

WITI Fox 6 IS AN EQUAL OPPORTUNITY EMPLOYER**Coverage Period:** August 1, 2021 – July 31, 2022**Station's Comprising Station Employment Unit:** WITI-Fox 6**Section 1: Vacancy Information**

<i>Full-time Positions Filled by Job Title</i>	<i>Date of Hire</i>	<i>Recruitment Source of Hire</i>
National Sales Assistant	8/30/2021	FOXCareers.com
Production Tech / Floor Director	8/30/2021	Former Employee
Production Tech / Floor Director	9/13/2021	Indeed.com
Engineering Manager	9/27/2021	Former Employee Referral
Engineer / Newscast Director	9/27/2021	Internal
Producer	10/4/2021	Employee Referral
Photographer	10/25/2021	LinkedIn
Assignment Editor	10/27/2021	LinkedIn
Associate Producer	11/1/2021	Employee Referral
Reporter	11/8/2021	Facebook
Photographer	11/8/2021	Employee Referral
Editor	11/15/2021	LinkedIn
Engineer / Newscast Director	12/20/2021	Internal
Engineer / Master Control Tech	12/20/2021	Internal
Editor	12/27/2021	LinkedIn
Photographer	12/27/2021	FOXCareers.com
Editor	1/4/2022	Indeed.com
Local Sales Assistant	1/10/2022	FOXCareers.com
Engineer / Production Tech	1/18/2022	FOXCareers.com
Photographer	2/1/2022	FOXCareers.com
Editor	2/14/2022	FOXCareers.com
Chief Photographer	2/14/2022	Internal
Assignment Editor	2/16/2022	FOXCareers.com
Editor	2/28/2022	LinkedIn
Photographer	3/21/2022	Former Employee Referral
Reporter	4/18/2022	Employee Referral
Producer	5/2/2022	FOXCareers.com
Photographer*	5/4/2022	Indeed.com
Photographer*	5/11/2022	Employee Referral
Editor	5/23/22	FOXCareers.com
Engineer / Production Tech	6/20/2022	Internal
Photographer	7/18/2022	Employee Referral

Hired from the same interviewee pool

Total Number of Persons Interviewed During Applicable Period: 107

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
Internal – Current Employees WITI-FOX 6 9001 N. Green Bay Rd. Milwaukee, WI 53209	12	
Employee Referrals – Outside candidates WITI-FOX 6 9001 N. Green Bay Rd. Milwaukee, WI 53209	11	
WITI-FOX 6 9001 N. Green Bay Rd. Milwaukee, WI 53209 Cary Docter, Sr. Web Producer www.fox6now.com		All Positions
KTVU/KICU-TV 2 Jack London Sq Oakland, CA. 94607 Danielle Houston Christine Nohr Christine.nohr@fox.com Danielle.houston@fox.com		All Positions
WJBK 16550 West Nine Mile Rd. Southfield, MI. 48075 Cynthia Smith Dalina Hayes Cynthia.smith@fox.com Dalina.Hayes@fox.com		All Positions
KTTV/KCOP-TV 1999 South Bundy Dr Los Angeles, CA. 90025 Denise Rosas denise.rosas@fox.com		All Positions
KSAZ-TV/KUTP 511 W. Adams St. Phoenix, AZ. 85003 Heather Hanson heather.hanson@fox.com		All Positions
Fox Television Stations TVHO-NY 1211 Avenue of the Americas New York, NY.10036 Heather.frascella@fox.com linda.distefano@fox.com		All Positions

