

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

**Coverage Period:** October 1, 2022 – September 30, 2023

<b>Section 1: Vacancy Information</b>			
	<b>Full-time Positions Filled by Job Title</b>	<b>Date of Hire</b>	<b>Recruitment Source of Hires</b>
1	News Editor Video Tape	10/3/2022	Internal promotion
2	News Editor-Photographer	10/17/2022	<a href="http://www.foxcareers.com">www.foxcareers.com</a>
3	News Photographer	11/21/2022	<a href="http://www.foxcareers.com">www.foxcareers.com</a>
4	Production Technician	11/21/2022	Full Sail Job Fair
5	Associate Producer	1/23/2023	Employee referral
6	Account Executive	1/30/2023	<a href="http://www.fox35.com">www.fox35.com</a>
7	Reporter & MMJ	2/6/2023	Agent
8	Reporter & MMJ	2/13/2023	Broadcasting & Cable Job Board
9	Chief Photographer	2/20/2023	Internal promotion
10	Executive Producer	2/27/2023	<a href="http://www.fox.careers.com">www.fox.careers.com</a>
11	Multi-Media Journalist	2/27/2023	Agent
12	Account Executive	3/6/2023	LinkedIn
13	Promotions Manager	3/13/2023	Employee referral
14	Production Technician	3/13/2023	Full Sail Job Fair
15	Assignment Editor	4/13/2023	LinkedIn
16	Digital Sales Specialist (FLX AE)	5/1/2023	KSAZ TV – Internal transfer
17	News Photographer	5/8/2023	<a href="http://www.foxcareers.com">www.foxcareers.com</a>
18	Production Technician	5/30/2023	<a href="http://www.fox35.com">www.fox35.com</a>
19	Digital Sales Assistant	5/22/2023	Internal
20	Digital Content Creator	6/5/2023	<a href="http://www.indeed.com">www.indeed.com</a>
21	News Producer	6/26/2023	LinkedIn
22	News Anchor & Reporter	6/26/2023	<a href="http://www.foxcareers.com">www.foxcareers.com</a>
23	News Anchor & Reporter	7/5/2023	Internal promotion
24	News Reporter	7/24/2023	LinkedIn
25	News Anchor & Reporter	7/24/2023	Job Board
26	Assignment Editor	7/31/2023	LinkedIn
27	Credit & Collections Mgr	8/14/2023	<a href="http://www.glassdoor.com">www.glassdoor.com</a>
28	News Producer	8/21/2023	LinkedIn
29	News Associate Producer	8/21/2023	Employee referral
30	Writer Promotions Producer	8/23/2023	LinkedIn
31	Executive Producer	9/18/2023	Internal promotion
32	News Reporter	9/20/2023	<a href="http://www.foxcareers.com">www.foxcareers.com</a>

Station's Comprising Station Employment Unit: WOFL/FOX35, WRBW/Fox35PLUS/My65 – Orlando, FL & WOGX/FOX51 – Ocala/Gainesville, FL

**Total Number of Persons Interviewed During Applicable Period: 260**

*FOX35Orlando.com, WRBW.com and WOGX.com serve the community by providing Central Floridians with the latest news and information on our website, mobile web, and FOX 35 News app, including breaking news alerts, daily weather forecasts,*

