



**FOX 5/WNYW-TV**

**&**



**MY 9/WWOR-TV**

**EEO Annual Report**

**January 20, 2014 – January 19, 2015**



## **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. 10<sup>th</sup> Street  
Austin, TX 78701

KCOP  
915 N. La Brea Avenue  
Hollywood, CA 90038

WHBQ  
485 S. Highland  
Memphis, TN 38111

KTTV  
1999 S. Bundy Drive  
Los Angeles, CA 90025

FOX Stations Sales  
205 East 67<sup>th</sup> Street  
New York, NY 10065

WFLD/WPWR  
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  
Bethesda, MD 20816

KDFW/KDFI  
400 N. Griffin Street  
Dallas, TX 75202

WTTG  
5151 Wisconsin Ave., NE  
Dallas, TX 75202

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 37<sup>th</sup> Street  
Ocala, FL 34474

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

KSAZ  
511 W. Adams Street  
Phoenix, AZ 85003

WJZY/WMYT  
3501 Performance Road  
Charlotte, NC 28214

**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	12	Promotions Producer Account Executive (2) Executive Producer Promotions Coordinator News Assistant Staff Accountant
Station Website/Job Line <a href="http://www.myfoxny.com">www.myfoxny.com</a> <a href="http://www.my9nj.com">www.my9nj.com</a>	33	Promotions Producer Account Executive (2) Executive Producer Promotions Coordinator News Assistant Staff Accountant
Employee Referrals	3	Account Executive (2) Promotions Coordinator News Assistant
New York State Dept of Labor Div. of Employment & Workforce Solutions 215 West 125 <sup>th</sup> Street, 6 <sup>th</sup> Floor New York, NY 10027 917-493-7226 Hector Torres	1	Promotions Producer Account Executive (2) News Assistant Staff Accountant
Emma Bowen Foundation for Minorities Interests in Media 825 Seventh Avenue New York, NY 10019 212-456-1992/3 Sandra Rice	0	Promotions Producer Account Executive (2) Executive Producer Promotions Coordinator News Assistant Staff Accountant
New York State Job Bank Dept. of Labor & Workforce Development 1 John Fitch Plaza, P.O. Box 110 Trenton, NJ 08625	0	Staff Accountant
National Association of Black Journalists P.O. Box 10 728 Flatbush Avenue Brooklyn, NY 11238 Matthew Scott	0	Promotions Producer Account Executive (2) News Assistant
Association of Hispanic Arts, Inc, 1702 Lexington Avenue New York, New York 10029 Jasmin Rivera 212-878-1285	0	Promotions Producer Account Executive (2) News Assistant Staff Accountant
Central NY Recruiting Consortium Internet Site	2	Staff Accountant
International Radio & Television Society, Inc. 420 Lexington Avenue New York, New York 10170 212-867-6650	0	Promotions Producer Account Executive (2) Executive Producer Promotions Coordinator

		News Assistant Staff Accountant
National Association of Asian American Professionals Knickerbocker Station P.O. Box 772 New York, New York 10002 Susan Chang	0	Promotions Producer Account Executive (2) Executive Producer Promotions Coordinator News Assistant Staff Accountant
Columbia University Grad. School of Journalism 2950 Broadway New York, NY 10027 212-854-4422 Melissa Mcoaney	0	Account Executive (2) News Assistant
Grace Institute Career Services 1233 Second Avenue New York, NY 10065	1	Account Executive (2) Executive Producer Promotions Coordinator News Assistant Staff Accountant
National Urban League 120 Wall Street New York, NY 10065	0	Account Executive (2) Executive Producer Promotions Coordinator News Assistant Staff Accountant
National Association of Hispanic Journalists 1000 National Press Building 529 14th Street Washington, DC 20045	0	Promotions Producer Executive Producer Account Executive (2) News Assistant
New York Women in Communications 355 Lexington Avenue New York, NY 10017	0	Promotions Producer Account Executive (2) Executive Producer Promotions Coordinator News Assistant
American Women in Radio & TV American Urban Radio Networks 432 Park Avenue South, 14th Floor New York, NY 10016 Dawn Hill	0	Promotions Producer Account Executive (2) Executive Producer Promotions Coordinator News Assistant Staff Accountant
NYS Dept. Of Commerce Minority & Women's Business Development 1515 Broadway, 51st Floor New York, NY 10036 Angela Camera	0	Promotions Producer Account Executive (2) News Assistant Staff Accountant
Monmouth University Career Service Center 400 Cedar Avenue West Long Branch, NJ 07764	0	Promotions Producer Executive Producer Promotions Coordinator
New York Center for Art and Media Center Coordinator 44 West 28th St., 7th Floor New York, NY 10001	0	News Assistant

