



FOX 5/WNYW-TV

&



MY 9/WWOR-TV

EEO Annual Report

January 20, 2017 – January 19, 2018

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

Reporting Period: January 20, 2017 to January 19, 2018

Total # of Hires for Reporting Period: 15

Total # of Interviews for Reporting Period: 96

Referral Source and Date of Hire of New Hire for Each Position:

Makeup Artist – union position	Website	02/27/2017
Administrative Assistant	Website	02/27/2017
Promotions Coordinator	Website	03/06/2017
Sales Assistant	Website	03/13/2017
Log Editor/Traffic Coordinator	Website	03/13/2017
Reporter – union position	Unsolicited	03/20/2017
Account Executive	Website	03/27/2017
Traffic Supervisor	Website	04/04/2017
Anchor – union position	Agent	08/21/2017
Promotions Producer	Website	09/25/2017
Anchor – union position	Agent	10/02/2017
DGA Director – union position	Job Board	10/30/2017
Segment Producer – union position	Website	10/30/2017
News Assistant – union position	Website	12/26/2017
Log Editor/Traffic Coordinator	Website	01/02/2017

FOX 5/WNYW & MY 9/WWOR RECRUITING SOURCES

{The following sources were used for all open positions.}

All FOX O&O Stations:

WAGA
1551 Briarcliff Rd, NE
Atlanta, GA 30306

KTBC
119 E. 10th Street
Austin, TX 78701

KTVU/KICU
2 Jack London Square
Oakland, CA 94607

KTTV/KCOP
1999 S. Bundy Drive
Los Angeles, CA 90025

FOX Stations Sales
205 East 67th Street
New York, NY 10065

WFLD/WPWR
205 N. Michigan Ave.
Chicago, IL 60601

WTFX
330 Market Street
Philadelphia, PA 19106

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

WTTG/WDCA
5151 Wisconsin Ave., NE
Dallas, TX 75202

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

KMSP/WFTC
11358 Viking Drive
Eden Prairie, MN 55344

KRIV/KTXH
4261 Southwest Freeway
Houston, TX 77027

KSAZ/KUTP
511 W. Adams Street
Phoenix, AZ 85003

WTVT
3213 W. Kennedy Blvd.
Tampa, FL 33609

WOFL/WRBW/WOGX
35 Skyline Drive
Lake Mary, FL 32746

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	17	Makeup Artist Administrative Assistant Promotions Coordinator Sales Assistant Log Editor/Traffic Coordinator (2) Account Executive Traffic Supervisor Promotions Producer DGA Director Segment Producer News Assistant
Station Website/Career Section www.fox5ny.com www.my9nj.com	47	Makeup Artist Administrative Assistant Promotions Coordinator Sales Assistant Log Editor/Traffic Coordinator (2) Account Executive Traffic Supervisor Promotions Producer DGA Director Segment Producer News Assistant
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	0	Administrative Assistant Promotions Coordinator Sales Assistant Log Editor/Traffic Coordinator (2) Account Executive Traffic Supervisor Promotions Producer DGA Director Segment Producer News Assistant
National Association of Black Journalists P.O. Box 10 728 Flatbush Avenue Brooklyn, NY 11238 president@nabj.org jlwooten@nabj.org dbrooking@nabj.org	0	Administrative Assistant Promotions Coordinator Sales Assistant Log Editor/Traffic Coordinator (2) Account Executive Traffic Supervisor Promotions Producer DGA Director Segment Producer News Assistant

