

Annual EEO Public File Report

WOFL/WRBW/WOGX IS AN EQUAL OPPORTUNITY EMPLOYER

Coverage Period: October 1, 2012 – September 30, 2013

Section 1: Vacancy Information				
	Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hires	Notes
1	Account Executive	10/1/12	www.myfoxorlando.com	
2	Associate Producer	10/1/12	www.myfoxorlando.com	
3	Assignment Editor	10/1/12	Word of Mouth	
4	Director	10/8/12	Employee Referral	
5	Anchor/Reporter	10/9/12	Candidate Agent – 3 Kings Entertainment	
6	Web Producer	10/15/12	www.myfoxorlando.com	
7	Account Executive	10/15/12	Word of Mouth	
8	Production Tech	10/29/12	Internal Posting – Promotion	
9	Photographer	12/3/12	Employee Referral	
10	Reporter	12/10/12	www.myfoxorlando.com	
11	Promotion Producer	12/10/12	Employee Referral	
12	Assignment Editor	12/17/12	Internet	
13	Reporter	12/17/12	www.myfoxorlando.com www	
14	Local Sales Assistant	1/7/13	Employee Referral	
15	Video Editor	1/28/13	Internal Posting – Promotion	
16	Account Executive	2/4/13	Word of Mouth	
17	Director of Finance	2/11/13	www.myfoxorlando.com	
18	Research Director	2/18/13	www.myfoxorlando.com	
19	Photographer	2/25/13	www.myfoxorlando.com	
20	Associate Producer	2/25/13	Employee Referral	
21	Assignment Editor	2/25/13	Internal Posting – Promotion	
22	Director	3/4/13	Internal Posting – Promotion	
23	Production Tech	4/1/13	www.myfoxorlando.com	
24	Credit Manager	4/2/13	Central Florida Employment Council	
25	Associate Producer	4/15/13	Employee Referral	
26	Account Executive	4/15/13	Word of Mouth	
27	Video Editor	4/22/13	Employee Referral	
28	Assignment Editor	4/22/13	www.myfoxorlando.com	
29	Local Sales Manager	6/3/13	Spots n Dots	
30	Assignment Editor	7/1/13	www.myfoxorlando.com	
31	Local Sales Assistant	7/1/13	Employee Referral	
32	Reporter	7/15/13	Agent	
33	Photographer	7/29/13	www.myfoxorlando.com	
34	Director of Engineering	8/5/13	Word of Mouth – Rehire	
35	Photographer	8/6/13	www.myfoxorlando.com	

36	Reporter	8/19/13	Candidate Agent – Mort Meisner Assoc.	
37	Director	9/16/13	Employee Referral	
38	Associate Producer	9/16/13	www.myfoxorlando.com	
39	Photographer	9/9/13	Word of Mouth	
40	Reporter	9/23/13	www.myfoxorlando.com	
10	Associate Producer	9/30/13	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: 285

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 approximately 9 million page views and over 500,000 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	102	All positions
Fox Station Sales New York, NY R. Barranda (212) 452-4873	0	All positions
Fox News Channel New York, NY B. Boyle (212) 301-5043 www.foxnews.com	0	All positions
Spotlight 21 st Century Fox Intranet Spotlight.21cf.com	3	All positions
Minority & Women Organizations		
Metro Orlando Urban League S Minnis 2804 Belco Drive Orlando, FL 32804 407-841-7654 x 331	0	All positions, except 1, 2, 11, 12, 17, 18, 26
Pinellas Urban League Skills Bank Coordinator 333 – 31 st Street North St Petersburg, FL 33713 727-327-2081	0	All positions
Employ FL / FL Works www.employflorida.com 707 Mendham Blvd #250	3	16 only

