

**Annual EEO Public File Report
WJBK FOX 2 IS AN EQUAL OPPORTUNITY EMPLOYER**

Coverage Period: June 1, 2015 to May 31, 2016

FINAL

Stations Comprising Station Employment Unit: **WJBK FOX 2, Detroit, MI**

| Section 1: Vacancy Information | | |
|---|--------------|-----------------------------------|
| Full-time positions Filled by Job Title | Date of Hire | Recruitment Source of Hires |
| Promotion Producer | 3/29/16 | Fox2detroit.com / FTS Career Site |
| Coordinating Producer | 6/9/15 | WJBK Employee Referral |
| Photographer/Editor | 9/17/15 | Fox2detroit.com / FTS Career Site |
| Editor/Photographer | 6/16/15 | Indeed.com |
| Maintenance Technician | 1/4/16 | Fox2detroit.com / FTS Career Site |
| Digital Sales Manager | 11/20/15 | Fox2detroit.com / FTS Career Site |
| Reporter/Anchor | 11/18/15 | Eatman Media Services, Inc. |
| Producer/Writer | 9/9/15 | Fox2detroit.com / FTS Career Site |
| Photographer/Editor | 6/9/15 | Fox2detroit.com / FTS Career Site |
| Sports Producer | 11/20/15 | Fox2detroit.com / FTS Career Site |
| Administrative Assistant | 5/16/16 | Fox2detroit.com / FTS Career Site |
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Total Number of Persons Interviewed During Applicable Period: 75

Job Postings – When a position becomes available, it is the general practice of the Station to post the job opportunity notice at appropriate locations throughout the Station so the employees are aware of current openings and may apply for consideration for those positions. The notices list the titles and requirements for the positions. These job opportunity/postings are also sent to various community outreach groups, schools and universities, as well as other Fox Owned-and-Operated Stations across the country.

All Fox O & O Stations:

| | |
|---|--|
| <p>WNYW 5 (FOX) 205 E. 67th Street New York, NY 10021-6050 (212) 452-5701 Human Resources Director: Roselyn Barranda Jobline: (212) 452-3962 Email: myjobs@foxtv.com www.Fox5ny.com</p> | <p>WWOR-TV 9 (MyNetwork) 9 Broadcast Plaza Secaucus, NJ 07096 (212) 452-5701 Human Resources Director: Roselyn Barranda Jobline: (212) 452-3962 Email: myjobs@foxtv.com www.my9tv.com</p> |
| <p>KTTV 11 (FOX) 1999 S. Bundy Drive Los Angeles, CA 90025-5235 (310) 584-2287 Human Director: Annie Buranasakorn Fax: (310) 584-2288 Jobline: (310) 584-2280 Email: jobs@foxtv.com www.foxla.com</p> | <p>KCOP 13 (MyNetwork) 915 N. La Brea Avenue Hollywood, CA 90038 (310) 584-2280 Human Resources Director: Tonia Carter Fax: (310) 584-2288 Jobline: (212) 584-2280 Email: jobs@foxtv.com www.my13la.com</p> |
| <p>WFLD 32 (FOX) 205 N. Michigan Avenue Chicago, IL 60601 (312) 565-5532 Human Resources: Director: Sharming Scott-Nathan Email: wfld-hr@foxtv.com www.fox32chicago.com</p> | <p>WPWR 50 (MyNetwork) 2151 N. Elston Avenue Chicago, IL 60614 (312) 565-5532 Human Resources Director: Sharming Scott-Nathan Email: wfld-hr@foxtv.com www.fox32chicago.com</p> |
| <p>WTXF-TV 29 (FOX) 330 Market Street Philadelphia, PA 19106-2796 (215) 925-2929 Human Resources Director: Megan Young Fax: (215) 982-5498 Email: fox29hr@foxtv.com www.fox29.com</p> | <p>KDFW 4 (FOX) [KDFI 27–Independent] 400 N. Griffin Street Dallas, TX 75202 (214) 720-4444 Human Resources Director: Nicole Robles Fax: (214) 720-3014 Email: resumes@kdfwfox4.com www.Fox4news.com www.Fox4news.com/kdif-my27</p> |
| <p>KTVU-TV/KICU-TV 2 Jack London Square Oakland, CA 94607 Director of Human Resources: Christine Nohr (510) 874-0227 Email: www.ktvu.com</p> | <p>WAGA 5 (FOX) 1551 Briarcliff Road, NE Atlanta, GA 30306 (404) 875-5555 Human Resources Director: Regina Davis Fax: (404) 898-4426 Email: hratlanta@foxtv.com www.fox5atlanta.com</p> |

