



FOX 5/WNYW-TV

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MY 9/WWOR-TV

EEO Annual Report

January 20, 2010 – January 19, 2011

FOX 5/WNYW & MY 9/WWOR
RECRUITMENT SUMMARY INFORMATION

Reporting Period: January 20, 2010 to January 19, 2011

Total # of Hires for Reporting Period: 16

Total # of Interviews for Reporting Period: 226

Total # Interview/Referred by Each Recruitment Source:

Jobline/Station Websites:	<u>189</u>
Internal Job Posting:	<u>4</u>
Former Employee:	<u>2</u>
Employee Referral:	<u>13</u>
Emma Bowen Foundation:	<u>1</u>
St. Peters College :	<u>1</u>
Coldwell College:	<u>1</u>
IUOE Local 3:	<u>15</u>

Referral Source and Date of Hire of New Hire for Each Position:

Writer	Website	February 1, 2010
Executive Producer	Website	March 15, 2010
Traffic Coordinator	Re-hire	May 3, 2010
Sales Assistant	Coldwell College	May 3, 2010
Facilities Maintenance	Re-hire	May 3, 2010
HVAC Engineer	Union-IA Local 30	May 3, 2010
HVAC Engineer	Union-IA Local 30	May 24, 2010
Sales Assistant	Emma Bowen Foundation	June 7, 2010
Sales Assistant	Employee Referral	June 14, 2010
Traffic Coordinator	St. Peters College	July 26, 2010
Executive Producer	Website	August 16, 2010
Credit & Collections Coord	Website	September 13, 2010
Executive Producer	Website	September 27, 2010
News Assistant	Internal Job Posting	October 18, 2010
HVAC Engineer	Union-IA Local 30	October 27, 2010
Writer	Employee Referral	November 18, 2010

FOX 5/WNYW & MY 9/WWOR RECRUITING SOURCES

{The following sources were used for all open positions.}

All FOX O&O Stations:

