



FOX 2/WJBK

**Annual EEO Public File
Report**

**Coverage Period:
June 1, 2021 – May 31, 2022**

FOX 2/WJBK **RECRUITMENT SUMMARY INFORMATION**

Coverage Period: June 1, 2021 to May 31, 2022

Station's Comprising Station Employment Unit: WJBK

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Recruitment Source of Hire	Date of Hire
Sales Assistant Digital FLEX	Employee Referral	04-11-2022
Promotion Producer Digital	WJBK Website Fox2Detroit	04-18-2022
Traffic Assistant	Employee Referral	02/28/2022
Sales Assistant	LINKED IN	01-03-2022
Director of Engineering	INTERNAL	04-11-2022
Accounting & Finance Manager	EXTERNAL	04-25-2022
Newscast Director (Union Position)	INTERNAL	03-30-2020
Reporter/Anchor (Union Position)	WJBK Website Fox2Detroit	11-01-2021
News Photographer (Union Position)	INTERNAL	08-23-2021
News Photographer (Union Position)	INTERNAL	11-15-2021
Production Stagehand (Union Position)	INTERNAL	01-24-2022
Human Resources Director	LINKED IN	02-15-2022
News Photographer (Union Position)	INTERNAL	05-23-2022

Total Number of Persons Interviewed During Applicable Period: __86__

Section 2: Recruitment Source Information

Recruitment Source (Company, Address, Telephone #, Contact Person)	Total Number Of Interviewees This Source Has Provided During this Period (If Any)	Full-time Positions For Which Source Was Utilized
Internal Job Postings Workday Career Section FTS Stations		Promotion Producer Digital, Account Executive, Traffic Assistant, Director of Engineering, Accounting & Finance Manager, Newscast Director (UNION POSITION), Relief Technician (UNION POSITION), Reporter/Anchor (UNION POSITION), News Photographer (UNION POSITION), News Photographer (UNION POSITION), Engineering Technician (UNION POSITION), Production Stagehand, (UNION POSITION), Human Resources Director, News Photographer (UNION POSITION), IT Assistant, Assignment Content Creator Manager, Research Director, News Executive Producer
FOX Careers Website www.foxcareers.com		Promotion Producer Digital, Account Executive, Traffic Assistant, Director of Engineering, Accounting & Finance Manager, Newscast Director (UNION POSITION), Relief Technician (UNION POSITION), Reporter/Anchor (UNION POSITION), News Photographer (UNION POSITION), News Photographer (UNION POSITION), Engineering Technician (UNION POSITION), Production Stagehand, (UNION POSITION), Human Resources Director, News Photographer (UNION POSITION), IT Assistant, Assignment Content Creator Manager, Research Director, News Executive Producer
WJBK Website www.fox2detroit.com		Promotion Producer Digital, Account Executive, Traffic Assistant, Director of Engineering, Accounting & Finance Manager, Newscast Director (UNION POSITION), Relief Technician (UNION POSITION), Reporter/Anchor (UNION POSITION), News Photographer (UNION POSITION), News Photographer (UNION POSITION), Engineering Technician (UNION POSITION), Production Stagehand, (UNION POSITION), Human Resources Director, News Photographer (UNION POSITION), IT Assistant, Assignment Content Creator Manager, Research Director, News Executive Producer
WJBK Career Board (Facility Job Posting Board)		Promotion Producer Digital, Account Executive, Traffic Assistant, Director of Engineering, Accounting & Finance Manager, Newscast Director (UNION POSITION), Relief Technician (UNION POSITION), Reporter/Anchor (UNION POSITION), News Photographer (UNION POSITION), News Photographer (UNION POSITION), Engineering Technician (UNION POSITION), Production

		Stagehand, (UNION POSITION), Human Resources Director, News Photographer (UNION POSITION), IT Assistant, Assignment Content Creator Manager, Research Director, News Executive Producer
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In addition to the above recruitment source information, job openings are sent to the Human Resources contact for each owned and operated FOX Television Stations nationwide in an effort to increase the opportunity for company internal promotions and expand the recruiting area.