American Corporate Partners Samantha Laszlo 400 Madison Avenue, Suite 7A New York, NY 10017	0	Promotions Producer Executive Producer Promotions Coordinator Staff Accountant
ASPIRA 520 Eighth Avenue, 22nd Floor New York, NY 10018	0	Promotions Producer Account Executive (2) Executive Producer News Assistant Staff Accountant
New Jersey Broadcasters Association 348 Applegarth Association Cranbury, NJ 08512	0	Promotions Producer Account Executive (2) Executive Producer Promotions Coordinator News Assistant Staff Accountant
National Hispanic Business Center 340 Applegarth Road Cranbury, NJ 08512	0	Promotions Producer Account Executive (2) News Assistant Staff Accountant
Writers Guild of America WGA, East 250 Hudson Street, Suite 700 New York, NY 10013	0	Account Executive (2) News Assistant
Art Institute of New York Career Services 11 Beach Street New York, NY 10013	0	Promotions Producer Executive Producer Promotions Coordinator
Queensborough Community College Director of Career Services 222-06 56th Avenue Bayside, NY 10013 Constance Peluso	0	Promotions Producer Executive Producer Promotions Coordinator
Mayor's Office of Employment & Training Municipal Government Center Secaucus, NJ 07094 Regina Bator	0	Promotions Producer Account Executive (2) Executive Producer Promotions Coordinator News Assistant Staff Accountant
City of East Orange Division of Employment, Training, Workforce Development 143 New Street, 2 <sup>nd</sup> Floor East Orange, NJ 07017	0	Promotions Producer Executive Producer Promotions Coordinator Staff Accountant
Boston University Feld Career Center 595 Commonwealth Avenue Suite 123 Boston, MA 02215	0	Promotions Producer Executive Producer Promotions Coordinator
SUNY Rockland Community College Career Services Center Suffern, NY 10901 Salina Galligan	0	Promotions Producer Executive Producer Promotions Coordinator

Lehman College Career Services Center 250 Bedford Park Blvd. West Bronx, NY 10468	0	Promotions Producer Executive Producer Promotions Coordinator
Brooklyn College Journalism Director 2900 Bedford Avenue Brooklyn, NY 11210 Paul Moses	0	Account Executive (2) News Assistant
Fordham University Communications & Media Studies Rose Hill Bronx, NY 10458 Beth Knobel, Asst. Professor	0	Account Executive (2) News Assistant
University of Maryland Dept. Of Communications 2130 Skinner Building College Park, MD 20742	0	Account Executive (2) News Assistant
Dickinson College P.O. Box 1773 Carlisle, Pennsylvania Amity Fox, Asst. Director	0	Account Executive (2) News Assistant
Lynchburg College Coll. Of Comm., 205 Carnegie Building University Park, PA 16802	0	Account Executive (2) News Assistant
Norfolk University Dept. Of Mass Communications & Journalism 700 Park Avenue, Madison Hall Norfolk, Virginia 23504	0	Account Executive (2) News Assistant
New York University Office of Career Service 719 Broadway, 3rd Floor New York, NY 10003	0	Account Executive (2) News Assistant
Hamilton College 198 College Hill Road Clinton, NY 13323 Career Center	0	Account Executive (2) News Assistant
Syracuse University 235 Schine Student Center 215 University Place Syracuse, NY 13210	0	Account Executive (2) News Assistant
College of New Jersey P.O. Box 7718 Ewing, NJ 08628 Career Center	0	Account Executive (2) News Assistant
Fairleigh Dickinson University School of Art and Media Studies 1000 River Road Teaneck, NJ 07666	0	Account Executive (2) News Assistant
Kean University Communications Department Morris Avenue Union, NJ 07083	0	Account Executive (2) News Assistant