WAGA
1551 Briarcliff Rd, NE
Atlanta, GA 30306

WHBQ
485 S. Highland
Memphis, TN 38111

KTTV
1999 S. Bundy Drive
Los Angeles, CA 90025

WFLD
205 N. Michigan Ave.
Chicago, IL 60601

WFXT
25 Fox Drive
Dedham, MA 02026

KDFW
400 N. Griffin Street
Dallas, TX 75202

KTXH
8950 Kirby Drive
Houston, TX 77054

WJBK
16550 W. Nine Mile Rd.
Southfield, MI 48075

KRIV
4261 Southwest Freeway
Houston, TX 77027

WTVT
3213 W. Kennedy Blvd.
Tampa, FL 33609

WOGX
1551 SW 37th Street
Ocala, FL 34474

KSAZ
511 W. Adams Street
Phoenix, AZ 85003

KTBC
119 E. 10th Street
Austin, TX 78701

KCOP
915 N. La Brea Avenue
Hollywood, CA 90038

WUTB
4820 Seton Drive Suite M-N
Baltimore, MD 21215

WTFX
330 Market Street
Philadelphia, PA 19106

WDCA
5202 River Drive
Bathseda, MD 20816

WTTG
5151 Wisconsin Ave., NE
Dallas, TX 75202

WFTC
1701 Broadway Street NE
Minneapolis, MN 55412

KMSP
11358 Viking Drive
Eden Prairie, MN 55344

KUTP
511 W. Adams Street
Phoenix, AZ 85003

WOFL
35 Skyline Drive
Lake Mary, FL 32746

WRBW
2000 Universal Studios Plaza, #200
Orlando, FL 32819

FOX 5/WNYW & MY 9/WWOR
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 Job Posting	4	All positions
Station Website/Job Line www.myfoxny.com www.my9tv.com	189	All Positions
Employee Referrals	13	All Positions
New York State Dept of Labor Div. of Employment & Workforce Solutions 215 West 125 th Street, 6 th Floor New York, NY 10027 917-493-7226 Hector Torres	0	All positions
Emma Bowen Foundation for Minorities Interests in Media 825 Seventh Avenue New York, NY 10019 212-456-1992/3 Sandra Rice	1	News Assistant Sales Assistant Traffic Coordinator
NY Women In Communications 355 Lexington Avenue New York, NY 10017 212-297-2133 http://www.nywici.org/membership/jobs	0	All positions
National Association of Black Journalists P.O. Box 10 728 Flatbush Avenue Brooklyn, NY 11238 Matthew Scott	0	All positions
Association of Hispanic Arts, Inc, 1702 Lexington Avenue New York, New York 10029 Jasmin Rivera 212-878-1285	0	All positions
CUNY New York 1114 Ave. of Americas, 15 th Fl. New York, NY 10036 Maria Rosillo	0	All positions
International Radio & Television Society, Inc. 420 Lexington Avenue New York, New York 10170 212-867-6650	0	All positions

New York Women in Cable Job Information Service P.O. Box 3630 Grand Central Station New York, NY 10163	0	All positions
National Academy of TV Arts and Sciences 110 West 57 th Street New York, NY 10019	0	All positions
Filipino Young Professionals Vladimir Manuel 718-762-8065	0	All positions
African American Women's Network 15 Eddy Lane Cherry Hill, NJ 08034		All positions
Hispanic Professional Network Group Ali T. Curi, President 917-860-5673	0	All positions
Philippine New York Junior Chamber of Commerce (JAYCEES), Inc. P.O. Box 634 Grand Central Station New York, NY 10163	0	All positions
National Association of Asian America Professionals Knickerbocker Station P.O. Box 772 New York, NY 10002 Tom@naaapny.org	0	All positions
New Jersey Broadcasters Assoc. 348 Applegarth Road Cranberry, NJ -8512	0	All positions
Garden State Assoc. of Black Journalist 11 Spring Street Freehold, NJ 07728-1843	0	All positions
Hispanic Women's Center 84 Williams Street, Floor 15 New York, NY 10038-4601	0	All positions
Vocational Foundation 902 Broadway, 15 th Floor New York, NY 10010 Rebecca Taylor 212-777-0700	0	All positions
Hispanic Professional Network Group Ali T. Curi, President 917-860-5673	0	All positions
Film/Video 817 Broadway New York, NY 10003 David Parker 212-673-9361	0	All positions

National Association of Asian American Professionals Knickerbocker Station P.O. Box 772 New York, New York 10002 Susan Chang	0	All positions
Yeshiva University 215 Lexington Ave., 12 th Floor New York, NY 10016 917-326-4845 Naomi Kapp	0	News Assistant Sales Assistant Writer/Producer Traffic Coordinator
Monmouth University Placement Office 400 Cedar Avenue West Long Branch, NJ 07764 732-571-3471 William Hill	0	News Assistant Sales Assistant Writer/Producer Traffic Coordinator
Columbia University Grad. School of Journalism 2950 Broadway New York, NY 10027 212-854-4422 Melissa Mcoaney	0	Writer/Producer
Pennsylvania State University Career Services Center University Park, PA 16802 814-865-2377	0	News Assistant Sales Assistant Writer/Producer Traffic Coordinator
Hofstra University 318 Dempser Hall Hempstead, NY 11550 516-463-5217 Susan Murphy	0	News Assistant Sales Assistant Writer/Producer Traffic Coordinator
St. Peter's College 2641 Kennedy Boulevard Jersey City, NJ 07306 201-761-6000 Linda Mulholland	1	News Assistant Sales Assistant Writer/Producer Traffic Coordinator
Marist College Center for Career Services James Cannavino Lib., Suite 322 Poughkeepsie, NY 12601 845-575-3547 Deirdre Sepp	0	News Assistant Sales Assistant Writer/Producer Traffic Coordinator
Pace University 41 Park Row, 15 th Floor New York, NY 10038 Shannon Pill	0	News Assistant Sales Assistant Writer/Producer Traffic Coordinator
NJ City University 2039 Kennedy Boulevard Jersey City, NJ 07305 212-346-1950 Rebecca Schnall	0	News Assistant Sales Assistant Writer/Producer Traffic Coordinator
St. John's University Career Center	0	News Assistant Sales Assistant