All FOX O&O Stations:

KTTV/KCOP-TV 1999 S. Bundy Drive Los Angeles, CA 90025 Denise.Rosas@fox.com	WFLD/WPWR-TV 205 N. Michigan Avenue Chicago, IL 60601 Shartrise.Dixon@fox.com	WTFX-TV 330 Market Street Philadelphia, PA 19106 Adrienne.Pritchett@fox.com
KDFW/KDFI 400 N. Griffin Street Dallas, TX 75202 Nicole.Robles@fox.com	WAGA-TV 1551 Briarcliff Road, NE Atlanta, GA 30306 Regina.Davis@fox.com	KRIV/KTXH 4261 Southwest Freeway Houston, TX 77027 Tracey.Rivers@fox.com
WJBK 16550 W. Nine Mile Road Southfield, MI 48075 Dalina.Hayes@fox.com	KSAZ-TV/KUTP 511 W. Adams Street Phoenix, AZ 85003 Heather.Hanson@fox.com	WTTG/WDCA 5151 Wisconsin Avenue NW Washington, DC 20016 Murphy.Baker@fox.com
KMSP-TV/WFTC 11358 Viking Drive Eden Prairie, MN 55344 Kate.o'Hara@fox.com	WOFL/WRBW 35 Skyline Drive Lake Mary, FL 32746 Iraida.Morillo@fox.com	KTBC 119 E. 10 th Street Austin, TX 78701 Lisa.Cordes@fox.com
KCPQ/KZJO 1813 Westlake Avenue, N. Seattle, WA 98109 Tracey.Rivers@fox.com	KTVU/KICU-TV 2 Jack London Square Oakland, CA 94607 Danielle.Houston@fox.com	FOX Stations Sales 205 East 67 th Street New York, NY 10065 Alexa.Maldonado@fox.com
WTVT 3213 W. Kennedy Blvd. Tampa, FL Iris.Sierra@fox.com	TVHO 1211 Avenue of the Americas New York, NY 10036 Heather.Frascella@fox.com	

WITI 90001 N. Green Bay Road Milwaukee, WI 53209 Julie.Bednarek-Holke@fox.com	WOGX 4727 NW 53 rd Ave., Suite A Gainesville, FL 32653 Iraida.Morillo@fox.com	
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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 755,572 page views per day and approximately 134,138 unique visitors each day.

COLLEGES, UNIVERSITIES & OTHER (Company, Address & Contact Person)	Total Number of Interviews This Source Has Provided During This Period (If Any)	Full-time Positions For Which Source Was Utilized
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. 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
Carol Anne Ketelsen, Career Consultant Oakland University Career Services 154 North Foundation Hall Rochester, MI 48309-4401	0	All Positions
Dr. Valerie Palmer-Mehta, Internship Director Oakland University 2200 N Squirrel Rd. Rochester, MI 48309-4401	0	All Positions
Dr. Marilyn Kritzman Department of Communications Western Michigan University 319 Sprau Tower Kalamazoo, MI 49008	0	All Positions
Melissa Samuels, Assistant Director Work Experience & Placement Services Marygrove College 8425 W. McNicholas Detroit, MI 48221	0	All Positions
Mary Lytle Program Director Livingston Mediation Center 123 E. Washington, Box 138 Howell, MI 48843	0	All Positions
Ingrid Kroeger, Co-op & Internship Coordinator Madonna University 36600 Schoolcraft Livonia, MI 48150-1173	0	All Positions
Katie Peters, Placement Advisor Specs Howard School of Broadcast Arts 19900 W. Nine Mile Road Southfield, MI 48075	0	All Positions
Dick Kernan, VP of Industry Relations Specs Howard School of Media Arts 19900 W. Nine Mile Road Southfield, MI 48075	0	All Positions

Dr. Carolyn Kraus, Internship Coordinator, Humanities University of Michigan Dearborn 4901 Evergreen Road Dearborn, MI 48128	0	All Positions
Dr. Anthony McGill University of Michigan Flint 4116 William S. White Bldg. 303 E. Kearsley St. Flint, MI 48502-2186	0	All Positions
Alicia Nails, Director, Journalism Institute for Media Diversity, Wayne State University 559 Manoogian Hall Detroit, MI 48201	0	All Positions
Wayne County Community College Jonathan Cartwright 801 W. Fort Street Detroit, MI 48213	0	All Positions
Dr. Geoffrey Hammill, Internship Coordinator Department of Communications Eastern Michigan University 714 E. Pray-Harrold Ypsilanti, MI 48197	0	All Positions
Barbara J. Jones, Sr. Corp. Relations Manager Eastern Michigan University 200 McKenny Hall Ypsilanti, MI 48197	0	All Positions
Ebony Jones, Sr. Corp. Relations Manager Eastern Michigan University 200 McKenny Hall Ypsilanti, MI 48197	0	All Positions
Richard Berman Center for Career & Professional Development Kalamazoo College 1200 Academy Street Kalamazoo, MI 49007	0	All Positions
Kimmerly S. Piper-Aiken, Ass't Professor of Journalism Wayne State University 565 Manoogian Detroit, MI 48201	0	All Positions
Connie Morcom, Ass't Professor Television & Digital Media Production Ferris State University 1349 Cramer Circle, BIS 303	0	All Positions