severe weather alerts, and current traffic conditions. 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, WRBW.com and WOGX.com attract over 5.0 million page views and approximately 2 million unique visitors on average 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.fox35orlando.com www.my65orlando.com www.wogx.com 35 Skyline Drive Lake Mary, FL 32746 Josh Frigerio (407) 942-8019	9	All Positions
Fox News Channel New York, NY D. Collins (212) 301-5043 www.foxnews.com <a href="mailto:Chelsea.conkling@fox.com">Chelsea.conkling@fox.com</a>		All Positions
<a href="http://www.foxcareers.com">www.foxcareers.com</a>	65	All Positions
LinkedIn.com		All Positions
Dr. Nina Talley Director of Center for Career Success Bethune Cookman College Mass Communications Dept Career Placement Center 640 Mary McLeod Blvd Daytona Beach, FL 32114 bonnerd@cookman.edu <a href="mailto:tallyn@cookman.edu">tallyn@cookman.edu</a>	0	2 News Editor-Reporter, 3- News Photographer, 4- Production Technician, 5-Associate Producer, 6- Account Executive, 7-Reporter & MMJ, 8-Reporter & MMJ, 9- Chief Photographer, 10-Executive Producer, 11-Multi-Media Journalist, 12-Account Executive, 13- Promotions Manager, 14-Production Technician, 15- Assignment Editor, 16-Account Executive, 17-News Photographer, 19- Digital Sales Assistant, 20- Digital Content Creator, 21- News Producer, 23- News Anchor & Reporter 24- News Reporter, 26- Assignment Editor, 27- Credit & Collections Manager, 28- Producer, 29- Associate Producer, 30- Writer Promotions Producer, 32- News Reporter
US Jobs / Vet Central www.us.jobs 9002 N Purdue Road #100 Indianapolis, IN 46268 866-268-6206 <a href="http://www.us.jobs">www.us.jobs</a> ; <a href="mailto:info@usnlx.com">info@usnlx.com</a>	0	

<p>Central Florida Employment Council P. Weir 450 Seminole Blvd Casselberry, FL 32707 <a href="mailto:cfec@cfec.org">cfec@cfec.org</a></p>	0	<p>2 News Editor-Reporter, 3- News Photographer, 4- Production Technician, 5-Associate Producer, 6- Account Executive, 7-Reporter &amp; MMJ, 8-Reporter &amp; MMJ, 9- Chief Photographer, 10-Executive Producer, 11-Multi-Media Journalist, 12-Account Executive, 13- Promotions Manager, 14-Production Technician, 15- Assignment Editor, 16-Account Executive, 17-News Photographer, 19- Digital Sales Assistant, 20- Digital Content Creator, 21- News Producer, 23- News Anchor &amp; Reporter 24- News Reporter, 26- Assignment Editor, 27- Credit &amp; Collections Manager, 28- Producer, 29- Associate Producer, 30- Writer Promotions Producer, 32- News Reporter</p>
<p>Florida A&amp;M University Francine Huff 510 Orr Drive, Room 438 Tallahassee, FL 32307-412-6587 <a href="mailto:Francine.huff@famu.edu">Francine.huff@famu.edu</a> <a href="mailto:Renata.hughes@famu.com">Renata.hughes@famu.com</a></p>	0	<p>2 News Editor-Reporter, 3- News Photographer, 4- Production Technician, 5-Associate Producer, 6- Account Executive, 7-Reporter &amp; MMJ, 8-Reporter &amp; MMJ, 9- Chief Photographer, 10-Executive Producer, 11-Multi-Media Journalist, 12-Account Executive, 13- Promotions Manager, 14-Production Technician, 15- Assignment Editor, 16-Account Executive, 17-News Photographer, 19- Digital Sales Assistant, 20- Digital Content Creator, 21- News Producer, 23- News Anchor &amp; Reporter 24- News Reporter, 26- Assignment Editor, 27- Credit &amp; Collections Manager, 28- Producer, 29- Associate Producer, 30- Writer Promotions Producer, 32- News Reporter</p>
<p>Florida Association of Broadcasters L Varn 201 S Monroe Street #201 Tallahassee, FL 32301 850-681-6444 <a href="mailto:lvarn@fab.org">lvarn@fab.org</a> <a href="mailto:intern@fab.org">intern@fab.org</a></p>	0	<p>2 News Editor-Reporter, 3- News Photographer, 4- Production Technician, 5-Associate Producer, 6- Account Executive, 7-Reporter &amp; MMJ, 8-Reporter &amp; MMJ, 9- Chief Photographer, 10-Executive Producer, 11-Multi-Media Journalist, 12-Account Executive, 13- Promotions Manager, 14-Production Technician, 15- Assignment Editor, 16-Account Executive, 17-News Photographer, 19- Digital Sales Assistant, 20- Digital Content Creator, 21- News Producer, 23- News Anchor &amp; Reporter 24- News Reporter, 26- Assignment Editor, 27- Credit &amp; Collections Manager, 28- Producer, 29- Associate Producer, 30- Writer Promotions Producer, 32- News Reporter</p>
<p>Full Sail Wynn Davis/Susan Smey 3300 University Blvd Winter Park, FL 32792 407-551-2037 x 5615 <a href="mailto:wynnd@fullsail.com">wynnd@fullsail.com</a> <a href="mailto:ssmey@fullsail.edu">ssmey@fullsail.edu</a></p>	16	<p>2 News Editor-Reporter, 3- News Photographer, 4- Production Technician, 5-Associate Producer, 6- Account Executive, 7-Reporter &amp; MMJ, 8-Reporter &amp; MMJ, 9- Chief Photographer, 10-Executive Producer, 11-Multi-Media Journalist, 12-Account Executive, 13- Promotions Manager, 14-Production Technician, 15- Assignment Editor, 16-Account Executive, 17-News Photographer, 19- Digital Sales Assistant, 20- Digital Content Creator, 21- News Producer, 23- News Anchor &amp; Reporter 24- News Reporter, 26- Assignment Editor, 27- Credit &amp; Collections Manager, 28- Producer, 29- Associate Producer, 30- Writer Promotions Producer, 32- News Reporter</p>

