



**FOX 5/WNYW-TV**

**&**



**MY 9/WWOR-TV**

# **EEO Annual Report**

**January 20, 2016 – January 19, 2017**

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

Reporting Period: January 20, 2016 to January 19, 2017

Total # of Hires for Reporting Period: 13

Total # of Interviews for Reporting Period: 58

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

Reporter - union position	Unsolicited	01/25/2016
Log Editor/Traffic Assistant	Website	02/01/2016
Sales Assistant	Website	04/11/2016
Reporter - union position	Unsolicited	05/09/2016
IT System Support Analyst	Website	06/27/2016
Account Executive	Website	07/11/2016
Stagehand - union position	Local 1	07/25/2016
Writer - union position	Website	08/15/2016
HVAC Chief Engineer - union position	Website	08/22/2016
HVAC Engineer - union position	Local 30	08/29/2016
Director of Traffic	Website	09/19/2016
Broadcast Maintenance Engineer - union position	Website	09/19/2016
HVAC Engineer - union position	Website	09/26/2016

## **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

KTVU/KICU  
2 Jack London Square  
Oakland, CA 94607

KTTV/KCOP  
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

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

WTTG/WDCB  
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	1	Broadcast Maintenance Engineer Sales Assistant Chief HVAC Engineer HVAC Engineer (2) Writer/Producer Log Editor/Traffic Assistant Account Executive IT Systems Support Analyst Stagehand Director of Traffic
Station Website/Career Section <a href="http://www.myfoxny.com">www.myfoxny.com</a> <a href="http://www.my9nj.com">www.my9nj.com</a>	24	Broadcast Maintenance Engineer Sales Assistant Chief HVAC Engineer HVAC Engineer (2) Writer/Producer Log Editor/Traffic Assistant Account Executive IT Systems Support Analyst Stagehand Director of Traffic
Employee Referrals	5	Account Executive Director of Traffic
New York State Dept of Labor Business Services-NYC Region 9 Bond Street, 4 <sup>th</sup> Floor Brooklyn, NY 11201 718-613-3491 Michael Caputo <a href="mailto:Michael.caputo@labor.ny.gov">Michael.caputo@labor.ny.gov</a> <a href="mailto:Nyc.jobbank@labor.ny.gov">Nyc.jobbank@labor.ny.gov</a>	0	Broadcast Maintenance Engineer Sales Assistant Chief HVAC Engineer HVAC Engineer (2) IT Systems Support Analyst
National Association of Black Journalists P.O. Box 10 728 Flatbush Avenue Brooklyn, NY 11238 <a href="mailto:president@nabj.org">president@nabj.org</a>	0	Broadcast Maintenance Engineer Sales Assistant IT Systems Support Analyst HVAC Engineer (2)
Monmouth University Career Service Center 400 Cedar Avenue West Long Branch, NJ 07764 <a href="mailto:jmass@monmouth.edu">jmass@monmouth.edu</a>	0	Broadcast Maintenance Engineer Sales Assistant IT Systems Support Analyst HVAC Engineer (2)
American Corporate Partners – ACP (Veterans Program) Samantha Laszlo 400 Madison Avenue, Suite 7A New York, NY 10017 <a href="mailto:info@acp-usa.org">info@acp-usa.org</a>	0	Broadcast Maintenance Engineer Sales Assistant Chief HVAC Engineer HVAC Engineer (2) IT Systems Support Analyst