Big Rapids, MI 49307-2737		
Career Services Office Grand Valley State University 290 Lake Superior Hall Allendale, MI 49401	0	All Positions
Euphemia Franklin Southeastern Michigan Indians, Inc. 26641 Lawrence Centerline, MI 48015	0	All Positions
Alison Vaughn, Executive Director Jackets for Jobs 5555 Conner, Suite 2097 Detroit, MI 48213	0	All Positions
Christie DeLozano Latin Americans for Social/Econ. Dev. 4138 West Vernor Detroit, MI	0	All Positions
Peter C. Charest, SMSgt, USAF (retired) Civilian Jobs 1825 Barrett Lakes Blvd Suite 300 Kennesaw, GA 30144	0	All Positions
Dr. Keith Oppenheim, Broadcasting Internship Coordinator Grand Valley State University 290 Lake Superior Hall Allendale, MI 49401	0	All Positions
Solomon Miles Uplift Community Foundation Job Referral Services 6426 – 6 th Street, NW Washington, D.C. 20012-2662	0	All Positions
Craig R. Papas, Executive Director Resolution Center/Macomb 176 S. Main St. #102 Mt. Clemens, MI 48043	0	All Positions
Larry Beery School Communications Grand Valley State University 290 Lake Superior Hall Allendale, MI 49401	0	All Positions

Sharon Synder, Director of Development JVS 29699 Southfield Rd. Southfield, MI 48076	0	All Positions
Sonia Harb, MSW, CSW Director of Employment & Training ACCESS 6451 Schaefer Rd., 2 nd Floor Dearborn, MI 48126	0	All Positions
Michigan Association of Broadcaster 819 N. Washington Ave. Lansing 48906	0	All Positions
Michael Barham The Emma L. Bowen Foundation for Minority Interest in Media, Inc. 524 West 57 th Street New York, NY 10019	0	All Positions
Alonza R. Matthews, Director Detroit Urban League Workforce & Career Dev. Center 15770 James Couzen Detroit, MI 48238	0	All Positions
Howard University School of Communications 525 Bryant Street, NW Washington D.C. 20059	0	All Positions
Denise Van Hee, Program Coordinator Southfield Michigan Works 26000 Evergreen, P.O.2055, Southfield, MI 48037	0	All Positions
Eileen Wilkins, Employer Relations Bates College Office of Career Services 31 Frye Street Lewiston, ME 04240	0	All Positions
Fay Givens American Indian Services, Inc. 1110 Southfield, Rd. Lincoln Park, MI	0	All Positions
Jenny Jarvis (Area on Aging) Director of Communications Area Agency on Aging 29100 Northwestern Highway, Suite 400 Southfield, MI 48034	0	All Positions

Myrtle Wilburn NAACP 1000 U Street, NW, Suite 100 Washington, D. C. 20001	0	All Positions
Wassim Mahfouz Executive Director Lebanese American Heritage Club 4337 Maple Road Dearborn, MI 48126	0	All Positions
Boston University https://app.joinhandshake.com	0	All Positions
NATAS MDES02@yahoo.com	0	All Positions
Pure Michigan Talent Connect Mytalent.org	0	All Positions
US Jobs-Veterans Employment Center http://us.jobs	0	All Positions
MetPlus-Michigan Employment and Training cpitts@metplus.org	0	All Positions
Eastern Michigan University https://app.joinhandshake.com	0	All Positions
University of Detroit Mercy https://app.joinhandshake.com	0	All Positions

Additional interviewees from other sources: (3) Employee Referrals, (18) LinkedIn.com, (0) University of Michigan, (13) Indeed.com, (0) Professional Association, (1) Staffing Agency (0) National Association of Black Journalists, (0) Broadcast Cable Job Board.

These sources have requested to receive job postings from WJBK.

