

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

**Coverage Period:** October 1, 2021 – September 30, 2022

Section 1: Vacancy Information			
	Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hires
1	Associate Producer	10/4/2021	Social Media (LinkedIn)
2	Senior Producer	10/11/2021	FOX Careers
3	Multi-Media Journalist	10/12/2021	LinkedIn
4	Broadcast Operations Mgr	10/18/2021	Internal promotion
5	Production Tech	10/25/2021	Fox Careers
6	Account Executive	10/27/2021	Fox Careers
7	VP Sales	11/01/2021	Internal transfer
8	Planning Producer	11/8/2021	TVST referral
9	Production Tech	11/8/2021	FOX Careers
10	News Photographer	11/15/2021	FOX 35 website
11	Broadcast Maintenance Engineer	11/22/2021	FOX 35 website
12	News Producer	12/6/2021	TVST referral
13	Associate Producer	12/6/2021	TVST referral
14	MMJ/News Reporter	1/3/2022	Agent
15	Meteorologist_ Weather Anchor	1/10/2022	Agent
16	Newscast Director	1/17/2022	Internal promotion
17	Broadcast Maintenance Engineer	1/24/2022	TVST referral
18	Associate Producer	3/7/2022	TVST referral
19	News Photographer	3/7/2022	TVST referral
20	Digital Content Manager	3/14/2022	LinkedIn
21	Senior Producer	3/28/2022	FOX 35 website
22	Staff Accountant	3/28/2022	TVST referral – FOX 35 website
23	Production Tech	3/28/2022	<a href="http://www.foxcareers.com">www.foxcareers.com</a>
24	News Editor _Photographer	4/4/2022	TVST referral
25	VP Creative Services	4/11/2022	Ladders.com
26	Digital Content Creator _Producer	4/18/2022	<a href="http://www.indeed.com">www.indeed.com</a>
27	News Photographer	4/18/2022	<a href="http://www.foxcareers.com">www.foxcareers.com</a>
28	Digital Sales Assistant	4/18/2022	TVST referral
29	Sr Promotions Producer	4/18/2022	<a href="http://www.indeed.com">www.indeed.com</a>
30	Sr Maintenance Engineer	4/18/2022	Internal promotion
31	News Producer	5/9/2022	<a href="http://www.foxcareers.com">www.foxcareers.com</a>
32	News Anchor & Reporter	6/20/2022	Agent
33	Senior Digital Sales Mgr	7/5/2022	LinkedIn
34	Meteorologist_ Weather Anchor	7/11/2022	LinkedIn
35	News Anchor & Reporter	7/25/2022	Agent
36	Senior Producer	8/1/2022	Internal promotion
37	Associate Producer	8/15/2022	Internal promotion
38	Facilities_Building Maintenance Engineer	8/22/2022	<a href="http://www.foxcareers.com">www.foxcareers.com</a>
39	Production Technician	8/22/2022	LinkedIn

40	Digital Content Creator	8/29/2022	LinkedIn
41	Multimedia Journalist Reporter	9/12/2022	www.foxcareers.com referral
42	Producer	9/12/2022	<a href="http://www.foxcareers.com/employee">www.foxcareers.com/employee</a> referral
43	Producer	9/12/2022	Internal

