

Annual EEO Public File Report

WOFL/WRBW/WOGX IS AN EQUAL OPPORTUNITY EMPLOYER

Coverage Period: October 1, 2014 – September 30, 2015

Section 1: Vacancy Information				
	Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hires	Notes
1	Assignment Editor	10/6/14	Employee Referral	
2	Associate Producer	10/13/14	Unsolicited Fax Resume	
3	Reporter/Anchor	10/13/14	Agent	Napoli – Gary Brown
4	Producer	11/3/14	Internal Posting – Promotion	
5	Associate Producer	12/1/14	Word of Mouth	
6	Photographer	12/8/14	Employee Referral	
7	Producer	12/15/14	Other O&O – KRIV	
8	Reporter	12/15/14	Agent	Napoli – Liz Sherwin
9	Photographer	1/5/15	www.myfoxorlando.com	
10	Associate Producer	1/12/15	www.myfoxorlando.com	
11	Digital Journalist	2/23/15	www.myfoxorlando.com	
12	Producer	3/9/15	Word of Mouth	
13	Account Executive	3/9/15	Employee Referral	
14	Program Coordinator	3/23/15	Internal Posting – Promotion	
15	Photographer	3/30/15	www.tvjobs.com	
16	Production Tech – PT	4/27/15	Unidentified Internet Source	
17	Traffic Assistant	5/4/15	www.myfoxorlando.com	
18	Account Executive	5/26/15	www.myfoxorlando.com	
19	Account Executive	6/8/15	Other O&O – KDFW	
20	Promotion Producer	6/5/15	Internal Posting – Promotion	
21	Program/GM Assistant	6/15/15	www.myfoxorlando.com	
22	Program Coordinator	6/22/15	www.myfoxorlando.com	
23	Sports Anchor/MMJ	6/22/15	Agent	DCA Talent - Steve Swienckowski
24	Associate Producer	6/29/15	www.myfoxorlando.com	
25	Producer	7/13/15	www.tvjobs.com	
26	Assistant News Director	7/20/15	Word of Mouth	
27	Production Tech	7/27/15	Employee Referral	
28	Maintenance Engineer	7/27/15	Internal Posting – Promotion	
29	Broadcast Technician	7/27/15	Internal Posting – Promotion	
30	Account Executive	8/3/15	Employee Referral	
31	Senior Weekend Producer	8/3/15	www.tvjobs.com	
32	Production Tech	8/3/15	Unidentified Internet Source	
33	Executive Producer	8/10/15	Internal Posting – Promotion	
34	Video Editor	8/10/15	Unidentified Internet Source	
35	Photographer	8/17/15	Employee Referral	
36	Operations Tech	8/24/15	Unidentified Internet Source	
37	Video Editor	9/14/15	www.myfoxorlando.com	

38	Senior Producer	9/21/15	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: 261

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 8.5 million page views and approximately 1,140,000 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	80	All positions
Fox Station Sales New York, NY D. Kasuba (212) 332-9239		All positions
Fox News Channel New York, NY B. Boyle (212) 301-5043 www.foxnews.com		All positions
Spotlight 21 st Century Fox Intranet www.21cf.com	1	All positions
Minority & Women Organizations		
Metro Orlando Urban League S Minnis 2804 Belco Drive Orlando, FL 32804 407-841-7654 x 331		All positions
Pinellas Urban League Skills Bank Coordinator 333 – 31 st Street North St Petersburg, FL 33713 727-327-2081		Positions 1-14 only Removed from list January 2015
Career Source www.careersourcecentralflorida.com 1209 W Airport Blvd Sanford, FL 32773 407-531-1231	1	1-3, 5, 8, 11-17, 19-29, 31-38
Governor's Employment Alliance of Central Florida 7531 S Orange Blossom Trail Orlando, FL 32809-6901		All positions
National Urban League		All positions

