



FOX 5/WNYW

&



MY 9/WWOR-TV

**Annual EEO Public File
Report**

**Coverage Period:
February 1, 2023 – January 31, 2024**

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

Coverage Period: February 1, 2023 to January 31, 2024

Station's Comprising Station Employment Unit: WNYW-FOX 5 & WWOR-TV-MY 9

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Recruitment Source of Hire	Date of Hire
Electrician	Indeed.com	02/13/23
News Writer/Producer – union position	Fox Careers Website	03/13/23
Digital Content Creator	Social Media	04/24/23
Morning Show Line Producer – union position	Internal Posting	04/24/23
6-Month Training Program	LinkedIn.com	08/28/23
6-Month Training Program	LinkedIn.com	08/28/23
Writer/Line Producer (perdiem)	Referral	09/15/23
Technician-Studio/Control Room – union position	Indeed.com	09/25/23
Digital Content Manager	LinkedIn.com	10/09/23
Writer/Line Producer – union position	Internal Posting	11/20/23
HVAC Engineer – union position	Indeed.com	11/20/23
News Photographer/Editor – union position	Internal Posting	11/27/23
Account Executive	Referral	12/04/23
6-Month Training Program	Referral	12/11/23
Writer/Line Producer	Referral	1/22/24

Total Number of Persons Interviewed During Applicable Period: 134

Section 2: 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 Postings thru Workday Career Section (FOX)	11	Electrician News Writer/Producer Digital Content Creator Morning Show Line Producer 6-Month Training Program (3) Writer/Line Producer - per diem Technician – Studio/Control Room Digital Content Manager Writer/Line Producer (2) HVAC Engineer News Photographer/Editor
FOX Careers Website www.foxcareers.com	30	Electrician News Writer/Producer Digital Content Creator Morning Show Line Producer 6-Month Training Program (3) Writer/Line Producer - per diem Technician – Studio/Control Room Digital Content Manager Writer/Line Producer (2) HVAC Engineer News Photographer/Editor Account Executive
<p>MINORITY & WOMEN’S ORGANIZATIONS</p>		
Ascend Pan-Asian Leaders 160 Broadway, East Building, 6th Floor New York, NY 10038 MetroNewYork@ascendleadership.org		Electrician News Writer/Producer Digital Content Creator Morning Show Line Producer 6-Month Training Program (3) Writer/Line Producer - per diem Technician – Studio/Control Room Digital Content Manager Writer/Line Producer (2) HVAC Engineer News Photographer/Editor Account Executive

<p>Emma Bowen Foundation Minority Interests in Media Michael.Barham@nbcuni.com</p>		<p>Electrician News Writer/Producer Digital Content Creator Morning Show Line Producer 6-Month Training Program (3) Writer/Line Producer - per diem Technician – Studio/Control Room Digital Content Manager Writer/Line Producer (2) HVAC Engineer News Photographer/Editor Account Executive</p>
<p>American Corporate Partners – ACP (Veterans Program) Samantha Laszlo 400 Madison Avenue, Suite 7A New York, NY 10017 info@acp-usa.org</p>		<p>Electrician News Writer/Producer Digital Content Creator Morning Show Line Producer 6-Month Training Program (3) Writer/Line Producer - per diem Technician – Studio/Control Room Digital Content Manager Writer/Line Producer (2) HVAC Engineer News Photographer/Editor Account Executive</p>
<p>National Association of Hispanic Journalists (NAHJ) Carmen Cuisdao Cec2177@caa.columbia.edu</p>		<p>Electrician News Writer/Producer Digital Content Creator Morning Show Line Producer 6-Month Training Program (3) Writer/Line Producer - per diem Technician – Studio/Control Room Digital Content Manager Writer/Line Producer (2) HVAC Engineer News Photographer/Editor Account Executive</p>
<p>NY Association of Black Journalists (NYABJ) president@nyabj.org</p>		<p>Electrician News Writer/Producer Digital Content Creator Morning Show Line Producer 6-Month Training Program (3) Writer/Line Producer - per diem Technician – Studio/Control Room Digital Content Manager Writer/Line Producer (2) HVAC Engineer News Photographer/Editor Account Executive</p>

