



**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 7<sup>th</sup> Street  
Plainfield, NJ 07060  
908-769-3250

Association of Hispanic Arts, Inc.  
173 East 116<sup>th</sup> 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 62<sup>nd</sup> Street

New York, NY 10021

National Association of Hispanic  
Journalists  
529 14<sup>th</sup> 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, 8<sup>th</sup> 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 26<sup>th</sup> 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 53<sup>rd</sup> Street  
New York, NY 10022

National Academy of TV Arts and Sciences  
110 West 57<sup>th</sup> 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, 3<sup>rd</sup> 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 32<sup>nd</sup> Street  
Bronx, NY 10455  
Awailda Sanchez  
718-685-2311

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

New York Urban League  
218 West 136<sup>th</sup> 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, 8<sup>th</sup> 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, 3<sup>rd</sup> Floor  
New York, NY 10029  
212-966-9222

National Council of LaRosa  
111 19<sup>th</sup> 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 23<sup>rd</sup> Street  
Paterson, NJ 07513

Congressman Robert Menendez  
911 Bergen Avenue, 2<sup>nd</sup> 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 57<sup>th</sup> 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 19<sup>th</sup> 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 149<sup>th</sup> Street  
Bronx, NY 10455  
Rodolfo Colon  
718-585-2600

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

Yeshiva University  
500 West 185<sup>th</sup> 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 196<sup>th</sup> 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, 15<sup>th</sup> Floor  
New York, NY 10010  
Rebecca Taylor  
212-777-0700  
NYS. Dept. of Commerce  
Minority & Women's Business Dev.  
1515 Broadway, 51<sup>st</sup> 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

<b>JOB TITLE</b>	<b>JOB CLASSIFICATION</b>	<b>REFERRAL SOURCE</b>
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