University of Florida WUFT-TV PO Box 118405 Gainesville, FL 32611-8405 352-392-5551 <a href="mailto:news@wuft.org">news@wuft.org</a>	0	2 News Editor-Reporter, 3- News Photographer, 4- Production Technician, 5-Associate Producer, 6- Account Executive, 7-Reporter & MMJ, 8-Reporter & MMJ, 9- Chief Photographer, 10-Executive Producer, 11-Multi-Media Journalist, 12-Account Executive, 13- Promotions Manager, 14-Production Technician, 15- Assignment Editor, 16-Account Executive, 17-News Photographer, 19- Digital Sales Assistant, 20- Digital Content Creator, 21- News Producer, 23- News Anchor & Reporter 24- News Reporter, 26- Assignment Editor, 27- Credit & Collections Manager, 28- Producer, 29- Associate Producer, 30- Writer Promotions Producer, 32- News Reporter
Hispanic Chamber of Commerce of Cent FL 3201 E Colonial Drive #A20 Orlando, FL 32803 407-428-5870 <a href="mailto:info@hispanicchamber.net">info@hispanicchamber.net</a> <a href="mailto:ssanchez@hispanicchamber.net">ssanchez@hispanicchamber.net</a>	0	2 News Editor-Reporter, 3- News Photographer, 4- Production Technician, 5-Associate Producer, 6- Account Executive, 7-Reporter & MMJ, 8-Reporter & MMJ, 9- Chief Photographer, 10-Executive Producer, 11-Multi-Media Journalist, 12-Account Executive, 13- Promotions Manager, 14-Production Technician, 15- Assignment Editor, 16-Account Executive, 17-News Photographer, 19- Digital Sales Assistant, 20- Digital Content Creator, 21- News Producer, 23- News Anchor & Reporter 24- News Reporter, 26- Assignment Editor, 27- Credit & Collections Manager, 28- Producer, 29- Associate Producer, 30- Writer Promotions Producer, 32- News Reporter
Hispanic Federation Florida L. Campo 1650 Sand Lake Rd, Ste390 Orlando, FL 32809 407-270-0597 <a href="mailto:lcampo@hispanicfederation.org">lcampo@hispanicfederation.org</a> <a href="mailto:info@hispanicfederation.org">info@hispanicfederation.org</a>	0	2 News Editor-Reporter, 3- News Photographer, 4- Production Technician, 5-Associate Producer, 6- Account Executive, 7-Reporter & MMJ, 8-Reporter & MMJ, 9- Chief Photographer, 10-Executive Producer, 11-Multi-Media Journalist, 12-Account Executive, 13- Promotions Manager, 14-Production Technician, 15- Assignment Editor, 16-Account Executive, 17-News Photographer, 19- Digital Sales Assistant, 20- Digital Content Creator, 21- News Producer, 23- News Anchor & Reporter 24- News Reporter, 26- Assignment Editor, 27- Credit & Collections Manager, 28- Producer, 29- Associate Producer, 30- Writer Promotions Producer, 32- News Reporter
National Hispanic Media Coalition <a href="mailto:info@nhmc.org">info@nhmc.org</a>	0	2 News Editor-Reporter, 3- News Photographer, 4- Production Technician, 5-Associate Producer, 6- Account Executive, 7-Reporter & MMJ, 8-Reporter & MMJ, 9- Chief Photographer, 10-Executive Producer, 11-Multi-Media Journalist, 12-Account Executive, 13- Promotions Manager, 14-Production Technician, 15- Assignment Editor, 16-Account Executive, 17-News Photographer, 19- Digital Sales Assistant, 20- Digital Content Creator, 21- News Producer, 23- News Anchor & Reporter 24- News Reporter, 26- Assignment Editor, 27- Credit & Collections Manager, 28- Producer, 29- Associate Producer, 30- Writer Promotions Producer, 32- News Reporter
Medialine 1209 Wood Valley Road Augusta, GA 30909 Rich Everitt 706-364-7564 <a href="http://www.medialine.com">www.medialine.com</a> <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	0	2- News Editor-Photographer, 3- Photographer, 4- Production Technician, 5- Associate Producer, 6- Sales Account Executive, 7- News Reporter & MMJ, 15- Assignment Editor

