

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

Coverage Period: June 1, 2018 to May 31, 2019

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
Editor/Photographer Creative Services	06/04/2018	FTS Career Site
Broadcast Maintenance Technician	09/24/2018	FTS Career Site
Director of Broadcast Operations	11/12/2018	FTS Career Site
Photographer/Editor	06/12/2018	FTS Career Site
Photographer/Editor	06/26/2018	WJBK Website
Account Executive	05/01/2019	WJBK Employee Referral
Assignment Editor	10/15/2018	WJBK Employee Referral
News Producer	01/02/2019	WJBK Website
Account Executive	11/05/2018	LinkedIn
Digital Content Creator	01/02/2019	WJBK Website
Assignment Content Manager	05/14/2019	WJBK Website
Sales Assistant	02/04/2019	FoxCareers.com
Account Executive	01/28/2019	WJBK Employee Referral
Photographer/Editor	04/17/2019	WJBK Website
Traffic Copy Assistant	02/04/2019	FTS Career Site

Total Number of Persons Interviewed During Applicable Period: 96

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 opportunities / 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) 584-2284 Human Resources 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) 584-2283 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) 565-3015 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) 565-3015 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) 982-5215 Human Resources Director: Adrienne Prichett Fax: (215) 982-5488 Email: fox29hr@foxtv.com www.fox29.com</p>	<p>KDFW 4 (FOX) [KDFI 27–Independent] 400 N. Griffin Street Dallas, TX 75202 (214) 720-3149 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) 898-0269 Human Resources Director: Regina Davis Fax: (404) 898-4426 Email: hratlanta@foxtv.com www.fox5atlanta.com</p>

WJBK 2 (FOX) 16550 W. Nine Mile Road Southfield, MI 48075 (248) 552-5233 Human Resources Director: Cynthia Smith Fax: (248) 557-2155 www.fox2detroit.com	KTBC 7 (FOX) 119 E. 10 th Street Austin, TX 78701 (512) 495-7024 Human Resources Director: Lisa Cordes Fax: (512) 494-2040 www.fox7austin.com
WTTG 5 (FOX) WDCA 20 (MyNetwork) 5151 Wisconsin Avenue, NW Washington, DC 20016 (202) 895-3232 Human Resources Director: Murphy Baker 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) 479-2720 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) 262-5150 Regional 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) 870-7132 Regional Human Resources Director: Iris Sierra Fax: (813) 870-9890 Email: iris.sierra@foxtv.com www.Fox13news.com
KMSP-TV 9 (FOX) 11358 Viking Drive Eden Prairie, MN 55344 (952) 946-5607 Human Resources Director: Kate O'Hara Fax: (952) 944-8296 Email: hrrminnesota@foxtv.com www.Fox9.com	WFTC 29 (MyNetwork) 1701 Broadway Street, NE Minneapolis, MN 55413 (952) 946-5607 Human Resources Director: Kate O'Hara Fax: (952) 944-8296 Email: hrrminnesota@foxtv.com www.Fox9.com/my29
WOFL 35 (FOX) 35 Skyline Drive Lake Mary, FL 32746 (407) 741-5169 Human Resources Director: Iraida Morillo Fax: (407) 942-1796 Email: wofl-hr@foxtv.com www.fox35Orlando.com	WRBW 65 (MyNetwork) 2000 Universal Studios Plaza, #200 Orlando, FL 32819 (407) 741-5169 Human Resources Director: Iraida Morillo Fax: (407) 942-1796 Email: wofl-hr@foxtv.com www.fox35Orlando.com

WOGX 51 (FOX) 4727 NW 53 rd Ave, Suite A Gainseville, FL 32653 (407) 741-5169 Human Resources Director: Iraidia Morillo Fax: (407) 805-0888 Email: wofl-hr@foxtv.com www.fox51wogx.com	WJZY 46 (FOX) WMYT 55 (MyNetwork) 3501 Performance Road Charlotte, NC 28214 (704)-944-3372 Human Resources: Karen Bouldin Fax: (704)-944-3472 Email: ftsadminjobs@foxtv.com www.fox46charlotte.com
FOX Stations Sales, Inc. (FSS) 205 E. 67 th Street New York, NY 10021-6050 (212) 332-9239 Human Resources Director: Bonnie Yuen Email: fss-hr@foxtv.com www.myfoxny.com	
<u>ADDITIONAL RESOURCES</u> For opportunities at other Fox companies: http://www.foxcareers.com	

