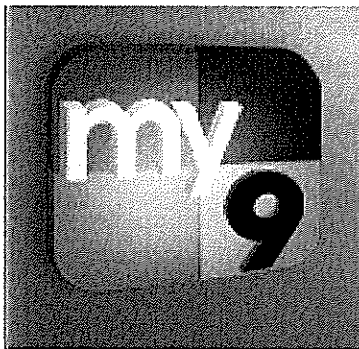


FOX 5/WNYW-TV

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MY 9/WWOR-TV

EEO Annual Report

January 20, 2012 – January 19, 2013

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

KTBC
119 E. 10th Street
Austin, TX 78701

WHBQ
485 S. Highland
Memphis, TN 38111

KCOP
915 N. La Brea Avenue
Hollywood, CA 90038

KTTV
1999 S. Bundy Drive
Los Angeles, CA 90025

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

WFLD
205 N. Michigan Ave.
Chicago, IL 60601

WTFX
330 Market Street
Philadelphia, PA 19106

WFXT
25 Fox Drive
Dedham, MA 02026

WDCA
5202 River Drive
Bathseda, MD 20816

KDFW
400 N. Griffin Street
Dallas, TX 75202

WTTG
5151 Wisconsin Ave., NE
Dallas, TX 75202

KTXH
8950 Kirby Drive
Houston, TX 77054

WFTC
1701 Broadway Street NE
Minneapolis, MN 55412

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

KMSP
11358 Viking Drive
Eden Prairie, MN 55344

KRIV
4261 Southwest Freeway
Houston, TX 77027

KUTP
511 W. Adams Street
Phoenix, AZ 85003

WTVT
3213 W. Kennedy Blvd.
Tampa, FL 33609

WOFL
35 Skyline Drive
Lake Mary, FL 32746

WOGX
1551 SW 37th Street
Ocala, FL 34474

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

KSAZ
511 W. Adams Street
Phoenix, AZ 85003

**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	7	All positions
Station Website/Job Line www.myfoxny.com www.my9tv.com	180	Weather Producer Staff Accountant Sales Assistant Account Executive Makeup Artist National Sales Manager
Employee Referrals	8	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	Sales Assistant Staff Accountant Account Executive National Sales Manager
Emma Bowen Foundation for Minorities Interests in Media 825 Seventh Avenue New York, NY 10019 212-456-1992/3 Sandra Rice	0	Sales Assistant
National Association of Black Journalists P.O. Box 10 728 Flatbush Avenue Brooklyn, NY 11238 Matthew Scott	0	Weather Producer
Association of Hispanic Arts, Inc, 1702 Lexington Avenue New York, New York 10029 Jasmin Rivera 212-878-1285	0	Weather Producer
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	Weather Producer
National Association of Asian American Professionals Knickerbocker Station P.O. Box 772	0	Weather Producer

New York, New York 10002 Susan Chang		
Yeshiva University 215 Lexington Ave., 12 th Floor New York, NY 10016 917-326-4845 Naomi Kapp	0	Sales Assistant
Monmouth University Placement Office 400 Cedar Avenue West Long Branch, NJ 07764 732-571-3471 William Hill	0	Sales Assistant
Columbia University Grad. School of Journalism 2950 Broadway New York, NY 10027 212-854-4422 Melissa Mcoaney	0	Weather Producer
Pennsylvania State University Career Services Center University Park, PA 16802 814-865-2377	0	Sales Assistant
Hofstra University 318 Dempser Hall Hempstead, NY 11550 516-463-5217 Susan Murphy	0	Sales Assistant
St. Peter's College 2641 Kennedy Boulevard Jersey City, NJ 07306 201-761-6000 Linda Mulholland	0	Sales Assistant
Marist College Center for Career Services James Cannavino Lib., Suite 322 Poughkeepsie, NY 12601 845-575-3547 Deirdre Sepp	0	Sales Assistant Staff Accountant
Pace University 41 Park Row, 15 th Floor New York, NY 10038 Shannon Pill	0	Sales Assistant Staff Accountant
NJ City University 2039 Kennedy Boulevard Jersey City, NJ 07305 212-346-1950 Rebecca Schnall	0	Sales Assistant
St. John's University Career Center 8000 Utopia Parkway Jamaica, NY 11439 718-399-6375	0	Sales Assistant Staff Accountant