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| WJBK 2 (FOX) 16550 W. Nine Mile Road Southfield, MI 48075 (248) 557-2000 Human Resources Director: Cynthia Smith Fax: (248) 557-2155 www.fox2detroit.com | KTBC 7 (FOX) 119 E. 10 th Street Austin, TX 78701 (512) 476-7777 Human Resources Director: Lisa Cordes www.fox7austin.com |
| WTTG 5 (FOX) WDCA 20 (MyNetwork) 5151 Wisconsin Avenue, NW Washington, DC 20016 (202) 895-3232 Human Resources Director: Roselyn Jacobs Fax: (202) 895-3286 Email: wttg-hr@foxtv.com www.Fox5dc.com www.Fox5dc.com/my20dc | KRIV 26 (FOX) KTXH 20 (MyNetwork) 4261 Southwest Freeway Houston, TX 77027 (713) 479-2600 Human Resources Manager: Tracey Rivers Fax: (713) 479-2728 Email: krivjobs@foxtv.com www.Fox26houston.com |
| KSAZ-TV 10 (FOX) KUTP 45 (MyNetwork) 511 W. Adams Street Phoenix, AZ 85003 (602) 257-1234 Human Resources Director: Diana Pike Fax: (602) 262-5123 Email: hr.phoenix@foxtv.com www.Fox10phoenix.com www.Fox10phoenix.com/my45 | WTVT 13 (FOX) 3213 W. Kennedy Boulevard Tampa, FL 33609 (813) 871-1313 Regional Human Resources Director: Iris Sierra Email: iris.sierra@foxtv.com www.Fox13news.com |
| KMSP-TV 9 (FOX) 11358 Viking Drive Eden Prairie, MN 55344 (952) 944-9999 Human Resources Director: Kate O'Hara Fax: (952) 944-8296 Email: hraminnesota@foxtv.com www.Fox9.com | WFTC 29 (MyNetwork) 1701 Broadway Street, NE Minneapolis, MN 55413 (952) 944-9999 Human Resources Director: Kate O'Hara Fax: (952) 944-8296 Email: hraminnesota@foxtv.com www.Fox9.com/my29 |
| WOFL 35 (FOX) 35 Skyline Drive Lake Mary, FL 32746 (407) 644-3535 Human Resources Director: Jean Fromm Fax: (407) 805-0888 Email: wofl-hr@foxtv.com www.fox35Orlando.com | WRBW 65 (MyNetwork) 2000 Universal Studios Plaza, #200 Orlando, FL 32819 (407) 248-6500 Human Resources Director: Jean Fromm Fax: (407) 805-0888 Email: wofl-hr@foxtv.com www.fox35Orlando.com |
| WOGX 51 (FOX) 4727 NW 53 rd Ave, Suite A Gainseville, FL 32653 (352) 873-6951 Human Resources Director: Jean Fromm Fax: (407) 805-0888 Email: wofl-hr@foxtv.com www.fox51wogx.com | WJZY 46 (FOX) WMYT 12 (MyNetwork) 3501 Performance Road Charlotte, NC 28214 Human Resources: Karen Bouldin Email: ftsadminjobs@foxtv.com www.fox46charlotte.com |

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| FOX Stations Sales, Inc. (FSS) 205 E. 67 th Street New York, NY 10021-6050 Human Resources Director: Dorian Kasuba Email: fss-hr@foxtv.com www.myfoxny.com | |
| <u>ADDITIONAL RESOURCES</u> For opportunities at other 21 st Century companies: http://www.21cf.com/careers | |

Myfoxdetroit.com serves the community in a number of powerful ways. It provides Metro Detroiters/Michiganders with the latest news, weather and traffic information. Severe weather alerts are sent directly to viewers' emails along with breaking news and traffic emergencies. In addition, its community section has a list of public events and allows users to interact with each other in the form of blogs, discussion boards and through sharing of photos/videos. There is a dedicated page devoted to The Job Shop, that is renown in the area for its wealth of job search information, including coaching, resume writing, interview skills and, of course, job listings, which is fully interactive with the community. News and information is widely disseminated through this vital and active tool. Station information on myfoxdetroit.com includes: internship program, the aforementioned job listings, community events and activities throughout the viewing area, the Public File information and more. Our web also has direct links to many national and local sites. WJBK FOX 2's website attracts approximately 299,386 page views per day and approximately 75,585 unique visitors each day.