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:

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

Dalina Hayes Human Resources Director

National Outreach Participation – FOX Television Stations, LLC.:

Our Station, WJBK FOX 2 regularly participate in local and national career/job fairs. Career/job fairs provide applicants and potential candidates with the opportunity to learn about FOX Television Stations and the job opportunities and internship/mentoring programs available within our group. A list of current job openings and station contact information is available upon request. FOX Television Stations, WJBK FOX 2 Human Resources and other management staff regularly participate in local and national conferences sponsored by minority and/or women's organizations. During the review period, such events included:

- Great Lakes Colleges Association – GLCA Virtual Career Fair on February 16, 2022, and attended by FTS HR Director Dalina Hayes (WJBK). Recruitment for all FTS O&O's.
- Job Fair Giant – Virtual Career Fair held on March 23, 2022. Attended by FTS HR Regional Director Dalina Hayes (WJBK). Recruitment for all FTS O&O's.
- Schoolcraft College – Virtual Career Fair held on April 6, 2022. Attended by FTS HR Regional Director Dalina Hayes (TVHO, WJBK). Recruitment for all FTS O&O's.
- FOX Television Station Human Resources representatives attended the Emma Bowen Foundation Virtual Career Fair. The virtual event was held on June 30, 2021. The Fox Television Station Human Resources representatives manned the Fox Television Station virtual career fair booth for the group.

Section 3: Supplemental Outreach Activities continued.

2. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

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.

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
- 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

DUE TO THE GLOBAL COVID-19 PANDEMIC THE INTERSHIP PROGRAM WAS PAUSED DURING THIS REPORTING TIME.

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

Fall Semester 2020	<u>0</u>	Students
Winter Semester 2021	<u>0</u>	Students
Spring/Summer Semester 2021	<u>0</u>	Students

Section 3: Supplemental Outreach Activities continued.

3. 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.

Section 3: Supplemental Outreach Activities continued.

4. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.

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

Emma L. Bowen 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.

Urban League -

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.

Section 3: Supplemental Outreach Activities continued.

5. 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.

Additional Department Training Opportunities

During this reporting period, the Station, WJBK FOX 2, provided training for employees in various departments are as follows:

WJBK FOX 2 encourages 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 Department

- FLX OTT/CTV Product Training
- FLX OTT/CTV Ordering Training
- FLX OTT/CTV Forecasting Training
- FLX OTT/CTV Campaign Dashboard Training
- Next Level FYS Digital Training
- Digital Ordering via Wide Orbit
- Digital Performance Reporting via Google Analytics
- Digital Video Conversion Training

- **Finance Department**

- Coupa Training / Workday Financials replacing JDE

Human Resources Department

- Workday Weekly Training Video Calls – Ongoing for all FTS HR Directors to review and implement HR work processes and system updates.
- Weekly HR Support Calls – Ongoing for all FTS HR Directors in supporting colleagues with implementing work processes and station updates during the COVID Pandemic and current events.
- Mercer Weekly: Responding to Racial Injustice – June 2021 for all HR Directors.

- Worksite Access Personnel and Workcare Screening Training – February 23, 2022 for new hire onboarding Workmatters/Workcare application to use for screening employees and contact tracing.
- Workday Learning & Development Training - FOX Corporation offers Online Learning and Development Courses available for all employees. Several course sessions this reporting period included: "Leading in Times of Uncertainty," "Well-Being at Work," "Microsoft Office Excel" and "Microsoft Office Outlook" Tips & Tricks.
- Workday Learning & Development Training – Ongoing additional programs available for all employees include: "LinkedIn Learning," "Mentor Match," and "Harvard Business Mentor."
- FOX Corporation Compliance Training – Ongoing yearly for all staff employees on "Annual Compliance Certification," "Anti-Bribery and Anti-Corruption," Cyber Security-Phishing," "Identifying Phishing Attempts," "Anti-Trust Basics," "Employee Safety Orientation," "In-person Inclusion and Harassment Prevention Training for New York."
- Ongoing, Employment Law 2021-2022 Year Review, Expansion of Protected Categories Under Anti-Discriminations Laws training.
- Ongoing, Employment Law 2021-2022, Year Review, Arbitration, training.
- 02-17-2022 Workday Training to learn the system
- 03-18-2022 Employee handbook and JDE system training

In addition, workshops and seminars are conducted through the Company's Employee Assistance Program (EAP) available for all employees. Various topics attended this reporting period included:

