

Annual EEO Public File Report

WOFL/WRBW/WOGX IS AN EQUAL OPPORTUNITY EMPLOYER

Coverage Period: October 1, 2013 – September 30, 2014

| Section 1: Vacancy Information | | | | |
|--------------------------------|---|--------------|-------------------------------|-------|
| | Full-time Positions Filled by Job Title | Date of Hire | Recruitment Source of Hires | Notes |
| 1 | Producer | 9/30/13 | Internal Posting – Promotion | |
| 2 | Web Producer | 10/7/13 | www.myfoxorlando.com | |
| 3 | Traffic/Weather Anchor | 10/7/13 | TV Jobs | |
| 4 | Program/Research Coordinator | 10/14/13 | Internet | |
| 5 | Director | 10/14/13 | Employee Referral | |
| 6 | National Sales Manager | 10/28/13 | Spots n Dots | |
| 7 | Assignment Editor | 10/28/13 | www.myfoxorlando.com | |
| 8 | News Operations Manager | 11/4/13 | Internal Posting – Promotion | |
| 9 | Associate Producer | 11/11/13 | TV Jobs | |
| 10 | Assignment Manager | 11/11/13 | Internal Posting – Promotion | |
| 11 | Traffic Assistant | 11/11/13 | Unsolicited Resume | |
| 12 | Associate Producer | 11/18/13 | Employee Referral | |
| 13 | Account Executive | 11/25/13 | Employee Referral | |
| 14 | Assignment Editor | 12/9/13 | www.myfoxorlando.com | |
| 15 | Administrative Asst to GM | 12/9/13 | Internal Posting – Promotion | |
| 16 | Photographer | 12/16/13 | www.myfoxorlando.com | |
| 17 | Photographer | 12/16/13 | Internet | |
| 18 | Production Tech – 30 | 12/16/13 | Employee Referral | |
| 19 | Producer | 1/6/14 | Agent – Petra Placement | |
| 20 | Producer | 1/20/14 | Employee Referral | |
| 21 | Broadcast Operations Supervisor | 1/27/14 | Internal Posting – Promotion | |
| 22 | Reporter | 1/27/14 | Employee Referral – Promotion | |
| 23 | Associate Producer | 2/24/14 | Employee Referral | |
| 24 | Director | 2/24/14 | Employee Referral | |
| 25 | Web Producer | 3/10/14 | Internal Posting – Promotion | |
| 26 | Account Executive | 3/17/14 | Word of Mouth | |
| 27 | Associate Producer | 3/31/14 | Word of Mouth | |
| 28 | Associate Producer | 6/9/14 | www.myfoxorlando.com | |
| 29 | Planning Producer | 7/1/14 | Internal Posting – Promotion | |
| 30 | Master Control Operator | 7/7/14 | Internal Posting – Promotion | |
| 31 | Senior Producer | 7/28/14 | Internal Posting – Promotion | |
| 32 | Photographer | 8/11/14 | Employee Referral | |
| 33 | Production Tech | 8/11/14 | www.myfoxorlando.com | |
| 34 | Producer | 8/18/14 | Agent – Media Stars | |
| 35 | Production Tech | 8/25/14 | Internal Posting – Intern | |
| 36 | Weather Anchor | 8/25/14 | Agent – Talent Dynamics | |
| 37 | Reporter | 8/25/14 | Agent – Napoli | |

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| 38 | Associate Producer | 9/2/14 | www.myfoxorlando.com | |
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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: 243