<p>NYS Dept. of Commerce Minority & Women's Business Dev. 633 Third Avenue, 33rd Floor New York, NY 10017 mwbecertification@esd.ny.gov</p>		<p>6-Month Training Program (3) Writer/Line Producer - per diem Technician – Studio/Control Room Digital Content Manager Writer/Line Producer (2) HVAC Engineer News Photographer/Editor Account Executive</p>
<p>National Association of Asian American Professionals Knickerbocker Station P.O. Box 772 New York, New York 10002 info@naaap.org</p>		<p>6-Month Training Program (3) Writer/Line Producer - per diem Technician – Studio/Control Room Digital Content Manager Writer/Line Producer (2) HVAC Engineer News Photographer/Editor Account Executive</p>
<p>National Hispanic Business Group 45 West 21st Street – Suite 6D New York, NY 10010 info@nhbg.org</p>		<p>Electrician News Writer/Producer Digital Content Creator Morning Show Line Producer 6-Month Training Program (3) Writer/Line Producer - per diem Technician – Studio/Control Room Digital Content Manager Writer/Line Producer (2) HVAC Engineer News Photographer/Editor Account Executive</p>
<p>National Society of Black Engineers c/o Women in Science & Engineering wisedirector@nsbe.org</p>		<p>6-Month Training Program (3) Writer/Line Producer - per diem Technician – Studio/Control Room Digital Content Manager Writer/Line Producer (2) HVAC Engineer News Photographer/Editor Account Executive</p>

<p>National Association of Black Journalists P.O. Box 10 728 Flatbush Avenue Brooklyn, NY 11238 president@nabj.org jlwooten@nabj.org dbrooking@nabj.org</p>		<p>Electrician News Writer/Producer Digital Content Creator Morning Show Line Producer 6-Month Training Program (3) Writer/Line Producer - per diem Technician – Studio/Control Room Digital Content Manager Writer/Line Producer (2) HVAC Engineer News Photographer/Editor Account Executive</p>
<p>New York Women in Communications 355 Lexington Avenue, 15th Floor New York, NY 10017 info@nywici.org</p>		<p>Electrician News Writer/Producer Digital Content Creator Morning Show Line Producer 6-Month Training Program (3) Writer/Line Producer - per diem Technician – Studio/Control Room Digital Content Manager Writer/Line Producer (2) HVAC Engineer News Photographer/Editor Account Executive</p>
COLLEGES & UNIVERSITIES		
<p>Lehman College Career Services Center 250 Bedford Park Blvd. West Bronx, NY 10468 Nancy.cintron@lehman.cuny.edu</p>		<p>6-Month Training Program (3) Writer/Line Producer - per diem Technician – Studio/Control Room Digital Content Manager Writer/Line Producer (2) HVAC Engineer News Photographer/Editor Account Executive</p>
<p>Hunter College Room 805 East New York, NY 10021 career@hunter.cuny.edu</p>		<p>6-Month Training Program (3) Writer/Line Producer - per diem Technician – Studio/Control Room Digital Content Manager Writer/Line Producer (2) HVAC Engineer News Photographer/Editor Account Executive</p>

<p>St. John's University 8000 Utopia Parkway, Queens, NY 11439 gonzalep@stjohns.edu</p>		<p>6-Month Training Program (3) Writer/Line Producer - per diem Technician – Studio/Control Room Digital Content Manager Writer/Line Producer (2) HVAC Engineer News Photographer/Editor Account Executive</p>
<p>Brooklyn College Journalism Director 2900 Bedford Avenue Brooklyn, NY 11210 nataliag@brooklyn.cuny.edu</p>		<p>6-Month Training Program (3) Writer/Line Producer - per diem Technician – Studio/Control Room Digital Content Manager Writer/Line Producer (2) HVAC Engineer News Photographer/Editor Account Executive</p>
<p>Queensborough Community College Director of Career Services 222-06 56th Avenue Bayside, NY 10013 Constance Peluso careerservices@qcc.cuny.edu</p>		<p>6-Month Training Program (3) Writer/Line Producer - per diem Technician – Studio/Control Room Digital Content Manager Writer/Line Producer (2) HVAC Engineer News Photographer/Editor Account Executive</p>
<p>The City College of New York Shepard Hall, Room 463 160 Convent Avenue New York, NY 10031 Barbara Nevins Taylor, Program Director bnevinstaylor@ccny.cuny.edu</p>		<p>6-Month Training Program (3) Writer/Line Producer - per diem Technician – Studio/Control Room Digital Content Manager Writer/Line Producer (2) HVAC Engineer News Photographer/Editor Account Executive</p>
<p>Handshake https://joinhandshake.com/career-centers/ P.O. Box 40770 San Francisco, CA 94140</p>		<p>Writer/Line Producer News Photographer/Editor Account Executive 6-Month Training Program</p>