| 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 |
| Fox2detroit.com / FTS Career Site | 49 | All positions |
| WJBK Career Board | 7 | All positions |
| 21cf.com/careers | 3 | All positions |
| Indeed.com | 13 | All positions |
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| Dr. Jeffrey S. Smith, Ass't Professor, Internship Coordinator, Central Michigan University 306 Moore Hall, Mt. Pleasant, MI 48859 | 0 | All positions |
| | | |
| Lawrence Technological University 21000 West 10 Mile Road Southfield, MI 48075-1058 | 0 | All positions |
| | | |
| Dr. Marilyn Kritzman Department of Communications Western Michigan University 319 Sprau Tower Kalamazoo, MI 49008 | 0 | All positions |
| | | |
| Dr. Denise B. Maybank Michigan State University 153 Student Affairs Bldg. East Lansing, MI 48824-1113 | 0 | All positions |
| | | |
| L.A. Dickerson, Journalism Department Michigan State University 343 Communications Arts & Science Bldg. East Lansing, MI 48224-1212 | 0 | All positions |
| | | |
| Intern Coordinator, Dept. of Telecommunications Michigan State University 409 Communications Arts & Sciences Bldg. East Lansing, MI 48824-1212 | 0 | All positions |
| | | |
| Melissa Samuels, Ass't Director Work Experience & Placement Services Marygrove College 8425 W. McNichols Detroit, MI 48221 | 0 | All positions |
| | | |

| | | |
|---|---|---------------|
| Carol Anne Ketelsen, Career Consultant | 0 | All positions |
| Oakland University Career Services | | |
| 154 North Foundation Hall | | |
| Rochester, MI 48309-4401 | | |
| | | |
| Dr. Valerie Palmer-Mehta, Internship Director | 0 | All positions |
| Oakland University | | |
| 2200 N Squirrel Rd. | | |
| Rochester, MI 48309-4401 | | |
| | | |
| Carol Jones, The Career Education Center | 0 | All positions |
| University of Detroit Mercy | | |
| 4001 W. McNichols, Reno Hall – 1 st Floor | | |
| Detroit, MI 48221 | | |
| | | |
| Elissa Clemmons, Ass't Dean | 0 | All positions |
| The Career Education Center | | |
| University of Detroit Mercy | | |
| 4001 W. McNichols, Reno Hall 1 st Floor | | |
| Detroit, MI 48221 | | |
| | | |
| Ingrid Kroeger, Co-op & Internship Coordinator | 0 | All positions |
| Madonna University | | |
| 36600 Schoolcraft | | |
| Livonia, MI 48150-1173 | | |
| | | |
| Katie Peters, Placement Advisor | 0 | All positions |
| Specs Howard School of Broadcast Arts | | |
| 19900 W. Nine Mile Road | | |
| Southfield, MI 48075 | | |
| | | |
| Dick Kernan, VP of Industry Relations | 0 | All positions |
| Specs Howard School of Media Arts | | |
| 19900 W. Nine Mile Road | | |
| Southfield, MI 48075 | | |
| | | |
| Dr. Carolyn Kraus, Internship Coordinator, Humanities | 0 | All positions |
| University of Michigan Dearborn | | |
| 4901 Evergreen Road | | |
| Dearborn, MI 48128 | | |
| | | |
| Dr. Anthony McGill | 0 | All positions |
| University of Michigan Flint | | |
| 4116 William S. White Bldg. | | |
| 303 E. Kearsley St. | | |
| Flint, MI 48502-2186 | | |
| | | |
| Dr. Jack Lessenberry, Dept. of Journalism | 0 | All positions |
| Wayne State University | | |
| 563 Manoogian Hall | | |
| Detroit, MI 48202 | | |
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| Alicia Nails, Director, Journalism Institute for Media Diversity, Wayne State University | 0 | All positions |
| 559 Manoogian Hall | | |
| Detroit, MI 48201 | | |
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| Dr. Sam Fullerton, Intern Coordinator | 0 | All positions |
| Eastern Michigan University | | |
| 545 Owen Bldg. | | |
| Ypsilanti, MI 48197 | | |
| Dr. Geoffrey Hammill, Internship Coordinator | 0 | All positions |
| Department of Communications | | |
| Eastern Michigan University | | |
| 714 E. Pray-Harrold | | |
| Ypsilanti, MI 48197 | | |
| Barbara J. Jones, Sr. Corp. Relations Manager | 0 | All positions |
| Eastern Michigan University | | |
| 200 McKenny Hall | | |
| Ypsilanti, MI 48197 | | |
| Ebony Jones, Sr. Corp. Relations Manager | 0 | All positions |
| Eastern Michigan University | | |
| 200 McKenny Hall | | |
| Ypsilanti, MI 48197 | | |
| Richard Berman | 0 | All positions |
| Center for Career & Professional Development | | |
| Kalamazoo College | | |
| 1200 Academy Street | | |
| Kalamazoo, MI 49007 | | |
| Kimmerly S. Piper-Aiken, Ass't Professor of Journalism | 0 | All positions |
| Wayne State University | | |
| 565 Manoogian | | |
| Detroit, MI 48201 | | |
| Connie Morcom, Ass't Professor | 0 | All positions |
| Television & Digital Media Production | | |
| Ferris State University | | |
| 1349 Cramer Circle, BIS 303 | | |
| Big Rapids, MI 49307-2737 | | |
| Career Services Office | 0 | All positions |
| Grand Valley State University | | |
| 290 Lake Superior Hall | | |
| Allendale, MI 49401 | | |