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. myfoxorlando.com, my65orlando.com and wogx.com attract over 9 million page views and approximately 1,200,000 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.myfoxorlando.com www.my65orlando.com www.wogx.com 35 Skyline Drive Lake Mary, FL 32746 E. Rosen (407) 942-8019 | 72 | All positions except 8, 13 |
| Fox Station Sales New York, NY R. Barranda (212) 452-4873 | 1 | All positions except 8, 13 |
| Fox News Channel New York, NY B. Boyle (212) 301-5043 www.foxnews.com | 0 | All positions except 8, 13 |
| Spotlight 21 st Century Fox Intranet Spotlight.21cf.com | 0 | All positions except 8, 13 |
| Minority & Women Organizations | | |
| Metro Orlando Urban League S Minnis 2804 Belco Drive Orlando, FL 32804 407-841-7654 x 331 | 0 | All positions except 8, 13 |
| Pinellas Urban League Skills Bank Coordinator 333 – 31 st Street North St Petersburg, FL 33713 727-327-2081 | 0 | All positions except 13 |
| Career Source www.careersourcecentralflorida.com 1209 W Airport Blvd Sanford, FL 32773 407-531-1231 | 0 | 30.33,35,38 only |
| Governor's Employment Alliance of Central Florida 7531 S Orange Blossom Trail Orlando, FL 32809-6901 | 0 | All positions except 13 |

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|---|---|----------------------------|
| National Urban League U Higgins 3501 – 14 th Street NW Washington, DC 20005 202-265-8200 | 0 | All positions except 13 |
| State of Florida Division of Vocational Rehab 3555 Maguire Blvd #205 Orlando, FL 32803 407-897-2725 | 0 | All positions except 13 |
| Central Florida Employment Council P Weir 450 Seminole Blvd Casselberry, FL 32707 407-834-4223 | 8 | All positions except 13 |
| Goodwill Industries of Central FL* Orlando Self-Sufficiency Job Center 515 West Central Blvd Orlando, FL 32801 407-235-1500 | 0 | All positions except 8, 13 |
| Goodwill Industries of Central FL* Leesburg Self-Sufficiency Job Center 10601-C8 US Highway 441 Leesburg, FL 34788 407-235-1500 | 0 | All positions except 13 |
| Women in Film & Video 8857 W Olympic Blvd #201 Beverly Hills, CA 90211 E. Condron 310-657-5144 www.wifv.org | 0 | 8,13 only |
| Women In Film – Florida PO Box 533541 Orlando, FL 32853-3541 | 0 | All positions except 8, 13 |
| Foundation for Minority Interests in Media Emma Bowen Foundation 524 W 57 th Street New York, NY 10019 212-975-2597 | 0 | All positions except 8, 13 |
| Hola Orlando Jobs Hispanic Chamber of Commerce of Cent FL 315 E Robinson Street #190 Orlando, FL 32801 407-428-5870 | 0 | All positions except 8, 13 |
| Mexican American Opportunity Foundation E Castaneda 972 S Goodrich Blvd Commerce, CA 90022 323-890-1555 | 0 | All positions except 8, 13 |
| CCNMA Latin Journalists of CA 300 S Grand Avenue #3950 Los Angeles, CA 90071-8110 213-437-4408 | 0 | All positions except 13 |
| Central FL Assoc of Black Journalists C Glover PO Box 745 Orlando, FL 32801-0745 800-804-8478 | 0 | All positions except 8, 13 |

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| African American Chamber of Commerce Of Central Florida PO Box 2707 Orlando, FL 32802-2707 407-428-5850 | 0 | All positions except 13 At their request - Chamber picks up from our web sites |
| National Association of Black Journalists Tampa Bay Regional Chapter 490 – 1 st Avenue South St Petersburg, FL 33701 727-893-8521 | 0 | All positions except 8, 13 |
| National Association of Black Journalists South Florida Regional Chapter One Herald Plaza Miami, FL 33132 954-764-7026 x 3596 | 0 | All positions except 13 |
| Pacific Asian Consortium in Employ – PACE Human Resources 1541 Wilshire Blvd #407 Los Angeles, CA 90017 213-353-3982 x 211 | 0 | All positions except 13 |
| Industry/Trade | | |
| Academy of Radio & TV Broadcasting 16052 Beach Blvd #263 Huntington Beach, CA 92647 714-842-0100 | 0 | All positions except 13 |
| America Sportscasters Assoc Inc* L Schwartz 225 Broadway #2030 New York, NY 10007 212-227-8080 | 0 | All positions except 13 |
| Collective Talent* 1721 Richardson Place Tampa, FL 33606 813-254-9695 | 0 | All positions except 13 |
| Florida Association of Broadcasters L Varn 201 S Monroe Street #201 Tallahassee, FL 32301 850-681-6444 | 0 | All positions except 13 |
| Medialine P.O. Box 51909 Pacific Grove, CA 93950 Don Mathews (800) 237-8073 www.medialine.com | 1 | All positions except 13 |
| TV Jobs Employment Bulletin Board M Holloway PO Box 4116 Oceanside, CA 92052 877-988-9809 www.tvjobs.com | 10 | As their SOP - TV Jobs picks up from our web sites |
| Spots n Dots Job Listings 167 Oakdale Road Johnson City, NY 13790 888-884-2630 | 9 | Program/Research Coordinator National Sales Manager Account Executive 4,6,13 only |
| Suncoast Chapter of NATAS Suncoast Emmy | 0 | All positions except 13 |