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: 310**

*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.*

## 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 <a href="http://www.fox35orlando.com">www.fox35orlando.com</a> <a href="http://www.my65orlando.com">www.my65orlando.com</a> <a href="http://www.wogx.com">www.wogx.com</a> 35 Skyline Drive Lake Mary, FL 32746 E. Rosen/Josh Frigerio (407) 942-8019	15	All Positions
Fox News Channel New York, NY D. Collins (212) 301-5043 <a href="http://www.foxnews.com">www.foxnews.com</a>	0	0
<a href="http://www.foxcareers.com">www.foxcareers.com</a>	95	All Positions
Bethune Cookman College Mass Communications Dept Career Placement Center 640 Mary McLeod Blvd Daytona Beach, FL 32114 <a href="mailto:bonnerd@cookman.edu">bonnerd@cookman.edu</a>	0	3-MMJ, 4- Broadcast Ops Manager, 5-Production Tech, 6-AE, 7-VP Sales, 8-Planning Producer, 9- Production Tech, 11-Broadcast Maintenance Engineer, 12-Producer, 13-Associate Producer, 14- MMJ/Reporter, 15-Meteorologist, 16- Newscast Director, 17-Broadcast Maintenance Engineer, 18- Associate Producer, 19- News Photographer, 20- Digital Content Manager, 21- Senior Producer, 22- Staff Accountant, 23- Production tech, 24-News Editor_photog, 25-VP Creative Services, 26-Digital Content Creator, 27-Photographer, 28-Digital Sales Assistant, 29- Sr Promotions Producer, 30- Sr Maintenance Engineer, 31- Producer, 33-Sr Web Sales Mgr, 34-Meteorologist_Weather Anchor, 35- News Anchor_Reporter, 36- Senior Producer, 37- Associate Producer, 38-Facilities_Building Maintenance Engineer, 39- Production Tech, 40- Digital Content Creator, 41-MMJ_Reporter, 42- Producer, 43-Producer
US Jobs / Vet Central <a href="http://www.us.jobs">www.us.jobs</a> 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	3-MMJ, 4- Broadcast Ops Manager, 5- Production Tech, 6-AE, 7-VP Sales, 11- Broadcast Maintenance Engineer, 14- MMJ/Reporter, 15-Meteorologist

<p>entral Florida Employment Council P. Weir 450 Seminole Blvd Casselberry, FL 32707 <a href="mailto:cfec@cfec.org">cfec@cfec.org</a></p>	<p>0</p>	<p>3-MMJ, 4- Broadcast Ops Manager, 5-Production Tech, 6-AE, 7-VP Sales, 8-Planning Producer, 9- Production Tech, 11-Broadcast Maintenance Engineer, 12-Producer, 13-Associate Producer, 14-MMJ/Reporter, 15-Meteorologist, 16- Newscast Director, 17-Broadcast Maintenance Engineer, 18- Associate Producer, 19- News Photographer, 20-Digital Content Manager, 21- Senior Producer, 22- Staff Accountant, 23- Production tech, 24-News Editor_photog, 25-VP Creative Services, 26-Digital Content Creator, 27-Photographer, 28-Digital Sales Assistant, 29- Sr Promotions Producer, 30- Sr Maintenance Engineer, 31- Producer, 33-Sr Web Sales Mgr, 34-Meteorologist_Weather Anchor, 35- News Anchor_Reporter, 36- Senior Producer, 37- Associate Producer, 38-Facilities_Building Maintenance Engineer, 39- Production Tech, 40-Digital Content Creator, 41-MMJ_Reporter, 42- Producer, 43-Producer</p>
<p>Florida A&amp;M University Francine Huff 510 Orr Drive, Room 438 Tallahassee, FL 32307-412-6587 <a href="mailto:Francine.huff@fam.u.edu">Francine.huff@fam.u.edu</a> <a href="mailto:Renata.hughes@fam.u.edu">Renata.hughes@fam.u.edu</a></p>	<p>0</p>	<p>3-MMJ, 4- Broadcast Ops Manager, 5-Production Tech, 6-AE, 7-VP Sales, 8-Planning Producer, 9- Production Tech, 11-Broadcast Maintenance Engineer, 12-Producer, 13-Associate Producer, 14-MMJ/Reporter, 15-Meteorologist, 16- Newscast Director, 17-Broadcast Maintenance Engineer, 18- Associate Producer, 19- News Photographer, 20-Digital Content Manager, 21- Senior Producer, 22- Staff Accountant, 23- Production tech, 24-News Editor_photog, 25-VP Creative Services, 26-Digital Content Creator, 27-Photographer, 28-Digital Sales Assistant, 29- Sr Promotions Producer, 30- Sr Maintenance Engineer, 31- Producer, 33-Sr Web Sales Mgr, 34-Meteorologist_Weather Anchor, 35- News Anchor_Reporter, 36- Senior Producer, 37- Associate Producer, 38-Facilities_Building Maintenance Engineer, 39- Production Tech, 40-Digital Content Creator, 41-MMJ_Reporter, 42- Producer, 43-Producer</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>	<p>0</p>	<p>3-MMJ, 4- Broadcast Ops Manager, 5-Production Tech, 6-AE, 7-VP Sales, 8-Planning Producer, 9- Production Tech, 11-Broadcast Maintenance Engineer, 12-Producer, 13-Associate Producer, 14-MMJ/Reporter, 15-Meteorologist, 16- Newscast Director, 17-Broadcast Maintenance Engineer, 18- Associate Producer, 19- News Photographer, 20-Digital Content Manager, 21- Senior Producer, 22- Staff Accountant, 23- Production tech, 24-News Editor_photog, 25-VP Creative Services, 26-Digital Content Creator, 27-Photographer, 28-Digital Sales Assistant, 29- Sr Promotions Producer, 30- Sr Maintenance Engineer, 31- Producer, 33-Sr Web Sales Mgr, 34-Meteorologist_Weather Anchor, 35- News Anchor_Reporter, 36- Senior Producer, 37- Associate Producer, 38-Facilities_Building Maintenance Engineer, 39- Production Tech, 40-Digital Content Creator, 41-MMJ_Reporter, 42- Producer, 43-Producer</p>