<p>New York Women in Communications 355 Lexington Avenue, 15th Floor New York, NY 10017 info@nywici.org</p>	<p>0</p>	<p>Administrative Assistant Promotions Coordinator Sales Assistant Log Editor/Traffic Coordinator (2) Account Executive Traffic Supervisor Promotions Producer Segment Producer DGA Director News Assistant</p>
<p>Lehman College Career Services Center 250 Bedford Park Blvd. West Bronx, NY 10468 Nancy.cintron@lehman.cuny.edu</p>	<p>0</p>	<p>Administrative Assistant Promotions Coordinator Sales Assistant Log Editor/Traffic Coordinator (2) Account Executive Traffic Supervisor Promotions Producer DGA Director Segment Producer News Assistant</p>
<p>Monmouth University Career Service Center 400 Cedar Avenue West Long Branch, NJ 07764 jmass@monmouth.edu</p>	<p>0</p>	<p>Administrative Assistant Promotions Coordinator Sales Assistant Log Editor/Traffic Coordinator (2) Account Executive Traffic Supervisor Promotions Producer DGA Director Segment Producer News Assistant</p>
<p>Hunter College Room 805 East New York, NY 10021 career@hunter.cuny.edu</p>	<p>0</p>	<p>Administrative Assistant Promotions Coordinator Sales Assistant Log Editor/Traffic Coordinator (2) Account Executive Traffic Supervisor Promotions Producer DGA Director Segment Producer News Assistant</p>
<p>St. John's University 8000 Utopia Parkway, Queens, NY 11439 gonzalep@stjohns.edu</p>	<p>0</p>	<p>Administrative Assistant Promotions Coordinator Sales Assistant Log Editor/Traffic Coordinator (2) Account Executive Traffic Supervisor Promotions Producer DGA Director Segment Producer News Assistant</p>

<p>Brooklyn College Journalism Director 2900 Bedford Avenue Brooklyn, NY 11210 nataliag@brooklyn.cuny.edu</p>	<p>0</p>	<p>Administrative Assistant Promotions Coordinator Sales Assistant Log Editor/Traffic Coordinator Account Executive Traffic Supervisor Promotions Producer DGA Director Segment Producer News Assistant</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>0</p>	<p>Administrative Assistant Promotions Coordinator Sales Assistant Log Editor/Traffic Coordinator (2) Account Executive Traffic Supervisor Promotions Producer DGA Director Segment Producer News Assistant</p>
<p>ASPIRA (National Latino Organization) 15 West 36th Street New York, NY 10018 jaraujo@nyaspira.org</p>	<p>0</p>	<p>Administrative Assistant Promotions Coordinator Sales Assistant Log Editor/Traffic Coordinator Account Executive Traffic Supervisor Promotions Producer DGA Director Segment Producer</p>
<p>Queensborough Community College Director of Career Services 222-06 56th Avenue Bayside, NY 10013 Constance Peluso careerservices@qcc.cuny.edu</p>	<p>0</p>	<p>Administrative Assistant Promotions Coordinator Sales Assistant Log Editor/Traffic Coordinator (2) Account Executive Traffic Supervisor Promotions Producer DGA Director Segment Producer News Assistant</p>

<p>City of East Orange Division of Employment, Training, Workforce Development 143 New Street, 2nd Floor East Orange, NJ 07017 Ladonna.johns@eastorange-nj.gov</p>	<p>0</p>	<p>Administrative Assistant Promotions Coordinator Sales Assistant Log Editor/Traffic Coordinator (2) Account Executive Traffic Supervisor Promotions Producer DGA Director Segment Producer News Assistant</p>
<p>National Association of Hispanic Journalists (NAHJ) Carmen Cuisdao Cec2177@caa.columbia.edu</p>	<p>0</p>	<p>Makeup Artist</p>
<p>NY Association of Black Journalists (NYABJ) president@nyabj.org</p>	<p>0</p>	<p>Makeup Artist</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>0</p>	<p>Administrative Assistant Promotions Coordinator Sales Assistant Log Editor/Traffic Coordinator (2) Account Executive Traffic Supervisor Promotions Producer DGA Director Segment Producer News Assistant</p>
<p>National Association of Asian American Professionals Knickerbocker Station P.O. Box 772 New York, New York 10002 info@naaap.org</p>	<p>0</p>	<p>Administrative Assistant Promotions Coordinator Sales Assistant Log Editor/Traffic Coordinator (2) Account Executive Traffic Supervisor Promotions Producer DGA Director Segment Producer News Assistant</p>
<p>National Hispanic Business Group 45 West 21st Street – Suite 6D New York, NY 10010 info@nhbg.org</p>	<p>0</p>	<p>Administrative Assistant Promotions Coordinator Sales Assistant Log Editor/Traffic Coordinator (2) Account Executive Traffic Supervisor Promotions Producer DGA Director News Assistant</p>