ASPIRA (National Latino Organization) 15 West 36th Street New York, NY 10018 maraujo@nyaspira.org	0	Broadcast Maintenance Engineer Sales Assistant IT Systems Support Analyst HVAC Engineer
New Jersey Broadcasters Association 348 Applegarth Association Cranbury, NJ 08512 njba@njba.com	0	Broadcast Maintenance Engineer Sales Assistant IT Systems Support Analyst HVAC Engineer(2)
New Jersey Department of Labor Joseph.dombrowski@dol.state.nj.us	0	Broadcast Maintenance Engineer Sales Assistant IT Systems Support Analyst HVAC Engineer (2)
Queensborough Community College Director of Career Services 222-06 56th Avenue Bayside, NY 10013 Constance Peluso careerservices@qcc.cuny.edu	0	Broadcast Maintenance Engineer Sales Assistant IT Systems Support Analyst HVAC Engineer (2)
City of East Orange Division of Employment, Training, Workforce Development 143 New Street, 2 <sup>nd</sup> Floor East Orange, NJ 07017 Ladonna.johns@eastorange-nj.gov	0	Broadcast Maintenance Engineer Sales Assistant Chief HVAC Engineer HVAC Engineer (2) IT Systems Support Analyst
National Association of Hispanic Journalists (NAHJ) Carmen Cuisdao Cec2177@caa.columbia.edu	0	Broadcast Maintenance Engineer Writer/Producer
NY Association of Black Journalists (NYABJ) president@nyabj.org	0	Writer/Producer
NYS Dept. of Commerce Minority & Women's Business Dev. 633 Third Avenue, 33 <sup>rd</sup> Floor New York, NY 10017 mwbecertification@esd.ny.gov	0	Chief HVAC Engineer HVAC Engineer (2)
New Jersey State Job Bank John Fitch Plaza Trenton, NJ 08625 Patricia Moran workforce@dol.nj.gov	0	Chief HVAC Engineer HVAC Engineer (2)
Advertisement - Monster.com	0	HVAC Engineer
Emma Bowen Foundation, Minority Interests in Media	0	Writer/Producer
IATSE - Local 1	4	Stagehand
IATSE - Local 30	4	Chief HVAC Engineer HVAC Engineer (2)
TVandRadioJobs.com	0	Director of Traffic
Job Board - Indeed/Simply Hired	21	IT Systems Support Writer/Producer Chief HVAC Engineer HVAC Engineer (2) Broadcast Maintenance Engineer

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

**January 20, 2016 – January 19, 2017**

### **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.fox5ny.com](http://www.fox5ny.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, 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 32 students for academic credit during the semesters from Spring 2016 through Fall 2016. 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 Marist College, Iona College, Hunter College, St. John's University, Rider University, Mercy College, Montclair State University, Rutgers University, College of New Jersey, Emerson College, University of Texas at Austin, University of Richmond, College of Staten Island, University of Wisconsin, Lafayette College, Tulane University, Monmouth University, University of Michigan, Cornell University, George Mason University, Wake Forest University, University of Southern California, Quinnipiac University, Molloy College, University College London, Springfield College, Daytona State College and SUNY New Paltz.

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 7/20/16, 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," "Pitching & Presenting: The Business of TV Sales," "Ratings, Research, Programming and Viewership," "So You Want to Become an Account Executive," "Balancing Work/Life: Evening Hours vs. Morning Hours," "What Makes an Interesting Newsworthy Story in NYC," and "My Career as An Executive Producer," "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; Rosanna Scotto, Morning Anchor; Emad Asghar, Assistant News Director; Lamar Goering, Executive Producer, Good Day New York; Donna Pisciotta, Director of Production. Students attended were from Emerson College, University of Texas at Austin, University of Richmond, College of Staten Island, University of Wisconsin, Lafayette College, Tulane University, Monmouth University, University of Michigan, Cornell University, George Mason University, Wake Forest University, University of Southern California, Quinnipiac University, Molloy College, University College London, Springfield College, Daytona State College and SUNY New Paltz, Stony Brook University, New York University, Howard University, Syracuse University and Scholars Academy in Rockaway.
- Intern Focus Group with VP/News Director - An Intern Focus Group was held with Byron Harmon, VP/News Director on February 12, 2016, to learn more about upcoming news and story content with FOX digital opportunities. Attended by students from Rider University, Mercy College, Montclair State University and Rutgers University.



## ***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 Scholars Academy in Rockaway from 7/11/16 – 8/19/16 who gained valuable career experience in the areas of Human Resources and Finance.

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

Additionally, two (2) student presentations were held on 7/21/16 on "Snapchat 101" and 8/12/16 on "Facebook" 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 Scholars Academy in Rockaway.

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

21<sup>st</sup> 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.

## ***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.

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 via Skype sessions to learn specific station capabilities with Digital Sales Managers at five (5) different stations including George Butterfield, WTTG, John Jeffreys, WAGA, Cindy D'Ambrosio, WNYW, Troy Buller, WFLD and Maria Faricelli, WTXF.
- 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 Television Stations in New York, Los Angeles and Philadelphia.