Full Sail T. Oberdick Wynn Davis 3300 University Blvd Winter Park, FL 32792 407-551-2037 x 5615 <a href="mailto:toberdick@fullsail.com">toberdick@fullsail.com</a> <a href="mailto:wynnd@fullsail.com">wynnd@fullsail.com</a>	4	3-MMJ, 4- Broadcast Ops Manager, 5-Production Tech, 6-AE, 7-VP Sales, 8-Planning Producer, 9- Production Tech, 11-Broadcast Maintenance Engineer, 12-Producer, 13-Associate Producer, 14-MMJ/Reporter, 15-Meteorologist, 16- Newscast Director, 17-Broadcast Maintenance Engineer, 18- Associate Producer, 19- News Photographer, 20-Digital Content Manager, 21- Senior Producer, 22- Staff Accountant, 23- Production tech, 24-News Editor_photog, 25-VP Creative Services, 26-Digital Content Creator, 27-Photographer, 28-Digital Sales Assistant, 29- Sr Promotions Producer, 30- Sr Maintenance Engineer, 31- Producer, 33-Sr Web Sales Mgr, 34-Meteorologist_Weather Anchor, 35- News Anchor_Reporter, 36- Senior Producer, 37- Associate Producer, 38-Facilities_Building Maintenance Engineer, 39- Production Tech, 40-Digital Content Creator, 41-MMJ_Reporter, 42- Producer, 43-Producer
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>	1	3-MMJ, 4- Broadcast Ops Manager, 5-Production Tech, 6-AE, 7-VP Sales, 8-Planning Producer, 9- Production Tech, 11-Broadcast Maintenance Engineer, 12-Producer, 13-Associate Producer, 14-MMJ/Reporter, 15-Meteorologist, 16- Newscast Director, 17-Broadcast Maintenance Engineer, 18- Associate Producer, 19- News Photographer, 20-Digital Content Manager, 21- Senior Producer, 22- Staff Accountant, 23- Production tech, 24-News Editor_photog, 25-VP Creative Services, 26-Digital Content Creator, 27-Photographer, 28-Digital Sales Assistant, 29- Sr Promotions Producer, 30- Sr Maintenance Engineer, 31- Producer, 33-Sr Web Sales Mgr, 34-Meteorologist_Weather Anchor, 35- News Anchor_Reporter, 36- Senior Producer, 37- Associate Producer, 38-Facilities_Building Maintenance Engineer, 39- Production Tech, 40-Digital Content Creator, 41-MMJ_Reporter, 42- Producer, 43-Producer
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	3-MMJ, 4- Broadcast Ops Manager, 5-Production Tech, 6-AE, 7-VP Sales, 8-Planning Producer, 9- Production Tech, 11-Broadcast Maintenance Engineer, 12-Producer, 13-Associate Producer, 14-MMJ/Reporter, 15-Meteorologist, 16- Newscast Director, 17-Broadcast Maintenance Engineer, 18- Associate Producer, 19- News Photographer, 20-Digital Content Manager, 21- Senior Producer, 22- Staff Accountant, 23- Production tech, 24-News Editor_photog, 25-VP Creative Services, 26-Digital Content Creator, 27-Photographer, 28-Digital Sales Assistant, 29- Sr Promotions Producer, 30- Sr Maintenance Engineer, 31- Producer, 33-Sr Web Sales Mgr, 34-Meteorologist_Weather Anchor, 35- News Anchor_Reporter, 36- Senior Producer, 37- Associate Producer, 38-Facilities_Building Maintenance Engineer, 39- Production Tech, 40-Digital Content Creator, 41-MMJ_Reporter, 42- Producer, 43-Producer