Patricia McManus		
Wagner College Center for Academic & Career Development One Campus Road Staten Island, NY 10301 718-390-3181 Victoria Crispo	0	Sales Assistant
City College of NY North Academic Center 160 Convent Avenue New York, NY 10031 212-650-6789 Rhea Christian	0	Sales Assistant Staff Accountant
Rutgers University http://rutgers-newark.experience.com/emp/sblogin 973-353-5313	0	Sales Assistant Staff Accountant
Baruch College One Baruch Way Box B150 New York, NY 10010 646-312-4670 Barbara Lambert	0	Sales Assistant Staff Accountant
Temple University 2020 North 13 th Street Philadelphia, PA 19122 Professor Linn Washington	0	Sales Assistant Staff Accountant
Emerson College https://www.myinterfase.com/emerson 617-824-8586 Matt Cardin	0	Sales Assistant
Coldwell College careerservices@coldwell.edu	0	Sales Assistant
SUNY Geneseo Blake A.104 One College Circle Geneseo, NY 14454 585-245-5721	0	Sales Assistant Staff Accountant
Montclair State University Career Development Center Morehead Hall 1 Normal Avenue Montclair, NJ 07043 973-655-6965 Diane Freedman	0	Sales Assistant Staff Accountant
Marymount Manhattan College Office of Career Services 221 East 71 st Street New York, NY 10021 212-517-0430 Melissa Benca	0	Sales Assistant Staff Accountant
UOE Local 30 115-06 Myrtle Avenue	6	HVAC Engineer

Richmond Hill, NY 11418 718-847-8484 Kevin Cruse		
Philippine New York Junior Chambers Of Commerce (JAYCEES), Inc. P.O. Box 634 Grand Central Station New York, NY 10163	0	Sales Assistant Staff Accountant
IATSE Local 794 P.O. Box 154 New York, NY 10021	3	Maintenance Engineer

Spots-N-Dots-ADV	1	Account Executive National Sales Manager
Monster.com	88	Staff Accountant
SimplyHired.com	1	Sales Assistant Account Executive National Sales Manager
Indeed.com	3	Sales Assistant Account Executive National Sales Manager
TVandRadioJobs.com	0	Account Executive National Sales Manager
AFTRA-AGENT	1	Reporter

WNYW FOX 5 & WWOR MY 9 RECRUITMENT – OTHER SOURCES

January 20, 2012 – January 19, 2013

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

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 **51** students for college credit during the semesters from Spring 2012 through Fall 2012. The students interned in News, Sports, Good Day New York, Sales and Traffic. The interns included students from Brooklyn College, Syracuse University, Hamilton College, Dickinson College, College of the Holy Cross, University of Michigan, University of Rhode Island, Elon University, New York University, Hofstra University, Lynchburg College, University of Arizona, University of Buffalo, University of Michigan, University of Maryland, Norfolk State University, Plattsburgh State University of NY, Salve Regina University, College of New Jersey, Kingsborough Community College, New Jersey City University, Baruch College, Ramapo College of NY, Kean University, Fairleigh Dickinson University, Brooklyn College, Dominican College, Caldwell College, Montclair State University, Seton Hall University, Rutgers University, William Paterson University, Pennsylvania State University, Fordham University, Monmouth University.

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.
- 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 at the stations.

- Howard University Career Day – The Stations participated in a booth and interviewed students from over 20 Colleges to learn about our business, career opportunities, training and internship programs. Held on October 25, 2012 and manned by WTTG – Iesha Henry, HR Director and Micheline Bowman, Newsroom 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 6/20/12 – 6/24/12 in New Orleans, LA and attended by Ameena Ali, HR Director. Recruitment for all FTS O&O's.

- DC/VA Diversity Employment Day – Held on April 18, 2012 in Washington, DC and attended by Iesha Mason, HR Director. Recruitment for all FTS O&O's.

- 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
 - 6/27/12 - Emma Bowen Foundation for Minority Interest in Media had a Career Fair attended by Roselyn Barranda, HR Manager. Recruitment for all FTS O&O's.

- American Corporate partners (ACP) – Newscorp mentoring initiative for training, coaching and job development skills for military service men and women integrating into the corporate world.

- UNITY Convention 2012 – Held on 8/1/12 – 8/4/12 in Las Vegas, NV attended by Vivian Rodriguez, HR Director. Recruitment for all O&O's.

- Trainee & Internship Seminar held on 7/25/12 – WNYW/WWOR hosted an informational career seminar for trainees and interns. Participants included Roselyn Barranda, HR Manager; Lew Leone, VP/General Manager; Rosanna Scotto, Morning Talent; Dave Price, Morning Talent; Dianne Doctor, News Director; Jim Driscoll, News Director; Nick Gardner, VP/Director of Sales; Dan Carlin, VP Programming; Brian Blum, VP Promotions; Donna Pisciotta, Director of Production; Audrey Pass, Director of Public Affairs. Students attended were from Syracuse University, Hamilton College, Dickinson College, College of the Holy Cross, University of Michigan, University of Rhode Island, Elon University, New York University, Hofstra University, Lynchburg College, University of Arizona, University of Buffalo, University of Michigan, University of Maryland, Norfolk State University, Plattsburgh State University of NY, Salve Regina University, College of New Jersey, Fairleigh Dickinson University, Brooklyn College, Montclair State University, Seton Hall University, William Paterson University, Pennsylvania State University, Fordham University, Monmouth University.