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|-------------------------------------|---|--|
| Wayne County Community College | 0 | All positions |
| Jonathan Cartwright | | |
| 801 W. Fort Street | | |
| Detroit, MI 48213 | | |
| Euphemia Franklin | 0 | All positions |
| Southeastern Michigan Indians, Inc. | | |
| 26641 Lawrence | | |
| Centerline, MI 48015 | | |
| Carlos Erickson | 0 | Editor/Photographer, Photographer/Editor, and Administrative Assistant |
| Hispanic Links News Services | | |
| 1420 N. Street, NW | | |
| Washington, D.C. 20005 | | |

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| Christie DeLozano | 0 | All positions |
| Latin Americans for Social/Econ. Dev. | | |
| 4138 West Vernor | | |
| Detroit, MI | | |
| Peter C. Charest, SMSgt, USAF (retired) | 0 | All positions |
| Civilian Jobs | | |
| 1825 Barrett Lakes Blvd | | |
| Suite 300 | | |
| Kennesaw, GA 30144 | | |
| Dr. Keith Oppenheim, Broadcasting Internship Coordinator | 0 | All positions |
| Grand Valley State University | | |
| 290 Lake Superior Hall | | |
| Allendale, MI 49401 | | |
| Solomon Miles | 0 | All positions |
| Uplift Community Foundation Job Referral Services | | |
| 6426 – 6 th Street, NW | | |
| Washington, D.C. 20012-2662 | | |
| Craig R. Papas, Executive Director | 0 | All positions |
| Resolution Center/Macomb | | |
| 176 S. Main St. #102 | | |
| Mt. Clemens, MI 48043 | | |
| Belinda Dulin, Executive Director | 0 | All positions |
| Dispute Resolution Center/Washtenaw | | |
| P.O. Box 8654 | | |
| Ann Arbor, MI 48107-8645 | | |
| Kari Deming | 0 | All positions |
| Executive Director, CALL | | |
| 16130 Northland Drive | | |
| Southfield, MI 48075 | | |
| Myrtle Wilburn, NAACP | 0 | All positions |
| 1000 U Street, NW, Suite 100 | | |
| Washington, D.C. 20001 | | |

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|---|---|---------------|
| Larry Beery | 0 | All positions |
| School of Communications | | |
| Grand Valley State University | | |
| 290 Lake Superior Hall | | |
| Allendale, MI 49401 | | |
| Michigan Association of Broadcaster | 0 | All positions |
| 819 N. Washington Ave. | | |
| Lansing 48906 | | |
| Sandra D. Rice | 0 | All positions |
| The Emma L. Bowen Foundation for Minority Interest in Media, Inc. | | |
| 524 West 57 th Street | | |
| New York, NY 10019 | | |