<p>Grace Institute/Moving Women Career Services 40 Rector Street, 14th Floor New York, NY 10006 jhandy@graceinstitute.org</p>	<p>0</p>	<p>Administrative Assistant Promotions Coordinator Sales Assistant Log Editor/Traffic Coordinator Account Executive Traffic Supervisor Promotions Producer DGA Director Segment Producer</p>
<p>New Jersey State Job Bank John Fitch Plaza Trenton, NJ 08625 Patricia Moran workforce@dol.nj.gov</p>	<p>0</p>	<p>Administrative Assistant Promotions Coordinator Sales Assistant Log Editor/Traffic Coordinator (2) Account Executive Traffic Supervisor Promotions Producer DGA Director Segment Producer News Assistant</p>
<p>Emma Bowen Foundation, Minority Interests in Media Job Board Sandra.Rice@nbcuni.com</p>	<p>7</p>	<p>Sales Assistant Log Editor/Traffic Coordinator (2)</p>
<p>Agent – United Talent Agency</p>	<p>2</p>	<p>Anchor (2)</p>
<p>Unity: Journalists for Diversity</p>	<p>2</p>	
<p>Advertisement – 602 Communications</p>	<p>0</p>	<p>Promotions Producer</p>
<p>Advertisement – MediaBistro.com</p>	<p>0</p>	<p>Promotions Producer</p>
<p>LinkedIn</p>	<p>3</p>	<p>DGA Director</p>
<p>Job Board – Indeed/Simply Hired</p>	<p>18</p>	

WNYW FOX 5 & WWOR MY 9 RECRUITMENT – OTHER SOURCES

January 20, 2017 – January 19, 2018

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, employment and internship applications are available in the main lobby at all hours of the day and weekends for candidates to apply for open positions in person.

WNYW/WWOR Websites

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

www.fox5ny.com

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, Sales and Community Affairs.

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, Community Affairs, Sales, Sports, Creative Services, FOX Stations Sales 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 38 students for academic credit during the semesters from Spring 2017 through Fall 2017. The students interned in News, Sports, Human Resources, Good Day New York, Sales, Creative Services, FOX Stations Sales and Community Affairs. The interns included students from Pennsylvania State University, Harvard College, Ohio State University, University of Wisconsin-Madison, Hofstra University, Bates College, University of Rhode Island, New York University, University of Southern California, Wake Forest University, Boston College, Denison University, Villanova University, Sacred Heart University, Elon University, University of Notre Dame, University of Maryland-College Park, University of Delaware, University of Hartford, Emerson College, Fordham University, SUNY Purchase, Texas Christian University, Ithaca College, University of Miami, Rider University, Stony Brook University, St. John's University, College of Mt. St. Vincent, Marymount Manhattan College.

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 7/12/17, on learning the different facets that comprise a television station, meeting with station professionals on "TV Everyday: A Day in the Life of a General Manager," "The Business of TV Sales," "Ratings, Research, Programming and Viewership," "Becoming an Account Executive," "Creative Services: Producing Promos," "My Career in the Media Industry," "Behind the Scenes: In the Studio & Control Room," and "Your Career Goals & Intentions, What's Next?" Participants included Roselyn Barranda, HR Director; Lew Leone, VP/General Manager; Nick Gardner, VP/Director of Sales; Dan Carlin, VP Programming, Research, Creatives Services & Community Affairs; Dorian Kasuba, HR Director, FOX Stations Sales; Ken Ashley, Creative Services Director, Byron Harmon, VP/News Director, Donna Pisciotta, Director of Production. Students attended were from Pennsylvania State University, Harvard College, Ohio State University, University of Wisconsin-Madison, Hofstra University, Bates College, University of Rhode Island, New York University, University of Southern California, Wake Forest University, Boston College, Denison University, Villanova University, Sacred Heart University, Elon University, University of Notre Dame, University of Maryland-College Park, University of Delaware, University of Hartford, Emerson College, Fordham University, SUNY Purchase, Texas Christian University, Ithaca College, University of Miami, Rider University, Stony Brook University, St. John's University, College of Mt. St. Vincent, Marymount Manhattan College and High school for Public Service: Heroes of Tomorrow.