Rollins College Center for Career and Life Planning Kathleen W. Rollins Hall – 1 <sup>st</sup> Floor 1000 Holt Avenue Winter Park, FL 32789 407-646-2000 <a href="mailto:careercenter@rollins.edu">careercenter@rollins.edu</a>	0	2- News Editor-Photographer, 3- Photographer, 4- Production Technician, 5- Associate Producer, 6- Sales Account Executive, 7- News Reporter & MMJ, 15- Assignment Editor
Women In Film – Florida PO Box 533541 Orlando, FL 32853-3541 <a href="mailto:info@womeninfilml.org">info@womeninfilml.org</a>	0	2 News Editor-Reporter, 3- News Photographer, 4- Production Technician, 5-Associate Producer, 6- Account Executive, 7-Reporter & MMJ, 8-Reporter & MMJ, 9- Chief Photographer, 10-Executive Producer, 11-Multi-Media Journalist, 12-Account Executive, 13- Promotions Manager, 14-Production Technician, 15- Assignment Editor, 16-Account Executive, 17-News Photographer, 19- Digital Sales Assistant, 20- Digital Content Creator, 21- News Producer, 23- News Anchor & Reporter 24- News Reporter, 26- Assignment Editor, 27- Credit & Collections Manager, 28- Producer, 29- Associate Producer, 30- Writer Promotions Producer, 32- News Reporter
National Association of Black Journalists Tampa Bay Regional Chapter 490 – 1 <sup>st</sup> Avenue South St Petersburg, FL 33701 727-893-8521 <a href="mailto:digdog@aol.com">digdog@aol.com</a>	2	2 News Editor-Reporter, 3- News Photographer, 4- Production Technician, 5-Associate Producer, 6- Account Executive, 7-Reporter & MMJ, 8-Reporter & MMJ, 9- Chief Photographer, 10-Executive Producer, 11-Multi-Media Journalist, 12-Account Executive, 13- Promotions Manager, 14-Production Technician, 15- Assignment Editor, 16-Account Executive, 17-News Photographer, 19- Digital Sales Assistant, 20- Digital Content Creator, 21- News Producer, 23- News Anchor & Reporter 24- News Reporter, 26- Assignment Editor, 27- Credit & Collections Manager, 28- Producer, 29- Associate Producer, 30- Writer Promotions Producer, 32- News Reporter
TV Jobs Employment Bulletin Board M Holloway PO Box 4116 Oceanside, CA 92052 877-988-9809 <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a>	1	2 News Editor-Reporter, 3- News Photographer, 4- Production Technician, 5-Associate Producer, 6- Account Executive, 7-Reporter & MMJ, 8-Reporter & MMJ, 9- Chief Photographer, 10-Executive Producer, 11-Multi-Media Journalist, 12-Account Executive, 13- Promotions Manager, 14-Production Technician, 15- Assignment Editor, 16-Account Executive, 17-News Photographer, 19- Digital Sales Assistant, 20- Digital Content Creator, 21- News Producer, 23- News Anchor & Reporter 24- News Reporter, 26- Assignment Editor, 27- Credit & Collections Manager, 28- Producer, 29- Associate Producer, 30- Writer Promotions Producer, 32- News Reporter
University of Central Florida Communications Dept Attn: Dr. Joan McCain PO Box 161344 Orlando, FL 32816-1344 <a href="mailto:ucf@ucf.edu">ucf@ucf.edu</a>	0	2 News Editor-Reporter, 3- News Photographer, 4- Production Technician, 5-Associate Producer, 6- Account Executive, 7-Reporter & MMJ, 8-Reporter & MMJ, 9- Chief Photographer, 10-Executive Producer, 11-Multi-Media Journalist, 12-Account Executive, 13- Promotions Manager, 14-Production Technician, 15- Assignment Editor, 16-Account Executive, 17-News Photographer, 19- Digital Sales Assistant, 20- Digital Content Creator, 21- News Producer, 23- News Anchor & Reporter 24- News Reporter, 26- Assignment Editor, 27- Credit & Collections Manager, 28- Producer, 29- Associate Producer, 30- Writer Promotions Producer, 32- News Reporter