8000 Utopia Parkway Jamaica, NY 11439 718-399-6375 Patricia McManus	0	Writer/Producer Traffic Coordinator
Wagner College Center for Academic & Career Development One Campus Road Staten Island, NY 10301 718-390-3181 Victoria Crispo	0	News Assistant Sales Assistant Writer/Producer Traffic Coordinator
City College of NY North Academic Center 160 Convent Avenue New York, NY 10031 212-650-6789 Rhea Christian	0	News Assistant Sales Assistant Writer/Producer Traffic Coordinator
University of Notre Dame Career Center 126 Flanner Hall Notre Dame, IN 46556 574-631-4057 Jeanie Martz	0	News Assistant Sales Assistant Writer/Producer Traffic Coordinator
Rutgers University http://rutgers- newark.experience.com/emp/sblogin 973-353-5313	0	News Assistant Sales Assistant Writer/Producer Traffic Coordinator
Baruch College One Baruch Way Box B150 New York, NY 10010 646-312-4670 Barbara Lambert	0	News Assistant Sales Assistant Writer/Producer Traffic Coordinator
Temple University 2020 North 13 th Street Philadelphia, PA 19122 Professor Linn Washington	0	News Assistant Sales Assistant Writer/Producer Traffic Coordinator
Emerson College https://www.myinterfase.com/emerson 617-824-8586 Matt Cardin	0	News Assistant Sales Assistant Writer/Producer Traffic Coordinator
Coldwell College careerservices@coldwell.edu	1	News Assistant Sales Assistant Writer/Producer Traffic Coordinator
Hispanic Professional Network Group Ali T. Curi, President 917-860-5673	0	All positions
Towson University https://www.myinterfase.com/towson 410-704-2233	0	News Assistant Sales Assistant Writer/Producer Traffic Coordinator

SUNY Geneseo Blake A.104 One College Circle Geneseo, NY 14454 585-245-5721	0	All Positions
Montclair State University Career Development Center Morehead Hall 1 Normal Avenue Montclair, NJ 07043 973-655-6965 Diane Freedman	0	News Assistant Sales Assistant Writer/Producer Traffic Coordinator
Marymount Manhattan College Office of Career Services 221 East 71 st Street New York, NY 10021 212-517-0430 Melisa Benca	0	News Assistant Sales Assistant Writer/Producer Traffic Coordinator
IUOE Local 30 115-06 Myrtle Avenue Richmond Hill, NY 11418 718-847-8484 Kevin Cruse	15	HVAC Engineer
Writers' Guild of America 555 West 57 th Street New York, NY 10019 Jeff Schioppa	0	News Assistant Writer/Producer
FORMER EMPLOYEES	2	

WNYW FOX 5 & WWOR MY 9 RECRUITMENT – OTHER SOURCES

January 20, 2010 – January 19, 2011

Job Postings

When a position becomes available, it is the general practice of the Stations to post the job opportunity notice at appropriate locations throughout the Stations, so that employees are aware of current openings and may apply for consideration for those positions. The notices list the titles and requirements for the position.

These job opportunity/postings are also sent to community outreach groups, schools and universities.

Recruitment File

WNYW & WWOR maintains a file of applications/resumes for review as job openings occur. These applications/resumes are kept "active" for six months from the date they are received.

Walk-in Hours

In order to maximize the Stations' accessibility, the Human Resources department maintains regular hours for applicants to complete applications in person. In addition, applications are available for the general public in the main lobby for extended hours and on weekends.