WTVT 3213 W Kennedy Blvd Tampa, FL 33609 Iris Sierra Iris.sierra@fox.com		All Positions
Fox Stations Sales (FSS) - New York 205 E. 67th St, 2nd Floor New York, NY. 10065 Janet Lardo janet.lardo@fox.com		All Positions
WFLD/WPWR-TV 205 N Michigan Ave Chicago, IL 60601 Sharming Nathan Shartrise Dixon Sharmin.Scott-Nathan@fox.com Iris.sierra@fox.com Shartrise.dixon@fox.com		All Positions
KMSP-TV/WFTC 11358 Viking Dr Eden Prairie, MN.55344 Kate O'Hara Kate.ohara@fox.com		All Positions
KTBC 119 E. 10th St. Austin, TX. 78701 Lisa Cordes Lisa.cordes@fox.com		All Positions
KDFW/KDFI 400 N. Griffin St. Dallas, TX.75202 Nicole Robles Nicole.robles@fox.com		All Positions
WAGA-TV 1551 Briarcliff Rd., NE Atlanta, GA. 30306 Regina Davis Regina.davis@fox.com		All Positions
WNYW/WWOR-TV 205 East 67th Street New York, NY. 10065 Roselyn Barranda Roselyn.barranda@fox.com		All Positions
KRIV/KTXH 4261 Southwest Freeway Houston, TX. 77027 Tracey Rivers Tracey.rivers@fox.com		All Positions
WTXF-TV 330 Market St Philadelphia, PA.19106 Adrienne Pritchett Adrienne.Pritchett@fox.com		All Positions

WTTG/WDC 5151 Wisconsin Ave NW Washington, DC. 20016 Murphy Baker Murphy.Baker@fox.com		All Positions
WOFL/WOGX/WRBW 35 Skyline Dr Lake Mary, FL. 32746 Iraida Morillo Iraida.Morillo@fox.com		All Positions
FOX Station Sales 205 E. 67 th Street New York, NY 10065 Bonnie Yuen Alexa Maldonado Bonnie.yuen@fox.com Alexa.maldonado@fox.com		All Positions
Indiana Hispanic Chamber PO Box 20881 Indianapolis, IN 46220 Rdlr7225@aol.com		All Positions
National Association of Black Journalists- Chicago Chapter P.O Box 11425 Chicago, IL. 60611 312-409-4495 Kp_chaney@yahoo.com		All Positions
Illinois Media School 530 S. State St. Chicago, Illinois 60605 331-215-4733 rhiller@beonair.com		All Positions
Illinois Centers for Broadcasting 530 S State Street Chicago, IL 60605 dclark@beonair.com		All Positions
National Latino Education Institute 2011 West Pershing Rd Chicago, IL. 60609 dsanchez@nlei.org		All Positions
Chicago Urban League 4510 S. Michigan Ave. Chicago, IL. 60653 awells@thechicagourbanleague.org kloftis@chicagourbanleague.org		All Positions
Chicago Women in Publishing PO Box 268107 Chicago, IL. 60626 info@cwip.org		All Positions
City of Chicago Mayor's Office of People with Disabilities 2102 W. Ogden Ave. Chicago, Illinois 60612 312-744-6673 Lavonzell.paige@cityofchicago.org		All Positions

Japanese American Citizens League 5415 North Clark Street Chicago, IL 60640 byoshino@jacl.org		All Positions
National Black MBA Association 1 East Wacker Dr., Suite 3500 Chicago, IL. 60601 hr@nbmbaa.org		All Positions
Rainbow Push Coalition 930 East 50th Street Chicago, IL. 60615 mmckinnonprice@rainbowpush.org		All Positions
Skills for Chicagoland's Future 191 N. Wacker Dr. Ste 925 Chicago, IL. 60606 312-906-7200 dpoupard@skillsforchicagoland.com tpcarter@skillsforchicagoland.com		All Positions
Organization of Chinese Americans 1322 18 th St., NW Washington D.C. 20036 oca@ocanational.org		All Positions
Native American Journalist Assoc. NAJA_OU Gaylord College 395 Lindsey St. Norman, OK 73019-4201 pamsilas@naja.com		All Positions
Fort Wayne Urban League 2135 S Hanna St. Fort Wayne, IN 46803 rhamilton@fwurbanleague.org		All Positions
Aurora University 347 S. Gladstone Ave. Aurora, IL. 60506 career@aurora.edu		All Positions
Roosevelt University 430 S. Michigan Ave. Chicago, IL. 60605 career@roosevelt.edu		Natl Sales Asst., Prod. Tech (1), Prod Tech (2), Eng Manager, Producer, Photog, Assign Editor, Assoc. Prod., Reporter, Photog, Editor, Reporter, Engineer
Robert Morris College 401 S. State Street Chicago, IL.60605 careerservices@robertmorris.edu		All Positions
Southern Illinois University-Edwardsville State Route 157 Edwardsville, IL. 62026 careerdevelopment@siue.edu		All Positions
Southern Illinois University-Carbondale Woody Hall B204 Mail Code 4703 Carbondale, IL. 62901 careerservices@siu.edu		Natl Sales Asst., Prod. Tech (1), Prod Tech (2), Eng Manager, Producer, Photog, Assign Editor, Assoc. Prod., Reporter, Photog, Editor, Photog, Photog, Reporter, Engineer
Northern Illinois University 220 Campus Life Bldg. DeKalb, IL. 60115 careerservices@niu.edu		All Positions