Fox2detroit.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 fox2detroit.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 255,594 page views per day and approximately 215,666 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
FTS Career Site/foxcareers.com	28	All positions
WJBK Career Board		All positions
WJBK Website	34	All positions
Dr. Jeffrey S. Smith, Ass't Professor,		All positions (except Digital Content Creator)
Internship Coordinator,		
Central Michigan University		
306 Moore Hall, Mt. Pleasant, MI 48859		
Lawrence Technological University		All positions (except Digital Content Creator)
21000 West 10 Mile Road		
Southfield, MI 48075-1058		
Dr. Marilyn Kritzman		All positions (except Digital Content Creator)
Department of Communications		
Western Michigan University		
319 Sprau Tower		
Kalamazoo, MI 49008		
Dr. Denise B. Maybank		All positions (except Digital Content Creator)
Michigan State University		
153 Student Affairs Bldg.		
East Lansing, MI 48824-1113		
L.A. Dickerson, Journalism Department		All positions (except Digital Content Creator)
Michigan State University		
343 Communications Arts & Science Bldg.		
East Lansing, MI 48824-1212		
Intern Coordinator, Dept. of Telecommunications		All positions (except Digital Content Creator)
Michigan State University		
409 Communications Arts & Sciences Bldg.		
East Lansing, MI 48824-1212		

Carol Anne Ketelsen, Career Consultant		All positions (except Digital Content Creator)
Oakland University Career Services		
154 North Foundation Hall		
Rochester, MI 48309-4401		
Dr. Valerie Palmer-Mehta, Internship Director		All positions (except Digital Content Creator)
Oakland University		
2200 N Squirrel Rd.		
Rochester, MI 48309-4401		
Melissa Samuels, Assistant Director		All positions (except Digital Content Creator)
Work Experience & Placement Services		
Marygrove College		
8425 W. McNichols		
Detroit, MI 48221		
Ingrid Kroeger, Co-op & Internship Coordinator		All positions (except Digital Content Creator)
Madonna University		
36600 Schoolcraft		
Livonia, MI 48150-1173		
Katie Peters, Placement Advisor		All positions (except Digital Content Creator)
Specs Howard School of Broadcast Arts		
19900 W. Nine Mile Road		
Southfield, MI 48075		
Dick Kernan, VP of Industry Relations		All positions (except Digital Content Creator)
Specs Howard School of Media Arts		
19900 W. Nine Mile Road		
Southfield, MI 48075		
Dr. Carolyn Kraus, Internship Coordinator, Humanities		All positions (except Digital Content Creator)
University of Michigan Dearborn		
4901 Evergreen Road		
Dearborn, MI 48128		
Dr. Anthony McGill		All positions (except Digital Content Creator)
University of Michigan Flint		
4116 William S. White Bldg.		
303 E. Kearsley St.		
Flint, MI 48502-2186		
Alicia Nails, Director, Journalism Institute for Media		All positions (except Digital Content Creator)
Diversity, Wayne State University		
559 Manoogian Hall		
Detroit, MI 48201		
Wayne County Community College		All positions (except Digital Content Creator)
Jonathan Cartwright		
801 W. Fort Street		
Detroit, MI 48213		

Dr. Geoffrey Hammill, Internship Coordinator		All positions (except Digital Content Creator)
Department of Communications		
Eastern Michigan University		
714 E. Pray-Harold		
Ypsilanti, MI 48197		
Barbara J. Jones, Sr. Corp. Relations Manager		All positions (except Digital Content Creator)
Eastern Michigan University		
200 McKenny Hall		
Ypsilanti, MI 48197		
Ebony Jones, Sr. Corp. Relations Manager		All positions (except Digital Content Creator)
Eastern Michigan University		
200 McKenny Hall		
Ypsilanti, MI 48197		
Richard Berman		All positions (except Digital Content Creator)
Center for Career & Professional Development		
Kalamazoo College		
1200 Academy Street		
Kalamazoo, MI 49007		
Kimmerly S. Piper-Aiken, Ass't Professor of Journalism		All positions (except Digital Content Creator)
Wayne State University		
565 Manoogian		
Detroit, MI 48201		
Connie Morcom, Ass't Professor		All positions (except Digital Content Creator)
Television & Digital Media Production		
Ferris State University		
1349 Cramer Circle, BIS 303		
Big Rapids, MI 49307-2737		
Career Services Office		All positions (except Digital Content Creator)
Grand Valley State University		
290 Lake Superior Hall		
Allendale, MI 49401		

Euphemia Franklin		All positions (except Digital Content Creator)
Southeastern Michigan Indians, Inc.		
26641 Lawrence		
Centerline, MI 48015		
Alison Vaughn, Executive Director		All positions (except Digital Content Creator)
Jackets for Jobs		
5555 Conner, Suite 2097		
Detroit, MI 48213		
Christie DeLozano		All positions (except Digital Content Creator)
Latin Americans for Social/Econ. Dev.		
4138 West Vernor		
Detroit, MI		

