

**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	

38	Associate Producer	9/2/14	www.myfoxorlando.com
----	--------------------	--------	----------------------

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.

<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.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 <sup>st</sup> Century Fox Intranet Spotlight.21cf.com	0	All positions except 8, 13
<b>Minority &amp; Women Organizations</b>		
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 <sup>st</sup> 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

National Urban League U Higgins 3501 – 14 <sup>th</sup> 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 <sup>th</sup> 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

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 <sup>st</sup> 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
<b>Industry/Trade</b>		
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

PO Box 840738 Pembroke Pines, FL 33084 954-322-3171		
<b>College/University</b>		
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 <sup>th</sup> 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 <sup>th</sup> 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 Diffenbaugh 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

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.

WNYW/WWOR 205 E. 67 <sup>th</sup> 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

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.

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](http://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.