

**Annual EEO Public File Report
WTVT IS AN EQUAL OPPORTUNITY EMPLOYER**

Coverage Period: October 1, 2014 – September 30, 2015

Station's Comprising Station Employment Unit: WTVT/FOX13 – Tampa, FL

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hire
Anchor Reporter	10/20/14	Agent – OTA Talent
ELC Director/TD	10/28/14	Employee Referral
Research Manager	11/17/14	www.myfoxtampabay.com
Producer	12/01/14	TVJobs.com
Multi Media Journalist	01/05/15	TVJobs.com
ELC Director/TD	04/06/15	www.myfoxtampabay.com
Producer	06/03/15	www.myfoxtampabay.com
Producer	06/08/15	www.myfoxtampabay.com
Investigative Reporter	06/15/15	Agent – CSE NYC
GA Reporter	06/15/15	Agent – CSE NYC
Account Executive	07/01/15	Spots N' Dots
Producer	07/13/15	21st Century Career
Producer	07/13/15	www.myfoxtampabay.com
Assignment Editor	08/03/15	www.myfoxtampabay.com
Special Projects Producer	08/15/15	www.myfoxtampabay.com
GA Photographer	09/08/15	Employee Referral
Producer	09/14/15	www.myfoxtampabay.com
		Note: effective 8/27/15 www.myfoxtampabay.com URL was changed to www.fox13news.com

Total Number of Persons Interviewed During Applicable Period: 107

Myfoxtampabay.com/fox13news.com serves the community by providing the Tampa Bay area with the latest news, weather, and traffic information including breaking news, severe weather alerts and traffic reports. Through this vital and active tool, news and information is widely disseminated. Station information available on the website includes: internship program, employment opportunities listing, and the EEO Public File. In addition, the website also has direct links to many national sites. Myfoxtampabay.com/fox13news.com and Myfoxhurricane.com attract approximately 10 million page views and over 2 million visitors per month.

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
Station Website www.mytampabay.com/fox13news.com 3213 W Kennedy Blvd Tampa, FL 33624 C. Armstrong (813) 870-9636	43	All positions
Fox Station Sales Janet Lardo 810 7th Avenue New York, NY 10019 (212) 452-4873 janet.lardo@foxtv.com	0	All Sales Positions
Fox News Channel New York, NY B. Boyle (212) 301-5043 www.foxnews.com	0	All positions
Minority & Women Organizations		
Metro Orlando Urban League E. Watkins-Saul 2804 Belco Drive Orlando, FL 32804	0	All positions
Pinellas Urban League C. Robinson Myrick 331 – 31 st Street North St. Petersburg, FL 33713 (727)327-2081 cmyrick@pcul.org	0	All positions
National Association of Black Journalists 490 – 1 st Avenue South St. Petersburg, FL 33701 (727) 893-8521 digdog@aol.com	0	All positions
National Association of Black Journalists One Herald Place T. Shepard Miami, FL 33132 (954)764-7026 Tshep2@gmail.com	0	All positions
National Association of Hispanic Journalists Y. Guillen 1050 Connecticut Avenue NW Floor 10 Washington, DC 20036	0	All positions
National Hispanic Media Coalition A. Nogales 55 S. Grand Avenue Pasadena, CA 91105 (626)792-6462 info@nhmc.org	0	All positions

Federation of Hispanic Organizations B. Pineyaro P.O. Box 2915 Baltimore, MD 21224 (410)931-1640 info@hispanicfederation.org	0	All positions
Southeast Asian Resource Action Center P. Sychitkophong 1628 16 th Street, NW, 3 rd Floor Washington, DC 20009 (202) 667-4690	0	All positions
CA Chicano News Media Assoc J. Moran 3502 Watt Way ASC G38 Los Angeles, CA 90089-0281 (213)640-6263	0	All positions
Japanese American Citizens League J. Shiraki 1828 L Street, NW Suite #802 Washington, DC 20036 (202) 223-1240	0	None
Mexican American Opportunity Foundation E. Castaneda 323-890-1555 972 S Goodrich Blvd Commerca, CA 90022	0	All positions
Women in Film & Video 3628 12 th Street, NE Washington, DC 20017 M.Houghton (202)452-9550 info@wif.org	0	All positions
Industry/Trade		
TV Jobs/Broadcast Employment Services M. Hallway P.O. Box 4116 Oceanside, CA 92052 (800) 374-0119 jobs@tvjobs.com	8	All positions
Medialine M. Shilstone P.O. Box 51909 Pacific Grove, CA 93950 (800) 237-8073 Medialine@medialine.com	2	All positions
The National Academy of Television Arts 1697 Broadway Floor 10 New York, NY 10019-5944 (212) 586-8424	0	All positions
National Association of Broadcasters 1771 N Street, NW Washington, DC 20036 (202) 429-5300	0	All positions
Spots'n'Dots 600 West Peachtree Street, NW Suite #350 Atlanta, GA 30308	10	Research Mgr. (1) Account Executive (1)

