

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

**Coverage Period:** October 1, 2018 – September 30, 2019

<b>Section 1: Vacancy Information</b>			
	<b>Full-time Positions Filled by Job Title</b>	<b>Date of Hire</b>	<b>Recruitment Source of Hires</b>
1	Managing Editor	10/1/2018	Indeed
2	Maintenance Engineer	10/8/2018	www.fox35orlando.com
3	Financial Analyst	10/8/2019	Indeed
4	Associate Producer	10/15/2018	Indeed
5	Assignment Editor	11/13/2018	Employee Referral
6	News Reporter	11/19/2018	www.fox35orlando.com
7	News Reporter	11/27/2018	Agency
8	Account Executive	12/3/2018	Indeed
10	News Reporter	12/17/2018	Agency
11	Digital Content Creator	2/12/2019	Careerbuilder
12	News Associate Producer	2/18/2019	Indeed
13	Account Executive	2/19/2019	www.fox35orlando.com
14	News Reporter	3/11/2019	Agency
15	Producer	3/25/2019	www.fox35orlando.com
16	Production Technician	4/1/2019	Indeed
17	News Anchor	4/22/2019	Agency
18	Maintenance Engineer	4/29/2019	Employee Referral
21	Director of Human Resources	5/13/2019	Indeed
22	Maintenance Engineer	7/1/2019	CareerBuilder
23	Multi-Media Journalist	8/5/2019	Agency
24	News Photographer/Editor	8/5/2019	Linkedin.com
25	Newscast Director	8/12/2019	Indeed
26	Editor/Photographer	8/26/2019	Unsolicited Internet Source
27	Multi-Media Journalist	8/26/2019	TVJobs.com
28	Associate Producer	8/26/2019	Agency
29	Associate Producer	9/16/2019	www.fox35orlando.com
30	Director of Finance	9/30/2019	Employee Referral
31	Planning/Segment Producer	9/30/2019	Employee Referral
32			

Station's Comprising Station Employment Unit: WOFL/Fox35, WRBW/Fox35PLUS – 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.

<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>
Station Websites www.fox35orlando.com www.my65orlando.com www.wogx.com 35 Skyline Drive Lake Mary, FL 32746 E. Rosen (407) 942-8019	53	1-14, 17-18, 22, 24-26, 28-31
Fox News Channel New York, NY D. Collins (212) 301-5043 www.foxnews.com		1-14
Fox Station Sales New York, NY D. Kasuba (212) 332-9239		1-14
21CF Jobs Fox Careers www.21cfcareers.com	19	All positions
Academy of Radio & TV Broadcasting 16052 Beach Blvd #263 Huntington Beach, CA 92647 714-842-0100 Doreen@arbradio.com		1-14, 28-29, 31
Alabama State University* A. Davide Okeowo, PhD Dept. of Communications PO Box 271 Montgomery, AL 36101		1-14
American Sportscasters Association* L Schwartz 225 Broadway #2030 New York, NY 10007 Lschwa8918@aol.com		1-3; 5-8, 28-29, 31
Asian-American Journalists Association		17, 30
Bethune Cookman College Mass Communications Dept Career Placement Center 640 Mary McLeod Blvd Daytona Beach, FL 32114 bonnerd@cookman.edu  Joe LaBarbara Bethune Cookman College Fine Arts Bldg. – Mass Communications 640 Mary McLeod Blvd. Daytona Beach, FL 32114		1-14; 28-29, 31
Boston University School of Mgmt* Career Center		1-14; 28-29, 31

595 Commonwealth Avenue #123 Boston, MA 02215 617-353-9491 <a href="mailto:careers@bu.edu">careers@bu.edu</a> <a href="mailto:jrogers@bu.edu">jrogers@bu.edu</a>		
Career Source / Employ Florida 1209 W Airport Blvd Sanford, FL 32773 407-531-1231 <a href="http://www.careersourcecentralflorida.com">www.careersourcecentralflorida.com</a> <a href="http://www.employflorida.com">www.employflorida.com</a>		1-14
Central Florida Association of Black Journalists Attn: Chester Glover PO Box 1745 Orlando, FL 32801-0746		1-14
Central Florida Employment Council P. Weir 450 Seminole Blvd Casselberry, FL 32707 <a href="mailto:cfec@cfec.org">cfec@cfec.org</a>		2-14; 28-29, 31
Central Orlando/Florida Urban League G. Gilzean / J. Maceo 2804 Belco Drive Orlando, FL 32804 407-841-7654 x 331 <a href="mailto:ggilzean@cful.org">ggilzean@cful.org</a> / <a href="mailto:jmaceo@cful.org">jmaceo@cful.org</a>		1-14; 28-29, 31
Collective Talent* M. Bille 1721 Richardson Place Tampa, FL 33606 813-254-9695 <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a>		1-14; 28-29, 31
Daytona State College Career Services 1200 W International Speedway Daytona Beach, FL 32114 386-506-3000 x 3559 <a href="mailto:careerservices@daytonastate.edu">careerservices@daytonastate.edu</a>		1-14
Eckerd College Career Services 4200 – 54th Avenue South St Petersburg, FL 33711 727-867-1166 <a href="mailto:fogartkm@eckerd.edu">fogartkm@eckerd.edu</a>		1-14; 28-29, 31
Emma Bowen Foundation / Foundation for Minority Interests in Media – Sandra Rice 1221 Ave of Americas, 28 <sup>th</sup> Floor New York, NY 10112 212-664-3773 <a href="mailto:Sandra.rice@cbs.com">Sandra.rice@cbs.com</a>		1-14; 28-29, 31
F.I.R.S.T. Institute* A Alvarez 2309 Silver Star Road Orlando, FL 32804 407-316-8310 x 1112 <a href="mailto:Alfonso.alvarez@first.edu">Alfonso.alvarez@first.edu</a> <a href="mailto:Niccole-ostroff-bologna@first.edu">Niccole-ostroff-bologna@first.edu</a>		1-14; 28-29; 31