U Higgins 3501 – 14 th Street NW Washington, DC 20005 202-265-8200		
State of Florida Division of Vocational Rehab 3555 Maguire Blvd #205 Orlando, FL 32803 407-897-2725		All positions
Central Florida Employment Council P Weir 450 Seminole Blvd Casselberry, FL 32707 407-834-4223	2	All positions
Central FL Association of Black Journalists C. Glover PO Box 745 Orlando, FL 32801-0746 1-800-804-8478		All positions
Goodwill Industries of Central FL* Orlando Self-Sufficiency Job Center 515 West Central Blvd Orlando, FL 32801 407-235-1500		All positions
Goodwill Industries of Central FL* Leesburg Self-Sufficiency Job Center 10601-C8 US Highway 441 Leesburg, FL 34788 407-235-1500		All positions
Gainesville Chamber of Commerce J. Johnson 300 E University Avenue #100 Gainesville, FL 32601 352-334-7120		Account Executive 30
Women In Film – Florida PO Box 533541 Orlando, FL 32853-3541		All positions
Foundation for Minority Interests in Media Emma Bowen Foundation 524 W 57 th Street New York, NY 10019 212-975-2597		All positions
Hola Orlando Jobs Hispanic Chamber of Commerce of Cent FL 3201 E Colonial Drive #A20 Orlando, FL 32803 407-428-5870		All positions
Mexican American Opportunity Foundation E Castaneda 972 S Goodrich Blvd Commerce, CA 90022 323-890-1555		All positions
CCNMA Latin Journalists of CA 300 S Grand Avenue #3950 Los Angeles, CA 90071-8110 213-437-4408		1-7, 9, 11, 13-14 Removed from list after 10/1/14 at the request of CCNMA
National Hispanic Media Coalition A Nogales		8, 10-12, 15-38

55 South Grand Avenue Pasadena, CA 91105 626-792-6462		
African American Chamber of Commerce Of Central Florida PO Box 2707 Orlando, FL 32802-2707 407-428-5850		All positions 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		All positions
National Association of Black Journalists South Florida Regional Chapter One Herald Plaza Miami, FL 33132 954-764-7026 x 3596		All positions
Pacific Asian Consortium in Employ – PACE Human Resources 1541 Wilshire Blvd #407 Los Angeles, CA 90017 213-353-3982 x 211		All positions
US Jobs / Vet Central www.us.jobs 9002 N Purdue Road #100 Indianapolis, IN 46268 866-268-6206		8, 11-12, 15-38
Industry/Trade		
Academy of Radio & TV Broadcasting 16052 Beach Blvd #263 Huntington Beach, CA 92647 714-842-0100		All positions
America Sportscasters Assoc Inc* L Schwartz 225 Broadway #2030 New York, NY 10007 212-227-8080		All positions
Broadcasting and Cable Z Majma 28 East 28 th Street, 12 th Floor New York, NY 10016 212-378-0400 X 517		Program Coordinator 14
Collective Talent* M. Bille 1721 Richardson Place Tampa, FL 33606 813-254-9695	3	All positions
Craigslist Jobs Gainesville, FL craigslist.com		Account Executive 30
Florida Association of Broadcasters L Varn 201 S Monroe Street #201 Tallahassee, FL 32301 850-681-6444		All positions
Marketing Ideanet 602 Communications S Lizik		Promotion Producer 20

4349 E Colter Street Phoenix, AZ 85018 602-954-8373		
Medialine 1209 Wood Valley Road Augusta, GA 30909 Rich Everitt 706-364-7564 www.medialine.com	1	All positions
Monster www.monster.com 133 Boston Post Road Weston, MA 02493 1-800-666-7837		Producer Program Coordinator Account Executive 4, 14, 30
TV Jobs Employment Bulletin Board M Holloway PO Box 4116 Oceanside, CA 92052 877-988-9809 www.tvjobs.com	17	12, 15, 20, 25-26, 28, 31, 33, 35-36, 38
Spots n Dots Job Listings 167 Oakdale Road Johnson City, NY 13790 888-884-2630		Program Coordinator Account Executive 13,14,18 only
Suncoast Chapter of NATAS Suncoast Emmy PO Box 840738 Pembroke Pines, FL 33084 954-322-3171		All positions
College/University		
Alabama State University* Dept of Communications PO Box 271 Montgomery, AL 30161-0271 334-229-4493		All positions
The Art Institute of Ft Lauderdale W. Wagner 1799 SE 17 th Street Ft Lauderdale, FL 33316 800-275-7601 x 2615		All positions
The Art Institute of Tampa B. McCain 4401 N Himes Avenue #150 Tampa, FL 33614 813-393-5368		17-19, 21-24, 26-30, 32-38
Bethune Cookman College Mass Communications Dept Career Placement Center 640 Mary McLeod Blvd Daytona Beach, FL 32114 386-481-2143		All positions
Boston University School of Mgmt* J Rogers, K Lamoreaux 595 Commonwealth Avenue #123 Boston, MA 02215 617-353-9491		All positions
College of Central Florida		Account Executive