<p>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></p>	0	<p>3-MMJ, 4- Broadcast Ops Manager, 5-Production Tech, 6-AE, 7-VP Sales, 8-Planning Producer, 9- Production Tech, 11-Broadcast Maintenance Engineer, 12-Producer, 13-Associate Producer, 14-MMJ/Reporter, 15-Meteorologist, 16- Newscast Director, 17-Broadcast Maintenance Engineer, 18- Associate Producer, 19- News Photographer, 20-Digital Content Manager, 21- Senior Producer, 22- Staff Accountant, 23- Production tech, 24-News Editor_photog, 25-VP Creative Services, 26-Digital Content Creator, 27-Photographer, 28-Digital Sales Assistant, 29- Sr Promotions Producer, 30- Sr Maintenance Engineer, 31- Producer, 33-Sr Web Sales Mgr, 34-Meteorologist_Weather Anchor, 35- News Anchor_Reporter, 36- Senior Producer, 37- Associate Producer, 38-Facilities_Building Maintenance Engineer, 39- Production Tech, 40-Digital Content Creator, 41-MMJ_Reporter, 42- Producer, 43-Producer</p>
<p>National Hispanic Media Coalition <a href="mailto:info@nhmc.org">info@nhmc.org</a></p>	0	<p>3-MMJ, 4- Broadcast Ops Manager, 5-Production Tech, 6-AE, 7-VP Sales, 8-Planning Producer, 9- Production Tech, 11-Broadcast Maintenance Engineer, 12-Producer, 13-Associate Producer, 14-MMJ/Reporter, 15-Meteorologist, 16- Newscast Director, 17-Broadcast Maintenance Engineer, 18- Associate Producer, 19- News Photographer, 20-Digital Content Manager, 21- Senior Producer, 22- Staff Accountant, 23- Production tech, 24-News Editor_photog, 25-VP Creative Services, 26-Digital Content Creator, 27-Photographer, 28-Digital Sales Assistant, 29- Sr Promotions Producer, 30- Sr Maintenance Engineer, 31- Producer, 33-Sr Web Sales Mgr, 34-Meteorologist_Weather Anchor, 35- News Anchor_Reporter, 36- Senior Producer, 37- Associate Producer, 38-Facilities_Building Maintenance Engineer, 39- Production Tech, 40-Digital Content Creator, 41-MMJ_Reporter, 42- Producer, 43-Producer</p>
<p>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></p>	0	<p>3-MMJ, 4- Broadcast Ops Manager, 5-Production Tech, 6-AE, 7-VP Sales, 8-Planning Producer, 11-Broadcast Maintenance Engineer, 15-Meteorologist</p>
<p>Media Recruiter <a href="mailto:art@mediarecruiter.com">art@mediarecruiter.com</a></p>	0	<p>7-VP Sales, 8-Planning Producer, 9-Production Tech, 11- Broadcast Maintenance Engineer, 15-Meteorologist_Weather Anchor</p>