University of Florida WUFT-TV PO Box 118405 Gainesville, FL 32611-8405 352-392-5551 <a href="mailto:news@wuft.org">news@wuft.org</a>	0	2 News Editor-Reporter, 3- News Photographer, 4- Production Technician, 5-Associate Producer, 6- Account Executive, 7-Reporter & MMJ, 8-Reporter & MMJ, 9- Chief Photographer, 10-Executive Producer, 11-Multi-Media Journalist, 12-Account Executive, 13-Promotions Manager, 14-Production Technician, 15- Assignment Editor, 16-Account Executive, 17-News Photographer, 19- Digital Sales Assistant, 20- Digital Content Creator, 21- News Producer, 23- News Anchor & Reporter 24- News Reporter, 26- Assignment Editor, 27- Credit & Collections Manager, 28- Producer, 29- Associate Producer, 30- Writer Promotions Producer, 32- News Reporter
Emma Bowen Foundation Michael Barham VP, Programs 30 Rockefeller Plaza (1221 Avenue of the Americas) T- 212-664-3486 <a href="mailto:Michael.barham@nbcuni.com">Michael.barham@nbcuni.com</a> <a href="mailto:Claribel.nunez@nbcuni.com">Claribel.nunez@nbcuni.com</a> <a href="mailto:Antoinetter.miller@nbcuni.com">Antoinetter.miller@nbcuni.com</a>	1	2 News Editor-Reporter, 3- News Photographer, 4- Production Technician, 5-Associate Producer, 6- Account Executive, 7-Reporter & MMJ, 8-Reporter & MMJ, 9- Chief Photographer, 10-Executive Producer, 11-Multi-Media Journalist, 12-Account Executive, 13-Promotions Manager, 14-Production Technician, 15- Assignment Editor, 16-Account Executive, 17-News Photographer, 19- Digital Sales Assistant, 20- Digital Content Creator, 21- News Producer, 23- News Anchor & Reporter 24- News Reporter, 26- Assignment Editor, 27- Credit & Collections Manager, 28- Producer, 29- Associate Producer, 30- Writer Promotions Producer, 32- News Reporter
F.I.R.S.T. Institute Michelle Archival Director of Admissions 2309 Silver Star Rd Orlando, FL 32804 407-316-8310 <a href="mailto:careerdevelopment@first.edu">careerdevelopment@first.edu</a>	0	2- News Editor-Photographer, 3- Photographer, 4- Production Technician, 5- Associate Producer, 6- Sales Account Executive, 7- News Reporter & MMJ, 15- Assignment Editor
<a href="mailto:gboubion@columbia.edu">gboubion@columbia.edu</a>		14- Production Technician, 15- Assignment Editor, 24- News Reporter, 26 – Assignment Editor, 28- Producer, 29- Associate Producer, 30 – Writer Promotions Producer, 32- Reporter

