org		All positions
Central FL Association of Black Journalists C. Glover PO Box 1745 Orlando, FL 32801-0746 1-800-804-8478 Posting mailed		All positions
Goodwill Industries of Central FL* Orlando Self-Sufficiency Job Center 3911 E Colonial Drive Orlando, FL 32803 407-872-0770 Posting mailed		All positions
Goodwill Industries of Central FL Clermont Self-Sufficiency Job Center 1855 S Grand Highway Clermont, FL 34711 352-326-8919 iclas@goodwillfl.org kcarrier@goodwillfl.org lhperce@goodwillfl.org		All positions
Goodwill Industries of Central FL* Leesburg Self-Sufficiency Job Center 10601-C8 US Highway 441 Leesburg, FL 34788 407-235-1500 tgilbert@goodwill.org		All positions
Women In Film – Florida PO Box 533541 Orlando, FL 32853-3541 info@womeninfilml.org		All positions
Emma Bowen Foundation / Foundation for Minority Interests in Media – Sandra Rice 1221 Ave of Americas, 28 th Floor New York, NY 10112 212-664-3773 Sandra.rice@cbs.com		All positions
Hispanic Chamber of Commerce of Cent FL 3201 E Colonial Drive #A20 Orlando, FL 32803 407-428-5870 ssanchez@hispanicchamber.net		All positions
National Hispanic Media Coalition A Nogales 55 South Grand Avenue Pasadena, CA 91105 626-792-6462 info@nhmc.org		All positions
National Association of Black Journalists Tampa Bay Regional Chapter 490 – 1 st Avenue South		All positions

St Petersburg, FL 33701 727-893-8521 digidog@aol.com		
National Association of Black Journalists South Florida Regional Chapter One Herald Plaza Miami, FL 33132 954-764-7026 x 3596 info@suzettespeaks.com Gabriel.juand@gmail.com		All positions
Pacific Asian Consortium in Employ – PACE Human Resources 1541 Wilshire Blvd #407 Los Angeles, CA 90017 213-353-3982 x 211 esooohoo@westlake-worksource.org		All positions
US Jobs / Vet Central www.us.jobs 9002 N Purdue Road #100 Indianapolis, IN 46268 866-268-6206 Posted directly at US Jobs site		All positions
Industry/Trade		
602 Communications Graeme Newell 1011 Lyndhurst Falls Lane Knightdale, NC 919-280-8224 www.602communications.com	1	Promotion Manager – 7 Promotion Producer - 9
Academy of Radio & TV Broadcasting 16052 Beach Blvd #263 Huntington Beach, CA 92647 714-842-0100 Doreen@arbradio.com		All positions
America Sportscasters Assoc Inc* L Schwartz 225 Broadway #2030 New York, NY 10007 212-227-8080 Lschwa8918@aol.com		All positions
Collective Talent* M. Bille 1721 Richardson Place Tampa, FL 33606 813-254-9695 bille@michaelsmedia.com		All positions
Craigslist 222 Sutter Street, 9 th Floor San Francisco, CA 94108-4460 415-399-5200 www.orlando-craigslist.org		Account Executive 14, 24
Florida Association of Broadcasters L Varn 201 S Monroe Street #201 Tallahassee, FL 32301 850-681-6444 lvarn@fab.org		All positions

Medialine 1209 Wood Valley Road Augusta, GA 30909 Rich Everitt 706-364-7564 www.medialine.com Medialine@medialine.com	1	All positions
Media Recruiter 9457 S University Blvd #303 Highlands Ranch, CO 80126 Art Scott 303-400-5150 art@MediaRecruiter.com		Account Executive 14, 24
TV Jobs Employment Bulletin Board M Holloway PO Box 4116 Oceanside, CA 92052 877-988-9809 www.tvjobs.com	3	Producer – 15, 20 Reporter – 16, 22 Photographer – 21 Assignment Editor - 23
Spots n Dots Job Listings 167 Oakdale Road Johnson City, NY 13790 888-884-2630 Posted at SnD site ads@spotsndots.com		Account Executive 3, 12, 14, 24
Suncoast Chapter of NATAS Suncoast Emmy – Karla MacDonald PO Box 840738 Pembroke Pines, FL 33084 954-322-3171 emmysuncoast@gmail.com		All positions
College/University		
Alabama State University* Dept of Communications PO Box 271 Montgomery, AL 30161-0271 334-229-4493 Posting mailed		All positions
Bethune Cookman College Mass Communications Dept Career Placement Center 640 Mary McLeod Blvd Daytona Beach, FL 32114 386-481-2143 Posting mailed and bonnerd@cookman.edu		All positions
Boston University School of Mgmt* Career Center 595 Commonwealth Avenue #123 Boston, MA 02215 617-353-9491 careers@bu.edu jrogers@bu.edu		All positions
Daytona State College Career Services 1200 W International Speedway Daytona Beach, FL 32114 386-506-3000 x 3559		All positions