MENTORING and SCHOLARSHIP PROGRAMS

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

- **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 High school for Public Service: Heroes of Tomorrow from 7/10/17 – 8/25/17 who gained valuable career experience in the areas of Human Resources, Finance, Sales and Engineering.

- **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 Stony Brook University, New York University, Howard University, and Syracuse University. The students worked in FOX Stations Sales, Human Resources, News and Good Day New York.

Additionally, Emma Bowen Board Advisory 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 6/26/17 and 10/25/17.

The Station also held two (2) student presentations were held on 8/10/17 on "Snapchat 101" and "How to Stimulate Personal Growth" and were attended by Roselyn Barranda, HR Director, Dorian Kasuba, HR /Director; WNYW/WWOR personnel; FOX Stations Sales personnel and students Syracuse University and the High school for Public Service: Heroes of Tomorrow.

- **21CF "Adopted High school" Program**

21st Century FOX continues to participate and mentor students in the Adopted High School Program with FOX 5/WNYW and Bishop Kearny High School in learning more about production operations within the studio/control room, newsroom operations and working with the students in developing their broadcasting abilities and academic goals within their school television station.

- **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.

INTERNAL PROGRAMS and TRAINING OPPORTUNITIES

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.

Station participation is active during the program through various workshop sessions and training meetings:

- Sales Management Meeting – Trainees met with Nick Gardner, VP/DOS and Rita Marcocci, GSM, to learn about station sales strategies, pricing and priorities.
- Local Sales Department – Trainees attended a local sales meeting, learned about market competitive, station priorities, observed a new digital 7 day forecast presentation.
- Digital Sales – Trainees met to learn specific station capabilities with Digital Sales Managers.
- Traffic Department – Trainees met with the Traffic Department and learned about log assembly and editing.
- News Department – Trainees attended “Good Day New York” in the studio and toured the Control Room.
- Programming, Research & Creative Services – Trainees met with Dan Carlin to discuss station programming and research and to learn about promotional effort, and digital/social media metrics.

Graduates from the program this year were assigned to FOX Stations Sales teams in New York (3) and WFLD station in Chicago (1).

Additional Department Training Opportunities

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

Sales Department

- Digital-IAB Training – May 2017–June 2017 for Rita Leong, Digital Sales Manager for her IAB Digital Media Sales certification.
- Broadcast Leadership Training – September 2017-June 2018 for Walter Augustin, National Sales Manager on group management in owning and running a television station.
- Compliance Training on Electronic Communications - September 12, 2017 for all sales personnel, programming and traffic managers; conducted by Jean Fuentes, SVP Human Resources and Roselyn Barranda, WNYW/WWOR HR Director.
- Lunch & Learn – Various conferences from 2017-2018 in NY and all stations for an overview of course materials in the FOX Stations' Sales Training program and in-depth review on reading overnight ratings reports; conducted by Liz Pritchard, VP/Sales Training & Development, FSS.

Human Resources Department

- NY Paid Family Leave Insurance Compliance –January 8, 2018, December 4, 11, 13, 18, 2017, November 13, 20, 27, 2017 for all local HR Directors & Managers within 21CF and FOX groups to discuss compliance and procedures for the NY PFL; conducted by MetLife Insurance Companies
- 21CF and Disney – January 4 and 5, 2017, for all HR Directors & Managers within 21CF and FOX to discuss talking points for recruitment about the merger.
- Workday Learning Café Sessions – January 11, 2018, December 7, 2017, November 9, 2017, October 26, 2017,
- NYC Salary History Ban Training – November 29, 2017 for all local Human Resources Directors & Managers within 21st Century and FOX groups to discuss compliance with the NYC Salary History Ban; conducted by Tim Lykowski, SVP/Employment Litigation, 21CF
- FOX Benefits Open Enrollment Webinar – November 3, 2017 for all employees up to age 30 on “Adulting with Your FOX Benefits”