R Fraize Career Source Citrus Levy Marion 3003 SW College Road #109 Ocala, FL 34474 352-873-7939 X 1141		30
Daytona Beach State College Career Services 1200 W International Speedway Daytona Beach, FL 32114 386-506-3000 x 3559		All positions
Eckerd College Career Services 4200 – 54 th Avenue South St Petersburg, FL 33711 727-867-1166		All positions
Everest University Career Services 2401 N Harbor City Blvd Melbourne, FL 32935 321-253-2929 x 118		All positions
Everest University R. Hodgson 3319 W Hillsborough Avenue Tampa, FL 33614 813-879-6000		All positions
F.I.R.S.T. Institute* A Alvarez 2309 Silver Star Road Orlando, FL 32804 407-316-8310 x 1112		32, 34, 36-38
Florida A&M University F. Huff 510 Orr Drive, Room 438 Tallahassee, FL 32307-412-6587		All positions
Florida Southern College Career Center 111 Lake Hollingsworth Drive Lakeland, FL 33801-5698 863-680-4390		All positions
Florida State University Department of Communications 356 Dittenbaugh Tallahassee, FL 32306-2064		All positions
Full Sail K Trudeau 3300 University Blvd Winter Park, FL 32792 407-551-2037 x 5615		All positions
Keiser College L Carr 1800 Business Park Blvd Daytona Beach, FL 32114 386-274-5060		All positions
Ringling School of Art & Design Career Services 2700 N Tamiami Trail Sarasota, FL 34234 941-359-7501 www.ringling.edu/talent		All positions except 32, 34, 36-38 Removed from list effective 7/1/15

Rollins College* Career Services 1000 Holt Avenue – 2587 Winter Park, FL 32789 407-646-2195	2	All positions
St Petersburg College Job Center – SPG PO Box 13489 St Petersburg, FL 33733 727-341-4640		All positions
Seminole State College Career Placement Center Sanford, FL 32773 telleriad@seminolestate.edu		All positions
Stetson University R Kazmarek, Director 421 N Woodland Blvd #8395 Deland, FL 32723 386-822-7315		All positions
University of Central Florida Communications Dept Radio and Television PO Box 161344 Orlando, FL 32816-1344 407-823-2681		All positions
University of Florida WUFT-TV PO Box 118405 Gainesville, FL 32611-8405 352-392-5551		All positions
University of Florida Dept of Communications/Journalism 2104 Weimer Hall Gainesville, FL 32611 352-392-0463		All positions
University of Florida Gator Career Link www.ufl-csm.symplicity.com/employers Gainesville, FL 32611	1	2, 4-5, 11-12, 14-15, 17-38
University of South Florida Mass Communications WUSF-TV 4202 E Fowler Avenue Tampa, FL 33620 813-974-2591		All positions
Valencia Community College C Diaz PO Box 3028 Orlando, FL 32802-3028 407-299-5000		All positions

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		All positions
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R, Barranda www.myfoxny.com		
KTTV/KCOP 1999 S. Bundy Drive Los Angeles, CA 90025 A. Buranasakorn www.myfoxla.com		All positions
WFLD/WPWR 205 N. Michigan Avenue Chicago, IL 60601 S.Scott-Nathan www.myfoxchicago.com		All positions
WTXF 330 Market Street Philadelphia, PA 19106 M. Yamin-Afshar www.myfoxphilly.com	2	All positions
KDFW/KDFI 400 N. Griffin Street Dallas, TX 75202 I. Sierra - Interim www.myfoxdfw.com	1	All positions
KTVU 2 Jack London Square Oakland, CA 94607 C. Nohr www.ktvu.com		8, 10, 12, 15-38
WTTG/WDCA 5151 Wisconsin Ave NW Washington, DC 20016 R. Jacobs 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.myfoxxhouston.com	3	All positions
WJBK 16550 W. Nine Mile Road Southfield, MI 48075 C. Smith www.myfoxdetroit.com	1	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 C. Armstrong www.myfoxtampa.com	1	All positions
KMSP/WFTC 11358 Viking Drive		All positions

Eden Prairie, MN 55344 K. O'Hara www.myfoxtwincities.com		
WJZY/WMYT 3501 Performance Road Charlotte, NC 28214 K Bouldin www.myfoxcarolinas.com	1	All positions
KTBC 119 E 10th Street Austin, TX 78701 L. Cordes www.myfoxaustin.com		All positions

*Asterisk denotes recruitment sources which requested job notification announcements.

In addition, the station had 17 interviewees through employee referral, 28 interviewees through employee self-referral, 18 interviewees through agents, 25 interviewees through word of mouth, and 56 interviewees through unidentified Internet sources, unsolicited resumes and via fax.

