FOX 5/WNYW-TV

&

MY 9/WWOR-TV

EEO Annual Report

January 20, 2013 – January 19, 2014

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

Reporting Period: January 20, 2013 to January 19, 2014

Total # of Hires for Reporting Period: 6

Total # of Interviews for Reporting Period: 67

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

Segment Producer	JobLine/Website	8/26/13
Reporter	Agent	2/4/13
Reporter	Agent	6/3/13
News Assistant	Hunter College	9/2/13
Writer	Internal Job Posting	8/26/13
Writer	Internal Job Posting	11/11/13

FOX 5/WNYW & MY 9/WWOR RECRUITING SOURCES

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

All FOX O&O Stations:

WAGA
1551 Briarcliff Rd, NE
Atlanta, GA 30306

WHBQ
485 S. Highland
Memphis, TN 38111

KTTV
1999 S. Bundy Drive
Los Angeles, CA 90025

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

WFXT
25 Fox Drive
Dedham, MA 02026

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

KTXH
8950 Kirby Drive
Houston, TX 77054

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

KRIV
4261 Southwest Freeway
Houston, TX 77027

WTVT
3213 W. Kennedy Blvd.
Tampa, FL 33609

WOGX
1551 SW 37th Street
Ocala, FL 34474

KSAZ
511 W. Adams Street
Phoenix, AZ 85003

KTBC
119 E. 10th Street
Austin, TX 78701

KCOP
915 N. La Brea Avenue
Hollywood, CA 90038

WUTB
4820 Seton Drive Suite M-N
Baltimore, MD 21215

WTXF
330 Market Street
Philadelphia, PA 19106

WDCA
5202 River Drive
Bathseda, MD 20816

WTTG
5151 Wisconsin Ave., NE
Dallas, TX 75202

WFTC
1701 Broadway Street NE
Minneapolis, MN 55412

KMSP
11358 Viking Drive
Eden Prairie, MN 55344

KUTP
511 W. Adams Street
Phoenix, AZ 85003

WOFL
35 Skyline Drive
Lake Mary, FL 32746

WRBW
2000 Universal Studios Plaza, #200
Orlando, FL 32819

WJZY/WMYT
3501 Performance Road
Charlotte, NC 28214

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

Recruitment Source (Company, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During this Period (If Any)	Full-time Positions For Which Source Was Utilized
Internal Job Posting	4	All positions
Station Website/Job Line www.myfoxny.com www.my9nj.com	56	All positions
Employee Referrals	0	All positions
New York State Dept of Labor Div. of Employment & Workforce Solutions 215 West 125th Street, 6th Floor New York, NY 10027 917-493-7226 Hector Torres	0	Segment Producer Writer News Assistant
Emma Bowen Foundation for Minorities Interests in Media 825 Seventh Avenue New York, NY 10019 212-456-1992/3 Sandra Rice	0	Segment Producer Writer News Assistant
National Association of Black Journalists P.O. Box 10 728 Flatbush Avenue Brooklyn, NY 11238 Matthew Scott	0	Segment Producer Writer News Assistant
Association of Hispanic Arts, Inc, 1702 Lexington Avenue New York, New York 10029 Jasmin Rivera 212-878-1285	0	Segment Producer Writer News Assistant
CUNY New York 1114 Ave. of Americas, 15th Fl. New York, NY 10036 Maria Rosillo	0	News Assistant
International Radio & Television Society, Inc. 420 Lexington Avenue New York, New York 10170 212-867-6650	0	Segment Producer Writer News Assistant
National Association of Asian American Professionals Knickerbocker Station P.O. Box 772 New York, New York 10002 Susan Chang	0	Segment Producer Writer News Assistant