Peter C. Charest, SMSgt, USAF (retired)		All positions (except Digital Content Creator)
Civilian Jobs		
1825 Barrett Lakes Blvd		
Suite 300		
Kennesaw, GA 30144		
Dr. Keith Oppenheim, Broadcasting Internship Coordinator		All positions (except Digital Content Creator)
Grand Valley State University		
290 Lake Superior Hall		
Allendale, MI 49401		
Solomon Miles		All positions (except Digital Content Creator)
Uplift Community Foundation Job Referral Services		
6426 – 6 th Street, NW		
Washington, D.C. 20012-2662		
Craig R. Papas, Executive Director		All positions (except Digital Content Creator)
Resolution Center/Macomb		
176 S. Main St. #102		
Mt. Clemens, MI 48043		
Larry Beery		All positions (except Digital Content Creator)
School of Communications		
Grand Valley State University		
290 Lake Superior Hall		
Allendale, MI 49401		
Sharon Synder, Director of Development		All positions (except Digital Content Creator)
JVS		
29699 Southfield Rd.		
Southfield, MI 48076		

Sonia Harb, MSW, CSW		All positions (except Digital Content Creator)
Director of Employment & Training		
ACCESS		
6451 Schaefer Rd., 2 nd Floor		
Dearborn, MI 48126		
Michigan Association of Broadcaster		All positions (except Digital Content Creator)
819 N. Washington Ave.		
Lansing 48906		
Sandra D. Rice		All positions (except Digital Content Creator)
The Emma L. Bowen Foundation for Minority Interest in Media, Inc.		
524 West 57 th Street		
New York, NY 10019		

Alonza R. Matthews, Director		All positions (except Digital Content Creator)
Detroit Urban League		
Workforce & Career Dev. Center		
15770 James Couzen		
Detroit, MI 48238		
Howard University		All positions (except Digital Content Creator)
School of Communications		
525 Bryant Street, NW		
Washingot, D.C. 20059		
Denise Van Hee, Program Coordinator		All positions (except Digital Content Creator)
Southfield Michigan Works		
26000 Evergreen, P.O.2055, Southfield, MI 48037		
Eileen Wilkins, Employer Relations		All positions (except Digital Content Creator)
Bates College		
Office of Career Services		
31 Frye Street		
Lewiston, ME 04240		
Fay Givens		All positions (except Digital Content Creator)
American Indian Services, Inc.		
1110 Southfield, Rd.		
Lincoln Park, MI		

Jenny Jarvis (Area on Aging)		All positions (except Digital Content Creator)
Director of Communications Area Agency on Aging		
29100 Northwestern Highway, Suite 400		
Southfield, MI 48034		
Jennifer Kluge, Executive Vice President		All positions (except Digital Content Creator)
Michigan Business & Professional Association		
27700 Hoover Road		
Warren, MI 48093		
Myrtle Wilburn		All positions (except Digital Content Creator)
NAACP		
1000 U Street, NW, Suite 100		
Washington, D. C. 20001		
Wassim Mahfouz		All positions (except Digital Content Creator)
Executive Director Lebanese American		
Heritage Club		
4337 Maple Road		
Dearborn, MI 48126		

Section 3: Supplemental Outreach Activities

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. Staffs 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:

Laura Moore, Assistant News Director

3-21-2019 Career Day, Lawrence Tech University, Southfield, MI.

Cynthia Smith, Human Resources Director

4-4-2019 MAB Foundation Career Fair, Wayne State University, Detroit, MI.

National Outreach Participation – FOX Television Stations, LLC.:

8-1 to 8-3-2018 National Association of Black Journalists Conference, Detroit, MI, Cynthia Smith, Iris Sierra, Kevin Roseborough, Matt Piacente.

2-28-2019 Howard University Career Fair, Washington, DC, Heather Frascella, Bonnie Yuen, April Williams.

7-18 to 7-20-2018 National Association of Hispanic Journalists, Miami FL, Iris Sierra, Roselyn Barranda, John Hoffman, Byron Harmon.

8-8 to 8-11-2018 Asian American Journalists Association, Houston, TX, Kate O'Hara, Karen Bouldin, Susan Schiller.

6-26-2018 Emma Bowen Minority Interest in Media Career Fair, Roselyn Barranda, Heather Frascella.

9-27 to 9-28-2018 Excellent In Journalism Conference, Baltimore, MD, Roselyn Barranda, Sharming Scott-Nathan, Paul McGonagle.