Pace University New York Campus 41 Park Row, 14th Floor New York, NY 10037 Shannon Pill	0	Account Executive (2) News Assistant
NJ City University Academic Career Plan. & Placement 2039 Kennedy Boulevard Jersey City, NJ 07305-1597	0	Account Executive (2) News Assistant
CUNY New York 1114 Avenue of Americas, 15th Floor New York, NY 10036	0	Account Executive (2) News Assistant
University of Notre Dame Career Center 248 Slanner Hall Notre Dame, IN 46556 Mary Fisher	0	Account Executive (2) News Assistant
NJ Institute of Technology University Heights Newark, NJ 07102 Gregory Mass	0	Account Executive (2) News Assistant
College of Mount Saint Vincent 6301 Riverdale Avenue Riverdale, NY 10471 Lisa Golden, Career Services	0	Account Executive (2) News Assistant
New York Institute of Technology Director, Career Network Center Information Hall, Room 230 1855 Briadway New York, NY	0	Account Executive (2) News Assistant
Dominican College 480 Western Highway Orangeburg, NY 10962 Rosary Hall	0	Account Executive (2) News Assistant
William Patterson University Dept. Of Communication 300 Pompton Road Wayne, NJ 07470	0	Account Executive (2) News Assistant
Kingsborough Comm. College Office of Career Development 2001 Oriental Blvd., Room C102 Brooklyn, NY 11235	0	Account Executive (2) News Assistant
Ramapo College of NJ 505 Ramapo Valley Road Mahwah, NJ 07430	0	Account Executive (2) News Assistant
Geneseo State University SUNY Geneseo, Career Center Blake A 104 One College Circle Geneseo, NY 14454	0	Account Executive (2) News Assistant
Caldwell College Career Planning & Development 120 Bloomfield Avenue Caldwell, NJ 07006	0	Account Executive (2) News Assistant



Hunter College Room 805 East New York, NY 10021 Susan McCarty	0	Account Executive (2) News Assistant
Yeshiva University Career Development Office 500 West 185th Street New York, NY 10033	0	Account Executive (2) News Assistant
College of Staten Island Office of Career Placement 2800 Victory Blvd. Room 1A Staten Island, NY 10314	0	Account Executive (2) News Assistant
Manhattan College Career Services 4513 Manhattan College Riverdale, NY 10471	0	Account Executive (2) News Assistant
Quinnipiac University Career Center 275 Mount Carmel Avenue Hamden, CT 06518	0	Account Executive (2) News Assistant
Emerson College Career Services Center 120 Boylston Street Boston, MA 02116	0	Account Executive (2) News Assistant
Rider University Career Center 2083 Lawrenceville Road Lawrenceville, NJ 06849	0	Account Executive (2) News Assistant
University of Wisconsin Communications Department 821 University Avenue, Vilas Hall Madison, Wisconsin 53706	0	Account Executive (2) News Assistant
Hobart and William Smith College Salisbury Center for Career Services Hobart and William Smith Colleges Geneva, NY 14456	0	Account Executive (2) News Assistant
Cornell University Department of Communications 336 Kennedy Hall Ithaca, NY 14853	0	Account Executive (2) News Assistant
University of Connecticut Career Center One University Place Stanford, CT 06901	0	Account Executive (2) News Assistant
Utica College Dept. Of Career Services 1600 Burrstone Road Utice, NY 13502	0	Account Executive (2) News Assistant
Connecticut School of Broadcasting 377 Routh 17 South Hasbrouck Heights, NJ 07604	0	Account Executive (2) Executive Producer Promotions Coordinator News Assistant

Seton Hall University The Career Center 400 South Orange Avenue South Orange, NJ 07079	0	Account Executive (2) News Assistant
Five Towns College Career Services 305 North Service Road Dix Hills, NY 11746 Krysti O'Rourke	0	Account Executive (2) News Assistant
Adelphi University Center for Career Development P.O. Box 701 Garden City, NY 11530	0	Account Executive (2) News Assistant
Pennsylvania State University Career Services Center University Park, PA 16802 814-865-2377	0	Executive Producer Promotions Coordinator
Hofstra University 318 Dempser Hall Hempstead, NY 11550 516-463-5217 Susan Murphy	0	Account Executive (2)
St. Peter's College 2641 Kennedy Boulevard Jersey City, NJ 07306 201-761-6000 Linda Mulholland	0	Account Executive (2) News Assistant
Marist College Center for Career Services James Cannavino Lib., Suite 322 Poughkeepsie, NY 12601 845-575-3547 Deirdre Sepp	0	Account Executive (2) News Assistant
University of Michigan 1255 Angel Hall Ann Arbor, MI 48109 Susan Tepaske-King	0	Account Executive (2) News Assistant
Vocational Foundation/The Way to Work 52 Broadway, 6 <sup>th</sup> Floor New York, NY 10004 Director of Recruitment	0	Promotions Producer Account Executive (2) Executive Producer Promotions Coordinator News Assistant Staff Accountant
St. John's University Career Center 8000 Utopia Parkway Jamaica, NY 11439 718-399-6375 Patricia McManus	0	Account Executive (2) News Assistant
Wagner College Center for Academic & Career Development One Campus Road Staten Island, NY 10301 718-390-3181	0	Account Executive (2) News Assistant