<p>Women In Film – Florida PO Box 533541 Orlando, FL 32853-3541 <a href="mailto:info@womeninfilml.org">info@womeninfilml.org</a></p>	<p>0</p>	<p>3-MMJ, 4- Broadcast Ops Manager, 5-Production Tech, 6-AE, 7-VP Sales, 8-Planning Producer, 9- Production Tech, 11-Broadcast Maintenance Engineer, 12-Producer, 13-Associate Producer, 14-MMJ/Reporter, 15-Meteorologist, 16- Newscast Director, 17-Broadcast Maintenance Engineer, 18- Associate Producer, 19- News Photographer, 20-Digital Content Manager, 21- Senior Producer, 22- Staff Accountant, 23- Production tech, 24-News Editor_photog, 25-VP Creative Services, 26-Digital Content Creator, 27-Photographer, 28-Digital Sales Assistant, 29- Sr Promotions Producer, 30- Sr Maintenance Engineer, 31- Producer, 33-Sr Web Sales Mgr, 34-Meteorologist_Weather Anchor, 35- News Anchor_Reporter, 36- Senior Producer, 37- Associate Producer, 38-Facilities_Building Maintenance Engineer, 39- Production Tech, 40-Digital Content Creator, 41-MMJ_Reporter, 42- Producer, 43-Producer</p>
<p>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></p>	<p>0</p>	<p>3-MMJ, 4- Broadcast Ops Manager, 5-Production Tech, 6-AE, 7-VP Sales, 8-Planning Producer, 9- Production Tech, 11-Broadcast Maintenance Engineer, 12-Producer, 13-Associate Producer, 14-MMJ/Reporter, 15-Meteorologist, 16- Newscast Director, 17-Broadcast Maintenance Engineer, 18- Associate Producer, 19- News Photographer, 20-Digital Content Manager, 21- Senior Producer, 22- Staff Accountant, 23- Production tech, 24-News Editor_photog, 25-VP Creative Services, 26-Digital Content Creator, 27-Photographer, 28-Digital Sales Assistant, 29- Sr Promotions Producer, 30- Sr Maintenance Engineer, 31- Producer, 33-Sr Web Sales Mgr, 34-Meteorologist_Weather Anchor, 35- News Anchor_Reporter, 36- Senior Producer, 37- Associate Producer, 38-Facilities_Building Maintenance Engineer, 39- Production Tech, 40-Digital Content Creator, 41-MMJ_Reporter, 42- Producer, 43-Producer</p>
<p>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></p>	<p>2</p>	<p>3-MMJ, 4- Broadcast Ops Manager, 5-Production Tech, 6-AE, 7-VP Sales, 8-Planning Producer, 9- Production Tech, 11-Broadcast Maintenance Engineer, 12-Producer, 13-Associate Producer, 14-MMJ/Reporter, 15-Meteorologist, 16- Newscast Director, 17-Broadcast Maintenance Engineer, 18- Associate Producer, 19- News Photographer, 20-Digital Content Manager, 21- Senior Producer, 22- Staff Accountant, 23- Production tech, 24-News Editor_photog, 25-VP Creative Services, 26-Digital Content Creator, 27-Photographer, 28-Digital Sales Assistant, 29- Sr Promotions Producer, 30- Sr Maintenance Engineer, 31- Producer, 33-Sr Web Sales Mgr, 34-Meteorologist_Weather Anchor, 35- News Anchor_Reporter, 36- Senior Producer, 37- Associate Producer, 38-Facilities_Building Maintenance Engineer, 39- Production Tech, 40-Digital Content Creator, 41-MMJ_Reporter, 42- Producer, 43-Producer</p>