- 21CF HR Branding Meeting – September 13, 2017 for 21CF roll-out of branding, recruitment and succession planning initiatives, in addition to people surveys and various focus groups on diversity and recruitment opportunities; conducted by the Boston Consulting Group.
- FOX Benefits Retirement Presentations – February 24, 2017 for eligible WNYW/WWOR station personnel and FSS personnel regarding benefits eligibility, retirement programs and requirements; conducted by Bruce Robertson, VP/Retirement Benefits.
- 21st Century HR I-9 Enforcement & Immigration Eligibility Compliance Seminar – February 14, 2017 for all local Human Resources Directors & Managers within 21st Century and FOX groups to discuss changes to the I-9 documentation requirements; conducted by Wolfsdorf Rosenthal LLP
- Non-Harassment Training – January 26, 2017 at WNYW and FOX Stations Sales to understand and comply with the Company's policy against harassment, discrimination and retaliation in the workplace. Attended by all station and sales management; conducted by Iris Sierra, TVHO Regional HR Director, Roselyn Barranda, WNYW/WWOR HR Director and Dorian Kasuba, FSS HR Director.
- 21CF Navigator Compliance Training – Ongoing yearly for all staff employees on "Annual Compliance Certification," "Anti-Bribery and Anti-Corruption," "Cyber Security-Phishing" and Anti-Trust Basics."

Finance/IT Departments

- PLURALSIGHT Online Training – Ongoing from September 2016 – September 2017 for IT personnel.
- Learning Tree Virtualization Technologies Introduction Course – April 18-21, 2017 for Daniel Zawadzki, IT Analyst
- PA Courses/Self Study Training – Ongoing in 2017 for Kent Von Hertsenberg, VP/Finance in "Real Estate: The Many Complexities of GAAP, SSARS, and GASS Compliance," "The Top 50 Mistakes Practitioners Make and How to Fix Them: Individual Tax and Financial Planning," "Winning the Fraud Battle in the Digital Age: Prevention and Detection," "Determining How Much Money You Need to Retire and Tax Ideas and Money Management in Retirement."

News Department

- Max Weather System Training– October 2017 for all News, Engineering, IT and Weather personnel on the new weather system.

Creative Services Department

- Instagram Workshop for News and Publishers – March 15, 2017 for Ken Ashley, Director of Creative Services

Engineering/Production Department

- ELC WEBX on December 1, 2017 for all Engineering and Production staff.
- Media Composer Fundamentals on January 8-9, 2018 for Maribel Quiles, WNYW Technician for fundamentals in Avid editing.

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.

Additional 21CF Internal Opportunities and Initiatives

- 2017 People surveys conducted for employees to share views and provide feedback about 21CF and FOX; conducted by Perceptyx and Boston Consulting Group
- 21CF Focus Groups - various focus groups conducted from October 2017 – December 2017 on areas of diversity and inclusion, recruitment and career opportunities; conducted by the Boston Consulting Group.
- Women@21CF pop-up events held on November 13, 15, 16 and 20, 2017 for all employees interested in building a roadmap for the future and provide an opportunity to connect with one another in the workplace; moderated by Donna Pisciotta, WNYW/WWOR Production Director, Malachy Williams, WNYW/WWOR Sales Promotions Producer and Eliza Heath, WNYW/WWOR New Business Development Account Executive.