Orlando, FL 32825 407-531-1222		
Governor's Employment Alliance of Central Florida 7531 S Orange Blossom Trail Orlando, FL 32809-6901	0	All positions, except 1, 11, 12, 17, 18
National Urban League U Higgins 3501 – 14 th Street NW Washington, DC 20005 202-265-8200	0	All positions
State of Florida Division of Vocational Rehab 3555 Maguire Blvd #205 Orlando, FL 32803 407-897-2725	0	All positions
Central Florida Employment Council P Weir 450 Seminole Blvd Casselberry, FL 32707 407-834-4223	7	All positions, except 1, 4, 17
Goodwill Industries of Central FL* Orlando Self-Sufficiency Job Center 515 West Central Blvd Orlando, FL 32801 407-235-1500	0	All positions, except 1, 17
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 1, 17
Women in Film & Video 8857 W Olympic Blvd #201 Beverly Hills, CA 90211 E. Condrón 310-657-5144 www.wifv.org	0	All positions, except 1, 4, 17
Women In Film – Florida PO Box 533541 Orlando, FL 32853-3541	0	All positions, except 1, 4, 17
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 6, 34
National Association of Hispanic Journalists Yaneth Guillen 1000 National Press Bldg. Washington, DC 20045-2001 202-662-7483 jobbank@nahj.org	0	Ocala/Gainesville Account Executive
Hola Orlando Jobs Hispanic Chamber of Commerce of Cent FL 315 E Robinson Street #190 Orlando, FL 32801 407-428-5870	0	All positions
Mexican American Opportunity Foundation E Castaneda 972 S Goodrich Blvd	0	All positions, 3, 5, 10, 13, 16, 19, 21, 23, 25, 28, 32, 35, 36, 40

Commerce, CA 90022 323-890-1555		
CCNMA Latin Journalists of CA 300 S Grand Avenue #3950 Los Angeles, CA 90071-8110 213-437-4408	0	All positions, except 1, 4, 10, 17
Central FL Assoc of Black Journalists C Glover PO Box 745 Orlando, FL 32801-0745 800-804-8478	0	All positions, except 1, 2, 4, 8, 17, 18, 26
African American Chamber of Commerce Of Central Florida PO Box 2707 Orlando, FL 32802-2707 407-428-5850	0	none
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 1, 4, 17
National Association of Black Journalists South Florida Regional Chapter One Herald Plaza Miami, FL 33132 954-764-7026 x 3596	0	All positions, except 1, 4, 17, 18, 22, 24
Pacific Asian Consortium in Employ – PACE Human Resources 1541 Wilshire Blvd #407 Los Angeles, CA 90017 213-353-3982 x 211	0	All positions
Industry/Trade		
Academy of Radio & TV Broadcasting 16052 Beach Blvd #263 Huntington Beach, CA 92647 714-842-0100	0	All positions, except 22
America Sportscasters Assoc Inc L Schwartz 225 Broadway #2030 New York, NY 10007 212-227-8080	0	All positions, except 1, 2, 4, 17
Collective Talent* 1721 Richardson Place Tampa, FL 33606 813-254-9695	0	All positions, except 1, 4, 17
Florida Association of Broadcasters L Varn 201 S Monroe Street #201 Tallahassee, FL 32301 850-681-6444	0	All positions, except 1, 3, 5, 17
Ideanet Graeme Newell 5577 Marita Lane Columbus, OH 43235 888-278-9219	1	Promotion Producer
Medialine P.O. Box 51909	0	All positions, except 1