Columbia University Grad. School of Journalism 2950 Broadway New York, NY 10027 212-854-4422 Melissa Mcoaney	0	News Assistant
Grace Institute Career Services 1233 Second Avenue New York, NY 10065	0	Segment Producer Writer News Assistant
National Urban League 120 Wall Street New York, NY 10065	0	Segment Producer Writer News Assistant
National Association of Hispanic Journalists 1000 National Press Building 529 14th Street Washington, DC 20045	0	Segment Producer Writer News Assistant
New York Women in Communications 355 Lexington Avenue New York, NY 10017	0	Segment Producer Writer News Assistant
American Women in Radio & TV American Urban Radio Networks 432 Park Avenue South, 14th Floor New york, NY 10016 Dawn Hill	0	Segment Producer Writer News Assistant
NYS Dept. Of Commerce Minority & Women's Business Development 1515 Broadway, 51st Floor New York, NY 10036 Angela Camera	0	Segment Producer Writer News Assistant
Monmouth University Career Service Center 400 Cedar Avenue West Long Branch, NJ 07764	0	News Assistant
Rutgers University Career Development Center 360 Dr. Martin Luther King, Jr. Hill Hall Newark, NJ 07102	0	News Assistant
New York Center for Art and Media Center Coordinator 44 West 28th St., 7th Floor New York, NY 10001	0	Segment Producer Writer News Assistant
American Corporate Partners Samantha Laszlo 400 Madison Avenue, Suite 7A New York, NY 10017	0	News Assistant
ASPIRA 520 Eighth Avenue, 22nd Floor New York, NY 10018	0	Segment Producer Writer News Assistant
New Jersey Broadcasters Association 348 Applegarth Association Cranbury, NJ 08512	0	Segment Producer Writer News Assistant

National Hispanic Business Center 340 Applegarth Road Cranbury, NJ 08512	0	Segment Producer Writer News Assistant
Art Institute of New York Career Services 11 Beach Street New York, NY 10013	0	News Assistant
Queensborough Community College Director of Career Services 222-06 56th Avenue Bayside, NY 10013 Constance Peluso	0	News Assistant
Mayor's Office of Employment & Training Municipal Government Center Secaucus, NJ 07094 Regina Bator	0	Segment Producer Writer News Assistant
City of East Orange Division of Employment, Training, Workforce Development 143 New Street, 2nd Floor East Orange, NJ 07017	0	News Assistant
Boston University Feld Career Center 595 Commonwealth Avenue Suite 123 Boston, MA 02215	0	News Assistant
SUNY Rockland Community College Career Services Center Suffern, NY 10901 Salina Galligan	0	News Assistant
Lehman College Career Services Center 250 Bedford Park Blvd. West Bronx, NY 10468	0	News Assistant
University of Michigan 1255 Angell Hall Ann Arbor, MI 48109 Academic Advisor	0	News Assistant
Brooklyn College Journalism Director 2900 Bedford Avenue Brooklyn, NY 11210 Paul Moses	0	News Assistant
Fordham University Communications & Media Studies Rose Hill Bronx, NY 10458 Beth Knobel, Asst. Professor	0	News Assistant
Columbia University 2950 Broadway New York, NY 10027 Crystal Howard, President	0	News Assistant

University of Maryland Dept. Of Communications 2130 Skinner Building College Oark, MD 20742	0	News Assistant
Dickinson College P.O. Box 1773 Carlisle, Pennsylvania Amity Fox, Asst. Director	0	News Assistant
Lynchburg College Coll. Of Comm., 205 Carnegie Building University Park, PA 16802	0	News Assistant
Norfolk University Dept. Of Mass Communications & Journalism 700 Park Avenue, Madison Hall Norfolk, Virginia 23504	0	News Assistant
New York University Office of Career Service 719 Broadway, 3rd Floor New York, NY 10003	0	News Assistant
Hamilton College 198 College Hill Road Clinton, NY 13323 Career Center	0	News Assistant
Syracuse University 235 Schine Student Center 215 University Place Syracuse, NY 13210	0	News Assistant
College of New Jersey P.O. Box 7718 Ewing, NJ 08628 Career Center	0	News Assistant
Fairleigh Dickinson University School or Art and Media Studies 1000 River Road Teaneck, NJ 07666	0	News Assistant
Kean Unversity Communications Department Morris Avenue Union, NJ 07083	0	News Assistant
Pace University New York Campus 41 Park Row, 14th Floor New York, NY 10037 Shannon Pill	0	News Assistant
NJ University Academic Career Plan. & Placement 2039 Kennedy Boulevard Jersey City, NJ 07305-1597	0	News Assistant
CUNY New York 1114 Avenue of Americas, 15th Floor New York, NY 10036	0	News Assistant