careerservices@daytonastate.edu		
Eckerd College Career Services 4200 – 54 th Avenue South St Petersburg, FL 33711 727-867-1166 fogartkm@eckerd.edu		All positions
Everest University Career Services 2401 N Harbor City Blvd Melbourne, FL 32935 321-253-2929 x 118 Posting mailed Niccole-ostroff-bologna@zenith.org		All positions except 21, 25 - 32
F.I.R.S.T. Institute* A Alvarez 2309 Silver Star Road Orlando, FL 32804 407-316-8310 x 1112 Alfonso.alvarez@first.edu		All positions
Florida A&M University Ranata Hughes 510 Orr Drive, Room 438 Tallahassee, FL 32307-412-6587 Ranata.hughes@famv.edu		All positions
Florida Southern College Career Center 111 Lake Hollingsworth Drive Lakeland, FL 33801-5698 863-680-4390 Posting mailed		All positions
Florida State University Department of Communications N Hinson-Turner / M Ealey 356 Diffenbaugh Tallahassee, FL 32306-2064 Natashia.turner@cci.fsu.edu Mary.ealey@cci.fsu.edu		All positions
Full Sail D Severson 3300 University Blvd Winter Park, FL 32792 407-551-2037 x 5615 dseversin@fullsail.com		All positions
George Mason University* Department of Communications Beth Jannery, Robinson A, 121A 4400 University Drive, MS 3DG Fairfax, VA 22030 860-798-2847 Bjannery@gmu.edu		All positions
Keiser College L Carr 1800 Business Park Blvd Daytona Beach, FL 32114 386-274-5060 lcarr@keiseruniversity.edu		All positions
Medill/Northwestern University* Jerry Donahue, Career Services		All positions

1845 Sheridan Road Evanston, IL 60208 847-467-1598 John.donahue1@northwestern.edu		
Rollins College* Career Services 1000 Holt Avenue – 2587 Winter Park, FL 32789 407-646-2195		Producer – 8, 15, 20 Account Executive - 12
Seminole State College Career Placement Center Sanford, FL 32773 careerdev@seminolestate.edu		All positions
Stetson University R Kazmarek, Director 421 N Woodland Blvd #8395 Deland, FL 32723 386-822-7315 career@stetson.edu		All positions
University of Central Florida Communications Dept Radio and Television PO Box 161344 Orlando, FL 32816-1344 407-823-2681 Posting mailed Chinyen.chuo@ucf.edu	1	All positions
University of Florida WUFT-TV PO Box 118405 Gainesville, FL 32611-8405 352-392-5551 news@wuft.org		Maintenance Engineer -5, 10 Associate Producer – 6, 18 Promotion Producer – 9 Traffic Assistant – 11 Editor Photographer – 13 Account Executive – 14, 24, 28 Producer – 15, 20 Assignment Editor – 17, 23 VP Finance – 19 Photographer – 21, 27 Sales Assistant – 25 Director – 26, 31 Associate Digital Producer – 30 Broadcast Operations Manager - 32
University of Florida Dept of Communications/Journalism 2104 Weimer Hall Gainesville, FL 32611 352-392-0463 Posting mailed Posting faxed: 352-846-2484		All positions
University of Florida Gator Career Link www.ufl-csm.symplicity.com/employers Gainesville, FL 32611		All positions
University of South Florida Mass Communications WUSF-TV 4202 E Fowler Avenue Tampa, FL 33620 813-974-2591 Posting mailed		All positions

Valencia Community College C Diaz PO Box 3028 Orlando, FL 32802-3028 407-299-5000 cdiaz@valenciacollege.edu		All positions
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In addition to the above recruitment source information, employment opportunities are sent to the Human Resources contact for each owned and operated Fox Television Stations nationwide in an effort to increase the opportunity for company internal promotions and expand the recruiting area.

