

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

Coverage Period: October 1, 2015 – September 30, 2016

Section 1: Vacancy Information				
	Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hires	Notes
1	General Sales Manager	10/12/15	Word of Mouth	
2	Director	10/19/15	Internal Posting	
3	Assignment Editor	10/26/15	www.fox35orlando.com	
4	Traffic Assistant	11/10/15	Unsolicited Internet Source	
5	Broadcast Tech	12/1/15	www.fox35orlando.com	
6	Account Executive – WOGX	12/7/15	Monster.com	
7	Associate Producer	12/7/15	Employee Referral	
8	Production Tech	1/4/16	Unsolicited Internet Source	
9	Account Executive – WOFL	1/11/16	Unsolicited Internet Source	
10	Producer	1/25/16	www.fox35orlando.com	
11	Associate Producer	1/25/16	www.fox35orlando.com	
12	Traffic/Weather Anchor	2/2/16	Agent	IF Management / J Feldman
13	Production Tech	2/3/16	Internal Posting	
14	Producer	2/8/16	Employee Referral	
15	Account Executive	3/7/16	Spots n Dots	
16	Associate Producer	3/8/16	Unsolicited Internet Source	
17	Production Tech	3/15/16	Unsolicited Internet Source	
18	Associate Producer	4/4/16	Word of Mouth	
19	Anchor/Reporter	4/7/16	www.fox35orlando.com	
20	Anchor/Reporter	6/27/16	Agent	3 Kings Entertainment – M Kingsley
21	Photographer	7/25/16	Unsolicited Internet Source	
22	Photographer	7/25/16	Unsolicited Internet Source	
23	Reporter/MMJ	8/1/16	www.fox35orlando.com	
24	Associate Producer	8/3/16	Employee Referral	
25	Editor/Photographer	8/22/16	Word of Mouth	
26	Local Sales Assistant	8/30/16	Unsolicited Internet Source	
27	Director	9/6/16	Internal Posting	
28	Staff Accountant	9/12/16	Unsolicited Internet Source	
29	Anchor/Reporter	9/26/16	Word of Mouth	

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: 223

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.fox35orlando.com www.my65orlando.com www.wogx.com 35 Skyline Drive Lake Mary, FL 32746 E. Rosen (407) 942-8019	63	All positions
Fox Station Sales New York, NY D. Kasuba (212) 332-9239	1	All positions
Fox News Channel New York, NY B. Boyle (212) 301-5043 www.foxnews.com		All positions
21CF Jobs 21 st Century Fox Intranet www.21cf.com	2	Postings are picked up from our web sites effective 3/29/16 20-29 only
Minority & Women Organizations		
Metro Orlando Urban League S Minnis 2804 Belco Drive Orlando, FL 32804 407-841-7654 x 331		All positions
Career Source / Employ FL www.careersourcecentralflorida.com 1209 W Airport Blvd Sanford, FL 32773 407-531-1231		1-12, 14-15, 18-26, 28
Governor's Employment Alliance of Central Florida 7531 S Orange Blossom Trail Orlando, FL 32809-6901		All positions
National Urban League U Higgins 3501 – 14 th Street NW Washington, DC 20005 202-265-8200		All positions
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		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 3911 E Colonial Drive Orlando, FL 32803 407-872-0770		All positions
Goodwill Industries of Central FL Clermont Self-Sufficiency Job Center 1855 S Grand Highway Clermont, FL 34711 352-326-8919		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
Women In Film – Florida PO Box 533541 Orlando, FL 32853-3541		All positions
Emma Bowen Foundation / Foundation for Minority Interests in Media 524 W 57 th Street New York, NY 10019 212-975-2597		All positions
Hire Vets First www.hireveteransfirst.com 1-888-870-6608		Broadcast Tech - 5 Associate Producer – 7 Account Executive - 9 and 15 Traffic/Weather Anchor - 12
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
National Hispanic Media Coalition A Nogales 55 South Grand Avenue Pasadena, CA 91105 626-792-6462		All positions
African American Chamber of Commerce Of Central Florida PO Box 2707		All positions At their request - Chamber picks up from our web sites

Orlando, FL 32802-2707 407-428-5850		
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		1-16, 18-29
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
Collective Talent* M. Bille 1721 Richardson Place Tampa, FL 33606 813-254-9695		All positions
Craigslist Jobs Gainesville, FL craigslist.com		Account Executive 6 only
Florida Association of Broadcasters L Varn 201 S Monroe Street #201 Tallahassee, FL 32301 850-681-6444		All positions
LinkedIn 2029 Stierlin Court Mountain View, CA 94043		Account Executive 15 only
Medialine 1209 Wood Valley Road Augusta, GA 30909 Rich Everitt 706-364-7564 www.medialine.com		All positions

Gainesville Sun / Monster www.monster.com 133 Boston Post Road Weston, MA 02493 1-800-666-7837	1	Account Executive 6 only
TV Jobs Employment Bulletin Board M Holloway PO Box 4116 Oceanside, CA 92052 877-988-9809 www.tvjobs.com	16	2-14, 16-25, 27, 29 Postings are picked up from our web sites
Spots n Dots Job Listings 167 Oakdale Road Johnson City, NY 13790 888-884-2630	2	General Sales Manager 1 only Account Executive 9 and 15 only
Suncoast Chapter of NATAS Suncoast Emmy PO Box 840738 Pembroke Pines, FL 33084 954-322-3171		All positions
<u>College/University</u>		
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		All positions
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 595 Commonwealth Avenue #123 Boston, MA 02215 617-353-9491		All positions
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		All positions