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| Alonza R. Matthews, Director | 0 | All positions |
| Detroit Urban League | | |
| Workforce & Career Dev. Center | | |
| 15770 James Couzen | | |
| Detroit, MI 48238 | | |
| | | |
| | | |
| Howard University | 0 | All positions |
| School of Communications | | |
| 525 Bryant Street, NW | | |
| Washingot, D.C. 20059 | | |
| | | |
| Wanda Franklin | 0 | All positions |
| Personnel Office | | |
| Department of Social Services | | |
| 805 Brightseat Road | | |
| Landover, MD 20785 | | |
| | | |
| Eileen Wilkins, Employer Relations | 0 | All positions |
| Bates College | | |
| Office of Career Services | | |
| 31 Frye Street | | |
| Lewiston, ME 04240 | | |
| | | |
| Fay Givens | 0 | All positions |
| American Indian Services, Inc. | | |
| 1110 Southfield, Rd. | | |
| Lincoln Park, MI | | |
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| Jenny Jarvis (Area on Aging) | 0 | All positions |
| Director of Communications Area Agency on Aging | | |
| 29100 Northwestern Highway, Suite 400 | | |
| Southfield, MI 48034 | | |
| | | |
| | | |
| Patrick Bennett (BBB) | 0 | All positions |
| Director of Community Relations | | |
| 26777 Central Park Blvd., Ste 100 | | |
| Southfield, MI 48076 | | |
| | | |
| Leo Pet | 0 | All positions |
| Virginia Department of Corrections | | |
| 10398 Democracy Lane, Suite 101 | | |
| Fairfax, VA 22030 | | |
| | | |
| Euphemia Franklin | 0 | All positions |
| Southeastern Michigan Indians, Inc. | | |
| 26641 Lawrence | | |
| Centerline, MI 48015 | | |
| | | |
| Mary Lytle, Program Director | 0 | All positions |
| Livingston Mediation Center | | |
| 123 E. Washington, Box 138 | | |
| Howell, MI 48843 | | |
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|---|---|---|
| Denise Van Hee, Program Coordinator | 0 | All positions |
| Southfield Michigan Works | | |
| 26000 Evergreen, P.O.2055, Southfield, MI 48037 | | |
| | | |
| Judy Ellis, Executive Director | 0 | All positions |
| First Step | | |
| 44567 Pinetree Drive | | |
| Plymouth, MI 48170 | | |
| | | |
| Deierdre L. Weir, Executive Director | 0 | All positions |
| Legal Aid & Defender Assoc. | | |
| 613 Abbott St. 6 th Floor | | |
| Detroit, MI 48226-1348 | | |
| | | |
| Wassim Mahfouz, Executive Director | 0 | All positions |
| Lebanese American Heritage Club | | |
| 4337 Maple Road | | |
| Dearborn, MI 48126 | | |
| | | |
| Sharon Synder, Director of Development | 0 | All positions |
| JVS | | |
| 29699 Southfield Rd. | | |
| Southfield, MI 48076 | | |
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| Sonia Harb, MSW, CSW | 0 | All positions |
| Director of Employment & Training | | |
| ACCESS | | |
| 6451 Schaefer Rd., 2 nd Floor | | |
| Dearborn, MI 48126 | | |
| | | |
| Alison Vaughn, Executive Director | 0 | All positions |
| Jackets for Jobs | | |
| 5555 Conner, Suite 2097 | | |
| Detroit, MI 48213 | | |
| | | |
| Jennifer Kluge, Executive Vice President | 0 | All positions |
| Michigan Business & Professional Association | | |
| 27700 Hoover Road | | |
| Warren, MI 48093 | | |
| | | |
| Vista Maria | 0 | All positions |
| Attn: Human Resource Dept. | | |
| 20651 West Warren Ave. | | |
| Dearborn Heights, MI 48127 | | |
| | | |
| Boston University | 0 | All positions |
| kford@bu.edu ; klamorea@bu.edu | | |
| amcbride@bu.edu | | |
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| | | |
| NATAS | | |
| Mdes02@yahoo.com | 0 | Producer/Writer, Reporter/Anchor, Photographer/Editor, Promotion Producer, Engineering Maintenance Technician, Sports Producer, Digital Sales Manager, Administrative Assistant-News |
| | | |
| Pure Michigan Talent Connect* | 0 | All positions |
| Mytalent.org | | |

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| US.Jobs-Veterans Employment Center* http://us.jobs | 0 | Coordinating Producer, Producer/Writer, Reporter/Anchor, Photographer/Editor, Promotion Producer, Engineering Maintenance Technician, Sports Producer, Digital Sales Manager, Administrative Assistant - News |
| | | |
| MetPlus-Michigan Employment and Training cpitts@metplus.org | 0 | All Positions |
| | | |
| Eastern Michigan University – https://app.joinhandshake.com | 0 | All Positions |
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| Eatman Media Services, Inc. Todd Foos 5901 N. Cicero Ave., Suite 307 Chicago, IL 60646 | 1 | Reporter/Anchor |
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Additional interviewees from other sources: (1) Employee Referral and (1) LinkedIn.com
(*asterisk) These sources have requested to receive job postings from WJBK.

Section 3: Supplemental Outreach Activities

1. Outreach Initiatives

WJBK FOX 2 is dedicated to community involvement and promoting higher education and diversity, therefore all activities listed incorporate these components particularly, but not limited to organizations/efforts involving youth. Staff involved in such activities discuss their responsibilities, educational background and other requirements of the job, as well as answer questions from the group in this regard. Following is a full listing of FOX 2's outreach initiatives that fit these categories:

Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions:

Cynthia Smith, Human Resources Director:

| | |
|------------|--|
| 09/29/2015 | Exhibitor, Oakland University – Fall Career Fair |
| 10/2015 | Co-Exhibitor, Michigan Association of Broadcasters (MAB) Fall Career & Networking Fair |
| 04/07/2016 | Exhibitor, University of Detroit Mercy Fall Career Fair |

