



FOX 5/WNYW-TV

&



MY 9/WWOR-TV

EEO Annual Report

February 1, 2007 – January 19, 2008

WNYW FOX 5 & WWOR MY 9 RECRUITMENT – OTHER SOURCES

JANUARY 20, 2007 – January 31, 2008

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.

Through this practice 51 individuals were either hired or promoted during the past review period.

Recruitment File

WNYW & WWOR maintain 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 in the main lobby for extended hours and on weekends.

WNYW/WWOR Job Line

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

WNYW/WWOR Websites

It is the general practice of the Stations to list open positions that are not filled internally on the WNYW/WWOR web sites.

WNYW FOX 5 WWOR MY 9 TRAINING PROGRAMS

WNYW maintains 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.

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.

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 Hispanic Journalists – Annual Convention and Job Expo
- The National Association for Black Journalists – Annual Convention and Job Expo
- The National Association for Asian Journalists – Annual Convention and job Fair
- The South Asian Journalists Association – Annual Conference and Job Fair
- 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
- One Hundred Blackmen – The Stations are involved in an educational partnership with 21 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
- International Radio & Television Society – IRTS – Manned job booths at their annual event and discussed job opportunities and training programs
- New York State Broadcasters Career Fair – The Company participated in the Career Fair
- American Advertising Federation Recruiting Expo

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

Recruitment: Colleges & Universities

WNYW and WWOR provided internships to 32 students for college credit during the semesters from Spring 2007 through Fall 2007. The students interned in News, Sports, Good Day New York, Sales and Traffic. The interns included students from Hofstra University, Hunter College, Brooklyn College, St. John's University, New York University, Howard University, Northwestern University, Kean University, Pace University, Clark Atlanta University, Rutgers University, City College, Marymount Manhattan College, Montclair State University, Marist College, Stonybrook, William Paterson University and Mercy.

News Corporation is a 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/intern opportunities, the Stations also participate regularly in career and job fairs at colleges and universities. Examples of such events during the period above include:

- CUNY Career Fair Graduate Center – The Stations manned a booth and interviewed students interested in job and intern opportunities from all NYC CUNY Schools
- Columbia University – The Stations participated in the annual job fair at the University and interviewed students regarding job and intern opportunities
- 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

The interns include students from Caldwell College; Rutgers-Newark/SUNJ; Rider University; College of New Jersey; Keen University; Montclair State University; New Jersey City University; Ramapo College; Bergen Community; Rowan University; Thomas Edison State College; William Paterson University; Middlesex County College; Raritan Valley Community College; Sussex County Community College; Union County College; Monmouth University; Fairleigh Dickerson University; Essex County College; St. Petersburg College; Hudson County Community College; Connecticut School of Broadcasting-NJ Division.

Foundation for Minority Interests in
Media, Inc.
825 Seventh Avenue
New York, NY 10019
Kerri Williams
212-456-1992/3

International Radio & Television
Society, Inc.
420 Lexington Avenue
New York, NY 10170
212-867-6650

New York Women in Cable
Job Information Service
P.O. Box 3630
Grand Central Station
New York, NY 10163

The Cutting Edge, Inc.
695 West 7th Street
Plainfield, NJ 07060
908-769-3250

Association of Hispanic Arts, Inc.
173 East 116th Street
New York, NY 10029
212-860-5445

New York State
Dept. of Labor
Employment Relations Center
One Main Street
Brooklyn, NY 11201

New York Dep. Of Commerce
& Economic Development
Minority & Women's Division
1515 Broadway, NYC 10036
212-827-6200

ASPIRA
470 Seventh Avenue
New York, NY 10018

Congress of Racial Equality
Job Bank
30 Cooper Square
New York, NY 10003

National Urban League, Inc.
500 East 62nd Street

New York, NY 10021

National Association of Hispanic
Journalists
529 14th Street, NW
Washington, DC 20045-2001

South Asian Journalists Association
Columbia Graduate School of
Journalism
2950 Broadway
New York, NY 10027

Flatbush Development Corporation
1035 Flatbush Avenue
Brooklyn, NY 11226
718-856-4600

American Indian Comm. House
842 Broadway, 8th Floor
New York, NY 10003
Rudy Martin
212-598-0100

American Women in Radio & TV
521 Fifth Avenue
New York, NY 10175
Sarah
212-752-7510

Center for Media Arts
226 West 26th Street
New York, NY 10001
Ms. Jones
212-807-6670

Asian American Journalists Association
235 Pinelawn Road
Melville, NY 11747

Hispanic Labor Committee
Central Labor Council AFL-CIO
1950 Third Avenue
New York, NY 10029
212-996-9222

Just One Break, Inc.
373 Park Avenue South
New York, NY 10016
John P. Carusio, Mgr
212-725-2500 fax 212-213-6791