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| PO Box 840738 Pembroke Pines, FL 33084 954-322-3171 | | |
| <u>College/University</u> | | |
| Alabama State University* Dept of Communications PO Box 271 Montgomery, AL 30161-0271 334-229-4493 | 0 | All positions except 8, 13 |
| The Art Institute of Ft Lauderdale L Sanchez 1799 SE 17 th Street Ft Lauderdale, FL 33316 800-275-7601 x 2615 | 0 | All positions except 13 |
| Bethune Cookman College Mass Communications Dept Career Placement Center 640 Mary McLeod Blvd Daytona Beach, FL 32114 386-481-2143 | 0 | All positions except 13 |
| Boston University School of Mgmt* Diane Jordan 595 Commonwealth Avenue #123 Boston, MA 02215 617-353-9491 | 0 | All positions except 13 |
| Daytona Beach Community College Career Services 1200 W International Speedway Daytona Beach, FL 32114 386-506-3000 x 3559 | 0 | All positions except 8, 13 |
| Eckerd College Career Services 4200 – 54 th Avenue South St Petersburg, FL 33711 727-867-1166 | 0 | All positions except 13 |
| Everest University Career Services 2401 N Harbor City Blvd Melbourne, FL 32935 321-253-2929 x 118 | 0 | All positions except 13 |
| Florida A&M University Department of Journalism 108 Tucker Hall Tallahassee, FL 32307-850-599-3379 | 0 | All positions except 13 |
| Florida Southern College Career Center 111 Lake Hollingsworth Drive Lakeland, FL 33801-5698 863-680-4390 | 1 | All positions except 8, 13 |
| Florida State University Department of Communications 356 Dittenbaugh Tallahassee, FL 32306-2064 | 0 | All positions except 13 |
| Full Sail K Trudeau 3300 University Blvd Winter Park, FL 32792 407-551-2037 x 5615 | 0 | All positions except 13 |
| Keiser College | 0 | All positions except 13 |

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| L Carr 1800 Business Park Blvd Daytona Beach, FL 32114 386-274-5060 | | |
| Ringling School of Art & Design Career Services 2700 N Tamiami Trail Sarasota, FL 34234 941-359-7501 www.ringling.edu/talent | 0 | All positions except 8, 13 |
| Rollins College* Career Services 1000 Holt Avenue – 2587 Winter Park, FL 32789 407-646-2195 | 2 | All positions except 8, 13 |
| St Petersburg College Job Center – SPG PO Box 13489 St Petersburg, FL 33733 727-341-4640 | 0 | All positions except 13 |
| Seminole State College Career Placement Center Sanford, FL 32773 telleriad@seminolestate.edu | 0 | All positions except 13 |
| Stetson University R Kazmarek, Director 421 N Woodland Blvd #8395 Deland, FL 32723 386-822-7315 | 0 | All positions except 8, 13 |
| University of Central Florida Communications Dept Radio and Television PO Box 161344 Orlando, FL 32816-1344 407-823-2681 | 0 | All positions except 13 |
| University of Florida WUFT-TV PO Box 118405 Gainesville, FL 32611-8405 352-392-5551 | 0 | All positions except 13 |
| University of Florida Dept of Communications/Journalism 2104 Weimer Hall Gainesville, FL 32611 352-392-0463 | 0 | All positions except 8, 13 |
| University of South Florida Mass Communications WUSF-TV 4202 E Fowler Avenue Tampa, FL 33620 813-974-2591 | 0 | All positions except 8, 13 |
| Valencia Community College C Diaz PO Box 3028 Orlando, FL 32802-3028 407-299-5000 | 0 | All positions except 8, 13 |

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.