Florida A&M University Ranata Hughes 510 Orr Drive, Room 438 Tallahassee, FL 32307-412-6587 <a href="mailto:Ranata.hughes@fam.u.edu">Ranata.hughes@fam.u.edu</a>		1-14; 28-29; 31
Florida Association of Broadcasters L Varn 201 S Monroe Street #201 Tallahassee, FL 32301 850-681-6444 <a href="mailto:lvarn@fab.org">lvarn@fab.org</a>		1-14, 28-29, 31
Florida Southern College Career Center Attn: Cara Cima 111 Lake Hollingsworth Drive Lakeland, FL 32816		1-14
Florida State University Department of Communications N Hinson-Turner / M Ealey 356 Diffenbaugh Tallahassee, FL 32306-2064 <a href="mailto:Natashia.turner@cci.fsu.edu">Natashia.turner@cci.fsu.edu</a> <a href="mailto:Mary.ealey@cci.fsu.edu">Mary.ealey@cci.fsu.edu</a>		1-14, 28-29, 31
Full Sail D Severson 3300 University Blvd Winter Park, FL 32792 407-551-2037 x 5615 <a href="mailto:dseversin@fullsail.com">dseversin@fullsail.com</a>		1-14, 28-29, 31
George Mason University* Department of Communications Beth Jannery, Robinson A, 121A 4400 University Drive, MS 3DG Fairfax, VA 22030 860-798-2847 <a href="mailto:Bjannery@gmu.edu">Bjannery@gmu.edu</a>		1-14, 28-29, 31
Goodwill Industries of Central FL Clermont Self-Sufficiency Job Center 1855 S Grand Highway Clermont, FL 34711 352-326-8919 <a href="mailto:lhperce@goodwillfl.org">lhperce@goodwillfl.org</a>		1-14
Goodwill Industries of Central FL* Orlando Self-Sufficiency Job Center 7531 Orange Blossom Trail Orlando, FL 32809 <a href="mailto:iclas@goodwillcfl.org">iclas@goodwillcfl.org</a> <a href="mailto:kcarrier@goodwillcfl.org">kcarrier@goodwillcfl.org</a>		1-14, 28-29, 31
Goodwill Industries of Central FL* Leesburg Self-Sufficiency Job Center 10601-C8 US Highway 441 Leesburg, FL 34788 407-235-1500 <a href="mailto:tgilbert@goodwill.org">tgilbert@goodwill.org</a>		1-14, 28-29, 31
Governor's Employment Alliance of Central Florida 7531 S Orange Blossom Trail Orlando, FL 32809-6901		1-14, 28-29, 31