PUBLIC AFFAIRS

JANUARY 2012

<u>NAME/DATE</u>	<u>EVENT - TIME</u>	<u>LOCATION</u>	<u>PURPOSE</u>
<u>JANUARY 11-WED</u> AUDREY PUENTE	PS 9	PS 9 84 th & Columbus	Guest speaker
<u>JANUARY 19--THURS</u> MIKE WOODS INES ROSALES	Pico School #8	Bellville, NJ	Guest speakers

FEBRUARY 2012

<u>FEB 25--SAT</u> JULIE CHANG	Harvard Law School Asian Pacific Am. Law Assn.	Harvard Law School Cambridge, MA	Panelist
<u>FEB 28--TUES</u> JIM DRISCOLL	Monmouth University Communication Career Fair 2:30- 6:00 pm	Chad Dell 732-263-5192	Speaker

MARCH 2012

<u>MARCH 9--FRI</u> PETER FACINI	Fair Media Council "Pitch the Media" workshop 8:30-10:30 am	Briarcliff College Bethpage LI	Panelist
<u>MARCH 15--THURS</u> DARI ALEXANDER	Newscorp Diversity's Women's History Month event 6:00-8:00 pm	Newscorp	Moderator
<u>MARCH 22--THURS</u> BRNDA BLACKMON	Network Journal "25 Influential Women in Business" luncheon 11:00 am-2:0 pm	Marriott Marquis	MC
<u>MARCH 23--FRI</u> JIM DRISCOLL NOAH GUROCK	Fair Media Council's "Pitch the Media" workshop 8:30-10:30am	Bergen Comm. College Meadowlands	Panelists

APRIL 2012

<u>APRIL 4--WED</u> BRENDA BLACKMON	FDU Career Day 12:00 noon-1:30 pm	Metropolitan Club	Speaker
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APRIL 21—SAT

DAN BOWENS

BCA Celebrates Diversity
Gala
7:00 pm

Guastavino's

MC

APRIL 24—TUES

SHARON CROWLEY

North Star Academy
Career Day
10:30 am13 Central Ave
Newark, NJ 07102

Guest speaker

APRIL 24—TUES

MIKE WOODS

100 Black Men

Newscorp

Speaker

MAY 2012**MAY 1—TUES**

TI-HUA CHANG

P.S. 124 Career Day
8:15 am- 12:00 noon

40 Division St.

Participant

MAY 21—MON

CHRISTINA PARK

Asian-American Heritage
Month Speaker Series
6:00- 8:00 pmNewscorp
Sports Lounge

Speaker

MAY 22—TUES

MIKE WOODS

August Martin HS
12:00 noon156-10 Baisley Ave.
Jamaica, NY

Speaker

MAY 30—WED

TI-HUA CHANG

Asian Pacific Heritage Month
12:00noon

Keynote Speaker

JUNE 2012**JUNE 21ST—THURS**

AUDREY PUENTE

Latino Center on Aging
Gala
6:30pm

Inter-continental

MC

JUNE 25—MON

INES ROSALES

John Bowne HS
3:00 pm

St. John's University

Keynote speaker

JUNE 26—TUES

MIKE WOODS

Washington Irving HS

Riverside Church

Commencement speaker

JULY 2012**JULY 10—TUES**

JULIE CHANG

Council of Urban Professionals
Asian-Am. & Pacific Islander
Leadership Forum
6:00-8:00 pm

Citi Corp.

Moderator

SEPTEMBER 2012

SEPTEMBER 21ST—FRI

NOAH GUROCK Fair Media Council
NJ seminar

Bergen CC
The Meadowlands

Panelist

SEPTEMBER 26—WED

INES ROSALES Edison School Hispanic
Heritage Month
11:00 am

Edison School
507 West St.
Union City NJ

Guest speaker

OCTOBER 2012

OCTOBER 17—WED

BRENDA BLACKMON Fairleigh Dickinson U.
Luncheon

Crystal Plaza
Livingston, NJ

MC

NOVEMBER 9—FRI

HARRY MARTIN Fair Media Council

Bergen Country Club
Meadowlands

Speaker