INDUSTRY, TRADES, JOB BOARDS		
TV News Check		
LinkedIn Recruitment/Job Board		News Writer/Producer Digital Content Creator 6-Month Training Program
New Jersey State Job Bank John Fitch Plaza Trenton, NJ 08625 Patricia Moran workforce@dol.nj.gov		Electrician News Writer/Producer Digital Content Creator Morning Show Line Producer 6-Month Training Program (3) Technician – Studio/Control Room Digital Content Manager Writer/Line Producer (2) HVAC Engineer News Photographer/Editor Account Executive
New York State Dept. of Labor Business Services-NYC Region 9 Bond Street, 4 th Floor Brooklyn, NY 11201 718-613-3491 Michael Caputo Michael.caputo@labor.ny.gov Nyc.jobbank@labor.ny.gov		
City of East Orange Division of Employment, Training, Workforce Development 143 New Street, 2 nd Floor East Orange, NJ 07017 Ladonna.johns@eastorange-nj.gov		Electrician News Writer/Producer Digital Content Creator Morning Show Line Producer 6-Month Training Program (3) Technician – Studio/Control Room Digital Content Manager Writer/Line Producer (2) HVAC Engineer News Photographer/Editor Account Executive

In addition to the recruitment resources listed above, we also interviewed from other sources: 22 from Indeed, 56 from LinkedIn, 9 from Employee Referrals, 1 from Career Fairs, 3 from Social Media, 1 from Glassdoor and 1 from MediaBistro.

In addition to the above recruitment source information, job openings are sent to the Human Resources contact for each owned and operated FOX Television Stations nationwide in an effort to increase the opportunity for company internal promotions and expand the recruiting area.

All FOX O&O Human Resources Station Contacts:

<p>KTTV/KCOP-TV 1999 S. Bundy Drive Los Angeles, CA 90025 Denise.Rosas@fox.com</p>	<p>WFLD/WPWR-TV 205 N. Michigan Avenue Chicago, IL 60601 Shartrise.Dixon@fox.com</p>	<p>WTFX-TV 330 Market Street Philadelphia, PA 19106 Adrienne.Pritchett@fox.com</p>
<p>KDFW/KDFI 400 N. Griffin Street Dallas, TX 75202 Nicole.Robles@fox.com</p>	<p>WAGA-TV 1551 Briarcliff Road, NE Atlanta, GA 30306 Regina.Davis@fox.com</p>	<p>KRIV/KTXH 4261 Southwest Freeway Houston, TX 77027 Karen.Bouldin@fox.com</p>
<p>WJBK 16550 W. Nine Mile Road Southfield, MI 48075 Dalina.Hayes@fox.com</p>	<p>KSAZ-TV/KUTP 511 W. Adams Street Phoenix, AZ 85003 Heather.Hanson@fox.com</p>	<p>WTTG/WDCa 7272 Wisconsin Avenue Washington, DC 20016 Murphy.Baker@fox.com</p>
<p>KMSP-TV/WFTC 11358 Viking Drive Eden Prairie, MN 55344 Kate.Ohara@fox.com</p>	<p>WOFL/WRBW/WOGX 35 Skyline Drive Lake Mary, FL 32746 Iraida.Morillo@fox.com</p>	<p>KTBC 119 E. 10th Street Austin, TX 78701 Karen.Bouldin@fox.com</p>
<p>WITI 90001 N. Green Bay Road Milwaukee, WI 53209 Julie.Bednarek@fox.com</p>	<p>KTVU/KICU-TV 2 Jack London Square Oakland, CA 94607 Danielle.Houston@fox.com</p>	<p>FTS National Sales 205 East 67th Street New York, NY 10065 Alexa.Maldonado@fox.com</p>
<p>WTVT 3213 W. Kennedy Blvd. Tampa, FL Iris.Sierra@fox.com</p>	<p>TVHO 215 East 67th Street New York, NY 10065 Heather.Frascella@fox.com</p>	<p>KCPQ/KZJO 1813 Westlake Avenue, N. Seattle, WA 98109 Hailey.McCracken@fox.com</p>