Estrella
Enrique Escobar, Exec. Prod.
316 East 53rd Street
New York, NY 10022

National Academy of TV Arts and Sciences
110 West 57th Street
New York, NY 10019

The National Hispanic Academy of Media Arts and Sciences
833 Madison Avenue
Suite 3B
New York, NY 10021

Asociaciones Dominicanas, Inc.
1627 Broadway, 3rd Floor
New York, NY 10019
212-247-2929

National Black MBA Accoc. Inc.
National Office
180 North Michigan Avenue
Chicago, IL 60601
Antoinette Malveau, COO
312-236-BMBA – Fax 312-236-4131

National Black Media Coalition
516 U Street, NW
Washington, DC 20001
Eleanor Padette
202-387-8155

The Epilepsy Institute
257 Park Avenue South
New York, NY 10010
212-677-8550

Association on American Indian Affairs
245 Fifth Avenue – Suite 1801
New York, NY 10016
212-689-8720

Black Citizens for Fair Media
1727 Amsterdam Avenue
New York, NY 10031
Mary Ginnis
212-650-5326

National Puerto Rican Forum
31 East 32nd Street
Bronx, NY 10455
Awailda Sanchez
718-685-2311

Federation of the Handicapped
211 West 14th Street, 3rd Floor
New York, NY 10011
Connie Passerella
212-727-4200

New York Urban League
218 West 136th Street
New York, NY 10018
Denise Lewis
212-730-5200

Urban League of Essex County
2 Williams Street
Newark, NJ 07102
Gwendolyn Gibbs
201-733-9528

Department of the Aging
Employment Unit
2 Lafayette Street, 8th Floor
New York, NY 10017
Jean Marie Weber
212-985-0980

Special Advisor to the Mayor
For Hispanic Affairs
52 Chambers Street, Rm 318
New York, NY 10017

Newsday
235 Pinelawn Road
Melville, NY 11747-4250
516-843-2850 fax 516-843-2953

The Advertising People
331 Main Street
P.O. 91TCB
West Orange, NJ 07052
Ray Villeda
201-751-0699 fax 201-235-1458

National Assoc. of Hispanic Journalist
1000 National Press Building
Washington, DC 20045

Marco Votero
718-476-5960

Hispanic Labor Committee
1950 Third Avenue, 3rd Floor
New York, NY 10029
212-966-9222

National Council of LaRosa
111 19th Street, NW
Washington, DC 20036

Jewish Vocational Services
111 Prospect Street
East Orange, NJ 07017

Hispanic Women's Center
84 Williams Street, Floor 15
New York, NY 10038-4601

N.A.B. Employment Clearing House
1771 N. Street, NW
Washington, DC 20036

Women's Rights Information Center
108 West Palisade
Englewood, NJ 07631

Puerto Rican Congress of NJ
515 South Broad Street
Trenton, NJ 08611

National Assoc. of Black Journalist
3100 Taliaferro Hall
College Park, MD 20742-7717

Garden State Assoc. of Black Journalist
11 Spring Street
Freehold, NJ 07728-1843

Puerto Rican Action Board
P.O. Box 240
New Brunswick, NJ 08901

Hispanic Multi-Purpose Center
911 East 23rd Street
Paterson, NJ 07513

Congressman Robert Menendez
911 Bergen Avenue, 2nd Floor
Jersey City, NJ 07306

Urban League – Bergen County
106 W. Palisade Avenue
Englewood, NJ 07631

North Hudson Comm. Action Corp.
5301 Broadway
West New York, NJ 07093-2622
Maria Failla

African American Women's Network
15 Eddy Lane
Cherry Hill, NJ 08034

National Hispanic Business Ctr
P.O. Box 311
Northfield, NJ 08225

The Hispanic Institute
17 Arcadian Avenue, Suite 202
Paramus, NJ 07652

NJ State Hispanic/American
Chamber
P.O. Box 1277
Perth Amboy, NY 08862

Urban League of Hudson County
777 Bergen Avenue
Jersey City, NJ 07306

NAMIC
331 West 57th Street
Box 139
New York, NY 10019

Archdiocese of Newark
Office of Communications
P.O. 9500
Newark, NJ 07104-9500

New Jersey Broadcasters
Association
348 Applegarth Road
Cranbury, NJ 08512

La Salud Hispana
40 North Van Brunt Street, Suite 3
Englewood, NJ 07631

Hudson County YWCA
270 Fairmount Avenue
Jersey City, NJ 07306

York Street Project
89 York Street
Jersey City, NJ 07302-3812

YMWCA of Newark and Vicinity
600 Broad Street
Newark, NJ 07102

NAACP of Rahway
1627 Columbus Place
Rahway, NJ 07065

NAACP of Paterson
224 Martin Luther King, Jr. Highway
Paterson, NJ 07501

Tri-City Peoples Corporation
675 South 19th Street
Newark, NJ 07103

East NY Tap Center #2
297 Dean Street
Brooklyn, NY 11201
Boris
718-643-5373

Job Tap Center #5
719 East 149th Street
Bronx, NY 10455
Rodolfo Colon
718-585-2600