Victoria Crispo		
Liberal Arts Center Internet site	0	News Assistant
City College of NY North Academic Center 160 Convent Avenue New York, NY 10031 212-650-6789 Rhea Christian	0	Promotions Producer Executive Producer Promotions Coordinator
Baruch College One Baruch Way Box B150 New York, NY 10010 646-312-4670 Barbara Lambert	0	Account Executive (2) News Assistant
Temple University 2020 North 13 <sup>th</sup> Street Philadelphia, PA 19122 Professor Linn Washington	0	Account Executive (2) News Assistant
Montclair State University Career Development Center Morehead Hall 1 Normal Avenue Montclair, NJ 07043 973-655-6965 Diane Freedman	0	Account Executive (2) News Assistant
Marymount Manhattan College Office of Career Services 221 East 71 <sup>st</sup> Street New York, NY 10021 212-517-0430 Melissa Benca	0	Account Executive (2) News Assistant
Penn State University College of Communications 205 Carnegie Building University Park, PA 16802	0	Promotions Producer Account Executive (2) News Assistant
New York Urban League 204 West 57th Street New York, NY 10030 Corwin Spivey	0	Promotions Producer Executive Producer Promotions Coordinator News Assistant Staff Accountant
Hofstra University School of Communications 318 Dempser Hall Hempstead, NY 11550	0	News Assistant
Rutgers University Career Development Center 360 Dr. Martin Luther King Jr. Hill Hall 325 Newark, NJ 07102	0	Promotions Producer Executive Producer Promotions Coordinator
NY Center for Art and Media Center Coordinator 448 West 28th St., 7th Floor New York, NY 10001	0	Promotions Producer Account Executive (2)

Media Advertisement – 602 Communications	0	Promotions Producer
Media Advertisement – MediaBistro.com	0	Promotions Producer
Media Advertisement - AdvisorNet	0	Promotions Producer
Media Advertisement – TVJobs.com	0	Promotions Producer Executive Producer
Media Advertisement – Well Dunne! Blog	0	Promotions Producer
Media Advertisement – Monster.com	3	Staff Accountant
Media Advertisement – Indeed/Simply Hired	1	Staff Accountant
Media Advertisement – Facebook	1	Promotions Producer
Agent – N.S. Beinstock 250 West 57th Street, Suite 333 New York, NY 10107	1	Reporter
Agent – Matthew Kingsley 3 Kings Entertainment 2 Primrose Street Chevy Chase, MD 20815	1	Reporter

## **WNYW FOX 5 & WWOR MY 9 RECRUITMENT – OTHER SOURCES**

**January 20, 2014 – January 19, 2015**

### **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, universities and FTS stations.

### **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 Websites**

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

[www.myfoxny.com](http://www.myfoxny.com)

[www.my9nj.com](http://www.my9nj.com)

## **WNYW FOX 5/WWOR MY 9 – SUPPLEMENTAL OUTREACH ACTIVITIES**

### ***STUDENT INTERNSHIPS and TRAINING PROGRAMS***

The Station offers the following ongoing recruitment programs for various entry-level opportunities:

#### **Six Month Training Program**

FOX 5/WNYW and MY 9/WWOR offers a hands-on Six Month Training Program for college graduates interested in obtaining valuable experience in the various fields of Television Broadcasting. This training program requires no previous broadcast work experience, thereby, when the six-months training period is completed, the goal is to provide the trainee with the prerequisite skills to acquire an entry-level position in the broadcasting field.