It is the general practice to list all open positions on the WNYW and WWOR-TV station websites in addition to the Fox careers website.

www.fox5ny.com
www.my9nj.com
www.foxcareers.com

Section 3: Supplemental Outreach Activities

1. (i) Participation in at least four (4) job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Our Stations regularly participate in local and national career/job fairs. Career/job fairs provide applicants and potential candidates with the opportunity to learn about FOX Television Stations and the job opportunities and internship/mentoring programs available within our group. A list of current job openings and station contact information is available upon request. FOX Television Stations, WNYW/WWOR-TV Human Resources and other management staff regularly participate in local and national conferences sponsored by minority and/or women's organizations. During the review period, such events included:

- Notre Dame Highschool Career Fair – Held on February 10, 2023, in New York, NY. Attended by Roselyn Barranda (WNYW/WWOR-TV). Recruitment for WNYW/WWOR-TV.
- Penn State Bellisario College of Communications Job Expo – Held on February 24, 2023, in PA. Attended by Murphy Baker (WTTG/WDCA). Recruitment for all RTS O&O's.
- Emma Bowen Foundation Minority Interests in Media Virtual Career Fair – Held on June 21, 2023. Attended by FTS Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Roselyn Barranda (WNYW/WWOR-TV), Iraida Morillo (WOFL/WRBW/WOGX), Adrienne Pritchett (WTFX-TV), Nicole Robles (KDFW/KDFI), Danielle Houston (KTVU/KICU-TV), Shartrise Dixon (WFLD/WPWR-TV), Heather Hanson (KSAZ-TV/KUTP), and Hailey McCracken (KCPQ/KZJO). Recruitment for all FTS O&O's.
- National Association of Hispanic Journalists (NAHJ) Convention & Career Fair – Held on July 12, 2023 – July 14, 2023, in Miami, FL. Attended by FTS HR Directors Iraida Morillo (WOFL/WRBW/WOGX), Kate O'Hara (KMSP-TV/WFTC) and VP News Directors Melissa Medalie (WOFL), Susan Schiller (KRIV). Recruitment for all FTS O&O's.
- Asian American Journalists Association (AAJA) Convention & Career Fair – Held on July 19, 2023 - July 21, 2023, in Washington, DC. Attended by FTS HR Directors Murphy Baker (WTTG/WDCA), Alexa Maldonado (FTS National Sales) and VP News Director Paul McGonagle (WTTG) and Executive Producer Panhia Young (KMSP-TV). Recruitment for all FTS O&O's.
- National Association of Black Journalists (NABJ) Convention & Career Fair - Held on August 2, 2023 – August 4, 2023, in Birmingham, AL. Attended by FTS HR Regional Director Tracey Rivers (KRIV/KTXH), HR Director Nicole Robles (KDFW/KDFI) and VP News Director Brandice Bailey (WITI) and Executive Producer Erin Barron (KDFW). Recruitment for all FTS O&O's.
- Full Sail University Virtual Career Fair – Held on August 30, 2023. Attended by HR Directors Iraida Morillo (WOFL/WRBW/WOGX), Shartrise Dixon

(WFLD/WPWR-TV), Roselyn Barranda (WNYW/WWOR-TV). Recruitment for all FTS O&O's.

- National Association of Broadcasters Leadership Foundation (NABLF) Career Fair – Held on October 26, 2023, in New York, NY. Attended by HR Directors Alexa Maldonado (FTS National Sales), Roselyn Barranda (WNYW/WWOR-TV). Recruitment for all FTS O&O's.
- International Radio & Television Society (IRTS) Multicultural Career Workshop – Held on November 17, 2023, in New York, NY. Attended by HR Directors Alexa Maldonado (FTS National Sales), Heather Frascella (TVHO), Roselyn Barranda (WNYW/WWOR-TV). Recruitment for all FTS O&O's.

Section 3: Supplemental Outreach Activities continued.