Hispanic Chamber of Commerce of Cent FL 3201 E Colonial Drive #A20 Orlando, FL 32803 407-428-5870 <a href="mailto:ssanchez@hispanicchamber.net">ssanchez@hispanicchamber.net</a>		1-14, 28-29, 31
Keiser College L Carr 1800 Business Park Blvd Daytona Beach, FL 32114 386-274-5060 <a href="mailto:lcarr@keiseruniversity.edu">lcarr@keiseruniversity.edu</a>		1-14, 28-29, 31
Media Recruiter 9457 S University Blvd #303 Highlands Ranch, CO 80126 Art Scott 303-400-5150 <a href="mailto:art@MediaRecruiter.com">art@MediaRecruiter.com</a>		28-29, 31
Medialine 1209 Wood Valley Road Augusta, GA 30909 Rich Everitt 706-364-7564 <a href="http://www.medialine.com">www.medialine.com</a> <a href="mailto:Medialine@medialine.com">Medialine@medialine.com</a>		1-14, 28-29, 31
Medill/Northwestern University* Jerry Donahue, Career Services 1845 Sheridan Road Evanston, IL 60208 847-467-1598 <a href="mailto:John.donahue1@northwestern.edu">John.donahue1@northwestern.edu</a>		1-7, 9-14, 28-29, 31
National Association of Black Journalists Tampa Bay Regional Chapter 490 – 1 <sup>st</sup> Avenue South St Petersburg, FL 33701 727-893-8521 <a href="mailto:digdog@aol.com">digdog@aol.com</a>		1-14, 28-29, 31
National Association of Black Journalists South Florida Regional Chapter One Herald Plaza Miami, FL 33132 954-764-7026 x 3596 <a href="mailto:info@suzettespeaks.com">info@suzettespeaks.com</a> <a href="mailto:Gabriel.juand@gmail.com">Gabriel.juand@gmail.com</a>		1-14, 28-29, 31
National Hispanic Media Coalition A Nogales 55 South Grand Avenue Pasadena, CA 91105 626-792-6462 <a href="mailto:info@nhmc.org">info@nhmc.org</a>		1-14, 28-29, 31
National Urban League U Higgins 3501 – 14 <sup>th</sup> Street NW Washington, DC 20005 202-265-8200 Posting faxed: 202-265-6122		1-14, 28-29, 31

Pacific Asian Consortium in Employ – PACE Human Resources 1541 Wilshire Blvd #407 Los Angeles, CA 90017 213-353-3982 x 211 <a href="mailto:esoohoo@westlake-worksource.org">esoohoo@westlake-worksource.org</a>		1-14, 28-29, 31
Seminole State College Career Placement Center Sanford, FL 32773 <a href="mailto:careerdev@seminolestate.edu">careerdev@seminolestate.edu</a> <a href="http://www.seminolestate.joinhandshake.com">www.seminolestate.joinhandshake.com</a>		1-14, 28-29, 31
Spots n Dots Job Listings 167 Oakdale Road Johnson City, NY 13790 888-884-2630 Posted at SnD site <a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a>		31
State of Florida Division of Vocational Rehab 3555 Maguire Blvd #205 Orlando, FL 32803 407-897-2725 <a href="mailto:Nancy.pritchard@vr.fldoe.org">Nancy.pritchard@vr.fldoe.org</a>		1-14, 28-29, 31
Stetson University R Kazmarek, Director 421 N Woodland Blvd #8395 Deland, FL 32723 386-822-7315 <a href="mailto:career@stetson.edu">career@stetson.edu</a>		1-14, 28-29, 31
Suncoast Chapter of NATAS Suncoast Emmy – Karla MacDonald PO Box 840738 Pembroke Pines, FL 33084 954-322-3171 <a href="mailto:emmysuncoast@gmail.com">emmysuncoast@gmail.com</a>		1-14, 28-29, 31
TV Jobs Employment Bulletin Board M Holloway PO Box 4116 Oceanside, CA 92052 877-988-9809 <a href="http://www.tvjobs.com">www.tvjobs.com</a>	10	5, 22, 24, 26, 28-29, 31
University of Central Florida Communications Dept Attn: Dr. Joan McCain PO Box 161344 Orlando, FL 32816-1344 <a href="mailto:Chinyen.chuo@ucf.edu">Chinyen.chuo@ucf.edu</a> <a href="mailto:ucf@ucf.edu">ucf@ucf.edu</a>		1-14, 28-29, 31
University of Florida WUFT-TV PO Box 118405 Gainesville, FL 32611-8405 352-392-5551 <a href="mailto:news@wuft.org">news@wuft.org</a>		1-14, 28-29, 31

University of Florida Dept of Communications/Journalism Attn: David Ostroff 2104 Weimer Hall Gainesville, FL 32611 352-392-0463 Posting mailed Posting faxed: 352-846-2484		1-14, 28-29, 31
University of Florida Gator Career Link Gainesville, FL 32611 <a href="http://www.ufl-csm.symplicity.com/employers">www.ufl-csm.symplicity.com/employers</a> <a href="mailto:cccgcclhelp@ufsa.ufl.edu">cccgcclhelp@ufsa.ufl.edu</a> <a href="mailto:HireGators@ufsa.ufl.edu">HireGators@ufsa.ufl.edu</a>		1-14
University of South Florida Mass Communications Attn: Penny Jensen WUSF-TV 4202 E Fowler Avenue Tampa, FL 33620  Department of Communications: Attn: Frederick Pearce 4201 Fowler Avenue Tampa, FL 33620		1-14, 28-29, 31
US Jobs / Vet Central <a href="http://www.us.jobs">www.us.jobs</a> 9002 N Purdue Road #100 Indianapolis, IN 46268 866-268-6206 <a href="http://www.us.jobs">www.us.jobs</a> ; <a href="mailto:info@usnlx.com">info@usnlx.com</a>		1-14
Valencia Community College C Diaz PO Box 3028 Orlando, FL 32802-3028 407-299-5000 <a href="mailto:cdiaz@valenciacollege.edu">cdiaz@valenciacollege.edu</a>		1-14, 28-29, 31
Women In Film – Florida PO Box 533541 Orlando, FL 32853-3541 <a href="mailto:info@womeninfilmlfl.org">info@womeninfilmlfl.org</a>		1-14, 28-29, 31