Section 3: Supplemental Outreach Activities – October 1, 2014 – September 30, 2015

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:

University of Florida College of Journalism & Communications Career Day - Gainesville, FL
October 30, 2014
Attended by: Jean Fromm, Cynthia Armstrong

University of Central Florida Career/Internship Fair – Orlando, FL
November 5, 2014
Attended by: Catherine Barker, Jean Fromm

National Association of Hispanic Journalists Regional Conference – Atlanta, GA
December 6, 2014
Attended by: Scott Stucky

University of Central Florida Career/Internship Fair – Orlando, FL
March 30, 2015
Attended by: Kindle Robison, Catherine Barker, John Lopez, Jean Fromm

Full Sail University – Orlando, FL
June 9, 2015
Attended by: Jean Fromm, Cynthia Armstrong

Emma Bowen Career Fair – New York, NY
June 24, 2015
Attended by: Dorian Kasuba, Roselyn Barranda

National Native Media Conference – Arlington, VA
July 9 to July 12, 2015
Attended by: Roselyn Jacobs, Paul McGonagle

National Association of Black Journalists Career Fair – Minneapolis, MN
August 5 to August 9, 2015
Attended by: Kate O'Hara, Sharming Nathan, Marian Davey

Asian American Journalists Association Career Fair & Expo – San Francisco, CA

August 12 to August 15, 2015
Attended by: Linda DiStefano, Christine Nohr, Dana Hahn
Excellence in Journalism Conference, NAHJ / SPJ / RTNDA - Orlando, FL
September 18 to September 19, 2015
Attended by: Iris Sierra, Jean Fromm, Jeff Zeller

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

Internship Program

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

Program Objectives:

- Provide students majoring in journalism, communications, media and related disciplines the opportunity to receive on-site exposure to and training from experienced television broadcast professionals who are in job positions to which students aspire.
- Provide students majoring in journalism, communications, and media and related disciplines the opportunity to garner practical application experience and exposure to a work environment in their desired career.
- Identify students for the Station's job applicant pool for employment opportunities.
- The Station regularly distributes internship information to colleges, universities, and other education programs either through email or by posting directly on the websites / list services as requested by the organization.

Eligibility Requirements:

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

In this reporting year, we had a total of twenty-four (24) academic credit only interns.

Fall Semester 2014	5 interns (News: 2; Promotions: 3)
Spring Semester 2015:	5 interns (News: 2; Promotions: 2; Programming: 1)
Summer Semester 2015:	8 interns (News: 5; Promotions: 2; Sales: 1)

We accepted students from the following colleges/universities: University of Florida, University of Alabama, University of Central Florida, Grand Valley State University, Boston University, University of Northern Michigan, Bethune Cookman College, and Rollins 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 sponsored one (1) scholarship student in the Emma L. Bowen program: For the Summer Semester 2015, work study student; Mislande Merine of University of Northern Michigan, participated in this program.

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

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

Fox Stations Sales, an in-house national sales organization, maintains a program to train new sales account executives. This program consists of both coursework and hands-on training. At the end of the program, individuals are assigned to the Company's television Stations and sales offices throughout the United States.

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

Identified and implemented 6 career ladder promotional avenues

Associate Producer ⇒ Producer
Traffic Assistant ⇒ Program Coordinator
Broadcast Tech ⇒ Promotion Producer
Senior Producer ⇒ Executive Producer
Production Tech ⇒ Broadcast Tech
Operations Tech ⇒ Maintenance Engineer

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

Weather Talk/Teach In – WOFL – Fox35 – Orlando, FL
October 29, 2014
Weather Anchor visited Bentley Elementary School to discuss TV weather
Attended by: Weather Anchor, Jayme King
Teach In – WOFL – Fox 35 – Orlando, FL
November 18, 2014
News Anchor visited Wilson Elementary School Career Day to discuss TV news
Attended by: News Anchor, Amy Kaufeldt
Job Shadowing – WOFL – Fox35 – Orlando, FL
November 21, 2014
Missouri School of Journalism student shadowed morning anchors
Participants: News Anchors, John Brown and Amy Kaufeldt
News Talk – WOFL – Fox35 – Orlando, FL
January 29, 2015
News Anchor visited Red Bug Elementary class to discuss TV news
Attended by: News Anchor, Tom Johnson
Weather Talk – WOFL – FOX35 – Orlando, FL
January 29, 2015
Weather Anchor visited Red Bug Elementary class to discuss TV weather
Attended by: Weather Anchor, Jayme King
Weather Talk – WOFL – FOX35 – Orlando, FL
April 21, 2015
Weather Anchor visited Temple Bethel School to discuss TV weather
Attended by: Weather Anchor, Brooks Tomlin

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 annual Teach-In
Station Tours for school groups

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

All upper level positions are posted with:

African American Chamber of Commerce
Alabama State University
Bethune Cookman College Placement Center
CCNMA – Latin Journalists of CA; removed 10/1/14
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 Hispanic Media Coalition
National Urban League
Pacific Asian Consortium in Employment
Pinellas County Urban League; removed 1/1/15
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.

Sales & System Training – Station GSM/VP Finance and Corporate Personnel Wide Orbit Analytics Report Training – October-November 2014