Career Services 2401 N Harbor City Blvd Melbourne, FL 32935 321-253-2929 x 118		
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		All positions
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 Diffenbaugh Tallahassee, FL 32306-2064		All positions
Full Sail K Trudeau 3300 University Blvd Winter Park, FL 32792 407-551-2037 x 5615		All positions
George Mason University* Department of Communications Beth Jannery, Robinson A, 121A 4400 University Drive, MS 3DG Fairfax, VA 22030 860-798-2847		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		Positions 3, 9 and 19 only Removed from list effective 7/1/15
Medill/Northwestern University* Jerry Donahue, Career Services 1845 Sheridan Road Evanston, IL 60208 847-467-1598		All positions
Rollins College* Career Services 1000 Holt Avenue – 2587 Winter Park, FL 32789 407-646-2195		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	1	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	1-16 and 18-29
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 R, Barranda www.myfoxny.com		All positions
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		All positions

S.Scott-Nathan www.myfoxchicago.com		
WTFX 330 Market Street Philadelphia, PA 19106 M. Yamin-Afshar www.myfoxphilly.com		All positions
KDFW/KDFI 400 N. Griffin Street Dallas, TX 75202 I. Sierra - Interim www.myfoxdfw.com		All positions
KTVU 2 Jack London Square Oakland, CA 94607 C. Nohr www.ktvu.com		All positions
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	2	All positions
KRIV/KTXH 4261 Southwest Freeway Houston, TX 77027 T. Rivers www.myfoxhouston.com	1	All positions
WJBK 16550 W. Nine Mile Road Southfield, MI 48075 C. Smith www.myfoxdetroit.com		All positions
KSAZ/KUTP 511 W. Adams Street Phoenix, AZ 85003 D. Pike www.myfoxphoenix.com		All positions
WTVT 3213 W. Kennedy Boulevard Tampa, FL 33609 C. Armstrong www.myfoxtampa.com	1	All positions
KMSP/WFTC 11358 Viking Drive Eden Prairie, MN 55344 K. O'Hara www.myfoxtwincities.com		All positions
WJZY/WMYT 3501 Performance Road Charlotte, NC 28214 K Bouldin www.myfoxcarolinas.com	1	All positions
KTBC 119 E 10th Street		All positions

*Asterisk denotes recruitment sources which requested job notification announcements.

In addition, the station had 18 interviewees through employee referral, 12 interviewees through employee self-referral, 13 interviewees through agents, 22 interviewees through word of mouth, and 66 interviewees through unsolicited Internet and publication sources, unsolicited resumes and via fax.

Section 3: Supplemental Outreach Activities – October 1, 2015 – September 30, 2016

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 Central Florida – SPJ Intern Pursuit – Orlando, FL
October 20, 2015
Attended by: Catherine Barker, Kindle Robison, John Lopez
University of Florida College of Journalism & Communications Career Day - Gainesville, FL
October 21, 2015
Attended by: Jean Fromm, Cynthia Armstrong
Fall Community Job Fair – Orlando, FL
November 10, 2015
Attended by: Norma Suarez
Bethune Cookman University, Fall Career Expo – Daytona Beach, FL
November 17, 2015
Attended by: Jean Fromm, Cynthia Armstrong
University of Central Florida – SPJ Intern Pursuit – Orlando, FL
March 16, 2016
Attended by: Catherine Barker, Kindle Robison, John Lopez
Emma Bowen Career Fair – New York, NY
June 24, 2016
Attended by: Dorian Kasuba, Roselyn Barranda
National Association of Hispanic Journalists/National Association of Black

Journalists

Convention & Career Fair – Washington, DC
August 3 – August 7, 2016
Attended by: Sharming Scott-Nathan, Paul McGonagle, Lee Meier,

Heather Frascella

Asian American Journalists Association Convention & Career Day – Las Vegas,

NV

August 10 – August 13, 2016
Attended by: Tracey Rivers, Doug Bannard

(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 2015	2 interns	(News: 1; Promotions: 1)
Spring Semester 2016:	4 interns	(News: 1; Promotions: 2; Production: 1)
Summer Semester 2016:	7 interns	(News: 4; Promotions: 2; Production: 1)

We accepted students from the following colleges/universities: University of Central Florida, Rollins College, University of Florida, Florida State University and Auburn 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.fox35orlando.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 2016, 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 4 career ladder promotional avenues

Broadcast Tech □ Director
Associate Producer □ Digital Media Producer
Production Tech □ Video Editor
Broadcast Tech □ Director

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

Weather Talk - Seminole County Teach In – WOFL – Fox 35 – Orlando, FL
November 17, 2015

Weather Anchor visited Bentley Elementary School Career Day to discuss TV

weather

Attended by: Weather Anchor, Jayme King

Weather Talk - Orange County Teach In – WOFL – Fox35 – Orlando, FL
November 18, 2015

Weather Anchor visited Moss Park Elementary School to discuss TV weather

Attended by: Weather Anchor, Jayme King

Weather/News Talk – WOFL – Fox35 – Orlando
January 27, 2016

Weather Anchor visited Orangewood Christian School to discuss TV news and

weather

Attended by: Weather Anchor, Jayme King

Weather Talk – WOFL – Fox35 – Orlando
March 31, 2016

Weather Anchor visited Red Bug Lake Elementary to discuss TV weather.

Attended by: Weather Anchor, Jayme King

Cub Scouts, Boy Scouts, Girl 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

Home Schooled Students – WOFL – Fox 35 – Orlando, FL
Ongoing throughout the year

Station tour: Observation of newsroom, tech operations and studio.

Curriculum supplement for students studying weather, communications or other

related area.

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
Central FL Association of Black Journalists
Florida A&M University
Foundation for Minority Interests in Media
Emma Bowen Foundation
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
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.