Columbia College 623 S. Wabash Chicago, IL. 60605 Angela Sheridon asheridon@colum.edu		All Positions
Chicago State University 9501 S. King Drive Chicago, IL 60628 clist@csu.edu		All Positions
Northeastern Illinois University 5500 North St. Louis Ave. Chicago, IL. 60625 T-blackwell@neiu.edu e-blair@neiu.edu		All Positions
University of Illinois – Chicago Office of Career Services 1200 West Harrison Street (M/C 099) Ste 3050 Chicago, IL. 60607 thy@uic.edu OCS@uic.edu jlhayes@uillinois.edu		All Positions
University of Chicago 5801 S. Ellis Avenue Chicago, IL 60637 bosworth@uchicago.edu		All Positions
Bradley University 1501 W Bradley Ave Peoria, IL 61625 jpeseck@bradley.edu		All Positions
Illinois State University jdmarsh@illinoisState.edu cdeblaey@ilstu.edu		All Positions
Marquette University 1250 W. Wisconsin Ave Milwaukee, WI 53233 Charonda.oliphant@marquette.edu		All Positions
Madison Media Institute 2702 Agriculture Dr. Madison, WI 53718 Susan Array sarray@mediainstitute.edu		All Positions
Wilberforce University 1055 N Bickett Rd Wilberforce, OH 45384 viones@wilberforce.edu		All Positions
Handshake ¹ https://joinhandshake.com/		All Positions

¹ Handshake is a job-sourcing network that partners with over 1,000 colleges and universities across the country. Through a registered profile, WITI posts job openings on Handshake's website, and selects specific schools to which Handshake distributes the job openings. WITI selected 33 colleges and universities within the station's geographic area.

<p>TV Jobs Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 admin@tvjobs.com Mark Halloway</p>		All Positions
<p>Job Center of Wisconsin 201 E. Washington Ave. Madison, WI 53707 R. Gassmann *submit on line at: www.jobcenterofwisconsin.com</p>		All except for 1 photographer position
<p>Wisconsin Broadcaster's Association 44 E. Mifflin St. Suite 900 Madison, WI 53703 Kyle Geissler *submit on-line at: www.wi-broadcasters.org</p>		All except two photographer positions
<p>Centro Hispano 810 W. Badger Rd. Madison, WI 53713 Peter Munoz pmunoz@chdc.us</p>		All Positions
<p>Community Action Coalition for South Central WI 1717 N. Stoughton Rd. Madison, WI 53704 Libby Rowe cac@cacscw.org</p>		All Positions
<p>Goodwill of SE Wisconsin 6055 N. 91st Street Milwaukee, WI 53225 Lisa Norman Lisa.norman@goodwillsew.com</p>		All Positions
<p>Milwaukee Urban League 435 W. North Ave. Milwaukee, WI 53212 Betty Speed bspeed@tmul.org</p>		All Positions
<p>National Association of Black College Journalists lojelks@aol.com</p>		All Positions
<p>Racine/Kenosha Community Action Agency 2113 N. Wisconsin St. Racine, WI 53402 Gary Cotton gcotton@rkcaa.org</p>		All Positions
<p>Silver Spring Neighborhood Center 5460 N. 64th St. Milwaukee, WI 53218 Patricia Schmal pschmal@ssnc-milw.org</p>		All Positions