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 2018	<u>12</u>	Students
Winter Semester 2019	<u>3</u>	Students
Spring/Summer Semester 2018	<u>4</u>	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. The project began in 1998 and quickly became a key component of all Fox 2 newscasts and fox2detroit.com. Metro Detroit 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 posting, 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 into the world of work: networking opportunities and job fairs designed to help put the people of 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 on 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, we follow several selected 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.

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 earns 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.

Media Club DPS Charles H. Wright Academy of Arts and Sciences” -

In January- Fox 2 agreed to partner with DPS Charles H. Wright Academy of Arts and Sciences... to help launch a Media Club. The principal's goal is to train her students to deliver a regular newscast. Our VP of Engineering and our Assistant News Director met with the principal to make recommendations for how she could achieve her goal. Additionally, the VP of Engineering developed a list of equipment needed to produce the news at different levels. The Assistant News Director, the Community Service Director and Reporter, Josh Landon returned in March and worked with 15 students for more than an hour teaching them the elements of a news story and what stories should go into a newscast. The Assistant News Director, Community Service Director and Anchor/Reporter, Maurielle Lue returned the following week to teach interview techniques and more writing. This is an ongoing partnership where we will send employees over to the school to work with the children at least twice a month.

Urban League March 20th 2019 -

FOX 2 was happy to support the Detroit Urban League Salute to Distinguished Warriors Event which honors local champions who are leaders in civil and human rights. We supported it by producing a video that highlighted one of the Urban League's youth outreach programs. The Youth Dialogue is a multi-generational symposium that gives urban youth the opportunity to meet face-to-face with 'warriors' who can share their wisdom, history, and guidance. We met with the young people and discussed their possible future endeavors in the broadcasting business.

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 at WJBK Fox 2 are as follows:

- 7-17 to 7-22-18 Photographers Doug Tracey and Kent Culpert traveled to Georgia as part of the FAA Training process to become certified in the use of drones in newsgathering process.
- 9-24 to 9-28-18 Photographer Jeff Blevins and Creative Services Producer Mike Carloni traveled to Georgia as part of the FAA Training process to become certified in the use of drones in newsgathering process.
- 10-16 to 10-19-18 Photographer Mike Moore and Meteorologist Derek Kevra traveled to Georgia as part of the FAA Training process to become certified in the use of drones in newsgathering process.
- 7-16 to 7-18-18 Camera Training-Photographers and Editors training was provided for the New Sony Cameras the station purchased.
- 10-15-2018 Inclusion Week Kick -Off, Message from the General Manager and Guest Speaker, Shirley Stancato CEO, New Detroit, Topic - Racial and Social Justice.
- 10-16-2018 Active Shooter Training three separate classes were provided for this mandatory training. Class one was instructed by the Southfield Police Department, Class two and three were instructed by Oakland County Sheriff Department.
- 10-17-2018 Inclusion Week- View Live Stream of "In Conversation: Wade Davis with FOX NFLS's Curt Menefee on Journey from Football to Feminism".
- 10-18-2018 Inclusion Week - Dr. Sabrina Jackson – Topic "Essential Colors Personality Assessment" and View Live Stream "Mentoring Across Generations".

10-19-2018 Inclusions Week- View Live Stream “DeVon Franklin – “Your Difference is you Destiny”
 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.
 Ongoing: Producers and director train weekly on new shots and techniques utilizing features present in our renovated Studio A, with meetings with management every third month to collaborate on the best practices.

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

Amy Andrews, Anchor

9-19-2018 Guest Speaker, Rochester College, Rochester Hills.
 9-20-2018 Guest Speaker, Oakland University, Detroit Tigers Classes Outside, Comerica Park, Detroit.
 3-13-2019 Guest Speaker, John Page Middle School, Madison Heights.
 3-15-2019 Guest Speaker, Simonds Elementary School, Madison Heights.
 3-22-2019 Guest Speaker, Schwartzkopf Elementary School, Journalism Class.
 4-11-2019 Guest Speaker, Oakland University, Detroit Tigers CSI Forensic Science Day, Comerica Park, Detroit.
 4-18-2019 Guest Speaker, Oakland University, Detroit Tigers Journalism Day, Comerica Park, Detroit.
 5-9-2019 Guest Speaker, Oakland University, Detroit Tigers Career Day, Comerica Park, Detroit.
 5-16-2019 Guest Speaker, Oakland University, Detroit Tigers S.T.E.A.M Day, Comerica Park, Detroit.
 5-26-2019 Guest Speaker, Oakland University, Detroit Tigers Weather Day, Comerica Park, Detroit.