National Outreach Participation – FOX Television Stations, Inc.:

| | |
|----------|--|
| 08/05/15 | National Association of Black Journalists Career Fair, Minneapolis, MN, Kate O'Hara, Sharming Nathan-Scott |
| 08/12/15 | Asian American Journalists Association Career Fair, San Francisco, CA, Christine Nohr |
| 06/24/15 | Emma Bowen Career Fair, New York, NY, Roselyn Barranda, Dorian Kasuba |
| 07/09/15 | National Native Media Conference, Arlington, VA, Roselyn Jacobs, Heather Frascella |
| 09/18/15 | Excellence in Journalism Career Expo, Orlando, FL, Jean Fromm, Iris Sierra |

Establishment of an Internship Program:

FOX 2 College Internship Program

Since its inception in the late 1970s, diversity has been the foundation of the FOX College Internship Program, which was developed to attract and assist minority and female students, making the station a leader in the Detroit television broadcast market in this regard. WJBK FOX 2 continues to offer the most comprehensive program. Now, we accept the best of the best, which means a fewer number of students, but this allows each student to get the most of this internship opportunity. Plus, this makes the program more exclusive, ultimately attracting the most qualified and ambitious juniors, seniors and graduate students who are enrolled in journalism, broadcast journalism and business curriculums. The students work a minimum of 15 hours per week and receive college credit at the successful conclusion of their internship. WJBK FOX 2 has developed additional educational aspects to the program as a way to give the students the skills they need to acquire a position in the broadcast industry. WJBK FOX 2 offers, broadcast writing seminars to help the students learn the correct way to write for television news. Qualified students also have the opportunity to work in all aspects of the station's operations, excluding technical positions under union mandate. Students are evaluated at the end of the internship and the evaluations are submitted to their respective college or university. **As many former interns are hired by FOX 2, the College Internship Program remains an integral component of our recruitment arm.**

Laura Moore, Assistant News Director

Ongoing Intern Writing Projects

Following is a list of the participating institutions from which we recruit:

- Albion College
- Arizona State University
- Baker College
- Central Michigan University
- Columbia College-Chicago
- DePaul University
- Eastern Michigan University
- Ferris State University
- Florida Institute of Technology
- Hope College
- Kalamazoo College
- Lawrence Technological University
- Madonna University
- Marygrove College
- Michigan State University
- Northern Michigan University

- Oakland University
- Specs Howard School of Media Arts
- Syracuse University
- University of Detroit Mercy
- University of Michigan
- University of Michigan-Dearborn
- University of Michigan-Flint
- Valparaiso University
- Wayne State University
- Western Michigan University

Below are the recruitment semesters during this period and the number of students selected for internships:

| | |
|------------------------------------|--------------------|
| Fall Semester 2015 | 8 Students |
| Winter Semester 2016 | 6 Students |
| Spring/Summer Semester 2015 | 17 Students |

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):

FOX 2 Job Shop

An unstable economy and high unemployment were the inspiration for the FOX 2 Job Shop, helmed by FOX 2 Anchor/Business Reporter Murray Feldman, which began in 1998 and quickly became a key component of all FOX 2 newscasts and myfoxdetroit.com. Metropolitan Detroit, in particular, was hit hard by the crumbling economy – much of which was tied to turbulence in the auto industry; FOX 2 anticipated the community’s need for such information first by airing “Job Shop” specials, that ultimately evolved into a major franchise, with the “Job-A-Day” feature, plus thousands of other job postings; career advice that has developed into a one-stop-shop that includes job search templates (cover letters, resumes, proper attire, etc.); the Job Shop *Grad Guide* for students transitioning to the world of work; networking opportunities; and job fairs designed to help put southeastern Michigan back to work. Job Shop’s steady growth and popularity have made it the first stop for those seeking broadcast television jobs at FOX 2, as well, and is now an important feature at all FOX O & O stations.

The Hunt

In the interest of providing real-life, relatable examples of local job seekers and their experiences, FOX 2 News continued to give viewers a unique perspective on the search for gainful employment with **The Hunt**, an original, documentary-style reality show created for fox2detroit.com. Launched June 16, 2014, it continues to follow three metro-Detroiters as they search for employment in a tough town, during tough times. Along the way, the FOX 2 Job Shop team provides insight and resources to help them achieve their missions. Their experiences resonate with all job seekers, especially people seeking careers in broadcast television who watch this station intently, hoping to find the path leading to such careers.

“Islamophobia & the Media”

On December 17, 2015, FOX 2 News staff hosted a special one-on-one program presented jointly by the Michigan Roundtable for Diversity & Inclusion, Michigan Muslim Community Council, Interfaith Center for Racial Justice, Arab American Anti-Discrimination Council & Council on American-Islamic Relations-Michigan that was designed to expedite cultural and religious understanding between media and the Middle Eastern community – who practice various religions, but frequently are subject to unfair treatment overall.

Participation in scholarship program designed to assist students interested in pursuing a career in broadcasting:
Emma L. Bowen Foundation for Minority Interests in Media, Inc.