Social Development Commission 1304 S. 70 th St. Milwaukee, WI 53214 Jan Stenlund marketing@cr-sdc.org		All Positions
UMOS – United Migrant Opportunity Services 2701 S. Chase Ave. Milwaukee, WI 53207 Addy Bonnetti adhemar.bonnetti@umos.org		All Positions
WI Employment & Training Association 1213 N. Sherman Ave. #324 Madison, WI 53704 Employment Director info@wetainc.org		All Positions
YWCA 3101 Latham Drive Madison, WI 53713 Program Assistant programassistantywca@gmail.com		All Positions
Washington Heights Workforce 10325 S. Halsted Street Chicago, IL 60628 Denise Holman dholman@desiatchicago.com		All Positions

Additional interviewees from other sources: (31) interviewees from www.foxcareers.com, (1) interviewee from NWT Group, (19) interviewees from Linked In, (18) interviewees from Indeed, (1) interviewees from Glassdoor, (2) interviewees from an unknown Job Board, (3) interviewee from Facebook, (1) interview from Twitter, (6) former employee interviewees, (1) interviewee was a direct recruit, (1) interviewee from unknown social media

In addition to the above recruitment source information, job openings 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.

- All WITI open positions are posted on the www.fox6now.com website and www.FOXcareers.com

Section 3: Supplemental Outreach Activities – August 1, 2021 - July 31, 2022

1. (i) **Participation in at least three job fairs by station personnel who have substantial responsibility in the making of hiring decisions.**

WITI-FOX 6 participates in local and national career/job fairs. Job Fairs provide applicants and potential candidates with the opportunity to learn about Fox Television Stations, Inc. and the job opportunities and internship/mentoring programs available within the group. A list of job openings and station contact information is available upon request

WITI participated in the following job fairs during the reporting period:

- **National Association of Black Journalists**: August 18 – August 20, 2021 – Virtual – Attended by FTS Regional HR Director, Iris Sierra, FTS HR Directors, Roselyn Barranda, Tracey Rivers, Regina Davis, Iraidia Morillo, Nicole Robles, Heather Hanson, Kate O'Hara, Adrienne Pritchett (recruitment for all FTS).
 - **Asian American Journalists Association**: August 25 – August 27, 2021 – Virtual – Attended by FTS HR Regional Director, Iris Sierra, FTS HR Directors, Roselyn Barranda, Regina Davis, Iraidia Morillo, Heather Hanson, Adrienne Pritchett, and Murphy Baker (recruitment for all FTS).
 - **University of Wisconsin, Platteville Virtual Career Fair**: February 14, 2022 – Virtual – Attended by Julie Bednarek (HR Coordinator).
 - **Temple University Virtual Career Fair**: February, 18, 2022 – Virtual – Attended by Julie Bednarek (HR Coordinator).
 - **University of Wisconsin, Green Bay Virtual Career Fair**: March 3, 2022 – Virtual – Attended by Julie Bednarek (HR Coordinator).
 - **University of Iowa Virtual Career Fair**: April 8, 2022 – Virtual – Attended by Julie Bednarek (HR Coordinator).
 - **University of Wisconsin, Milwaukee (Journalism, Advertising & Media Studies) Career Fair**: April 12, 2022 – In Person – Attended by Julie Bednarek (HR Coordinator).
2. **(ii) Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.**

Staff Appearances and Community Involvement

On-going outreach efforts are supported by public speaking engagements by our staff, which includes, but is not limited to schools, local college/universities, civic, non-profit organizations and similar events.