Job Tap Center #8
Community Corporation Bldg.
105 East 106th Street
New York, NY 10029
212-427-0500

Yeshiva University
500 West 185th Street
New York, NY 10033
Naomi Kapp
212-960-5400

Knesis Israel
3001 Nautilus Avenue
Brooklyn, NY 11224
Mr. Weiss
718-372-1688

Martin de Porres Comm. Service Ctr
4-25 Astoria Blvd.
Astoria, NY 11102
Thomas Buckingham
718-726-2626

Film/Video Arts
817 Broadway
New York, NY 10003
David Parker
212-673-9361

Promesa
1776 Clay Avenue
Bronx, NY 10457
Martin Regles
718-299-1100

Northwest Bronx Coalition
103 East 196th Street
Bronx, NY 10468
Angie Morales
718-584-0515

Philippine New York Junior Chamber of
Commerce (JAYCEES), Inc.
P.O. Box 634
Grand Central Station
New York, NY 10163

Filipino Young Professionals
Vladimir Manuel
718-762-8065

National Association of Asian America
Professionals
Knickerbocker Station
P.O. Box 772
New York, NY 10002

Vocational Foundation
902 Broadway, 15th Floor
New York, NY 10010
Rebecca Taylor
212-777-0700
NYS. Dept. of Commerce
Minority & Women's Business Dev.
1515 Broadway, 51st Floor
New York, NY 10036
Angela Camera
212-827-6182

Transitional Services for NY, Inc.
C/o Adult Community Center
147-32 Archer Avenue
Jamaica, NY 11435
Robert Gardner
718-526-6060

RECRUITMENT SUMMARY FORM

Reporting Period: January 20, 2007 to January 31, 2008

Total Hires Reporting Period: 51

| | JOB TITLE | JOB CLASSIFICATION | REFERRAL SOURCE |
|--|----------------------|--------------------|----------------------|
| | DGA Director | | National Progression |
| | Makeup Artist | | Resume |
| | Maintenance Engineer | Technical | Internal Job Posting |
| | Stagehand | | Internal Job Posting |
| | Promotion Producer | | Broadcasting & Cable |
| | Executive Producer | Professional | National Progression |
| | Asst. News Director | Professional | National Progression |
| | News Director | O/M | National Progression |
| | Technician | Technical | |
| | Production Assistant | Clerical | |
| | Production Assistant | Clerical | |
| | Production Assistant | Clerical | |
| | Writer | Professional | |
| | Writer | Professional | |
| | Technician | Technical | |
| | | | National Progression |
| | Sales Assistant | Clerical | |
| | Sales Assistant | Clerical | |
| | Sales Assistant | Clerical | Employee Referral |
| | Traffic Assistant | Clerical | Internal Job Posting |
| | Traffic Assistant | Clerical | Internal Job Posting |
| | Building Maintenance | | Employee Referral |
| | | | |
| | Promotion Producer | | Website |
| | Talent | Professional | Agent |

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|--|----------------------------|--------------|--------------|----------------------|
| | Technician | Technical | Technical | |
| | Talent | Professional | Professional | Agent |
| | | | | |
| | Public Affairs Assistant | Clerical | | Internal Job Posting |
| | Technician | Technical | | Internal Job Posting |
| | Technician | Technical | | Internal Job Posting |
| | Technician | Technical | | Internal Job Posting |
| | Asst. News Director | Professional | | National Progression |
| | News Assistant | Clerical | | Internal Job Posting |
| | Talent | Professional | | Agent |
| | Talent | Professional | | Agent |
| | Engineering Coordinator | Clerical | | Internal Job Posting |
| | Facilities Director | Professional | | Monster |
| | Scheduling Supervisor | Professional | | Employee Referral |
| | Account Executive | Sales | | Employee Referral |
| | Account Executive | Sales | | Resume |
| | Account Executive | Sales | | Resume |
| | | O/M | | National Progression |
| | National Sales Manager | Sales | | Re-hire |
| | VP/DOS | O/M | | Internal Job Posting |
| | | | | |
| | Local Sales Manager | Sales | | Internal Job Posting |
| | Web Sales Manager | Sales | | Internal Job Posting |
| | Promotion Producer | Professional | | National Progression |
| | Finance Director | | | Monster |
| | Building Maint. Supervisor | | | Monster |
| | | | | |
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