<p>University of Central Florida Communications Dept Attn: Dr. Joan McCain PO Box 161344 Orlando, FL 32816-1344 Chinyen.chuo@ucf.edu <a href="mailto:ucf@ucf.edu">ucf@ucf.edu</a></p>	<p>1</p>	<p>3-MMJ, 4- Broadcast Ops Manager, 5-Production Tech, 6-AE, 7-VP Sales, 8-Planning Producer, 9- Production Tech, 11-Broadcast Maintenance Engineer, 12-Producer, 13-Associate Producer, 14-MMJ/Reporter, 15-Meteorologist, 16- Newscast Director, 17-Broadcast Maintenance Engineer, 18- Associate Producer, 19- News Photographer, 20-Digital Content Manager, 21- Senior Producer, 22- Staff Accountant, 23- Production tech, 24-News Editor_photog, 25-VP Creative Services, 26-Digital Content Creator, 27-Photographer, 28-Digital Sales Assistant, 29- Sr Promotions Producer, 30- Sr Maintenance Engineer, 31- Producer, 33-Sr Web Sales Mgr, 34-Meteorologist_Weather Anchor, 35- News Anchor_Reporter, 36- Senior Producer, 37- Associate Producer, 38-Facilities_Building Maintenance Engineer, 39- Production Tech, 40-Digital Content Creator, 41-MMJ_Reporter, 42- Producer, 43-Producer</p>
<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></p>	<p>1</p>	<p>3-MMJ, 4- Broadcast Ops Manager, 5-Production Tech, 6-AE, 7-VP Sales, 8-Planning Producer, 9- Production Tech, 11-Broadcast Maintenance Engineer, 12-Producer, 13-Associate Producer, 14-MMJ/Reporter, 15-Meteorologist, 16- Newscast Director, 17-Broadcast Maintenance Engineer, 18- Associate Producer, 19- News Photographer, 20-Digital Content Manager, 21- Senior Producer, 22- Staff Accountant, 23- Production tech, 24-News Editor_photog, 25-VP Creative Services, 26-Digital Content Creator, 27-Photographer, 28-Digital Sales Assistant, 29- Sr Promotions Producer, 30- Sr Maintenance Engineer, 31- Producer, 33-Sr Web Sales Mgr, 34-Meteorologist_Weather Anchor, 35- News Anchor_Reporter, 36- Senior Producer, 37- Associate Producer, 38-Facilities_Building Maintenance Engineer, 39- Production Tech, 40-Digital Content Creator, 41-MMJ_Reporter, 42- Producer, 43-Producer</p>
<p>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></p>	<p>0</p>	<p>3-MMJ, 4- Broadcast Ops Manager, 5-Production Tech, 6-AE, 7-VP Sales, 8-Planning Producer, 9- Production Tech, 11-Broadcast Maintenance Engineer, 12-Producer, 13-Associate Producer, 14-MMJ/Reporter, 15-Meteorologist, 16- Newscast Director, 17-Broadcast Maintenance Engineer, 18- Associate Producer, 19- News Photographer, 20-Digital Content Manager, 21- Senior Producer, 22- Staff Accountant, 23- Production tech, 24-News Editor_photog, 25-VP Creative Services, 26-Digital Content Creator, 27-Photographer, 28-Digital Sales Assistant, 29- Sr Promotions Producer, 30- Sr Maintenance Engineer, 31- Producer, 33-Sr Web Sales Mgr, 34-Meteorologist_Weather Anchor, 35- News Anchor_Reporter, 36- Senior Producer, 37- Associate Producer, 38-Facilities_Building Maintenance Engineer, 39- Production Tech, 40-Digital Content Creator, 41-MMJ_Reporter, 42- Producer, 43-Producer</p>



F.I.R.S.T. Institute Michelle Archival Director of Admissions 2309 Silver Star Rd Orlando, FL 32804 407-316-8310 <a href="mailto:Michelle.archival@first.edu">Michelle.archival@first.edu</a> <a href="mailto:careerdevelopment@first.edu">careerdevelopment@first.edu</a>	0	3-MMJ, 4- Broadcast Ops Manager, 5-Production Tech, 6-AE, 7-VP Sales, 8-Planning Producer, 9- Production Tech, 11-Broadcast Maintenance Engineer, 12-Producer, 13-Associate Producer, 14-MMJ/Reporter, 15-Meteorologist, 16- Newscast Director, 17-Broadcast Maintenance Engineer, 18- Associate Producer, 19- News Photographer, 20-Digital Content Manager, 21- Senior Producer, 22- Staff Accountant, 23- Production tech, 24-News Editor_photog, 25-VP Creative Services, 26-Digital Content Creator, 27-Photographer, 28-Digital Sales Assistant, 29- Sr Promotions Producer, 30- Sr Maintenance Engineer, 31- Producer, 33-Sr Web Sales Mgr, 34-Meteorologist_Weather Anchor, 35- News Anchor_Reporter, 36- Senior Producer, 37- Associate Producer, 38-Facilities_Building Maintenance Engineer, 39- Production Tech, 40-Digital Content Creator, 41-MMJ_Reporter, 42- Producer, 43-Producer
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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		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.Dixon		All positions
WTFX-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 D. Houston		All positions
WTTG/WDCA 5151 Wisconsin Ave NW Washington, DC 20016 M. Baker		All positions
WAGA-TV 1551 Briarcliff Road, NE Atlanta, GA 30306 R. Davis		All positions
KRIV/KTXH 4261 Southwest Freeway Houston, TX 77027 T. Rivers		All positions