## **Additional Department Training Opportunities**

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

### Sales & System Training

- Digital Training – April 4, 5 and May 5, for all Sales management personnel.
- Broadcast Leadership Training – September 2016-June 2016 for Rita Marcocci, VP/GSM, on group management in owning and running a television station.
- Lunch & Learn - 10/12 & 10/13, for all trainees, interns and station personnel for career growth and opportunities in the FOX Stations' Sales Training program; conducted by Liz Pritchard, VP/Sales Training & Development, FSS

### Human Resources Training

- 21<sup>st</sup> Century HR Training & Networking – September 13, 2016 for all local Human Resources Directors & Managers within 21<sup>st</sup> Century and FTS groups to discuss the newly passed Overtime Rule along with other relevant employment law topics; conducted by Jordan Lippner, SVP Deputy Legal Counsel.
- Potential Shooter Response Plan – August 29, 2016 at WWOR and September 9, 2016 at WNYW to provide guidance and alert staff if a potential active shooter appears to be actively engaged at the Station. Attended by all station personnel, training was conducted by Global Security Group.
- 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 Training

- PLURALSIGHT Online Training – Ongoing since September 2016 for IT personnel.
- Sales Credit Workflow Training – Various training sessions through September 21-23
- Wide Orbit Digital Orders/Digital Order Entry – Various training sessions from August 8-12
- CPA Courses/Self Study Training – Ongoing in 2016 for Kent Von Hertsenberg, VP/Finance in "Business Continuity & Disaster Recovery

Planning," "Individual and Financial-Planning Tax Camp," "Fraud: Catching the Crooks who Cooks the Books," "Thriving in a Chaotic Economic Environment."

#### News Training

- Broadcast Leadership Training – Ongoing since September 2016 for Emad Asghar, Assistant News Director on group management in owning and running a television station.

#### Creative Services

- Social Media Training – April 7-8, 2016 for all news anchors, reporters and news staff on "How to Use Social Media and Why: Facebook, Instagram, Twitter and Snapchat"

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, including CPR AED training.

## **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:

1/21/16 – Riverdale Country School (16 students)

5/9/16 – Roger Ailes' Apprentice Program (4 apprentices)

8/8/16 – Sino-American Friendship Association's "Little Journalists Group"  
(11 students)

8/9/16 – 21<sup>st</sup> Century FOX (15 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:

- St. John's Corporate & Diversity Career Fair – A Career Fair was held at St. John's University on Thursday, 2/18/16 and was attended by Roselyn Barranda, WNYW/WWOR HR Director and Dorian Kasuba, FSS HR Director.
- Hunter College "Chat with a FOX" Career Event – A Career Event was held at Hunter College on 4/13/16 and 10/6/16 and was attended by Dorian Kasuba, FSS HR Director and Liz Pritchard, FSS VP Training & Development.
- Emma Bowen Networking Reception - Emma Bowen Foundation for Minority Interest in Media held a Networking Reception on Thursday, 6/23/16 and was attended by Jean Fuentes, SVP HR, FTS, Linda DiStefano, HR Executive Director, Roselyn Barranda, WNYW/WWOR HR Director and Heather Frascella, TVHO HR Director.
- Emma Bowen Career Fair – Emma Bowen Minority Interest in Media held a Career Fair on Friday, 6/24/16 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.
- The National Association of Black Journalists (NABJ) & The National Association of Hispanic Journalists (NAHJ) Convention & Career Fair - Held on 8/3/16 – 8/7/16 in Washington DC and attended by Sharming Nathan, WFLD/WPWR HR Director; Heather Frascella, TVHO HR Director; Lee Meier, WTXF Executive Producer; WTTG VP/News Director. Recruitment for all FTS O&O's.
- Asian American Journalists Association Career Fair (AAJA) – Held on 8/10/16 – 8/13/16 in Las Vegas, NV and attended by Doug Bannard, KSAZ/KUTP VP News; and Tracey Rivers, KRIV/KTXH HR Director. Recruitment for all FTS O&O's.
- PACE University "Chat with a FOX" Career Event – A Career Event was held at Pace University on 3/9/16 and was attended by Dorian Kasuba, FSS HR Director and Liz Pritchard, FSS VP Training & Development.