The Six Month Training Program is offered in various departments, including News, Good Day New York, Production/Engineering and Sales.

#### **Internship Program**

FOX 5/WNYW and MY 9/WWOR has an ongoing Internship program for college juniors and seniors majoring in broadcast communications and/or journalism as well as other areas. Individuals have the opportunity to learn from trained professionals in various departments, including News, Good Day New York, Public Affairs, Sales, Sports, Creative Services and Human Resources. Candidates must be eligible to receive academic credit in order to be eligible for the program.

WNYW and WWOR provided internships to 44 students for college credit during the semesters from Spring 2014 through Fall 2015. The students interned in News, Sports, Human Resources, Good Day New York, Sales, Creative Services and Public Affairs. The interns included students from New Jersey City University, Pace University, CUNY York College, Hofstra University, The Brearly School, College of Mt. St. Vincent, Marymount Manhattan College, New York University, The Lincoln University, Iona College, Lehman College, Brooklyn College, Pennsylvania State University, Montclair State University, Lafayette College, Villanova University, William Smith College, SUNY Oswego, Union College, Fairfield University, Rutgers University, Quinnipiac University, College of William and Mary, University of Delaware, St. John's University, Five Towns College, Monmouth University, Baruch College, Hofstra University, New School for Social Research, SUNY Oneonta, Molloy College and American University.

In addition, the Stations also held seminars and sessions during various internship semesters:

- Trainee & Internship Seminar - Informational Career Seminar for trainees and interns held on 7/16/14, on learning the different facets that comprise a television station, meeting with station professionals and finding out how they got started. Participants included Roselyn Barranda, HR Director; Lew Leone, VP/General Manager; Rosanna Scotto, Morning Anchor; Byron Harmon, VP/News; Audrey Pass, Sr. Director of Public Affairs; Dianne Doctor, WWOR Station Manager; Ken Ashley, Promotions Manager; Nick Gardner, VP/Director of Sales; Dan Carlin, VP Programming & Research; Donna Pisciotta, Director of Production; Kent Von Hertsenberg, VP/Finance. Students attended were from Pennsylvania State University, Montclair State University, Lafayette College, Villanova University, William Smith College, SUNY Oswego, Brooklyn College, Loyola University, Union College, Fairfield University, Amherst College, Penn State University, Boston University, Texas Christian University, Duke University, Syracuse University, Queens College, Elon University, Fairfield University, Rutgers University, Quinnipiac University, College of William and Mary, University of Delaware, St. John's University, Five Towns College, Monmouth University, Baruch College, Hofstra University, New School for Social Research, SUNY Oneonta, Molloy College, American University, Boston University and Eagle Academy students.
  
- News Director Q & A Session – Interns & Trainees met with Byron Harmon, VP/News Director for a Question & Answer session held on October 9, 2014, on career paths and opportunities to become a reporter or producer. Attended by Roselyn Barranda, HR Director and students from New Jersey City University, College of Mt. St. Vincent, Marymount Manhattan College, New York University, Lincoln University, Iona College, Lehman College and Brooklyn College.

### ***MENTORING and SCHOLARSHIP PROGRAMS***

The Stations also participate regularly in career mentoring and scholarship programs at colleges and universities. Examples of such events during the period above include:

- **Ailes Apprentice Program**

The Ailes Apprentice Program is an exclusive education program founded by Roger Ailes, Chairman & CEO, of Fox News to promote diversity within broadcast and cable journalism. Each year a select group of individuals is chosen to participate in the 12-month program

which includes a full time job, competitive salary and full benefits. AAP provides its members with unique networking opportunities, shadowing experiences, and comprehensive mentorships with key Fox executives.

Two Eagle students from the Ailes Apprentice Program were able to attend the Trainee & Internship Seminar held on 7/16/14 and Emma Bowen Student Presentations held on 7/29/14, in addition to meeting with station personnel.

- **Benjamin L. Hooks Fellowship Scholarship Award**

FOX Television Stations, Inc. in conjunction with the New York University Tisch School of the Arts provides an annual monetary award to eight (8) minority students who are majoring in a media-related field. This grant is used towards the cost of tuition and allows students to enhance opportunities with film and media.

- **PENCIL Fellows 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 juniors and seniors with dynamic experimental learning experiences through full-time paid summer internships at the stations.