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:

3/9/17 – FNG Asia – 21CF division (5 employees)

8/4/17 – FOX News Job Shadow (1 intern)

6/27/17 – 21st Century FOX (14 interns)

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:

- College of Mt. St. Vincent Career Fair – A Career Fair was held at the College of Mt. St. Vincent 4/5/17 and was attended by Roselyn Barranda, WNYW/WWOR HR Director, Dorian Kasuba, FSS HR Director and Jennifer Bello, HR intern.
- Hunter College "Chat with a FOX" Career Event – A Career Event was held at Hunter College on 4/6/17 and was attended by Dorian Kasuba, FSS HR Director and Liz Pritchard, FSS VP Training & Development.
- Columbia University Journalism School Panel – A panel on jobs in local news and reels was held at Columbia University on March 8, 2017 and was attended by Byron Harmon, VP/News Director.
- Emma Bowen Power Networking Reception - Emma Bowen Foundation for Minority Interest in Media held a Power Networking Reception on 6/28/17 and was attended by Dorian Kasuba, FSS HR Director and Liz Pritchard, VP/Sales Training & Development, FSS.
- Emma Bowen Career Fair – Emma Bowen Minority Interest in Media held a Career Fair on 6/29/17 and was attended by Roselyn Barranda, WNYW/WWOR HR Director and Dorian Kasuba, FSS HR Director and Iris Sierra, TVHO Regional HR Director. Recruitment for all FTS O&O's.
- The National Association of Black Journalists (NABJ) Convention & Career Fair - Held on 8/9/17 – 8/11/17 in New Orleans, LA and attended by Iris Sierra, Regional HR Director, Tracey Rivers, KRIV/KTXH HR Director and John Hoffman, WTVT VP/News Director. Recruitment for all FTS O&O's.
- Asian American Journalists Association Career Fair (AAJA) – Held on 7/26/17 – 7/28/17 in Philadelphia, PA and attended by Roselyn Barranda, WNYW/WWOR HR Director, Dorian Kasuba, FSS HR Director, Jim Driscoll, WTXF VP/News Director and Lee Meier, WTXF Executive Producer. Recruitment for all FTS O&O's.

- Long Island Connection Day – The Station participated in the panel and provided attendees with information regarding internships, training programs and networking opportunities in media. Held on 12/5/17 and attended by Christina Peterson, News Trainee.
- Howard University Communications Job & Internship Fair – Held on 10/2/2017 in Washington DC and was attended by Theresa Wilson, WTTG/WDCA HR Director.

Community Affairs Events

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

- 21CF Impact Week, station personnel participated in multiple volunteer opportunities within the community including, "Celebrating Health with Seniors at Sunnyside Community Services," "Pack Sports & Fitness Kits for Hope Community Gardens," "Pack School Supply Kits for PS 359X," "Artistic Expressions at Cobble Hill Health Center," "Art Scavenger Hunt at MoMA with PS 65Q," "Pack Kits for Operation Jersey Cares," "Rude Goldberg at PS 234Q," "Job Readiness Workshop at NMIC," "Photography Explorers in Central Park with PS 208 Magnent School for Environment Stewardship," "Pack Transitional Housing Kits for Women's Safe Start," Revitalize PS 194M" - October 2 – October 7, 2017
- Winter Wishes, station personnel participated in donating gifts for children in need during the holidays – December 2017
- Coat Drive, station personnel participated in donating coats for children and adults throughout the season – December 2017
- Greater Jamaica Development Corporation 50th Anniversary Gala; Alison Morris participated as an MC – November 30, 2017
- CityMeals Power Lunch for Women, Rainbow Room; Rosanna Scotto participated as an MC – November 16, 2017
- 15th Annual Hispanic Television Summit; Jessica Formoso participated as an MC – October 19, 2017
- St. Francis Academy Fundraiser; Mike Woods and Ines Rosales participated as co-emcees – October 6, 2017
- CV Starr School Visit; Mike Woods participated – October 6, 2017

- Big Brothers Big Sisters Race for the Kids; Jessica Formoso participated as an MC – September 16, 2017
- Latino Center on Aging Gala, Pelham Park; Jessica Formoso participated as an MC – June 29, 2017
- B & C /Multichannel's Next TV Summit NYC as part of VID Week; Kerry Drew participated as an MC – June 15, 2017
- Spirit of Asian American AAF Gala 2017; Christina Park participated as an MC – May 18, 2017