

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	3	1- Staff Accountant, 2-Credit & Collections Mgr, 3-Account Executive, 4- Executive Producer, 5-Traffic Assistant, 6-Traffic Assistant, 7-Multimedia Journalist, 8- Meteorologist/Weather Anchor, 9- News Reporter, 10-Account Executive FLX, 11- News Anchor & Reporter, 12-Facilities Coordinator, 13-News Anchor & Reporter, 14- Credit & Collections Mgr, 15-News Editor, 16- News Anchor & reporter Wkend, 17- Assignment Editor, 18-Sports & News Reporter, 19-News Reporter, 20-Digital Sales Assistant, 21-News Photographer
Fox News Channel New York, NY D. Collins (212) 301-5043 www.foxnews.com	16	1- Staff Accountant, 2-Credit & Collections Mgr, 3-Account Executive, 4- Executive Producer, 5-Traffic Assistant, 6-Traffic Assistant, 7-Multimedia Journalist, 8- Meteorologist/Weather Anchor, 9- News Reporter, 10-Account Executive FLX, 11- News Anchor & Reporter, 12-Facilities Coordinator, 13-News Anchor & Reporter, 14- Credit & Collections Mgr, 15-News Editor, 16- News Anchor & reporter Wkend, 17- Assignment Editor, 18-Sports & News Reporter, 19-News Reporter, 20-Digital Sales Assistant, 21-News Photographer
www.foxcareers.com	16	All Positions
Bethune Cookman College Mass Communications Dept Career Placement Center 640 Mary McLeod Blvd Daytona Beach, FL 32114 bonnerd@cookman.edu		2,3,4,5,9,10,11,12,13,14,15,16,17,18,19, 20,21
University of Florida Gator Career Link Gainesville, FL 32611 www.ufl-csm.symplicity.com/employers cccglhelp@ufsa.ufl.edu HireGators@ufsa.ufl.edu	1	2,3,4
US Jobs / Vet Central www.us.jobs 9002 N Purdue Road #100 Indianapolis, IN 46268 866-268-6206 www.us.jobs ; info@usnlx.com		2, 3, 4
Central Florida Employment Council P. Weir 450 Seminole Blvd Casselberry, FL 32707 cfec@cfec.org		2,3,4,5,9,10,11,12,13,14,15,16,17,18,19, 20,21

Central Orlando/Florida Urban League G. Gilzean / J. Maceo 2804 Belco Drive Orlando, FL 32804 407-841-7654 x 331 ggilzean@cful.org / jmaceo@cful.org		2,3,4
Daytona State College Career Services 1200 W International Speedway Daytona Beach, FL 32114 386-506-3000 x 3559 careerservices@daytonastate.edu		2,3,4,
Florida A&M University Francine Huff 510 Orr Drive, Room 438 Tallahassee, FL 32307-412-6587 Francine.huff@famuedu Renata.hughes@famuedu		2,3,4,5,9,10,11,12,13,14,15,16,17,18,19, 20,21,
Florida Association of Broadcasters L Varn 201 S Monroe Street #201 Tallahassee, FL 32301 850-681-6444 lvarn@fab.org intern@fab.org		2,3,4,5,9,10,11,12,13,14,15,16,17,18,19, 20,21,
Florida State University Department of Communications N Hinson-Turner / M Ealey 356 Diffenbaugh Tallahassee, FL 32306-2064 Natashia.turner@ccifsu.edu Mary.ealey@ccifsu.edu		2,3,4
Full Sail T. Oberdick 3300 University Blvd Winter Park, FL 32792 407-551-2037 x 5615 toberdick@fullsail.com wynnd@fullsail.com	1	2,3,4,5,9,10,11,12,13,14,15,16,17,18,19, 20,21
George Mason University* Department of Communications Beth Jannery, Robinson A, 121A 4400 University Drive, MS 3DG Fairfax, VA 22030 860-798-2847 Bjannery@gmu.edu		2,3,4
Rollins College Center for Career and Life Planning Kathleen W. Rollins Hall – 1 st Floor 1000 Holt Avenue Winter Park, FL 32789 407-646-2000 careercenter@rollins.edu dcordova@rollins.edu		2,3,4,