- February 11, 2022: WITI Reporter attended the Silverbrook Elementary School Career Day in conjunction with the school's Junior Achievement program. The reporter spoke to the 5th graders about her career and education. (Brhett Vickery)
 - March 3, 2022: WITI Anchor virtually hosted a job shadow for Best Buddies. The program allows individuals with special needs job shadow a newsroom/studio. (Nikola Junewicz)
 - April 7, 2022: WITI Anchor judged students designs in the SHARP Literacy "Intercity Design Challenge" program which tasks children with solving a problem by using their knowledge of coding, art and engineering design. (Ted Perry)
 - May 20, 2022: Washington Elementary School High Interest Day / Career Day (Suzanne Spencer)
 - May 27, 2022: WITI participated in the Bristol County School's Career Day Vehicle Parade. WITI attended with a satellite truck and had a photojournalist and reporter speak to students about careers in broadcasting. (Kale Zimny, Photojournalist and Angelica Sanchez, Reporter)
3. **(iii) Participation in a mentorship program designed to assist members of the community to acquire skills needed for broadcast employment.**

Mentorship Program

WITI-FOX 6 partnered with Pewaukee High School to mentor three (3) students interested in careers in broadcast journalism.

The objectives of the mentorship program are to:

- Provide students interested in journalism, communications, and media & related disciplines the opportunity to receive on-site exposure to experienced television broadcast professionals who are in job positions to which students aspire.
- Provide students interested in journalism and media & related disciplines the opportunity to garner practical application experience and exposure to a work environment in their desired field.

The mentorship program consisted of three (3) students being mentored by Reporter, Sam Kraemer, and Anchor Suzanne Spencer, Investigative Reporter, Bryan Polcyn.

Wisconsin Broadcaster's Association Scholarship Fund

WITI donates money to support the Wisconsin Broadcaster's Association Scholarship fund which provides academic scholarships to students pursuing careers in broadcasting. As part of WITI's participation, the station airs on-air promotional announcements to direct interested individuals to the Wisconsin Broadcaster's website and we also place a link to the scholarship application on the FOX6now.com website. WITI also assists with selecting student recipients by judging applications. Applications consist of student's transcripts, letter of recommendations, an essay, and questionnaire.

4. (IV) Department Training Opportunities

FOX Station 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.

During this reporting period, the Station, WITI FOX 6, provided training for employees in various departments as follows:

Management:

- Performance Management and Appraisal Training (March 17, 2022) – presented by HR Regional Director

Finance:

- What's New in Supplier On-Boarding – February 22, 2022

Creative Services:

- Drone Observer Training
 - September 9, 2021 – online course
 - September 21, 2021 – field training

Human Resources Department:

- Workday Weekly Training Video Calls – Ongoing for all FTS HR Directors to review and implement HR work processes and system updates.
- Weekly HR Support Calls – Ongoing for all FTS HR Directors in supporting colleagues with implementing work processes and station updates during the Covid pandemic and current events.
- Gender Identity & Expression Training – June 29, 2022

News Department:

- All newly hired Photographers underwent training on Bit Central, BOX, iNews, Edius, SONY XDCam, LiveU
- All newly hired Editors underwent training on Bit Central, iNews, Edius and BOX

Engineering Department:

- AWS Training (IT) – October 5 – October 7, 2021 and November 9 and November 10, 2021
- Service Now Training (IT) – May 24, 2022
- Gates Air Transmitter Training (Maintenance Engineers) – September 21-23, 2021

Sales Department

- Kantar Training – August 9, 2021
- Comscore Training – March 30, 2022
- FLX Next Level Training – March 16, 2022, March 30, 2022, April 13, 2022, April 27, 2022, May 11, 2022, May 25, 2022, June 8, 2022 and June 22, 2022
- In addition each Account Executive had individual FLX training during the month of December 2021

All Staff:

FOX Learning and Development offers employees training programs throughout the year