WNYW/WWOR Job Line

Open positions, including job requirements are recorded on the WNYW/WWOR Job Line. This job line is readily accessible for all telephone inquiries. In addition to current job openings, the internship and trainee programs are described and provide the Stations' addresses and contact information.

WNYW/WWOR Websites

It is the general practice of the Stations to list all open positions on the WNYW/WWOR web sites.

www.myfoxny.com

www.my9tv.com

**Additional General Population
Websites Used:**

www.spotsndots.com

Sales Assistant
Traffic Assistant

www.tvjobs.com

News Writer
News Assistant
Sales Assistant

www.indeed.com

Credit & Collections Coord.
News Writer
Senior Producer
Commercial Copy Coord.

WNYW FOX 5/WWOR MY 9 – SUPPLEMENTAL OUTREACH INITIATIVES

WNYW FOX 5 WWOR MY 9 TRAINING PROGRAMS

WNYW and WWOR maintain an on-going training program, which has been very successful in identifying qualified individuals. Minorities and women are encouraged to apply for positions in the program. Trainees work for a period of six months in a hands-on environment with professional staff. They are required to attend various seminars structured as an introduction to the various departments within the station. The object of the program is to develop individuals who have no or little experience in the broadcasting industry for entry-level positions. This Training Program is overseen by Roselyn Barranda, HR Manager.

Fox Stations Sales, an in-house sales organization, maintains a program to train new Account Executives. This program consists of both coursework and hands-on training. At the end of the program, individuals are assigned to Stations and sales offices throughout the United States. This program is overseen by Elizabeth Pritchard, VP of Training & Roselyn Barranda, HR Manager.

TRANSITIONAL EMPLOYMENT PROGRAM

WNYW participates in the on-going transitional employment program with Fountain House, an organization that works within the mental health community, in their transition back into the workplace. Individuals work for six to nine months within the station. The objective of the program is to break the negative stereotypes and debilitating stigma that surround the label of mental illness; in addition to helping those individuals regain their self-esteem, self-confidence and a sense of purpose in preparing them to pursue an outside paying job.

WNYW FOX 5/WWOR MY 9 – SUPPLEMENTAL OUTREACH INITIATIVES

WNYW FOX 5 & WWOR MY 9 RECRUITMENT EDUCATIONAL INSTITUTIONS – STUDENT INTERNSHIPS MENTORING PROGRAMS

Recruitment: Colleges & Universities

WNYW and WWOR provided internships to **30** students for college credit during the semesters from Spring 2010 through Fall 2010. The students interned in News, Sports, Good Day New York, Sales and Traffic. The interns included students from, New York University, CUNY Boro of Manhattan Comm. College, Fordham University, Westchester Comm. College, University of Albany, Penn State University, Hobart & William Smith College, Georgetown University, College of the Holy Cross, School of Museum of Fine Arts, Loyola University of Maryland, SUNY Oswego, Rensselaer Polytechnic Institute, University of Scranton, Ithaca College.

News Corporation and WNYW/WWOR are national sponsor of *Groundhog Job Shadow Day*. WNYW & WWOR participated in the program by hosting students to shadow broadcasting professionals in major departments of the stations. News packages of the students were aired on FOX-5's Good Day New York program.

In addition to sending out job/internship opportunities, the Stations also participate regularly in career and job fairs at colleges and universities. Examples of such events during the period above include:

- One Hundred Blackmen – The Stations and News Corporation are involved in an educational partnership with 2 local inner city high schools. As a result of WNYW & WWOR's participation in the program, students have developed hands-on training and skills for future employment opportunities. On-going, summer and fall semesters.
- CUNY Career Fair Graduate Center – The Stations manned a booth and interviewed students interested in job and intern opportunities from all NYC CUNY Schools. Held on October 8, 2010 and manned by Roselyn Barranda, HR Manager.
- New York University – Fox Television Stations set up a fellowship program with NYU, providing scholarships and funding for programs to allow students to enhance opportunities with film and education. On-going

- Pencil Fellow Program – Fox Television Stations is involved in an educational partnership with Pencil and the Department of Education's Virtual Enterprises program. This program provides successful career-minded New York City public high school junior and seniors with dynamic experimental learning experiences through full-time paid summer internships.