University of Notre Dame Career Center 248 Slanner Hall Notre Dame, IN 46556 Mary Fisher	0	News Assistant
NJ Institute of Technology University Heights Newark, NJ 07102 Gregory Mass	0	News Assistant
College of Mount Saint Vincent 6301 Riverdale Avenue Riverdale, NY 10471 Lisa Golden, Career Services	0	News Assistant
New York Institute of Technology Director, Career Network Center Information Hall, Room 230 1855 Briadway New York, NY	0	News Assistant
Dominican College 480 Western Highway Orangeburg, NY 10962 Rosary Hall	0	News Assistant
William Patterson University Dept. Of Communication 300 Pompton Road Wayne, NJ 07470	2	News Assistant
Kingsborough Comm. College Office of Career Development 2001 Oriental Blvd., Room C102 Brooklyn, NY 11235	0	News Assistant
Ramapo College of NJ 505 Ramapo Valley Road Mahwah, NJ 07430	0	News Assistant
Geneseo State University SUNY Geneseo, Career Center Blake A 104 One College Circle Geneseo, NY 14454	0	News Assistant
Caldwell College Career Planning & Development 120 Bloomfield Avenue Caldwell, NJ 07006	1	News Assistant
Hunter College Room 805 East New York, NY 10021 Susan McCarty	1	News Assistant
Yeshiva University Career Development Office 500 West 185th Street New York, NY 10033	0	News Assistant

College of Staten Island Office of Career Placement 2800 Victory Blvd. Room 1A Staten Island, NY 10314	0	News Assistant
Manhattan College Career Services 4513 Manhattan College Riverdale, NY 10471	0	News Assistant
Quinnipiac University Career Center 275 Mount Carmel Avenue Hamden, CT 06518	0	News Assistant
Emerson College Career Services Center 120 Boylston Street Boston, MA 02116	0	News Assistant
Rider University Career Center 2083 Lawrenceville Road Lawrenceville, NJ 06849	0	News Assistant
University of Wisconsin Communications Department 821 University Avenue, Vilas Hall Madison, Wisconsin 53706	0	News Assistant
Hobart and William Smith College Salisbury Center for Career Services Hobart and William Smith Colleges Geneva, NY 14456	0	News Assistant
Cornell University Department of Communications 336 Kennedy Hall Ithaca, NY 14853	0	News Assistant
University of Connecticut Career Center One University Place Stanford, CT 06901	0	News Assistant
Utica College Dept. Of Career Services 1600 Burrstone Road Utice, NY 13502	0	News Assistant
Connecticut School of Broadcasting 377 Routh 17 South Hasbrouck Heights, NJ 07604	0	News Assistant
Seton Hall University The Career Center 400 South Orange Avenue South Orange, NJ 07079	0	News Assistant
Five Towns College Career Services 305 North Service Road Dix Hills, NY 11746 Krysti O'Rourke	0	News Assistant