WNYW/WWOR 205 E. 67 th Street New York, NY 10065 R. Barranda www.myfoxny.com		All positions
KTTV/KCOP 1999 S. Bundy Drive Los Angeles, CA 90025 A. Buranasakorn www.myfoxla.com		All positions
WFLD/WPWR 205 N. Michigan Avenue Chicago, IL 60601 S.Scott-Nathan www.myfoxchicago.com		All positions
WTXF 330 Market Street Philadelphia, PA 19106 M. Young www.myfoxphilly.com		All positions
KDFW/KDFI 400 N. Griffin Street Dallas, TX 75202 N. Robles www.myfoxdfw.com	1	All positions
KTVU/KICU 2 Jack London Square Oakland, CA 94607 C. Nohr www.ktvu.com		All positions
WTTG/WDCA 5151 Wisconsin Ave NW Washington, DC 20016 T. Wilson www.myfoxdc.com		All positions
WAGA 1551 Briarcliff Road, NE Atlanta, GA 30306 R. Davis www.myatlanta.com		All positions
KRIV/KTXH 4261 Southwest Freeway Houston, TX 77027 T. Rivers www.myfoxbhouston.com		All positions
WJBK 16550 W. Nine Mile Road Southfield, MI 48075 C. Smith		All positions

www.myfoxdetroit.com		
KSAZ/KUTP 511 W. Adams Street Phoenix, AZ 85003 D. Pike www.myfoxphoenix.com		All positions
WTVT 3213 W. Kennedy Boulevard Tampa, FL 33609 I. Sierra www.myfoxtampa.com		All positions
KMSP/WFTC 11358 Viking Drive Eden Prairie, MN 55344 K. O'Hara www.myfoxtwincities.com		All positions
WJZY/WMYT 3501 Performance Road Charlotte, NC 28214 K Bouldin www.myfoxcarolinas.com	1	All positions
KTBC 119 E 10th Street Austin, TX 78701 L. Cordes www.myfoxaustin.com		All positions

*Asterisk denotes recruitment sources which requested job notification announcements.

In addition, the station had 16 interviewees through employee referral, 31 interviewees through employee self-referral, 21 interviewees through agents, 12 interviewees through word of mouth, and 81 interviewees through unsolicited Internet and publication sources, TV spot, Job Fair and tvjobs.com and LinkedIn.

Section 3: Supplemental Outreach Activities – October 1, 2017 – September 30, 2018

Provide Detailed description of each Supplemental Outreach Activity

(i) Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Our Stations regularly participate in local and national career/job fairs. Job Fairs provide applicants and potential candidates with the opportunity to learn about Fox Television Stations 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. For this reporting period, the stations participated in the following career/job fairs:

Howard University 2017 Communications Job & Internship Fair – Washington, DC
October 6, 2017
Attended by: Theresa Wilson, Sue Diviney, Terri Tolliver

University of Central Florida Career Fair / Society of Professional Journalists – Orlando, FL
October 19, 2017
Attended by: Catherine Barker, Kindle Robison

University of Central Florida Journalism Fair
March 22, 2018
Attended by: Kindle Robison, Adam DePaul

Emma Bowen Career Fair – New York, NY
June 26, 2018
Attended by: Roselyn Barranda, Heather Frascella

National Association of Hispanic Journalists – Miami, FL
July 18-20, 2018

Attended by: Iris Sierra, Roselyn Barranda, John Hoffman, Byron Harmon.
National Association of Black Journalists Convention & Career Fair – Detroit, MI
August 1-3, 2018
Attended by: Iris Sierra, Cynthia Smith, Kevin Roseborough, Matt Placente
Asian American Journalists Association Convention & Career Fair – Houston, TX
August 8-11, 2018
Attended by: Kate O'Hara, Karen Bouldin, Susan Schiller
Excellence in Journalism – Baltimore, MD
September 27-28, 2018
Attended by: Roselyn Barranda, Sharming Scott-Nathan, Paul McGonagle

(v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Internship Program

WOFL/FOX 35, WRBW/My65 and WOGX/FOX51 continue to offer an academic credit internship program for college/university, junior, senior and graduate students. The students work to receive college credit upon successful completion of their internship. Students are evaluated at the end of the internship and the evaluations are submitted to their respective college or university. Generally, internships are available in the following departments: News (including Weather and Web News), Creative Services (including Promotions and Community Affairs), Research/Programming, IT, Sales (including Web Sales) and Human Resources.

Program Objectives:

- 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 students for the Station's job applicant pool for employment opportunities.
- The Station regularly distributes internship information to colleges, universities, and other education programs either through email or by posting directly on the websites / list services as requested by the organization.

Eligibility Requirements:

- College junior and senior, and graduate students preferred
- Receipt of academic credit

In this reporting year, we had a total of eight (8) academic credit only interns and one (1) Emma Bowen intern.

Fall Semester 2017	4 interns	(News: 2; Promotions: 2)
Spring Semester 2018:	1 interns	(News: 1)
Summer Semester 2018:	4 interns	(News: 1; Weather: 1; Promotions: 2)

We accepted students from the following colleges/universities: Ball State University, and University of Central Florida.

(vi) Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).

- Job Shop at www.fox35orlando.com

(vii) Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.