- Howard University Career Day – The Stations and News Corporation manned a booth and interviewed students from over 20 Colleges to learn about our business, career opportunities, training and internship programs. Held on October 21, 2010 and manned by WTTG - Heather Frascella, HR Coordinator.

WNYW FOX 5 & WWOR MY 9 RECRUITMENT INITIATIVES – ORGANIZATIONS

In addition to sending out job opportunity notices, the Human Resources department and other management staff participate in local and national conferences sponsored by minority and/or women's organizations. During the review period, such events included:

- The National Association for Black Journalists – Annual Convention and Job Expo. Held on 8/6-8/8/10 in Tampa, FL and manned by Cynthia Armstrong, HR Director
- The National Association for Hispanic Journalists – Annual Convention and Job Expo. Held on 6/24 -6/25/10 in Denver, CO and manned by KTTV – Vivian Rodriguez, HR Director.
- Emma Bowen Foundation for Minority Interest in Media – The Stations are involved in helping to fund a job and development program with the foundation. The Sr. V.P. of Human Resources for Fox Television Stations is on the Board of Directors. As a result of WNYW & WWOR's participation as a Media Partner in the program, many students have obtained training and staff jobs as well as funding for their college and university education. On-going
- International Radio & Television Society – IRTS – Manned job booths at their annual event and discussed job opportunities and training programs. Held on 11/19/10 and manned by Roselyn Barranda, HR Manager.
- New York State Broadcasters Career Fair – The Company participated in the Career Fair and provided attendees with information regarding internships, training programs and job openings.
- The Imagen Foundation Career Fair, Pasadena, CA – Held on 3/27/10 and manned by KTTV - Vivian Rodriguez, HR Director, Tonia Carter, HR Director and Annie Buranasakorn, VP/HR.

WNYW/WWOR-TV CAREER DAY PARTICIPATION

FEBRUARY 2010

<u>NAME</u>	<u>EVENT - TIME</u>	<u>LOCATION</u>	<u>PURPOSE</u>
<u>FEBRUARY 19—FRIDAY</u>			
PETER FACINI	Hofstra U. Communication & Career Center "Resumes to Reels" 2:00 PM	Hofstra University Career Center Susan Murphy 516-463-5217	Panelist

MARCH 2010

<u>NAME</u>	<u>EVENT - TIME</u>	<u>LOCATION</u>	<u>PURPOSE</u>
<u>MARCH 25TH—THURSDAY</u>			
LINDA SCHMIDT	PS Middle School 256 Career Day 10 AM	154 W. 93rd St. NY NY 10025 Starrlynn Fikaris 212-531-7363 718-938-2229	Guest speaker
<u>APRIL 7—WEDNESDAY</u>			
BRENDA BLACKMON	Fairleigh Dickinson University Journalism Dept. Career Day Dr. Bernard Dick	FDU	Speaker

APRIL 30—FRIDAY

CHRISTINE PERSICHETTE	Bishop Kearney HS Career Day 8:00 am	12-02 60th St. Brooklyn	Guest Speaker
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MAY 2010

<u>NAME /DATE</u>	<u>EVENT - TIME</u>	<u>LOCATION/CONTACT</u>	<u>ROLE</u>
<u>MAY 4—TUESDAY</u>			
DIANNE DOCTOR	Caldwell College "Pitching the Media 2010" 9:00 a.m.-11:00 a.m.	Caldwell College 120 Bloomfield Ave. Calwell, NJ 07006 Colette Liddy 973-618-3209	Panelist