Adelphi University Center for Career Development P.O. Box 701 Garden City, NY 11530		
Pennsylvania State University Career Services Center University Park, PA 16802 814-865-2377	0	Segment Producer Writer News Assistant
Hofstra University 318 Dempser Hall Hempstead, NY 11550 516-463-5217 Susan Murphy	0	
St. Peter's College 2641 Kennedy Boulevard Jersey City, NJ 07306 201-761-6000 Linda Mulholland	0	News Assistant
Marist College Center for Career Services James Cannavino Lib.,Suite 322 Poughkeepsie, NY 12601 845-575-3547 Deirdre Sepp	0	News Assistant
Pace University 41 Park Row, 15th Floor New York, NY 10038 Shannon Pill	0	News Assistant
Vocational Foundation 52 Broadway, 6th Floor New York, NY 10004 Director of Recruitment	0	Segment Producer Writer News Assistant
St. John's University Career Center 8000 Utopia Parkway Jamaica, NY 11439 718-399-6375 Patricia McManus	0	News Assistant
Wagner College Center for Academic & Career Development One Campus Road Staten Island, NY 10301 718-390-3181 Victoria Crispo	0	News Assistant
City College of NY North Academic Center 160 Convent Avenue New York, NY 10031 212-650-6789 Rhea Christian	0	News Assistant

Baruch College One Baruch Way Box B150 New York, NY 10010 646-312-4670 Barbara Lambert	0 0	News Assistant
Temple University 2020 North 13th Street Philadelphia, PA 19122 Professor Linn Washington	0	News Assistant
Coldwell College careerservices@coldwell.edu	0	News Assistant
SUNY Genoseo Blake A.104 One College Circle Geneseo, NY 14454 585-245-5721	0	News Assistant
Montclair State University Career Development Center Morehead Hall 1 Normal Avenue Montclair, NJ 07043 973-655-6965 Diane Freedman	1	News Assistant
Marymount Manhattan College Office of Career Services 221 East 71st Street New York, NY 10021 212-517-0430 Melissa Benca	0	News Assistant
New York Urban League 204 West 57th Street New York, NY 10030 Corwin Spivey	0	Segment Producer Writer News Assistant
Writers Guild of America 250 Hudson Street, Suite 700 New York, NY 10013	0	Writer Segment Producer
Hofstra University School of Communications 318 Dempser Hall Hempstead, NY 11550	0	News Assistant
Adelphi University Center for Career Development P.O. Box 701 Garden City, NY 11530	0	News Assistant

AFTRA Agent - N.S. Beinstock 250 West 57th Street, Suite 333 New York, NY 10107	1	Reporter
AFTRA Agent – Abrams Artists Agency 275 Seventh Avenue, 26th Floor New York, NY 10001	1	Reporter

WNYW FOX 5 & WWOR MY 9
RECRUITMENT – OTHER SOURCES

January 20, 2013 – January 19, 2014

Job Postings

When a position becomes available, it is the general practice of the Stations to post the job opportunity notice at appropriate locations throughout the Stations, so that employees are aware of current openings and may apply for consideration for those positions. The notices list the titles and requirements for the position.

These job opportunity/postings are also sent to community outreach groups, schools and universities.

Recruitment File

WNYW & WWOR maintains a file of applications/resumes for review as job openings occur. These applications/resumes are kept "active" for six months from the date they are received.

Walk-in Hours

In order to maximize the Stations' accessibility, the Human Resources department maintains regular hours for applicants to complete applications in person. In addition, applications are available for the general public in the main lobby for extended hours and on weekends.

WNYW/WWOR Websites

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

www.myfoxny.com

www.my9nj.com

WNYW FOX 5/WWOR MY 9 – SUPPLEMENTAL OUTREACH INITIATIVES

WNYW FOX 5 WWOR MY 9 TRAINING PROGRAMS

WNYW and WWOR maintain an on-going training program, which has been very successful in identifying qualified individuals. Minorities and women are encouraged to apply for positions in the program. Trainees work for a period of six months in a hands-on environment with professional staff. They are required to attend various seminars structured as an introduction to the various departments within the station. The object of the program is to develop individuals who have no or little experience in the broadcasting industry for entry-level positions. This Training Program is overseen by Roselyn Barranda, HR Director.