- "Challenges You've Met and Challenges Ahead with Covid-19 & Kids and Covid-19" "How are your kids really doing"? June 9, 2021
- "Dealing with Burnout" July 1, 2021
- "Happiness" July 22, 2021
- "Managing Emotions Under Pressure" August 11, 2021
- "Returning to Work After COVID-19: Feelings, Tools, and Resources August 19, 2021
- "Unplug to Recharge" September 1, 2021
- "A Holiday Planning Guide" October 7, 2021
- "Coping with Anxiety" October 21, 2021
- "Emotional Intelligence" November 18, 2021
- "Avoiding Holiday Shopping Fraud" December 8, 2021
- "Breathe Your Way to a Better Life" January 5, 2022
- "Winning Your Way to Success" January 26, 2022
- "Becoming a Better You" February 17, 2022
- "Understanding Tax Returns" March 23, 2022
- "Simplify Your Life" April 13, 2022
- "Creating Good Health Through Humor" May 18, 2022

News Department

- Workday Learning & Development Training - FOX Corporation offers Online Learning and Development Courses available for all employees. Several course sessions this reporting period included: "Challenges You've Met and Challenges Ahead with Covid-19", "Returning to Work after Covid-19: Feelings, Tools & Resources", "Microsoft Office Excel" and "Microsoft Office Outlook" Tips & Tricks.
- Workday Learning & Development Training – Ongoing additional programs available for all employees include: "LinkedIn Learning," "Mentor Match," and "Harvard Business Mentor."
- Ongoing, Drone Training
- 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, Remote Contribution Training for photographer/editors.

Creative Services

- Harvard Manage Mentor Program
- Ongoing Drone Training

Engineering Department

- No training needed

All Employee Training

- FOX Corporation Compliance Training – Ongoing yearly for all staff employees on "Annual Compliance Certification," "Anti-Bribery and Anti-Corruption," "Cyber Security-Phishing," "Identifying Phishing Attempts," "Anti-Trust Basics," "Employee Safety Orientation," "In-person Inclusion and Harassment Prevention Training for New York."

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

Amy Andrews, Anchor

6-1-2021	Guest Speaker, Oakland University Black & Gold Scholar Awards, Rochester
4-21-2022	Guest Speaker, Detroit Tigers Kids Career Day, Comerica Park, Detroit
5-4-2022	Guest Speaker, Detroit Tigers Kids Classes Outside, Comerica Park, Detroit
5-6-2022	Guest Speaker, Educator of the Year Awards, Macomb County
5-12-2022	Guest Speaker, Detroit Tigers Kids Weather Day, Comerica Park, Detroit
6-22-2020	Virtual Guest Speaker, Tigers Career Day, Detroit

Taryn Asher, Anchor/Reporter

3-11-2022	Virtual Guest Speaker, West Maple Elementary School West Bloomfield.
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3-25-2022 Virtual Guest Speaker, West Maple Elementary School (Kindergarten)
West Bloomfield.

Jessica Dupnack, Reporter

Ongoing Virtual Mentorship, Journalism Students, Powers Catholic School, Flint. Virtual

Erika Erickson, Reporter

Ongoing Virtual Mentorship, Wayne State Journalism Students, Detroit

Michael Estime/Meteorologist

6-2-2021 Virtual Guest Speaker, Lightly Education Center (3rd & 4th Graders)

6-4-2021 Virtual Guest Speaker, Lightly Education Center (1st & 2nd Graders)

6-9-2021 Virtual Guest Speaker, Carlson Elementary School (Kindergarten)

9-16-2021 Virtual Guest Speaker, Lightly Education Center (Kindergarten)

10-20-2021 Virtual Guest Speaker, Blanche Elementary School (3rd Graders)

11-11-2021 Virtual Guest Speaker, Avondale Gate, Rochester Hills

12-9-2021 Virtual Guest Speaker, St. Paul, Grosse Pointe Shores (2nd Graders)

12-11-2021 Virtual Guest Speaker, Jack and Jill Outreach Center

1-12-2022 Virtual Guest Speaker, Pembroke Academy, Detroit (1st & 2nd Graders)

2-2-2022 Virtual Guest Speaker, Musson Elementary School, Rochester Hills

3-10-2022 Virtual Guest Speaker, Adler Elementary School (Read Across America)

3-17-2022 Virtual Guest Speaker, Carter STEM Academy (Read Across America)

3-18-2022 Virtual Guest Speaker, Gardner Elementary School, Detroit

4-14-2022 Virtual Guest Speaker, Carlson Elementary School, Warren

4-28-2022 Virtual Guest Speaker, Detroit Prep. School, Detroit

5-6-2022 Virtual Guest Speaker, Utica Schools (all 3rd graders), Utica

5-18-2022 Virtual Guest Speaker, Jeanine Wilson School Visit, Detroit

5-25-2022 Virtual Guest Speaker, Loon Lake Elementary School, Wixom

Hilary Golston, Reporter

Ongoing Virtual Mentorship, Journalism Student Michigan State University.