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| WNYW/WWOR 205 E. 67 th Street New York, NY 10065 R. Barranda www.myfoxny.com | 0 | All positions except 8, 13 |
| KTTV/KCOP 1999 S. Bundy Drive Los Angeles, CA 90025 D. Rosas www.myfoxla.com | 0 | All positions except 8, 13 |
| WFLD/WPWR 205 N. Michigan Avenue Chicago, IL 60601 S.Scott-Nathan www.myfoxchicago.com | 0 | All positions except 8, 13 |
| WTFX 330 Market Street Philadelphia, PA 19106 M. Yamin-Afshar www.myfoxphilly.com | 0 | All positions except 8, 13 |
| KDFW/KDFI 400 N. Griffin Street Dallas, TX 75202 I. Mason www.myfoxdfw.com | 0 | All positions except 8, 13 |
| WFXT 25 Fox Drive Dedham, MA 02026 M. Kerr www.myfoxboston.com | 0 | All positions except 8, 13 |
| WAGA 1551 Briarcliff Road, NE Atlanta, GA 30306 R. Davis www.myatlanta.com | 0 | All positions except 8, 13 |
| WTTG/WDCA 5151 Wisconsin Ave NW Washington, DC 20016 D. Pike www.myfoxdc.com | 0 | All positions except 8, 13 |
| KRIV/KTXH 4261 Southwest Freeway Houston, TX 77027 I. Mason www.myfoxboston.com | 0 | All positions except 8, 13 |
| WJBK 16550 W. Nine Mile Road Southfield, MI 48075 C. Smith www.myfoxdetroit.com | 0 | All positions except 8, 13 |
| KSAZ/KUTP 511 W. Adams Street Phoenix, AZ 85003 D. Pike www.myfoxphoenix.com | 0 | All positions except 8, 13 |
| WTVT | 0 | All positions except 8, 13 |

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| 3213 W. Kennedy Boulevard Tampa, FL 33609 C. Armstrong www.myfoxtampa.com | | |
| KMSP/WFTC 11358 Viking Drive Eden Prairie, MN 55344 K. O'Hara www.myfoxtwincities.com | 0 | All positions except 8, 13 |
| WHBQ 485 S. Highland Memphis, TN 38111 T. Rivers www.myfoxmemphis.com | 2 | All positions except 8, 13 |
| WJZY/WMYT 3501 Performance Road Charlotte, NC 28214 R. Higgins www.myfoxcarolinas.com | 0 | All positions except 8, 13 |
| KTBC 119 E 10th Street Austin, TX 78701 L. Cordes www.myfoxaustin.com | 0 | All positions except 8, 13 |

*Asterisk denotes recruitment sources which requested job notification announcements.

In addition, the station had 35 interviewees through employee referral, 38 interviewees through employee self-referral, 19 interviewees through agents, 14 interviewees through word of mouth, and 31 interviewees through unidentified Internet sources and unsolicited resumes.