Pacific Grove, CA 93950 M. Shilstone (800) 237-8073 www.medialine.com		
TV Jobs Employment Bulletin Board M Holloway PO Box 4116 Oceanside, CA 92052 877-988-9809 www.tvjobs.com	9	11 only
Ocala Star Banner/Gainesville Sun (Monster.com) 352-387-2481	6	Ocala/Gainesville Account Executive
Spots n Dots Job Listings 167 Oakdale Road Johnson City, NY 13790 888-884-2630	10	Account Executive Research Director Local Sales Manager 1, 7, 18, 26, 29
Suncoast Chapter of NATAS Suncoast Emmy PO Box 840738 Pembroke Pines, FL 33084 954-322-3171	0	All positions, 1, 4, 17
College/University		
Alabama State University Dept of Communications PO Box 271 Montgomery, AL 30161-0271 334-229-4493	0	All positions, except 1, 2, 11, 12, 17, 18, 26
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 1, 4, 17
Bethune Cookman College Mass Communications Dept Career Placement Center 640 Mary McLeod Blvd Daytona Beach, FL 32114 386-481-2143	0	All positions, except 1
Boston University School of Mgmt* Diane Jordan 595 Commonwealth Avenue #123 Boston, MA 02215 617-353-9491	0	All positions, except 1, 4, 17, 26
Daytona Beach Community College Career Services 1200 W International Speedway Daytona Beach, FL 32114 386-506-3000 x 3559	0	All positions, except 1, 2, 11, 12, 15, 17, 18, 26
Eckerd College Career Services 4200 – 54 th Avenue South St Petersburg, FL 33711 727-867-1166	0	All positions
Everest University Career Services 2401 N Harbor City Blvd Melbourne, FL 32935	0	All positions

321-253-2929 x 118		
Florida A&M University Department of Journalism 108 Tucker Hall Tallahassee, FL 32307-850-599-3379	0	All positions, except 1, 4, 17
Florida Southern College Career Center 111 Lake Hollingsworth Drive Lakeland, FL 33801-5698 863-680-4390	0	All positions, except 1, 2, 11, 12, 17, 18, 26
Florida State University Department of Communications 356 Diffenbaugh Tallahassee, FL 32306-2064	0	All positions, except 1, 4, 7, 17, 26
Full Sail K Trudeau 3300 University Blvd Winter Park, FL 32792 407-551-2037 x 5615	0	All positions, except 1, 4, 17
Keiser College L Carr 1800 Business Park Blvd Daytona Beach, FL 32114 386-274-5060	0	All positions, except 1, 4, 17
Santa Fe College 3000 NW 83 rd Street Gainesville, FL 32606 352-395-5000 www.sfcollege.edu	0	Ocala/Gainesville Account Executive
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 1, 2, 12, 17, 18, 26
Rollins College* Career Services 1000 Holt Avenue – 2587 Winter Park, FL 32789 407-646-2195	0	All positions, except 1, 2, 11, 12, 17, 18, 20, 26, 28
St Petersburg Junior College Job Center – SPG PO Box 13489 St Petersburg, FL 33733 727-341-4640	0	All positions, except 1, 4, 17
Seminole State College Career Placement Center Sanford, FL 32773 telleriad@seminolestate.edu	0	All positions, except 1, 4, 8, 11, 12
Stetson University R Kazmarek, Director 421 N Woodland Blvd #8395 Deland, FL 32723 386-822-7315	0	All positions, 1, 2, 11, 12, 17, 18, 26

University of Central Florida Communications Dept Radio and Television PO Box 161344 Orlando, FL 32816-1344 407-823-2681	2	All positions, except 1, 17
University of Florida WUFT-TV PO Box 118405 Gainesville, FL 32611-8405 352-392-5551	0	All positions, except 1, 2, 11, 12, 17, 18, 26
University of Florida Dept of Communications/Journalism 2104 Weimer Hall Gainesville, FL 32611 352-392-0463	0	All positions
University of South Florida Mass Communications WUSF-TV 4202 E Fowler Avenue Tampa, FL 33620 813-974-2591	0	All positions, except 1, 2, 11, 12, 17, 18
Valencia Community College C Diaz PO Box 3028 Orlando, FL 32802-3028 407-299-5000	0	All positions, except 1, 4, 17

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	0	All positions
KTTV/KCOP 1999 S. Bundy Drive Los Angeles, CA 90025 V. Rodriguez www.myfoxla.com	1	All positions
WFLD/WPWR 205 N. Michigan Avenue Chicago, IL 60601 D. Kasuba www.myfoxchicago.com	1	All positions
WTXF 330 Market Street Philadelphia, PA 19106 M. Yamin-Afshar www.myfoxphilly.com	0	All positions
KDFW/KDFI 400 N. Griffin Street Dallas, TX 75202 I. Mason www.myfoxdfw.com	1	All positions