Jennifer Hammond, Reporter

Ongoing Virtual Mentorship, Journalism Students, Detroit Cristo Rey, Detroit

Ongoing Virtual Mentorship, Journalism Students, UCLA, Los Angeles

Ongoing Virtual Mentorship, Journalism Students, Ernest W. Seaholm High School,
Birmingham

Al Johnson, Planning Editor

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

4-27-2022 Guest Speaker, Communication Summit, Wayne State University, Detroit

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.

Ingrid Kelly, Reporter

Ongoing Guest Speaker, Urban League of Detroit & Southeastern Michigan.

Ongoing Speaker Commencement, Gesu Catholic High School, Detroit.

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

Ongoing Online Alumni Profile Cass Tech High School, Detroit.

Derek Kevra, Meteorologist

11-29-2021 Guest Speaker, Country Oaks Elementary School, Commerce Township

2-21-2022 Guest Speaker, Schweitzer Elementary School, Westland

5-4-2022 Guest Speaker, Rudolph Elementary School, Ann Arbor

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

Ongoing Virtual Guest Speaker, Commencements, Denby High School, Detroit.

10-15-2021 Virtual Guest Speaker, Eastern Michigan University, Journalism Students
Ypsilanti

5-10-2022 Virtual Guest Speaker, Diversity & Journalism Middle School Students,
Detroit Public School, Detroit

Charlie Langton, Anchor/Reporter

3-9-2022 Guest Speaker, Hoover Elementary School, Hazel Park

3-15-2022 Guest Speaker, United Oaks Elementary School, Hazel Park

3-22-2022 Guest Speaker, Hoover Elementary School, Hazel Park

3-24-2022 Guest Speaker, St. Isaac Jogues Catholic School, St. Clair Shores

Maurielle Lue, Anchor

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

Rich Luterman, Chief Meteorologist/Anchor

Ongoing Virtual Mentorship, Michigan State University Student, East Lansing.

2-7-2022 Virtual Mentorship, Grand Valley Journalism Students, Grand Rapids

Dan Miller, Sports Director/Anchor

Ongoing Virtual Mentorship, Bowling Green Ohio, Broadcasting Students, Bowling
Green

Ongoing Virtual Mentorship, Florida State University, Journalism Student, Tallahassee

Ongoing Virtual Mentorship, Michigan State University, Journalism Student, Ann Arbor

Laura Moore, Assistant News Director

Ongoing Intern Coordinator, Junior and Senior College Students of
Broadcasting/Journalism:

Robin Murdoch, Reporter

3-18-2022 Guest Speaker, Lessenger Elementary, Madison Heights

3-21-2022 Guest Speaker Lamphere Public Schools March is reading Month, Madison Hts.

3-23-2022 Guest Speaker Lamphere Middle School, Madison Hts.

5-21-2022 Guest Speaker Detroit Public Schools, Career Day 1, Detroit

5-22-2022 Guest Speaker Detroit Public Schools, Career Day 1, Detroit

Roop Raj, Reporter/Anchor

Ongoing Virtual Guest Speaker, Troy High School, Journalism Class, Troy.

Ongoing Virtual Mentorship, Lawrence Institute of Technology Broadcasting/Journalism
Students, Southfield

Ongoing Virtual Mentorship, Troy High School, Broadcasting Students, Troy

Connie Smith, News Producer

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

Rob Wolchek, Reporter

Ongoing Virtual Guest Speaker, Lutheran North High School, Eastpointe

Ongoing Virtual Mentorship, Michigan State University, Journalism Student, Lansing

Ongoing Virtual Mentorship, Central Michigan University, Journalism Student, Mount
Pleasant

Ongoing Virtual Mentorship, University of Cleveland, Journalism Student, Cleveland

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:

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

Charlie Langton, Reporter/Anchor

Ongoing Online Alumni Profile, Michigan State University, East Lansing

Woody Woodriffe, Reporter/Anchor

12-21-2021 Virtual Host, Black United Children of Michigan, Detroit