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 student earn both salaries and match 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 students interned. Fox Television Stations has been a corporate partner in this program since its inception and two of the Company's executives are on the Foundation's board.

Courageous Persuaders Video Scholarship Competition

Inspired by the numerous incidents of teen drunk and drugged driving in Metropolitan Detroit, FOX 2 joined forces with the Detroit Auto Dealers Association and local advertising agencies in its support of the Courageous Persuaders video scholarship competition. Courageous Persuaders harnesses peer pressure and youthful exuberance by inviting high school students to join in a creative and entertaining competition to make a TV commercial about the dangers of alcohol/substance abuse. Courageous Persuaders is about replacing negative, dangerous images from movies, commercials and television, which portray drinking as "cool," with positive images that emphasize the dangers of underage and binge drinking. Not only does the Courageous Persuaders initiative provide high school students an opportunity to win scholarship money, but they are also viewed as role models by their peers and the younger middle school students who are the target audience for their message. The grand prize-winning commercial airs on TV as a public service announcement, and budding journalists get their first taste of broadcast TV.

Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions:

Fox Station Sales, an in-house national sales organization, maintains a program to train new sales account executives, which is actively supported by WJBK FOX 2's Sales Department. This program consists of both coursework and hands-on training. At the end of the program, individuals are assigned to the Company's television stations and sales offices throughout the United States. In addition to the aforementioned program, other efforts contributing to cross-department training are underway at WJBK FOX 2. They are as follows:

- Ongoing: How to publish stories to www.fox2detroit.com – attended by news team, including producers, writers, assignment editors, reporters and anchors
- Ongoing: On-site training by existing staff for writers learning to produce newscasts
- Ongoing: Creative Services staff – online training/tutorials via Lynda.com regarding various relevant media software Applications
- Ongoing: Remote Contribution Training for photographer/editors
- Ongoing: itX (new version of Master Control systems) Training for Engineering Technicians
- Ongoing: WSI Training (new Weather System) for meteorologists
- 12/09/15 Workplace Violence Webinar, Mike Renda, Kevin Roseborough, Keith Stironek, Tom Balanowski, Lawrence Millben, Cynthia Smith, Sheila Bruce, Katie Fehr

Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting:

Amy Andrews, Anchor

- 03/08/2016 Guest Reader, Simonds Elementary School (Reading Month)
- 03/29/2016 Guest Reader, Schuchard Elementary School (Reading Month)

Deena Centofanti, Anchor/Health Reporter

- 12/03/2015 Speaker, Scripps Middle School (Lake Orion, MI) re: journalism techniques
- 12/09/2015 Speaker, Lake Orion Public Access TV re: preparation for and working in commercial TV

M. L. Elrick, Reporter

- Ongoing Mentorship, Michigan State University journalism student
- Annually /Fall term Adjunct teaching staff, *Fundamentals of Journalism*, University of Michigan-Dearborn
- Annually Member, Michigan State University College of Communication Arts and Sciences Alumni Board
- Annually Member, Michigan Press Association Freedom of Information Committee
- Annually Member, St. Clare of Montefalco Catholic School board
- 04/15/2016 Panelist, "How To Get Hired" seminar sponsored by Michigan State University's College of Communication Arts & Sciences

Gordie Connelly, Stagehand

- Ongoing Instructor (TV staging/production), Wayne County Community College

Murray Feldman, Anchor

10/24/2015 Host/MC, FOX 2/WWJ Newsradio 950/ Lawrence Technological University, "Leaders & Innovators" business conference re: investing, cyber security, college funding, job interview techniques

Jennifer Hammond, Sports Anchor/Reporter

03/02/2016 Guest Reader, Utica Community Schools (Reading Month)

Anqunette Jamison, Anchor

06/03/2015 Commencement Speaker, Martin Luther King High School

Al Johnson, Planning Manager

Ongoing Online alumni profile, Specs Howard School of Media Arts, specshoward.edu/graduate-stories

Cynthia Johnson, Assignment Editor

Ongoing Online alumni profile, Specs Howard School of Media Arts, specshoward.edu/graduate-stories

Derek Kevra, Meteorologist

06/02/2015 Speaker, Greenfield Elementary School (re: careers in meteorology)

06/04/2015 Speaker, Lafayette Elementary School (re: careers in meteorology)

07/06/2015 Interview for class assignment, Michigan State University student

11/05/2015 Weather presentation, South River Elementary School

03/17/2016 School Visit, Salem Elementary School (Northville)

04/17/2016 Interview/student visit for "Social Media in the Age of News" class assignment

Rick Kinstle, Technical Director/Audio Engineer

Ongoing Online alumni profile, Specs Howard School of Media Arts, specshoward.edu/graduate-stories