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 <sup>th</sup> Street New York, NY 10065 R, Barranda <a href="http://www.myfoxny.com">www.myfoxny.com</a>		All positions
KTTV/KCOP 1999 S. Bundy Drive Los Angeles, CA 90025 A, Buranasakorn <a href="http://www.myfoxla.com">www.myfoxla.com</a>		All positions
WFLD/WPWR 205 N. Michigan Avenue Chicago, IL 60601 S.Scott-Nathan		All positions

www.myfoxchicago.com		
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		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.myfoxhouston.com		All positions
WJBK 16550 W. Nine Mile Road Southfield, MI 48075 C. Smith www.myfoxdetroit.com		All positions
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		All positions
KTBC 119 E 10th Street		All positions



Austin, TX 78701 L. Cordes www.myfoxaustin.com		
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\*Asterisk denotes recruitment sources which requested job notification announcements.

**In addition, the station interviewed: 9 current and inter-company employees, 14 employee referrals, 22 staffing agency referrals; 2 word-of-mouth referrals, 4 referrals through other websites, 9 referrals through LinkedIn, 89 referrals through Indeed.com, and 7 referrals through Glassdoor).**

### **Section 3: Supplemental Outreach Activities – October 1, 2018- September 2019**

#### **Provide Detailed description of each Supplemental Outreach Activity**

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, WTVT participated in the following career job fairs on behalf of WOFL\_WRBW\_WOGX and the group:

- Howard University Communications Job Fair, Baltimore, MD February 28, 2019. Attended and representing the FTS O&O group were Heather Frascella, FTS Human Resources Director and Bonnie Yuen, Human Resources Director-FSS.
- Emma Bowen Career Fair – Emma Bowen Minority Interest in Media held a Career Fair – July 10, 2019.  
Attended and representing the FTS O&O group were, Roselyn Barranda, Human Resources Director-WNYW-WWOR, Bonnie Yuen, Human Resources Director-FSS, and Spencer Woods, WNYW HR Intern.
- AAJA – The Asian American Journalists Association Convention & Career Fair, Atlanta, GA, July 31<sup>st</sup> – August 2<sup>nd</sup>, 2019. Attended and representing the FTS O&O group were Regina Davis, Human Resources Director-WAGA, Kate O’Hara, Human Resources Director-KMSP-WFTC, and Scott Stucky, VP/News Director-WAGA.
- NABJ - The National Association of Black Journalist Convention and Job Fair, Aventura, FL – August 7<sup>th</sup> - August 9<sup>th</sup>, 2019. Attended and representing the FTS O&O group were Iris Sierra, FTS Regional Human Resources Director, John Hoffman, VP/News Director-WTVT and Karen Bouldin, Human Resources Director – WJZY-WMYT.
- EIJ/NAHJ – The Excellence in Journalism & the National Association of Hispanic Journalist Convention and Job Fair, San Antonio, TX – September 5<sup>th</sup> – 7<sup>th</sup> 2019. Attended and representing the FTS O&O group were Tracey Rivers, Human Resources Director-KRIV-KTXH, Susan Schiller, VP/News Director – KRIV-KTXH, Nicole Robles, Human Resources Director-KDFW-KDFI and Pam Vaught, VP/News Director-KTBC.

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 (6) academic credit only interns and one (1) Emma Bowen intern.

Fall Semester 2018	3 interns	(News: 2; Creative Services/Promotions: 1)
Spring Semester 2019:	2 interns	(News: 1; Creative Services/Promotions:1)
Summer Semester 2019:	1 intern	(Creative Services/Promotions)

We accepted students from the following colleges/universities: Full Sail University, University of Central Florida

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](http://www.fox35orlando.com)

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 2019, work-study student, Carla Lopez of Florida Atlantic University, participated in this program.

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.

Establishment of a mentoring program for station personnel.

Identified and implemented 7 career ladder promotional avenues

Associate Producer ⇒ Producer  
Producer ⇒ Sr. Producer  
Sr Producer ⇒ Executive Producer  
Sales Assistant ⇒ Account Executive  
Video Editor ⇒ Photographer  
Assignment Desk Associate ⇒ Assignment Manager  
Maintenance Engineer ⇒ Broadcast Operations Manager

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  
Station Tours for local Firefighters training program

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

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.