Taryn Asher, Anchor/Reporter

6-8-2018 Guest Speaker, Cranbrook Academy of Arts, West Bloomfield.
 10-18-2018 Mentorship, Homeless Children, Pictures of Hope, Social Services of Detroit.
 11-12-2018 Guest Speaker, West Maple Elementary, West Bloomfield.
 1-27-2019 Guest Speaker, St. Regis School of Detroit.
 3-28-2019 Guest Speaker, West Maple Elementary School (Reading Month), West Bloomfield.
 5-10-2019 Guest Speaker, Jalen Rose Leadership Academy, Southfield.

Deena Centofanti, Anchor/Health Reporter

9-14--2018 Guest Speaker, Lake Orion High School, Lake Orion.
 10-26-2018 Guest Speaker, Lake Orion High School Pink Out, Lake Orion.

Jessica Dupnack, Reporter

Ongoing Mentorship, Journalism Students, Powers Catholic School, Flint.
 6-6-2018 Guest Speaker, Mark Twain Elementary School, Detroit.
 8-17-2018 Guest Speaker, Journalism Workshop, Powers Catholic School, Flint.
 3-19-2019 Guest Speaker, Schuchard Elementary, Sterling Heights.

M. L. Elrick, Reporter

Ongoing Mentorship, Michigan State University Journalism Student.
 Annually Adjunct Teaching Staff, *Fundamentals of Journalism*, University of Michigan-Dearborn.
 /Fall term
 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 Monte Falco Catholic School Board.

Annually Guest Speaker, The Role of Investigative Journalism, Michigan State University, East Lansing.
 Annually Guest Speaker, Design Detroit, Educating Women and Minorities on Careers in Journalism.
 9-28-2018 Mentorship, Michigan State University Journalism Student, East Lansing.
 10-3-2018 Mentorship, Grosse Pointe South, Journalism Student, Grosse Pointe.
 10-10-2018 Guest Speaker, Grosse Pointe Public Library, Fake News, Grosse Pointe
 11-30-2018 Guest Speaker, University of Detroit Jesuit-High School Journalism Class, Detroit.
 12-3-2018 Mentorship, Michigan State University, Journalism Student.
 12-11-2018 Guest Speaker, Ferndale Elementary School News Club, Ferndale.
 1-17-2019 Guest Speaker, Multi-Media and Journalism Classes, Novi High School, Novi.
 1-29-2019 Guest Speaker, Sports Journalism Class, Lawrence Technological University, Southfield.
 1-30-2019 Guest Speaker, Michigan Press Association, Wayne State University, Writing & Story Telling, Detroit.
 3-28-2019 Guest Speaker, Paint Creek Elementary, Lake Orion.

Erika Erickson, Reporter

1-6-2019 Speaker, Wayne State University Journalism Students, Detroit.

Anetra Gaines, Executive Producer

10-17-2018 Guest Speaker, Wayne State University, Journalism Students, Detroit.
 2-12-2019 Guest Speaker, Power Middle School, Farmington Hills.
 2-26-2019 Guest Speaker, Farmington High School, Farmington Hills.
 5-10-2019 Guest Speaker, Jalen Rose Leadership Academy, Southfield.

Hilary Golston, Reporter

6-1-18 & 5-31-19 Mentorship, Journalism Student Michigan State University.
 6-3-2018 Guest Speaker, Mark Twain Elementary School, Detroit (Career Day).
 3-25-2019 Guest Speaker, Schuchard Elementary School, Sterling Heights.
 3-26-2019 Guest Speaker, Burns Elementary-Middle School, Detroit.

Al Johnson, Planning Editor

Ongoing Online Alumni Profile Mentoring, Specs Howard School of Media Arts, specshoward.edu/graduate-stories.

James Jackson, Photographer/Editor

Ongoing Online Alumni Profile Mentoring Specs Howard School of Media Arts, specshoward.edu/graduate-stories.

Cynthia Johnson, Assignment Editor

Ongoing Online Alumni Profile Mentoring Specs Howard School of Media Arts, specshoward.edu/graduate-stories.

Gregg Kanner, Producer, Sports

Ongoing Intern Coordinator, Sports Department, Southfield.
 2-4-2019 Guest Speaker, Geisler Middle School, Commerce Twp.

Ingrid Kelly, Reporter

8-7-2018 Guest Speaker, Urban League of Detroit & Southeastern Michigan.
 6-2-2018 Speaker Commencement, Gesu Catholic High School, Detroit.
 3-21-2019 Guest Speaker, Duke Ellington Elementary, Detroit.
 3-30-2019 Mentorship, Detroit Youth Young Ladies, Masonic Temple, Detroit.