Charlie LeDuff, Investigative Reporter

02/28/2016 Celebrity Reader, Museum of Contemporary Art (MOCAD) "13 Little Free Libraries" exhibit to promote literacy

Laura Moore, Assistant News Director

Ongoing Adjunct journalism teaching staff, Lawrence Institute of Technology

10/13/2015 Speaker/Presenter, University of Michigan-Dearborn Chapter PRSSA re: fundamentals of writing/storytelling

10/22/2015 Speaker/Presenter, Lawrence Technological University communications class re: ethics in journalism

02/25/2016 Speaker, Lawrence Technological University journalism panel

02/18/2016 Co-Host, Detroit Chapter-NABJ (National Association of Black Journalists) meeting

Huel Perkins, Anchor

05/11/2016 MC, Courageous Persuaders Awards Celebration (honoring middle & high school students who created effective substance abuse prevention PSAs)

Lori Pinson, Meteorologist

03/18/2016 Guest Reader, University Preparatory Academy-Ellen Thompson Elementary (Reading Month)

05/14/2016 Presenter, Cranbrook Schools Horizons-Upward Bound "Leaders Who Care" program

Roop Raj, Reporter

Ongoing Adjunct journalism teaching staff, Lawrence Institute of Technology

Kevin Roseborough, Vice President of News

02/18/2016 Co-Host, Detroit Chapter-NABJ (National Association of Black Journalists) meeting

Connie Smith, News Producer

Ongoing Online alumni profile, Specs Howard School of Media Arts, specshoward.edu/graduate-stories

Ron Savage, Anchor/Reporter

04/28/2016 Career Day Speaker, Detroit Service Learning Academy

Alyssa Strickland, Producer

04/09/2016 Panelist, NATPE (National Association of Television Program Executives) Career Day/Job Fair

Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting:

Anqunette Jamison, Anchor

10/09/2015 Panelist, Weight Watchers Group Annual "Remarkable Women" Charity Luncheon

Charlie LeDuff, Reporter

07/09

-07/10/2015 Keynote Speaker, 2015 National Native Media Conference (Native American Journalists Association), Washington, D.C.

Roop Raj, Reporter

04/27/2016 Keynote Speaker, Bloomfield Youth Assistance Annual Outstanding Youth Citizen Dinner Program (providing scholarships and enrichment opportunities for students of the Bloomfield Hills School District)

05/06/2016 MC, Lebanese American Heritage Club (LAHC) 28TH Annual Scholarship Awards Gala

Ongoing: "Money Monday" reports re: ways parents can influence their children in establishing solid financial values, including charitable giving; helping college students establish good credit as they plan for life and work outside of the campus setting; red flags to note when applying for college scholarships.

Participation in other activities designed by the station employment unit reasonably calculated to further goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities:

Jim Adams, Director of Broadcast Operations

02/26/2016 Tour Co-Host/Interviewee (class assignment), Eastern Michigan University electronic media students

Gordie Connelly, Stagehand

11/14/2015 Host of Station Tour, Wayne County Community College/Harper Woods High School (dual enrollment) class

03/11/2016 Host of Station Tour, Wayne County Community College District film students

M.L. Elrick, Reporter

Ongoing/

Various dates Job shadow host, University of Michigan-Dearborn student

12/17/2015 Job Shadow Host, journalism student

04/14/2016 Job Shadow Host, Michigan State University student

04/27/2016 Job Shadow Host, high school journalism student

Katie Fehr, Community Service Director

02/26/2016 Tour Co-Host/Interviewee (class assignment), Eastern Michigan University electronic media students

Monica Gayle, Anchor

02/18/2016 Job Shadow Host, Detroit Country Day student

05/01-05/31/2016 Job Shadow Host, Detroit Country Day and Cranbrook Upper School students

Cynde Johnson, Assignment Editor

06/17/2015 Job Shadow Host, University High School-Ferndale student

Derek Kevra, Meteorologist

01/21/2016 Weather Department Tour Host, Michigan Science Olympiad team members

Debra Lawson, News Assistant-Temp

08/12/2015 Host of Station Tour, Visitors from CP24, CTV's 24-hour news station in Toronto

Rich Luterman, Chief Meteorologist

02/17/2016 Job Shadow Host, Novi High School student

Sherry Margolis, Anchor

02/26/2016 Tour Co-Host/Interviewee (class assignment), Eastern Michigan University electronic media students

Dan Miller, Sports Director

05/01-05/31/2016 Job Shadow Host, Detroit Country Day and Cranbrook Upper School students

Huel Perkins, Anchor

05/01-05/31/2016 Job Shadow Host, Detroit Country Day and Cranbrook Upper School students

Lee Thomas, Anchor/Entertainment Reporter

10/21/2015 Job Shadow host, journalism student