WFXT 25 Fox Drive Dedham, MA 02026 M. Kerr www.myfoxboston.com	0	All positions
WAGA 1551 Briarcliff Road, NE Atlanta, GA 30306 R. Davis www.myatlanta.com	0	All positions
WTTG/WDCA 5151 Wisconsin Ave NW Washington, DC 20016 D. Pike www.myfoxdc.com	0	All positions
KRIV/KTXH 4261 Southwest Freeway Houston, TX 77027 I. Mason www.myfoxboston.com	0	All positions
WJBK 16550 W. Nine Mile Road Southfield, MI 48075 C. Smith www.myfoxdetroit.com	0	All positions
KSAZ/KUTP 511 W. Adams Street Phoenix, AZ 85003 www.myfoxphoenix.com	0	All positions
WTVT 3213 W. Kennedy Boulevard Tampa, FL 33609 C. Armstrong www.myfoxtampa.com	2	All positions
KMSP/WFTC 11358 Viking Drive Eden Prairie, MN 55344 K. O'Hara www.myfoxtwincities.com	0	All positions
WHBQ 485 S. Highland Memphis, TN 38111 www.myfoxmemphis.com	4	All positions
WJZY 3501 Performance Road Charlotte, NC 28214 www.myfoxcarolinas.com	0	All positions
KTBC 119 E 10th Street Austin, TX 78701 L. Cordes www.myfoxaustin.com	1	All positions

*Asterisk denotes recruitment sources which requested job notification announcements.

In addition, the station had 47 interviewees through employee referral, 22 interviewees through employee self-referral, 13 interviewees through agents, 31 interviewees through word of mouth, and 19 interviewees through unidentified Internet sources and unsolicited resumes.

Section 3: Supplemental Outreach Activities – October 1, 2012 – September 30, 2013

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 25, 2012
Attended by: Iesha Henry, Micheline Bowman
Inaugural District 6 Community Job Fair – Orlando, FL
October 26, 2012
Attended by: Norma Suarez
University of Central Florida Career/Internship Fair – Orlando, FL
October 30, 2012
Attended by: Antonio Bernhardt
NAHJ Central Florida Chapter – University of Central Florida – Orlando, FL
November 1, 2012
Attended by: Antonio Bernhard
The Daily Career Fair – New York, NY
December 19, 2012
Attended by: Heather Frascella
IRTS Multicultural Career Workshop – New York, NY
March 1, 2013
Attended by: Roselyn Barranda, Heather Frascella
Emma Bowen Career Fair – New York, NY
June 26, 2013
Attended by: Heather Frascella, Roselyn Barranda
National Association of Black Journalists – Orlando, FL
August 1, 2013
Attended by: Jean Fromm, Jeff Zeller, Ken Jobe

(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 2012:	4 interns (News: 2; Promotions: 2)
Spring Semester 2013:	6 interns (News: 4; Promotions: 2)
Summer Semester 2013:	14 interns (News: 8; Weather: 1; Production: 2; Promotions: 3)

We accepted students from the following colleges/universities: University of Central Florida, Florida State University, University of Florida, Howard University, Full Sail University, and Bethune Cookman College.

(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 is currently sponsoring one (1) scholarship student in the Emma L. Bowen program: For the Summer Semester 2012, 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 5 career ladder promotional avenues

Production Tech - PT ⇒ Production Tech - FT
Master Control Operator - Temp ⇒ Video Editor
Associate Producer ⇒ Assignment Editor
Production Tech ⇒ Director
Intern ⇒ Video Editor

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

National Assoc of Hispanic Journalists – Central Florida Chapter
November 1, 2012
"Café con Leche" series
RTNDA Spring Seminar – University of Central Florida – Orlando, FL
February 16, 2013
Attended by: Antonio Bernhard, Amy Kaufeldt, Valerie Boey, Ray Raimundi
RTNDA – University of Central Florida
March 27, 2013
Station tour / Observe in newsroom

(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 and Scout troops

(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
Asian Pacific American Student Services
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.