Derek Kevra, Meteorologist/Anchor

9-4-2018 Guest Speaker, Brighton High School, Brighton.
 9-18-2018 Guest Speaker, Maltby Intermediate School Prep Rally, Brighton.
 9-21-2018 Mentorship, Walled Lake Western High School Journalism Student, Commerce Twp.
 3-12-2019 Guest Speaker, Orion Oakes Elementary School, Lake Orion.
 3-26-2019 Guest Speaker, Schweitzer Elementary School, Westland.

Sky Kerstein, Sports Producer

6-18-2018- Adjunct Teaching Staff, Sports Broadcasting, Part 1 De La Sale High School, Warren.
 6-25-2018
 7-9-2018- Adjunct Teaching Staff, Sports Broadcasting, Part 2 De La Sale High School, Warren.
 7-16-2018
 3-11-2019 Guest Speaker, Specs Howard, Southfield.
 4-26-2019 Guest Speaker, Western Michigan University, Broadcasting and Journalism Students, Kalamazoo.

Alex Kimbrough, Director

Ongoing Guest Speaker, Cass Tech High School, (Journalism Day), Detroit.

Ongoing Online Alumni Profile Cass Tech High School, Detroit.

Rick Kinstle, Technical Director/Audio Engineer

Ongoing Online Alumni Profile Mentoring, Specs Howard School of Media Arts, specshoward.edu/graduate-stories.

Josh Landon, Reporter/Anchor

6-10-2018 Guest Speaker Commencements, Denby High School, Detroit.

2-10-2019 Guest Speaker, Black History Month Writing Competition Scholarship Awards, Detroit.

3-19-2019 Guest Speaker, Lawrence Tech University, Journalism Students, Southfield.

3-22-2019 Guest Speaker, Wayne Elementary School (Reading Month), Detroit.

5-10-2019 Guest Speaker, Jalen Rose Leadership Academy High School, Detroit.

5-3--2019 Guest Speaker, Denby High School Career Day, Detroit.

5-10-2019 Guest Speaker, Jalen Rose Leadership Academy, Southfield.

Amy Lange, Anchor/Reporter

9-7-2018 Guest Speaker, University of Detroit Jesuit, Detroit.

10-15-2018 Guest Speaker, Mike Ilitch School of Business, Detroit.

12-13-2018 Guest Speaker, Cousino High School, Journalism Students, Warren.

5-10-2019 Guest Speaker, Detroit Public Schools, District Educator of the Year, Detroit.

Charlie Langton, Anchor/Reporter

6-11-2018 Guest Speaker, Detroit Public Schools High School Students, Speak & Dress for Success, Detroit.

9-7-2018 Guest Speaker, Michigan State University, East Lansing.

9-15-2018 Guest Speaker, Michigan State University Journalism Seminar, East Lansing.

9-27-2018 Guest Speaker, Macomb Intermediate School District.

11-1-2018 Guest Speaker, Boy Scouts of America, Auburn Hills.

3-4-2019 Guest Speaker, Clinton Valley Elementary School, Detroit.

3-12-2019 Guest Speaker, Thirkell Elementary School, Detroit.

3-15-2019 Guest Speaker, St. Joan of Arc, St. Clair Shores.

3-15-2019 Guest Speaker, Carney Academy, Carney.

3-26-2019 Guest Speaker, Kennedy Middle School, St. Clair Shores.

4-1-2019 Guest Speaker, Michigan State University, College of Law, East Lansing.

4-30-2019 Guest Speaker, Oakland County Writing & Story Telling, Troy.

5-1-2019 Guest Speaker 36th District Court, Detroit Public Schools High School Students, Detroit.

5-3-2019 Guest Speaker, Adams High School, Rochester Hills, Career Day.

5-10-2019 Guest Speaker, Michigan State University, Commencement, East Lansing.

5-17-2019 Guest Speaker, Gifted Students, City Hall, Rochester Hills.

Maurielle Lue, Anchor

Ongoing Mentorship, Big Brothers & Big Sisters of Detroit, Detroit.

6-21-2018 Guest Speaker, Big Brothers & Big Sisters of Detroit, Detroit.

Rich Luterman, Chief Meteorologist/Anchor

8-9-2018 Mentorship, Michigan State University Student/Intern, East Lansing.

10-4-2018 Guest Speaker, Livonia Churchill High School, Livonia.

10-10-2018 Guest Speaker, Wyandotte High School, Wyandotte.

1-29-2019 Guest Speaker, Hillside Elementary School, Farmington Hills.

3-11-2019 Guest Speaker, River Oaks Elementary School, Dearborn.

4-11-2019 Guest Speaker, Oakland University, Detroit Tigers CSI Forensic Science Day, Comerica Park, Detroit.