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-TV 205 E. 67 <sup>th</sup> Street New York, NY 10065 R. Barranda	0	All positions
KTTV/KCOP-TV 1999 S. Bundy Drive Los Angeles, CA 90025 D. Rosas	1	All positions
WFLD/WPWR-TV	0	All positions



205 N. Michigan Avenue Chicago, IL 60601 S.Dixon		
WTFX-TV 330 Market Street Philadelphia, PA 19106 A. Pritchett	0	All positions
KDFW/KDFI 400 N. Griffin Street Dallas, TX 75202 N. Robles	0	All positions
KTVU/KICU – TV 2 Jack London Square Oakland, CA 94607 D. Houston	0	All positions
WTTG/WDCA 5151 Wisconsin Ave NW Washington, DC 20016 M. Baker	0	All positions
WAGA – T 1551 Briarcliff Road, NE Atlanta, GA 30306 R. Davis	1	All positions
KRIV/KTXH 4261 Southwest Freeway Houston, TX 77027 T. Rivers/K. Bouldin	0	All positions
WJBK 16550 W. Nine Mile Road Southfield, MI 48075 D. Hayes	0	All positions
KSAZ-TV/KUTP-TV 511 W. Adams Street Phoenix, AZ 85003 H. Hanson	1	All positions
WTVT 3213 W. Kennedy Boulevard Tampa, FL 33609 I. Sierra	0	All positions
KMSP-TV/WFTC-TV 11358 Viking Drive Eden Prairie, MN 55344 K. O'Hara	0	All positions
KTBC 119 E 10th Street Austin, TX 78701 L. Cordes	0	All positions
KCPQ/KZJO 1813 Westlake Avenue, N. Seattle, WA 98109 T. Rivers/H. McCracken	0	All positions
WITI 9001 N. Green Bay Road Milwaukee, WI 53209 S. Scott-Nathan	0	All positions

**In addition, the station interviewed: 14 current and inter-company employees, 19 Agent referrals, 14 employee referrals, 28 referrals through other websites, social media and job boards, 68 referrals through LinkedIn, 15 referrals through Indeed.com, 5 referrals from other professional associations.**

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**Section 3: Supplemental Outreach Activities** –October 1, 2022 – September 30, 2023

**Provide Detailed description of each Supplemental Outreach Activity**

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, WTVT participated in the following career job fairs on behalf of the group:

- **Howard University Cathy Hughes School of Communication** Virtual Career Fair – On October 14, 2022. Students interested in Internships and entry level positions in the communication Industry. Attending and representing FTS O&O group were Murphy Baker, HR Director WTTG/WDCA FOX 5, Iris Sierra, Regional HR Director (WTVT), Dalina Hayes, HR Director WJBK, FOX 2 Detroit, Heather Hanson, HR Director – KSAZ Phoenix, Iraida Morillo, HR Director, WOFL-WRBW-WOGX.
- **Full Sail University** - Full Sail University held a virtual career fair in Communication on February 9, 2023. Students and alumni interested in internships and job opportunities related to advertising, journalism, public relations, media production, management, and technology, and related communications industries. Attended and representing the FTS O&O group were Iris Sierra, FTS Regional Human Resources Director, and Iraida Morillo, HR Director WOFL\_WRBW\_WOGX.
- **Penn State Bellisario College of Communication** held their 24<sup>th</sup> annual job expo, internship and in person career fair on February 24, 2023. Attended and represented the FTS O&O group was Murphy Baker, HR Director WTTG/WDCA FOX 5.