Emma L. Bowen Foundations for Minority Interests 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 wages and matching scholarship funds to be used for college tuition and related expenses. Over a period of up to five (5) years, the students experience numerous aspects of Company operations 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 have 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

WOFL/WRBW sponsored one (1) scholarship student in the Emma L. Bowen program: For the Summer Semester 2018, work-study student, Taylor Goode of the University of Central Florida, participated in this program.

(viii) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

WOFL/WRBW/WOGX encourages employees to apply for promotions for which they are qualified. In an effort to increase internal promotions, the station offers many internal cross-training opportunities. This enables the employees to acquire the necessary skills and experience needed to be considered for advancement opportunities.

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.

(ix) Establishment of a mentoring program for station personnel;

Identified and implemented 7 career ladder promotional avenues

Promotion Producer ⇒ Promotion Manager
Operations Tech ⇒ Maintenance Engineer
Associate Producer ⇒ Producer
Sales Assistant ⇒ Account Executive
Video Editor ⇒ Photographer
Associate Producer ⇒ Associate Digital Producer
Maintenance Engineer ⇒ Broadcast Operations Manager

(x) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;

Career Days

Wilson Elementary School – Lake Mary, FL

November 14, 2017

Anchor spoke to 1st and 5th grade students about careers in television news and answered questions.

Attended by: Anchor, Amy Kaufeldt

Wicklows Elementary School – Sanford, FL

November 15, 2017

Anchor spoke to 4th and 5th grade students about careers in television news and answered questions.

Attended by: Anchor, Bob Frier

South Seminole Middle School – Casselberry, FL

November 17, 2017

Anchor spoke to about 30 students about careers in television production and answered questions.

Attended by: Anchors Bob Frier and Amy Kaufeldt

Lake Mary High School – Lake Mary, FL

May 11, 2018

Anchor spoke to about 25 High School Senior students about careers in television news and answered questions.

Attended by: Anchor, Bob Frier

Mentorship Program – AAJA – Orlando, FL

Several days throughout the year

Reporter spoke with college students and new professionals about careers in broadcasting journalism and advancing journalism careers.

Attended by: Reporter, Valerie Boey

Workshop – Florida Associated Press Broadcasters College Workshop - Orlando, FL

April 14, 2018

Reporter provided advice to college students, from universities throughout Florida, about careers in broadcast journalism.

Attended by: Reporter, Valerie Boey

Weather Talks

First United Methodist – Oviedo, FL

November 12, 2017

Weather Anchor spoke on weather topics and careers in weather

Attended by: Chief Meteorologist, Glenn Richards

Palm Terrace Elementary – Daytona Beach, FL

February 12, 2018

Weather Anchor spoke on weather topics and careers in weather

Attended by: Chief Meteorologist, Glenn Richards

Stenstrom Elementary – Oviedo, FL

April 11, 2018

Weather Anchor spoke on weather topics and careers in weather

Attended by: Chief Meteorologist, Glenn Richards

Christ School – Orlando, FL

May 3, 2018

Weather Anchor visited Christ School to educate the students about weather careers and assist with their weather instrument installation.

Attended by: Weather Anchor, Jayme King.

YMCA – Oviedo, FL

June 12, 2018

Weather Anchor spoke on weather topics and careers in weather

Attended by: Chief Meteorologist, Glenn Richards

Station Tours – WOFL – Fox35 – Orlando

November 15, 2017 – Lake Mary Montessori School – Lake Mary, FL – Students

November 28, 2017 – Seminole State Adult High School – Lake Mary, FL – Students

March 20, 2018 – St John Lutheran School – Ocala, FL – Media Production Students

March 29, 2018 – Foundation Academy Career Day – Orlando, FL – Student with interest in Meteorology

Discussion of careers in television and observation of newsroom, tech operations and studio.

Tours conducted by: News/Broadcast Operations Manager, Casey Kennedy / Kindle Robison

(xi) Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting;

Participation in the annual Teach-In

Station Tours for school groups

(xii) Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities;

All upper level positions are posted with:

African American Chamber of Commerce

Alabama State University

Bethune Cookman College Placement Center

Central Orlando Association of Black Journalists

Central Florida Urban League

Florida A&M University

Foundation for Minority Interests in Media - Emma Bowen Foundation

George Mason University

Hispanic Chamber of Commerce of Central Florida

National Association of Black Journalists – Tampa Region

National Association of Black Journalists – Miami Region

National Hispanic Media Coalition

National Urban League

Pacific Asian Consortium in Employment

Women in Film - Florida

(xiv) Provision of training to management level personnel as to methods of ensuring equal opportunity and preventing discrimination;

Manager's Legal Bulletin newsletter is distributed bi-weekly to all staff with supervisory responsibilities. Topics include EEO, harassment and discrimination issues.