- September 14, 2021 – Microsoft Outlook: Organization, Searching, Managing Messages
- September 16, 2021 – Virtual Presence Workshop
- September 18, 2021 – Collaborating Remotely
- September 22, 2021 – Microsoft Excel: Working with Lists
- October 15, 2021 – Email Writing Essentials: Communicating with Efficiency & Etiquette
- October 20, 2021 – Zoom Best Practices
- October 26, 2021 – Microsoft PowerPoint: Customizing Design Tables
- October 27, 2021 – Active Shooter Training
- November 11, 2021 – Microsoft Excel: Pivot Tables Level 1
- November 16, 2021 – Microsoft Excel: Pivot Tables Level 2
- November 17, 2021 – Driving Your Career – Laying the Groundwork for Growth
- December 1, 2021 – Microsoft Word: Simplifying & Managing Long Documents
- December 14, 2021 – Meetings that Matter: Leading Virtual Meetings that Encourage Engagement
- December 15, 2021 – Microsoft Excel: 3D Sheets & Managing Workbooks
- January 21, 2022 – Microsoft Excel: Automating Workbook Functionality
- January 25, 2022 – Performance Check-Ins: Conversations for Growth
- January 26, 2022 – Microsoft Excel: Forecasting Data
- February 4, 2022 – Managing Up: Making the Most of your Relationship with your Boss
- February 17, 2022 – Microsoft PowerPoint: Adding Charts and Media
- February 24, 2022 – Microsoft PowerPoint: Adding and Arranging Graphical Elements
- March 10, 2022 – Manager Pitfalls Part 1: Reframing & Adapting to your New Role
- March 15, 2022 – Microsoft Word: Formatting Text & Paragraphs
- March 22, 2022 – Manager Pitfalls Part 2: Communicating & Building Trust with Your Team
- March 23, 2022 – Microsoft Word: Understand Styles and Connection to Other Tools
- April 6, 2022 – Microsoft Word: Controlling Page Appearance & Flow and Collaborating on Documents
- April 19, 2022 – Finding Your Flow at Work: Energy & Productivity in a Hybrid Work World
- April 21, 2022 – Microsoft Excel: Using Pivot Tables & Pivot Charts
- May 10, 2022 - Microsoft Excel: Power Pivot Part 1
- May 18, 202 - Microsoft Excel: Power Pivot Part 2
- May 25, 2022 – The Culture Code – Secrets of Highly Effective Teams
- June 15, 2022 – Microsoft Office: Tips and Tricks and New Features
- June 23, 2022 – Finding Purpose Through Values

- June 28, 2022 – Microsoft Office: To Do
- July 14, 2022 – Creating a Culture of High Performance and Wellbeing
- July 7, 2022 – Microsoft Excel – Pivot Tables Level 1
- July 28, 2022 – Microsoft Excel – Pivot Tables Level 2

In addition, workshops and seminars are conducted through the Company's Employee Assistance Program (EAP) available for all employees. Various topics attended this reporting period included:

- "Managing Emotions Under Pressure" – August 11, 2021
- "Returning to Work After COVID-19: Feelings, Tools and Resources" – August 19, 2021
- "Unplug to Recharge" – September 1, 2021
- "Supporting School Aged Children" – September 29, 2021
- "A Holiday Planning Guide" – October 7, 2021
- "Coping With Anxiety" – October 21, 2021
- "Emotional Intelligence" – November 18, 2021
- "Avoiding Holiday Shopping Fraud" – December 8, 2021
- "Winning Your Way to Success" – January 26, 2022
- "Becoming A Better You" – February 17, 2022
- "Understanding Tax Returns" – March 23, 2022
- "Simplifying Your Life" – April 13, 2022
- "Creating Good Health through Humor." – May 18, 2022
- "LGBTQ+ Awareness" – June 16, 2022
- "Challenges You've Met and Challenges Ahead with Covi-19 & Kids and Covid-19: How are your Kids Really Doing"? – June 9, 2021
- "Dealing with Burnout" – July 1, 2021
- "Happiness" – July 22, 2021