<p>Seminole State College Career Placement Center Sanford, FL 32773 407-708-4512 careerdev@seminolestate.edu fergusonn@seminolestate.edu www.seminolestate.joinhandshake.com</p>		2,3,4
<p>Stetson University R Kazmarek, Director 421 N Woodland Blvd #8395 Deland, FL 32723 386-822-7315 career@stetson.edu</p>		2,3,4,
<p>University of Florida WUFT-TV PO Box 118405 Gainesville, FL 32611-8405 352-392-5551 news@wuft.org</p>		2,3,4,
<p>Hispanic Chamber of Commerce of Cent FL 3201 E Colonial Drive #A20 Orlando, FL 32803 407-428-5870 info@hispanicchamber.net ssanchez@hispanicchamber.net</p>		2,3,4,5,9,10,11,12,13,14,15,16,17,18,19, 20,21
<p>Hispanic Federation Florida L. Campo 1650 Sand Lake Rd, Ste390 Orlando, FL 32809 407-270-0597 lcampo@hispanicfederation.org info@hispanicfederation.org</p>		3,4,5,9,10,11,12,13,14,15,16,17,18,19, 20,21
<p>National Hispanic Media Coalition info@nhmc.org</p>		3,4,5,9,10,11,12,13,14,15,16,17,18,19, 20,21
<p>State of Florida Division of Vocational Rehab 3555 Maguire Blvd #205 Orlando, FL 32803 407-897-2725 Nancy.pritchard@vr.fldoe.org</p>		2,3,4
<p>Goodwill Industries of Central FL* Orlando Self-Sufficiency Job Center 7531 Orange Blossom Trail Orlando, FL 32809 iclas@goodwillfl.org kcarrier@goodwillcfl.org flopez@goodwillcfl.org</p>		2,3,4

<p>Goodwill Industries of Central FL* Leesburg Self-Sufficiency Job Center 10601-C8 US Highway 441 Leesburg, FL 34788 407-235-1500 kcarrier@goodwillfl.org swilliams@goodwillcfl.org</p>		2,3,4
<p>Media Recruiter 9457 S University Blvd #303 Highlands Ranch, CO 80126 Art Scott 303-400-5150 art@MediaRecruiter.com</p>		2,3,4,
<p>Medialine 1209 Wood Valley Road Augusta, GA 30909 Rich Everitt 706-364-7564 www.medialine.com medialine@medialine.com</p>		3,4,5,9,10,11,12,13,14,15,16,17,18,20,21
<p>Women In Film – Florida PO Box 533541 Orlando, FL 32853-3541 info@womeninfilmlfl.org</p>		2,3,4
<p>Spots N Dots Ads@spotsndots.com</p>		2,3,4
<p>National Association of Black Journalists Tampa Bay Regional Chapter 490 – 1st Avenue South St Petersburg, FL 33701 727-893-8521 digdog@aol.com</p>		3,4,5,9,10,11,12,13,14,15,16,17,18,20,21
<p>TV Jobs Employment Bulletin Board M Holloway PO Box 4116 Oceanside, CA 92052 877-988-9809 admin@tvjobs.com jobs@tvjobs.com</p>		1,3,4,5,9,10,11,12,13,14,15,16,17,18,19,20,21
<p>University of Central Florida Communications Dept Attn: Dr. Joan McCain PO Box 161344 Orlando, FL 32816-1344 Chinyen.chuo@ucf.edu ucf@ucf.edu</p>		3,4,5,9,10,11,12,13,14,15,16,17,18,19,20,21
<p>University of Florida WUFT-TV PO Box 118405 Gainesville, FL 32611-8405 352-392-5551 news@wuft.org</p>		3,4,5,9,10,11,12,13,14,15,16,17,18,19,20,21

Emma Bowen Foundation Michael Barham VP, Programs 30 Rockefeller Plaza (1221 Avenue of the Americas) T- 212-664-3486 Michael.barham@nbcuni.com		9,10,11,12,13,14,15,16,17,18,19, 20,21
Eckerd College Career Services 4200 – 54th Avenue South St Petersburg, FL 33711 727-867-1166 fogartkm@eckerd.edu nordbemb@eckerd.edu fogartkm@eckerd.edu		2,3,4
F.I.R.S.T. Institute Michelle Archival Director of Admissions 2309 Silver Star Rd Orlando, FL 32804 407-316-8310 Michelle.archival@first.edu alfonso.alvarez@first.edu		2,3,4,17,19,20,21

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 th Street New York, NY 10065 R. Barranda		All positions
KTTV/KCOP-TV 1999 S. Bundy Drive Los Angeles, CA 90025 D. Rosas		All positions
WFLD/WPWR-TV 205 N. Michigan Avenue Chicago, IL 60601 S.Scott-Nathan		All positions
WTXF-TV 330 Market Street Philadelphia, PA 19106 A. Pritchett		All positions
KDFW/KDFI 400 N. Griffin Street Dallas, TX 75202 N. Robles		All positions
KTVU/KICU-TV 2 Jack London Square Oakland, CA 94607 C. Nohr		All positions
WTTG/WDCA 5151 Wisconsin Ave NW Washington, DC 20016 M. Baker		All positions
WAGA-TV 1551 Briarcliff Road, NE		All positions

Atlanta, GA 30306 R. Davis		
KRIV/KTXH 4261 Southwest Freeway Houston, TX 77027 T. Rivers		All positions
WJBK 16550 W. Nine Mile Road Southfield, MI 48075 C. Smith		All positions
KSAZ-TV/KUTP 511 W. Adams Street Phoenix, AZ 85003 H. Hanson		All positions
WTVT 3213 W. Kennedy Boulevard Tampa, FL 33609 I. Sierra		All positions
KMSP-TV/WFTC 11358 Viking Drive Eden Prairie, MN 55344 K. O'Hara		All positions
KTBC 119 E 10th Street Austin, TX 78701 L. Cordes		All positions
KCPQ/KZJO 1813 Westlake Avenue, N. Seattle, WA 98109 T. Rivers		All positions
WITI 9001 N. Green Bay Road Milwaukee, WI 53209 S. Scott-Nathan		All positions

In addition, the station interviewed: 11 current and inter-company employees, 27 Agent referrals, 5 word-of-mouth referrals, 3 referrals through other websites, 17 referrals through LinkedIn, and 10 referrals through Indeed.com.