2. **(iv) Participation in at least four (4) events, sponsored by organizations representing groups in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.**

WNYW/WWOR-TV are dedicated to community involvement and promoting higher education and diversity. Ongoing outreach efforts are supported by public speaking engagements by our staff, which includes, but is not limited to schools, local college/universities, civic, non-profit organizations and community events. During this reporting period, the Station participated in various community affairs programs and events:

- IRTS Newsmaker Breakfast "Media Marketplace: 2023" at Cipriani 42nd Street, NY – SVP/GM Lew Leone participated as an IRTS Board member – June 8, 2023
- 2023 Fair Media Council Folio Awards, Gatsby on the Ocean at Jones Beach; Jodi Goldberg and James McLoughlin Jr. were presented with the Award for 2022 feature on "Employment & Work Issues" - June 23, 2023
- C.V. Starr Intermediate School, Brewster, NY – Weather and science presentation for 4th & 5th grade students; presented by Mike Woods – June 16, 2023
- 49th Annual Harlem Week Festival – FOX 5 served as a media partner and hosted several virtual events; including discussions on "Climate Change Summit," moderated by Kendall Green – August 15, 202.

"A Day in the Life of FOX 5" Station Visit & Job Shadow

The Station, in conjunction with Fordham Preparatory School in the Bronx, provided an opportunity for a student and parent to visit the studio, tour the facility, attend an editorial meeting with anchors, reporters, producers, assignment editors and copy editors, in addition to watching a live newscast. This station visit was held on May 30, 2023, as part of a fundraising event held at the Mother's Club of Fordham Preparatory School.

Section 3: Supplemental Outreach Activities continued.

3. **(v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.**

Internship & Trainee Seminar

FOX 5/WNYW and MY 9/WWOR-TV has hosted seminars and workshops for FOX Corporate interns to learn from trained professionals in various departments, including News, Good Day New York, Community Affairs, Programming, Sales, Finance and Human Resources.

The Station held a seminar on July 12, 2023, for FOX Corporate interns and trainees to learn the different facets that comprise a television station and meeting with station professionals. Topics included:

- Meet & Greet with FOX 5/WNYW General Manager (Lew Leone, VP/General Manager)
- Watch "Good Day New York Morning Show," (Lamar Goering, Sr. Executive Producer)
- Station Tour – Studio, Control Room & Newsroom (Joe Silvestri, Community Affairs Manager)
- Understanding Ratings, Research, Programming and Viewership (Dan Carlin, VP/Programming, Research & Creative Services)
- From Programs to Profit – Advertising & Sales \$\$\$ (Nick Gardner, VP/Director of Sales)
- FOX Stations Sales & Account Executive Training Program (Walter Augustin, VP/Sales Manager & Alexa Maldonado, FSS HR Director)
- Human Resources: Working with Security & Facilities (Roselyn Barranda, HR Director)
- Career Goals – "What's Next?" (Roselyn Barranda, HR Director)

There were 8 students from various schools including: Penn State University, University of Miami, Fordham University, Notre Dame University, Indiana State University, University of Georgia and The City College of New York.

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 The City College of New York from July 12, 2023 – August 18, 2023, who gained valuable career experience in the area of Human Resources.

Section 3: Supplemental Outreach Activities continued.

4. (vi) Participation in job banks, internet programs and other programs designed to promote outreach generally (i.e. that are not primarily directed to providing notification of specific job vacancies).

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 two (2) individuals from the program.

Section 3: Supplemental Outreach Activities continued.

5. (vii) Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.

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

- **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-TV'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 hosted one (1) student from the program throughout the year from the University of Georgia. The student worked in Good Day New York and News.

Additionally, Emma Bowen Board Advisory & HR Council Meetings are held throughout the year to discuss efforts on hiring EBF students after graduation and leadership development programs for rising seniors. Meetings were held via conference on March 1, 2023, November 9, 16 and 30, 2023.

Section 3: Supplemental Outreach Activities continued.

6. (viii) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.

WNYW and WWOR-TV 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:

Six-Month Training Program

FOX 5/WNYW and MY 9/WWOR-TV offer 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. The program employed three (3) trainees in Good Day New York and News. All have been promoted into News Assistant positions.

FOX Television National Sales Training Program

FOX Television National 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 Sales offices. This program consists of both coursework and hands-on training. Station participation is active during the program through various workshop sessions and training meetings. At the end of the program, individuals are assigned to Stations and sales offices throughout the United States. Mark Hong, FTV Sales VP Talent Development, Automated Sales Systems & Alexa Maldonado, FTV Sales HR Director oversees this program.