- Circle of Sisters Event – The Station participated and provided attendees with information regarding internships, training programs and networking opportunities in media. Held on 10/13/16 and was attended by various station personnel the day including several reporters, producers and station management.
- 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 10/21/16 and attended by Joseph Silvestri, Community Affairs Manager and Sarah Yoon, News Trainee.
- Howard University Communications Job & Internship Fair – Held on 10/27/2016 in Washington DC and was attended by Theresa Foster, WTTG/WDCA HR Director; Terri Tolliver, WTTG/WDCA Special Projects Producer.

### **Community Affairs Events**

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

- Female Empowerment Event, Monroe College; Lisa Evers participated as a speaker – March 26, 2016
- Sports and Arts in Schools Foundation, Frederick Douglass Academy, New York; Teresa Priolo participated as a speaker – April 19, 2016
- Columbian Lawyers Association’s Panel on “Media and the Law,” Atlantic City, NJ; Lisa Evers participated – May 6, 2016
- Harlem Village Academy HS Career Day, New York; Sharon Crowley participated – April 22, 2016
- Women Who Care 15<sup>th</sup> Annual Awards Luncheon, New York; emceed by Teresa Priolo and Mike Woods – May 9, 2016
- Inner City Gala Scholarship Fund, Park Savoy, New Jersey; emceed by Duke Castiglione – May 17, 2016
- Asian American Federation Annual Gala, Pierre Hotel, New York; emceed by Christina Park and Arthur Chi’en - May 25, 2016



- Minority Athletes Networking Event, Hanover Marriot, Whippany, NJ; emceed by Duke Castiglione – June 17, 2016
- Pathways to Graduation NYC Department of Education Event, Hunter College, NY; Rosanna Scotto participated – June 27, 2016
- Career Day at Empower Charter School, Crown Heights, Brooklyn; Rosanna Scotto participated - June 15, 2016
- Career Day at P.S. 196, New York; Baruch Shemtov participated – June 15, 2016
- St. John’s University Commencement, Staten Island, New York; Rosanna Scotto participated as the commencement speaker – May 21, 2016
- Metropolitan Lighthouse Charter School, South Bronx, NY; Christina Park participated as a judge – May 23, 2016
- K.I.D.S Fashion “Women of Inspiration” Luncheon, The Pierre, New York; emceed by Alison Morris – June 7, 2016
- Sports & Arts in School Foundation’s Elementary Division Spelling Bee, New York; emceed by Teresa Priolo – June 14, 2016
- Girls Leading Up Empowerment Day, Brooklyn Borough Hall; hosted by Lisa Evers – September 17, 2016
- Big Brothers, Big Sisters Race for Kids, New York; emceed by Jessica Formoso – September 17, 2016
- PENCIL’s Gala Celebration, Cipriani Wall Street, New York; emceed by Rosanna Scotto – September 27, 2016
- National Hispanic Media Coalition’s Impact Award for Excellence in Broadcast Journalism, New York; Jessica Formoso participated – October 6, 2016
- 100 Hispanic Women National’s 20<sup>th</sup> Anniversary Gala, Mandarin Oriental, NY; Audrey Puente participated – October 11, 2016
- iHeart Media Lifestyle Health and Wellness Expo, Sheraton Times Square, New York; Mike Woods participated – November 12, 2016
- Hudson County Schools of Technology Foundation Gala, Maritime Park, Jersey City; hosted by Mike Woods – November 4, 2016

- National Association of Broadcasters' "How New York Puts on a Big Live Show" Panel, New York; moderated by Steve Lacy – November 10, 2016
- P.S. 17's 4<sup>th</sup> grade "All About the Weather" lessons; New York; Audrey Puente participated – November 16, 2016
- The Diversity Discussion in Television & Video Convene Conference Center, New York; Mike Woods participated – December 5, 2016
- PAL's Women of the Year Luncheon, Pierre, New York; attended by Greg Kelly, Christina Park and Lew Leone – December 8, 2016