WJBK 16550 W. Nine Mile Road Southfield, MI 48075 D. Hayes		All positions
KSAZ-TV/KUTP-TV 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-TV 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: 24 current and inter-company employees, 21 Agent referrals, 43 employee referrals, 30 referrals through other websites, 40 referrals through LinkedIn, and 36 referrals through Indeed.com.**

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### **Section 3: Supplemental Outreach Activities – October 1, 2021– September 30, 2022**

#### **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:

- **Full Sail University** - Full Sail University held a virtual career fair in Communication on October 20, 2021. 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.
- **UCF- University of Central Florida** – The University of Central Florida held an “Intern Pursuit” event for all Communications students, March 23, 2022. All Local TV Stations in the area of Orlando participated. Attended and representing the FTS O&O were Iraida Morillo, HR Director WOFL/WRBW/WOGX Orlando and Tania Sims, Producer, LiveNOW Orlando.
- **Emma Bowen Annual Career Fair** – Emma Bowen Minority Interest in Media held a Virtual Career Fair – June 30, 2022. 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.
- **Full Sail University** - Full Sail University held a virtual career fair in Communication on July 19, 2022. 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.
- **AAJA** – The Asian American Journalists Association held a Virtual Conference and Career Fair, on July 27 – 30, 2022. 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, Iraida Morillo, Human Resources Director, WOFL\_WRBW\_WOGX Orlando.
- **NABJ/NAHJ** - The National Association of Black Journalist and the National Association of Hispanic Journalists held a Virtual Conference and Job Fair, August 3-5, 2022. Attended and representing the FTS O&O group were Roselyn Barranda, Human Resources Director-WNYW-WWOR-NY, Regina Davis, Human Resources Director - WAGA, Alexa Maldonado, Human Resources Director FSS, Tony Sadiku, Meteorologist & Reporter - WTVT, Melissa Medalie, VP News Director WOGL-WRBW-WOGX, Jim Driscoll, VP News Director WTXF.

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

In this reporting year, we had a credit only intern from University of Central Florida. Caitlin Simpson was given opportunity while attending UCF Interns Pursuit held March 23, 2022. She completed 8 weeks at FOX 35 Orlando.

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](http://www.fox35orlando.com)
- [www.foxcareers.com](http://www.foxcareers.com)
- [www.Linkedin.com](http://www.Linkedin.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 2022, 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.

## Sales Training Program

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 8 career ladder promotional avenues

Associate Producer ⇒ Producer  
Producer ⇒ Sr. Producer  
Production Tech ⇒ News 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.

News Reporter, Valerie Boey participated in UCF journalism students about employment opportunities, accountability, transparency, and diversity. 09/13/21.

Meteorologist Weather Anchor visited Carillon Elementary School. 336 students in attendance. Brooks Garner spoke to students about Weather and a career in Meteorology. Thunder Truck was brought to show and tell weather, live. 09/01/22.

Winter Park Meridian Club, Brooks Warner spoke to US Veterans about weather and being prepared for Hurricane season on 08/24/22.

Windermere Elementary School, Chief Meteorologist visited school on 11/17/21 to teach about weather changes and becoming a meteorologist.

### 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/NABJ/NAHJ Via LinkedIn  
[www.Linkedin.com](http://www.Linkedin.com)

### 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.