- **UCF Intern Pursuit** - The University of Central Florida holds a bi-annual Internship fair designated to connect students and employers for internship opportunities in Communication, Advertising, Graphic Design, etc. Attended and represented the FTS O&O group on March 8, 2023 was Iraida Morillo, HR Director and Randi Hildreth, News Reporter at WOFL-WRBW-WOGX FOX 35.
- **FABJ** - The Florida Association of Broadcast Journalists held a convention and career fair April 7, 2023 in Orlando, Florida. Attended and represented FTS O&O group were Iraida Morillo, HR Director, James Warner, Assistant News Director, Melissa Medalie, VP News at WOFL-WRBW-WOGX FOX 35.
- **Emma Bowen Annual Career Fair** - Emma Bowen Minority Interest in Media held a Virtual Career Fair - June 21, 2023. Attended and represented the FTS O&O group were Iris Sierra, FTS Regional Human Resources Director, Roselyn Barranda, Human Resources Director-WNYW-WWOR-NY, Nicole Robles, Human Resources Director Tracey Rivers Human Resources Director-KRIV-KTXH-Houston and Iraida Morillo, Human Resources Director WOFL-WRBW-WOGX - Orlando.
- **NAHJ** - The National Association of Hispanic Journalists held an in-person Conference and Job Fair July 12-15, 2023 in Miami, Florida. Attended and representing the FTS O&O group were Kate O'Hara, HR Director WFTC FOX 9+, KMSP FOX 9, FOX 6 Milwaukee and Iraida Morillo, HR Director and Melissa Medalie, VP News at WOFL-WRBW-WOGX FOX 35, Susan Schiller, VP News KRIV-KTXH Houston.
- **AAJA** - The Asian American Journalists Association held an in-person Conference and Career Fair, on July 19 - 23, 2023 in Washington, DC. Attended and representing the FTS O&O group were Alexa Maldonado, FSS HR Director, Murphy Baker, HR Director, Paul McGonagle, VP News at WTTG/WDCA FOX 5.
- **NABJ** - The National Association of Black Journalist Conference and Job Fair, August 2- 6, 2023, Birmingham, AL. Attended and representing the FTS O&O group were Nicole Robles, HR Director KDFW/KDFI Dallas a

- **Full Sail University** - Full Sail University held a virtual career fair in Communication on August 30 2023. Students and alumni interested in internships and job opportunities related to advertising, journalism, public relations, media production, management, and technology, and related communications industries. Attended and representing the FTS O&O group Iraida Morillo, HR Director WOFL\_WRBW\_WOGX, Roselyn Barranda, HR Director, WNYW FOX 5 & WWOR MY 9, Shartrise Dixon, HR Director WFLD/WPWR FOX 32 Chicago.

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

### **Internship Programs in Web/Digital News, News Producer, Weather and Engineering - Production Tech.**

WOFL/FOX 35, WRBW/FOX35PLUS 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

We accept students from the following colleges/universities: Full Sail University, University of Central Florida, Florida Atlantic University, University of Florida and any University in Florida that offers Media, Broadcasting degrees.

Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are primarily directed to providing notification of specific job vacancies).

- [www.fox35orlando.com](http://www.fox35orlando.com)
- [www.foxcareers.com](http://www.foxcareers.com)
- [www.Linkedin.com](http://www.Linkedin.com)
- All of our open positions are pulled by various job banks to include: indeed.com, glassdoor.com, Broadcasting & Cable Magazine, and various job boards.