The Station hosted a PENCIL fellow from 7/7/14 – 8/15/14 who gained valuable career experience in the areas of Human Resources, Public Affairs, News, Good Day New York, Engineering/Production, Sales and Creative Services.

- **Emma L. Bowen Foundations for Minority Interests in Media**

Established in 1989, the Emma L Bowen Foundation for Minority Interests in Media is a non-profit organization whose mission is to create career opportunities in the media industry for minority youth through a program that focuses on scholastic achievement, direct work experience and professional development. Students in the program work in media companies each summer and during school breaks, from high school through college. The students earn both salaries and matching scholarship funds to be used for college tuition and related expenses. Over a period of up to five years, the students experience numerous aspects of corporate operation and develop professional and practical skills that will help prepare them for their careers, many of



which begin at the companies where the student interned. Fox Television Stations have been a corporate partner in this program since its inception and two of the Company's executives are on the Foundation's Board.

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.

The Station and FOX Stations Sales hosted four (4) students from the program throughout the year from American University, Boston College, Rutgers University and Syracuse University. The students worked in Sales, Human Resources, News, News Web Production and Good Day New York.

Additionally, the students held Presentations on 7/15/14 & 7/29/14 on "Networking," "Working in a Team Environment," "Resolving Conflicts" and "Developing Relationships through Social Media." Presentations were attended by Lew Leone, VP/General Manager; Byron Harmon, VP/News Director; Kent Von Hertsenber, VP/Finance; and Roselyn Barranda, HR Director; in addition the Eagle Academy students.

- **American Corporate Partners (ACP)**

21<sup>st</sup> Century FOX participates in ACP's Veteran Mentoring Program connects Veteran Protégés with Corporate Mentors for a yearlong mentorship. Paired based on their career objectives and professional experience, Mentors and Protégés define the goals of their mentorship together and focus on a successful transition from the military to the civilian workforce through training, coaching and job development skills.

Station personnel serving as Mentors in the program are Joe Oulvey, SVP FOX Stations Sales to one (1) Protégé from the U.S. Army; and Roselyn Barranda, WNYW/WWOR HR Director to (2) Protégés from the U.S. Airforce and U.S. Navy.

- **Fountain House 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.

The Station currently employs four (4) individuals from the program.

## ***TRAINING and PROMOTIONS***

WNYW and WWOR encourage employees to apply for promotions for which they are qualified. In an effort to increase internal promotions, the station offers many internal cross-training opportunities. This enables the employees to acquire the necessary skills and experience needed to be considered for advancement opportunities. The Station has trained and promoted internally from the following programs:

### **Sales Training Program**

FOX Stations Sales, an in-house sales organization maintains a program to train new Account Executives with the overall goal of providing an internal pool of talent for future Account Executive positions within FOX Television Stations and FOX Stations Sales. 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, FSS VP of Training & Development & Dorian Kasuba, FSS HR Director.

Graduates from the program this year were assigned to FOX Television Stations in New York, Philadelphia and Dallas.

### **Additional Department Training Opportunities**

During this reporting period, the Station provided training for employees in various departments:

#### **Sales & System Training**

- FSS Wide Orbit Order Connect and Traffic System Training and Conversion - May-June 2014, for all personnel in all FSS sales offices.
- FSS Wide Orbit Analytics Report Training – June-July 2014 with Sales management personnel.
- Station GSM/VP Finance & Corporate Personnel Wide Orbit Analytics Report Training – October-November 2014.

#### **Human Resources Training**

- Taleo Applicant Tracking - September 18-19, 2014, for all FTS Human Resources Directors

### Engineering Training

- Miranda/iTX equipment – November 13-14, 2014, for Engineering maintenance personnel

In addition, the Station has provided training and certifications for various Station personnel appointed as Fire Safety Directors and Emergency Action Plan Directors, as required by New York State Fire Department.