Fox Stations Sales, an in-house sales organization, maintains a program to train new Account Executives. This program consists of both coursework and hands-on training. At the end of the program, individuals are assigned to Stations and sales offices throughout the United States. This program is overseen by Elizabeth Pritchard, VP of Training & Roselyn Barranda, HR Director.

TRANSITIONAL EMPLOYMENT PROGRAM

WNYW participates in the on-going transitional employment program with Fountain House, an organization that works within the mental health community, in their transition back into the workplace. Individuals work for six to nine months within the station. The objective of the program is to break the negative stereotypes and debilitating stigma that surround the label of mental illness; in addition to helping those individuals regain their self-esteem, self-confidence and a sense of purpose in preparing them to pursue an outside paying job.

WNYW FOX 5/WWOR MY 9 – SUPPLEMENTAL OUTREACH INITIATIVES

WNYW FOX 5 & WWOR MY 9 RECRUITMENT
EDUCATIONAL INSTITUTIONS – STUDENT INTERNSHIPS MENTORING PROGRAMS

Recruitment: Colleges & Universities

WNYW and WWOR provided internships to **_50__** students for college credit during the semesters from Spring 2013 through Fall 2013. The students interned in News, Sports, Good Day New York, Sales and Traffic. The interns included students from Muhlenberg College, University of Delaware, Cornell University, Duke University, Ithaca College, University of Southern California, Tufts University, University of Chicago, Hampton University, New Jersey City University, Nassau Community College, University of Hartford, Hofstra University, Staten Island University, SUNY Oneonta, Miami University, Otterbein University, Hunter College, NYC College of Technology, Queens College, Harvard University, Wakefield University, University of Maryland, Catholic University, CUNY York College, Queens College, St. Thomas Aquinas College, Farmingdale State College, Temple University, Adelphi University, Nassau Community College, St. Thomas Aquinas College, Kean University, Ramapo College of New Jersey, St. John's University, Hamilton College, American University, University of Maryland, University of Maryland, Kingsborough Community College, New Jersey City University, Rutgers University, William Paterson University, Pennsylvania State University, Monmouth University.

In addition to sending out job/internship opportunities, the Stations also participate regularly in career and job fairs at colleges and universities. Examples of such events during the period above include:

- One Hundred Blackmen – The Stations and News Corporation are involved in an educational partnership with 2 local inner city high schools. As a result of WNYW & WWOR's participation in the program, students have developed hands-on training and skills for future employment opportunities.
  On-going, summer and fall semesters.

- New York University – Fox Television Stations set up a fellowship program with NYU, providing scholarships and funding for programs to allow students to enhance opportunities with film and education. On-going

- Pencil Fellow Program – Fox Television Stations is involved in an educational partnership with Pencil and the Department of

Educations' Virtual Enterprises program. This program provides successful career-minded New York City public high school junior and seniors with dynamic experimental learning experiences through full-time paid summer internships at the stations.

- Howard University Career Day – The Stations participated in a booth and interviewed students to learn about our business, career opportunities, training and internship programs. Held on October 17, 2013 and manned by WTTG – Diana Pike, HR Director and Margie Ruttenberg, Asst. News Director.

WNYW FOX 5 & WWOR MY 9
RECRUITMENT INITIATIVES – ORGANIZATIONS

In addition to sending out job opportunity notices, the Human Resources department and other management staff participate in local and national conferences sponsored by minority and/or women's organizations. During the review period, such events included:

- New York State Broadcasters Career Fair – The Company participated in the Career Fair and provided attendees with information regarding internships, training programs and job openings.