Section 3: Supplemental Outreach Activities – October 1, 2013 – September 30, 2014

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 Career Fair – Washington, DC
October 17, 2013
Attended by: Diana Pike, Margie Ruttenberg
University of Central Florida Career/Internship Fair – Orlando, FL
October 24, 2013
Attended by: Kindle Robison, Catherine Barker
IRTS Multicultural Career Workshop – New York, NY
March 1, 2014
Attended by: Roselyn Barranda, Heather Frascella
University of Central Florida Career/Internship Fair – Orlando, FL
March 13, 2014
Attended by: Kindle Robison, Catherine Barker
University of Florida Career Fair – Gainesville, FL

March 20, 2014
 Attended by: Cynthia Armstrong, Iris Sierra
 NATAS – Upper Midwest Regional Production Awards Job Fair
 March 30, 2014
 Attended by: Kate O'Hara
 National Association of Black Journalists – Boston, MA
 July 30 – August 3, 2014
 Attended by: Linda DiStefano, Marguerite Kerr, Paul McGonagle, Emad Ashgar
 National Association of Hispanic Journalists – San Antonio, TX
 August 6-10, 2014
 Attended by: Ilesha Mason, Iris Sierra
 Asian American Journalists Association - Washington, DC
 August 14-15, 2014
 Attended by: Diana Pike, Margie Ruttenberg, Dana Hahn

(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), Research/Programming, IT, Sales (including Web Sales) Human Resources and Community Affairs.

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 twenty-four (24) academic credit only interns.

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| Fall Semester 2013: | 6 interns (News: 2; Promotions: 3; Production: 1) |
| Spring Semester 2014: | 8 interns (News: 5; Promotions: 3) |
| Summer Semester 2014: | 10 interns (News: 6; Production: 2; Promotions: 2) |

We accepted students from the following colleges/universities: University of Central Florida, University of Florida, Bethune Cookman College, Valencia College, Stetson University, Rollins College, Miami Dade College, McKendree University and Everest University.

(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.myfoxorlando.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 2013, work study student; Vivian Nweze of Howard University; participated in this program.

Benjamin L. Hooks Fellowship Award

Fox Television Stations, Inc. in conjunction with the New York University Tisch School of the Arts provides an annual monetary award to eight (8) minority students who are majoring in a media-related field. This grant is used towards the cost of tuition.

(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 12 career ladder promotional avenues

Associate Producer ⇒ Producer
Broadcast Operations Supervisor ⇒ News Operations Manager
Assignment Editor ⇒ Assignment Manager
Admin Assistant to Sales Manager ⇒ Admin Assistant to General Manager
Reporter – Temporary ⇒ Reporter – Full Time
Production Tech ⇒ Broadcast Technician
Director ⇒ Broadcast Operations Supervisor
Associate Producer ⇒ Digital Media Producer
Production Tech ⇒ Broadcast Technician
Production Tech – PT ⇒ Production Tech – FT
Producer ⇒ Senior Producer
Associate Producer ⇒ Planning Producer

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

NABJ Central Florida Association – WOFL- Fox35 – Orlando, FL

November 9, 2013

Attended by: Kimberly Wiggins, Reporter; Felicia Abraham, Digital Media Producer

National Broadcasting Society – University of Central Florida – Orlando, FL

November 14, 2013

Attended by: John Lopez, Promotion Manager
 Evok Advertising – WOFL – Fox35 – Orlando, FL
 July 23, 2014
 Station tour / Observe newscast / Discussion: what it takes to produce a 5.5 hour newscast
 Attended by: Executive Producer, Melissa Medalie; Five students from University of Florida,
 University of Central Florida and University of South Florida
 Cub Scouts and Boy Scouts – WOFL – Fox 35 – Orlando, FL
 Ongoing throughout the year
 Station tour; Observation of newscast; Discussion of overall television production process.
 Scouts earn credit towards Communication badge.
 Attended by: Kindle Robison, Broadcast Operations Supervisor

(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 Great American 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
 CCNMA – Latin Journalists of CA
 Central FL Association of Black Journalists
 Florida A&M University
 Foundation for Minority Interests in Media
 Emma Bowen Foundation
 Hola Orlando Jobs
 Hispanic Chamber of Commerce of Central Florida
 Metro Orlando Urban League
 Mexican American Opportunity Foundation
 National Association of Black Journalists – Tampa Region
 National Association of Black Journalists – Miami Region
 National Urban League
 Pacific Asian Consortium in Employment
 Pinellas County Urban League
 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.