### ***STATION TOURS***

The Station provided tours of the facility, one of the purposes of which is to increase interest in pursuing broadcast careers. The groups had the opportunity to watch a live newscast and meet with on-air talent as part of their tour. The lists of groups this year are as follows:

4/8/14 – U.S. Marines (12 military personnel)

4/24/14 – Mt. Olive Highschool (17 students)

10/16/14 – St. Francis College (10 students)

## **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:

- New York Women In Communication (NYWICI) - A Speed Mentoring Event in conjunction with NYWICI and hosted by 21<sup>st</sup> Century Fox was held on Wednesday, 2/5/14 and was attended by Roselyn Barranda, WNYW/WWOR HR Director and Malachy Williams, WNYW/WWOR Promotions Producer.
- Grace Institute – A Job Fair was held at Grace Institute, an organization that empowers undeserved women in the New York area to achieve employment and economic self-sufficiency through training, counseling, placement services and learning opportunities. Job Fair was held on 4/1/14 and was attended by Roselyn Barranda, WNYW/WWOR HR Director.
- Emma Bowen Workshop - Emma Bowen Foundation for Minority Interest in Media held a Resume Workshop on 6/23/14 and was attended by Roselyn Barranda, WNYW/WWOR HR Director and Heather Frascella, TVHO HR Director. Recruitment for all FTS O&O's.
- Emma Bowen Career Fair – Emma Bowen Minority Interest in Media held a Career Fair on 6/25/14 and was attended by Roselyn Barranda, WNYW/WWOR HR Director and Dorian Kasuba, HR Director, FOX Stations Sales. Recruitment for all FTS O&O's.
- National Association of Hispanic Journalists Career Fair (NAHJ) – Held on 8/7/14 – 8/9/14 in San Antonio, Texas and attended by Iris Sierra, TVHO Regional HR Director; Iesha Mason, KDFW/KDFI & KRIV/KTXH Regional HR Director; Mike McClain, WAGA VP/News Director; and Pam Vaught, KTBC VP/News Director. Recruitment for all FTS O & O's.

- The National Association of Black Journalists (NABJ) Career Fair - Held on 7/31/14 – 8/1/14 in Boston, MA and attended by Linda DiStefano, TVHO HR Executive Director; Marguerite Kerr, WFXT HR Director; Paul McGonagle, WFXT VP/News Director; and Emad Asghar, WNYW Assistant News Director. Recruitment for all FTS O&O's.
- Asian American Journalists Association Career Fair (AAJA) – Held on 8/14/14 – 8/15/14 in Washington DC and attended by Diana Pike, WTTG/WDCR HR Director; and Margie Ruttenger, WTTG Assistant News Director. Recruitment for all FTS O & O's.
- Connection Day – The Station participated in the panel and provided attendees with information regarding internships, training programs and networking opportunities in media. Held on 10/24/14 and attended by Audrey Pass, Sr. Director of Public Affairs, Simone Boyce, Entertainment Reporter and Alison Morris, Business Reporter.

### **Community Affairs Events**

During this reporting period, the Station participated in various community affairs events:

- One Hundred Black Men Inc. of New York Benefit Gala, New York; emceed by Dari Alexander – February 27, 2014
- C.V. Starr Intermediate School, Putnam County; Mike Woods taught about weather forecasting – March 12, 2014
- Puerto Rican Family Institute 10<sup>th</sup> Annual Social Work Task Force Dinner Awards, New York; attended by Ines Rosales – April 10, 2014
- Matrix Awards for the NY Women in Communications, New York; attended by Audrey Pass and Dari Alexander – April 28, 2014
- College of Mount St. Mary, New York; honorary degree presented to Rosanna Scotto – May 17, 2014
- Invest Caribbean Now Summit, New York; emceed by Ernie Anastos – June 4, 2014
- Queen's Courier's King of Queens Awards & Networking Event, New York; emceed by Antwan Lewis and Teresa Priolo – September 18, 2014

- Futures in Education Scholarship Fund Vicar Scholarship Dinner, New York; emceed by Rosanna Scotto – October 14, 2014
- Chelsea Film Festival at New School University Center, New York; hosted by Simone Boyce – October 16, 2014
- Queen’s Courier’s Latino Stars Event, Flushing Meadows Corona Park; emceed by Mike Woods and Ines Rosales – October 16, 2014
- Coalition for Asian American Children and Families (CACF) Caring for Children Gala Awards; New York; presented by Christina Park – October 29, 2014
- Bronx Borough President Ruben Diaz Jr.’s Annual Puerto Rican Heritage Month event, Bronx NY; emceed by Audrey Puente – November 20, 2014
- New York Women in Communications Student Career Conference, New York University; Tina Cervasio participated as sports media panelist – November 22, 2014