- International Radio and Television Society (IRTS) – Manned job booths at their annual event and discussed job opportunities and training programs. Held on 3/1/13 and manned by Roselyn Barranda, HR Director and Heather Frascella, HR Director. Recruitment for al FTS O&O's

- The National Association for Black Journalists – Annual Convention and Job Expo. Held on 7/30/13 – 8/4/13 in Orlando, FL and attended by Jean Fromm, HR Director, Jeff Zeller, VP/News and Ken Jobe, VP News Director. Recruitment for all FTS O&O's.

- Emma Bowen Foundation for Minority Interest in Media – The Stations are involved in helping to fund a job and development program with the foundation. The Sr. V.P. of Human Resources for Fox Television Stations is on the Board of Directors. As a result of WNYW & WWOR's participation as a Media Partner in the program, many students have obtained training and staff jobs as well as funding for their college and university education. On-going
  - 5/25/13 - Emma Bowen Foundation for Minority Interest in Media had a Junior Forum attended by Roselyn Barranda, HR Director. Recruitment for all FTS O&O's.
  - 5/26/13 – Emma Bowen Minority Interest in Media had a Career Fair attended by Roselyn Barranda, HR Director and Heather Frascella, HR Director. Recruitment for all FTS O&O's.

- 8/8/13 – Emma Bowen Foundations for Minority Interest in Media held a Parents' Night, hosted by FOX 5/WNYW, attended by Roselyn Barranda, HR Director and Lew Leone, VP/General Sales Manager.

- American Corporate partners (ACP) – Newscorp mentoring initiative for training, coaching and job development skills for military service men and women integrating into the corporate world.

- Trainee & Internship Seminar held on 7/24/13 – WNYW/WWOR hosted an informational career seminar for trainees and interns. Participants included Roselyn Barranda, HR Director; Lew Leone, VP/General Manager; Rosanna Scotto, Morning Talent; Byron Harmon, VP/News; Nick Gardner, VP/Director of Sales; Dan Carlin, VP Programming; Ken Ashley, Promotions Manager; Donna Pisciotta, Director of Production; Kent Von Hertsenberg, VP/Finance; Audrey Pass, Director of Public Affairs. Students attended were from Muhlenberg College, University of Delaware, Cornell University, Duke University, Ithaca College, Hamilton College, University of Maryland, University of Southern California, Tufts University, University of Chicago, Hampton University, New Jersey City University, Hamilton College, Nassau Community College, University of Hartford, Hofstra University, Staten Island University, Miami University, Otterbein University, Hunter College, Kingsborough Community College, New York City College of Technology, Queens College, Harvard University, American University, University of Maryland, William Patterson University, Monmouth University, Rutgers University,

PUBLIC AFFAIRS

JANUARY 25, 2013—FRI

HARRY MARTIN	Fair Media Council	Bergen Community College	Speaker

FEBRUARY 1, 2013— FRI

MIKE WOODS BRENDA BLACKMON	Faces of Black History Awards Ceremony	Plaza Hotel	Co-MC

FEBRUARY 13, 2013—WED

RUSS SALZBERG	Berra Museum Baseball panel	Montclair State	Panelist

FEBRUARY 27, 2013—WED

MIKE WOODS	Washington Irving HS	40 Irving Pl.	Guest Speaker

MARCH 5, 2013—TUES

MIKE WOODS	P.S. 55 Q	Richmond, Quenns	School Visit

MARCH 8, 2013—FRI

HARRY MARTIN	Fair Media Council	Bergen Community	CollegeSpeaker

MARCH 14, 2013—THURS

MIKE WOODS	P.S. 132 School	The Conselyea School	Special Guest

APRIL 24, 2013—WED

STEVE LACEY	BaruchCollege	Speaker

MAY 22, 2013—WED

MIKE WOODS	PS 183	419 E. 66th St.	Guest speaker

OCTOBER 25, 2013

ANTWAN LEWIS, SHARON CROWLEY	Fair Media Council
BYRON HARMON, LEW LEONE	Connection Day Conference

NOVEMBER 27, 2013

ANTWAN LEWIS	Washington Irving High School	Speech for Students