4-18-2019 Guest Speaker, Oakland University, Detroit Tigers Journalism Day, Comerica Park, Detroit.

5-9-2019 Guest Speaker, Oakland University, Detroit Tigers Career Day, Comerica Park, Detroit.

5-16-2019 Guest Speaker, Oakland University, Detroit Tigers S.T.E.A.M. Day, Comerica Park, Detroit.

5-26-2019 Guest Speaker, Oakland University, Detroit Tigers Weather Day, Comerica Park, Detroit.

Sherry Margolis, Anchor

6-4-2018 Guest Speaker, Dedication Ceremony for the Literacy Garden, West Bloomfield High School.

Dan Miller, Sports Director/Anchor

Ongoing Mentorship, Bowling Green Ohio, Broadcasting Students.
Ongoing Mentorship, Florida State University, Journalism Student.
Ongoing Mentorship, Michigan State University, Journalism Student.

Laura Moore, Assistant News Director

Ongoing Intern Coordinator, Junior and Senior College Students of Broadcasting/Journalism:
Fall Semester 2018 – Three Students – (1) Oakland University, (2) Specs Howard School of Media.
Winter Semester 2019 – Four Students – (1) Oakland University, (1) University of Michigan Dearborn Campus, (2) University of Michigan Ann Arbor Campus.

Huel Perkins, Anchor

9-27-2018 Guest Speaker, Macomb Intermediate School District.
5-20-2019 Guest Speaker, Detroit Public Schools, Educators Awards.
11-10-2018 Guest Speaker, Detroit Public Schools, High School Broadcasting Students, Detroit.

Lori Pinson, Meteorologist/Anchor

3-1-2019 Guest Speaker, Schuchard Elementary School, Royal Oak.
3-20-2019 Guest Speaker, West Maple Elementary School, West Bloomfield.
3-15-2019 Guest Speaker, Ellen Thompson Elementary School, Detroit.
4-8-2019 Guest Speaker, Ellen Thompson Elementary School, Weather Discussions, Detroit.

Roop Raj, Reporter/Anchor

Ongoing Adjunct Journalism Teaching staff, Lawrence Institute of Technology.
9-17-2018 Guest Speaker, Troy High School, Journalism Class, Troy.
10-22-2018 Guest Speaker, Keynote Address, West Bloomfield High School, National Honor Society, West Bloomfield.
11-1-2018 Guest Speaker, Oesa Future Young Leaders, Detroit.
11-13-2018 Guest Speaker, Macomb Leadership Young Storytellers, Shelby Twp.
11-28-2018 Guest Speaker, Troy High School National Honor Society, Troy.
12-7-2018 Guest Speaker, Dryden High School, Dryden.
1-28-2019 Guest Speaker, Oakland University, Journalism Class, Auburn Hills.
2-2-2019 Guest Speaker, Troy High School, Student Council, Troy.
4-18-2019 Guest Speaker, Shrine Catholic School, Royal Oak.

Connie Smith, News Producer

Ongoing Online Alumni Profile Mentoring, Specs Howard School of Media Arts, specshoward.edu/graduate-stories.

Dave Spencer, Reporter/Anchor

3-4-2019 Guest Speaker, Brewster Elementary, Rochester.
3-21-2019 Guest Speaker, Delta Kelly Elementary, Rochester.

Lee Thomas, Anchor/Entertainment Reporter

9-25-2018 Guest Speaker, Michigan Collegiate High School, Warren.
11-9-2018 Guest Speaker, Graduate Class 2018, Wayne State University.
2-4-2019 Guest Speaker, Communications Department, Wayne State University.

Jay Towers, Anchor

9-19-2018 Guest Speaker, Rochester College.
3-1-2019 Guest Speaker, Priest Elementary School.
3-14-2019 Guest Speaker, Waterford Montessori Elementary School.
4-12-2019 Guest Speaker, Orion Oaks School Pep Rally.
5-24-2019 Guest Speaker, Miami Elementary, Broadcasting Students.
5-31-2019 Guest Speaker, Lake Orion Teacher of the Year Dinner.

Rob Wolchek, Reporter

Ongoing Mentorship, Ithaca College, New York, Journalism Student.
Ongoing Mentorship, Michigan State University, Journalism Student.
Ongoing Mentorship, Central Michigan University, Journalism Student.
4-30-2019 Speaker, Business Students, Lutheran North High School.