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 2023, work-study student, from University of Central Florida, participated in this program as trainee Digital Producer in the Digital News Department.

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.

## **News**

WOFL/WRBW/WOGX News Director Melissa Medalie, provided in house Writing Seminar for all Station's News Department, to include Producers, Associate, Senior and Executive Producers, Anchors and Reporters, Multi-Media Journalists, Managers. The intention is to enable news team to write, conversational writing, teases, etc. These trainings were conducted by 602 Communications, Mary Cox on May 23, 2023 and June 27, 2023.

## **Sales**

WOFL/WRBW/WOGX VP of Sales, Justin Fox scheduled an in house digital sales training, Orlando Digital Success Training on September 20, 2023. Training was conducted by Nichol Sanderson, Client Service Manager at FOX TV Stations. Participants of these training were WOFL/WRBW/WOGX Digital Sales Team, Account Executives and Sales Managers. One of the purposes of training was to give Account Executives a full understanding of FLX and Digital Campaign processes; to improve Account Executives Client Needs Analysis (CNA) process including research, planning and preparation, audience request, FLX and digital solutions and utilizing FLX dashboard.

FOX Stations Sales, an in-house sales organization maintains a program to train new Account Executives with the overall goal of providing an internal pool of talent for future Account Executive positions within FOX Television Stations and FOX Stations Sales. This program consists of both coursework and hands-on training. Station participation is active during the program through various workshop sessions and training meetings. At the end of the program, individuals are assigned to Stations and sales offices throughout the United States. Mark Hong, FSS VP of Training & Development & Alexa Maldonado, FSS HR Director oversee this program.

Establishment of a mentoring program for station personnel.

Identified and implemented 10 career ladder promotional avenues

Associate Producer ⇒ Producer

Producer ⇒ Sr. Producer

Sr Producer ⇒ Executive Producer

Reporter ⇒ News Anchor & Reporter

Production Tech ⇒ Director

Broadcast Operations Manager ⇒ Director of Engineering

Maintenance Engineer ⇒ Sr. Maintenance Engineer

Sales Manager ⇒ Director of Sales (VP Sales)

Account Executives ⇒ Sales Managers

Assistant News Director ⇒ VP of News (News Director)

Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting.

Sanford Middle School, November 15, 2022. Amy Kaufeldt Good Day Orlando Main anchor, visited Sanford Middle School to teach a class about Journalism. From education required to internships and work ethics. It was well received by Students and teachers.,

2022 Making Strides Against Breast Cancer, Orlando, FL. October 16, 2022. WOFL-WRBW-WOGX partnered with AdventHealth for the American Cancer Society's Making Strides Against Breast

Cancer Walk. Although main purpose of the event was to support thousands of people with their own inspirational and courageous story, we had the opportunity to highlight our Company and our support for the community.

WOFL-WRBW-WOGX Storm team of Meteorologists, visit different schools in our community to teach kids about Weather. These are done throughout the year. Schools visited this year were Evans Elementary School in Oviedo, FL. Brooks Garner, Meteorologist and Weather anchor talked about Hurricane Ian, lightning safety, water cycle, etc.

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:

NAAAJ/NABJ/NAHJ Via LinkedIn  
Emma Bowen Foundation  
Bethune Cookman College Placement Center  
Central Orlando Association of Black Journalists  
Foundation for Minority Interests in Media - Emma Bowen  
Foundation  
Hispanic Chamber of Commerce of Central Florida  
National Hispanic Media Coalition  
Central Florida Employment Council

Provision of training to management level personnel as to methods of ensuring equal opportunity and preventing discrimination.

The company has a Training and Development department and throughout the year there are several instructor facilitated trainings. Below are some of the trainings:

- FOX Preventing Discrimination, Harassment, Retaliation & Standards of Business Conduct. May 2023
- Active Shooter Response Training – mandated all Staff October 13, 20 & 27, 2022.



- I personally conduct a one hour Orientation to all staff on their first day at Work.