Section 3: Supplemental Outreach Activities – October 1, 2020– September 30, 2021.

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:

- **University of Florida-** UF held a virtual Careers in Communication Fair on October 13, 2020. 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, Iraidia Morillo, Human Resources Director for WOFL_WRBW_WOGX.

- **Full Sail University** - Full Sail University held a virtual career fair in Communication on November 12, 2020. 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, Nicole Robles, Human Resources Director KDFW-KDFI Dallas.
- **Syracuse University** - Diversity Communications Virtual Career Fair was held on March 5, 2021. Attended and represented the FTS O&O group were Murphy Baker, Human Resources Director WTTG-WDCA, DC.
- **The Newhouse Recruitment Collective** Virtual Career Fair was held on April 29, 2021. Attended and represented the FTS O&O group were Iris Sierra, FTS Regional Human Resources Director; Murphy Baker, Human Resources Director WTTG-WDCA, DC Iraidia Morillo, Human Resources Director WOFL_WRBW_WOGX Orlando, Adrienne Pritchett, Human Resources Director, WTXF-TV Philadelphia, Roselyn Barranda, Human Resources Director-WNYW-WWOR-NY, Tracey Rivers Human Resources Director-KRIV-KTXH-Houston and Iraidia Morillo, Human Resources Director WOFL-WRBW-WOGX – Orlando.
- **Emma Bowen Annual Career Fair** – Emma Bowen Minority Interest in Media held a Virtual Career Fair – June 30, 2021. All of the FTS HRD's all were able to participate and represent the O&O group.
- **T. Howard Foundation Virtual Coaching & Networking** – This virtual Event was designed for upcoming interns and our internship opportunities. Virtual Event was attended by Iris Sierra, FTS Regional HR Director, Roselyn Barranda, WNYW/WWOR HR Director and Nicole Robles, KDFW/KDFI HR Director.
- **NABJ** - The National Association of Black Journalist held a Virtual Conference and Job Fair, August 18 – 20, 2021. Attended and representing the FTS O&O group were Iris Sierra, FTS Regional Human Resources Director, Roselyn Barranda, Human Resources Director-WNYW-WWOR-NY, Emad Asghar, Assistant News Director-WNYW-WWOR-NY, Tracey Rivers, Human Resources Director-KRIV-KTXH-Houston, Erica Hill, VP/News Director KTTV, Kate O'Hara, Human Resources Director KMSP/WFTC, Iraidia Morillo, Human Resources Director, WOFL-WRBW-WOGX-Orlando, Nicole Robles, Human Resources Director-KDFW-KDFI-Dallas, Heather Hanson, Human Resources Director KSAX/KUTP – Arizona.
- **AAJA** – The Asian American Journalists Association held a Virtual Conference and Career Fair, on August 25 – 27, 2021. Attended and representing the FTS O&O group were Iris Sierra, FTS Regional HR Director, Byron Harmon, VP/News Director WNYW-WWOR-NY, Roselyn Barranda, Human Resources Director-WNYW-WWOR-NY, Adrienne Pritchett, Human Resources Director, WTXF-TV Philadelphia, Nicole Robles, Human Resources Director KDFW-KDFI Dallas, Iraidia Morillo, Human Resources Director, WOFL_WRBW_WOGX Orlando.

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/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

In this reporting year, due to the Covid-19 Global pandemic we did not have any academic credit interns in house. We will resume in Spring 2022.

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, Television 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

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 2021, work-study student, Annabelle Caceres of Miami Dade Community College, participated in this program as 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.

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.

Establishment of a mentoring program for station personnel.

Identified and implemented 7 career ladder promotional avenues

Associate Producer ⇒ Producer

Producer ⇒ Sr. Producer
Production Tech ⇒ Newscast Director
Broadcast Operations Manager ⇒ Director of Engineering
Maintenance Engineer ⇒ Broadcast Operations Manager
Sr Assignment Desk ⇒ Assignment Desk Manager
Sales Manager ⇒ Director of 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.

Participation in the annual Teach-In – Marion county school district
News Reporter participated in UCF journalism students about employment opportunities, accountability, transparency and diversity.
Due to the COVID-19 global pandemic we were not able to host Station Tours for school groups nor local Firefighters training programs in house.

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:

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
NAAAJ

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. We are yearly providing all employees with Sexual harassment trainings as well as many trainings on diversity, hiring process and Equal Opportunity.