This program is currently in session. Estimated graduation for Account Executive Trainees is scheduled for March 2024.

Additional Department Training Opportunities

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

Sales Department

- Quarterly Traffic and Revenue Review – Ongoing for all FTS Sales, Traffic, GM and Finance personnel to discuss digital revenues and traffic.

- Waymark Training and Media Monitors Training provided by FOX Digital Sales Team on the use of AI commercial video platforms – September 2023 – attended by all sales teams and sales assistants.
- “True North: Leadership Development Experience” Interactive program provided by FOX Leadership Academy, to develop capabilities and drive business success – January/February 2024 program - attended by Rita Marcocci, VP/GSM Sales
- “Premiere: Management Development Program” provided by FOX Leadership Academy, for front-line leaders on behavioral styles, delegation, coaching, feedback and motivating employees –January/February 2024 program - attended by Scott Kaminsky, Sales Manager

Human Resources Department

- Workday Weekly Training Video Calls – Ongoing for all FTS HR Directors to review and implement HR work processes and system updates, including the Workday Payroll Conversion & Merit Planning.
- Weekly HR Support Calls – Ongoing for all FTS HR Directors in supporting colleagues with implementing work processes and station updates during the Covid pandemic and current events.
- EAP Program Seminars provided by FOX’s Employee Assistance Program offers seminars and resources available for all employees. Seminars attended this reporting period included:
 - Impact of Gratitude – July 20, 2023
 - Managing Emotions During Uncertainty – September 20, 2023
- “Labor and Employment Update: Managing Labor & Employment Challenges Amid Economic Uncertainty” – Webinar provided by Dechert LLP – June 29, 2023 – attended by WNYW/WWOR HR Director Roselyn Barranda
- HR Seminar “NY & CA Employment Law Developments in 2023” – January 18, 2024, for all HR Directors within FOX groups.
- Learning @FOX Webinars provided by FOX Learning & Development Team available for all employees. Workshops attended include:
 - Intuition in the Industry – February 14, 2023
 - Productivity Pointers - and March 14, 2023
- FOX Human Resources 2023-2024 Development Program for all HR Directors within FOX groups. Session Topics attended include:
 - Building Strong Client Relationships
 - Know our Benefit Offering/Why FOX
 - Learning & Development at FOX – Overview & Resources
 - Creating a Culture of Belonging: DE&I, Giving, Volunteerism & Mentorship
 - Making Decisions in Difficult Circumstances

- Workday Learning & Development Training - FOX Corporation offers Online Learning and Development Courses available for all employees. Several course sessions this reporting period included: "Microsoft Office Excel," "Microsoft Office Outlook" Tips & Tricks and "Adobe Photoshop"
- Workday Learning & Development Training – Ongoing additional programs available for all employees include: "LinkedIn Learning," "Mentor Match," and "Harvard Business Mentor."
- FOX Corporation Compliance Training – Ongoing yearly for all staff employees on "Annual Compliance Certification," "Anti-Bribery and Anti-Corruption," "Cyber Security-Phishing," "Identifying Phishing Attempts," "Anti-Trust Basics," "Employee Safety Orientation," "In-person Inclusion and Harassment Prevention Training for New York," "FOX Handbook Training."

News Digital Department

- SEO Guidance for Digital Content Teams provided by Emily Stone, VP, Digital Content & Timothy Rearden, Digital Content Operations Director– December 19, 2023 – attended for WNYW/WWOR Digital Team

News Department

- Ongoing Training and Quarterly goals provided for News Managers and Digital Team as part of programming goals and initiatives.
- Adobe After FX training for senior editors and online courses through LinkedIn provided throughout the year.
- In-house training on BitCentral platform for field editors was provided throughout the year. BitCentral is currently being used by in-house editors.

Creative Services

- "TikTok Best Practices" provided by FTS Digital Team – March 13, 2023 – attended by Digital and Creative Services teams.
- FOX Promotion Executives Conference (FPEC) provided by FOX Network – June 22-23, 2023 – for VPs and Dept. Heads of Creative Services teams for all FOX affiliates and networks.

Facilities

- Chief Engineer/Facility Management Training provided by IUOE National Training Fund – January 2024 – completed by Gordon Moore, HVAC Engineer.

In addition, the Station continues to provide 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.