Woody Woodruffe, Sports Anchor/Reporter

4-10-2019 Speaker, Oakland University Journalism Students, Auburn Hills

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:

Roop Raj, Reporter/Anchor

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

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:

Danelle Aboud, Manager, Assignment Desk

6-11-2018 Job Shadow Host, Oakland University, College Student

Amy Andrews, Anchor

8-6-2018 Host of Station Tour, Children of St. Jude Hospital

4-11-2019 Host of Station Tour, Visitors, Edison Elementary School, Detroit

M.L. Elrick, Reporter

6-6-2018 Job Shadow-Host, Michigan State University Journalism Student

9-14-2018 Job Shadow-Host, Michigan State University College Student

10-19-2018 Job Shadow-Host, Regina High School Student

12-3-2018 Job Shadow-Host, Michigan State University Journalism Student

12-4-2018 Job Shadow-Host, Michigan State University College Student

12-11-2018 Host of Station Tour, Visitors, Ferndale Elementary School

1-21-2019 Job Shadow-Host, Michigan State University College Student

2-1-2019 Job Shadow-Host, University of Detroit Jesuit High School, Detroit

Katie Fehr, Community Service Director

4-16-2019 Host of Station Tour, Detroit Urban Youth League

Jennifer Hammond, Sports Reporter

6-6-2018 Host of Station Tour, Visitors Birmingham High School

6-11-2018 Host of Station Tour, Seaholm High School

8-7-2018 Job Shadow Host, Detroit Cristo Rey High School Student

9-19-2018 Job Shadow Host, Central Michigan University

Al Johnson, Planning Editor

Ongoing Online Alumni Profile, Specs Howard School of Media Arts, specshoward.edu/graduate-story

Cynde Johnson, Assignment Editor

Ongoing Online Alumni Profile, Specs Howard School of Media Arts, specshoward.edu/graduate-story

Derek Kevra, Meteorologist/Anchor

6-1-2018 Host of Station Tour, Visitors, Priest Elementary
7-9-2018 Host of Station Tour, Visitors, Brighton High School (Broadcasting Students)
9-21-2018 Job Shadow Host, Walled Lake Western High School Journalism Student
12-19-2018 Host of Station Tour, Visitors, (10 Boy Scouts)
1-31-2019 Host of Station Tour, Visitors, Orion Oaks Elementary School, Lake Orion
4-11-2019 Host of Station Tour, Visitors, Edison Elementary School, Detroit

Sky Kerstein, Sports Producer

6-18-2018 Job Shadow Host, De La Salle High School, Journalism Student
6-19-2018 Job Shadow Host, De La Salle High School, Journalism Student
6-20-2018 Job Shadow Host, De La Salle High School, Journalism Student
6-21-2018 Job Shadow Host, De La Salle High School, Journalism Student
6-29-2018 Job Shadow Host, Eastern Michigan University College Student
7-11-2018 Job Shadow Host, Western Michigan University College Student
8-15-2018 Job Shadow Host, Western Michigan University College Student
1-10-2019 Job Shadow Host, Western Michigan University College Student
2-14-2019 Job Shadow Host, Michigan State University College Student
2-25-2019 Job Shadow Host, Specs Howard College Student
3-22-2019 Job Shadow Host, University of Michigan College Student

Amy Lange, Reporter/Anchor

8-12-2018 Host of Station Tour, Visitors, University of Detroit Mercy, Journalism Class.

Charlie Langton, Anchor/Reporter

11-14-2018 Job Shadow Host, Michigan State University, Journalism Student
2-16-2019 Host of Station Tour, Visitors from Oakland County Youth Assistance Mentoring Program
3-16-2019 Host of Station Tour, Visitors, Wayne County Community College

Rich Luterman, Chief Meteorologist/Anchor

7-11-2018 Job Shadow Host, Oakland University, Student
3-7-2019 Job Shadow Host Wayne State University, Student
5-1-2019 Job Shadow Host, Novi High School, Student

Roop Raj, Reporter/Anchor

9-29-2018 Host of Station Tour, Visitors, (15) Students, Lawrence Tech University
11-12-2018 Host of Station Tour, Visitors, Wayne County Community College
8-13-2018 Host of Station Tour, Visitors, Oakland County Youth Group
1-28-2019 Host of Station Tour, Visitors, Lawrence Tech University
2-20-2019 Host of Station Tour, Visitors, Troy High School
4-23-2019 Host of Station Tour, Visitors, (5) Students, Detroit Boxing Gym.

Lee Thomas, Anchor/Entertainment Reporter

6-14-2018 Job Shadow Host, Journalism Student

Rob Wolchek, Reporter

6-15-2018 Job Shadow Host Western Michigan University Journalism Student
8-10-2018 Job Shadow Host, Central Michigan University Journalism Student
1-27-2019 Job Shadow Host, Lawrence Tech University, Journalism Student
4-4-2019 Job Shadow Host, Michigan State University, Journalism Student