(888) 884-2630 www.spotsndots.com		
Central Florida Employment Council P. Weir 450 Seminole Blvd Casselberry, FL 32707 (407)834-4223 cfec@cfec.org	0	All positions
SBE.org	0	None
Monster.com	0	Research Manager
<u>Colleges & Universities</u>		
Bethune Cookman College Career Placement Center C. McKee 640 Mary McLeod Blvd (386) 481-2708 Daytona Beach, FL 32114	0	All positions
Boston University School of Management Feld Career Center Annette McBride 595 Commonwealth Avenue Suite 123 Boston, MA 02215 (617)353-4293 amcbride@bu.com	0	All positions
Daytona Beach Community College Career Services P.O. Box 2811 Daytona Beach, FL 32120-2811 (202) 885-1804	0	All positions
Eckerd College Career Services 4200 – 54 th Avenue South St. Petersburg, FL 33711 (727) 867-1166	0	All positions
Everest University M. Avellanet 3319 W. Hillsborough Ave. Tampa, FL 33614 (813)879-6000 mavellanet@cci.edu	0	All positions
Florida A & M University Career Services 108 Tucker Hall Tallahassee, FL 32307 Y. Jordan (850)599-3493 Yanela.gordon@famu.edu	0	All positions
Florida Southern University Career Services X. Coso 111 Lake Hollingsworth Drive Lakeland, FL 33801-5698 (863)680-4390	0	All positions
Florida State University Career Services 100 S. Woodard Avenue Tallahassee, FL 32306 (850)644-5034	0	All positions

Rollins College Career Services K. Nelson 1000 Holt Avenue #2587 Winter Park, FL 32789 (407)646-2195 KANelson@rollins.edu	0	All positions
St. Petersburg Junior College Rose Miglino 6605 5 th Avenue N St., Petersburg, FL 33710 (727)341-4702 Miglino.rose@spscollege.edu	0	All positions
Seminole State College Career Placement Center Sanford, FL 32773 telleriad@seminolestate.edu	0	All positions
University of Central Florida Igor Volkov P.O. Box 160165 Orlando, FL 32816-0165 Igor.volkov@ucf.edu	0	All positions
University of Florida College of Journalism P. Dunn-White 2104 Weimer Hall Gainesville, FL 32611-8507 (352)392-5968	0	All positions
University of South Florida Career Resources Center K. Roche SVC 2088 USF 4202 E. Fowler Avenue Tampa, FL 33620 (813)974-2171	0	All positions
University of South FL – St. Petersburg Career Center 727-873-4114 careercenter@usfsp.edu	0	All positions
Valencia Community College C. Diaz P.O. Box 3028 Orlando, FL 32707	0	All positions
Full Sail for the Recording Arts L. Butler 3300 University Blvd. Winter Park, FL 32792 lbutler@fullsail.com	0	None
Ringling School of Art & Design Career Services 2700 N. Tamiami Trail Sarasota, FL 34234 cflanagan@ringling.edu	0	None
CSB Tampa E. Williams 3901 Coconut Palm Drive Suite 105 Tampa, FL 33619 (813)740-0990	0	All positions

FL Department of Education M. Vogeley Division of Vocational Rehab 1313 N. Tampa St., Suite 801 Tampa, FL 33602 (813)233-3612	0	All positions
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In addition to the above recruitment source information, employment opportunities 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.

WNYW/WWOR 205 E. 67 th Street New York, NY 10065 R. Barranda www.myfoxny.com	0	All positions
KTTV/KCOP 1999 S. Bundy Drive Los Angeles, CA 90025 D. Rosas www.myfoxla.com	0	All positions
WFLD/WPWR 205 N. Michigan Avenue Chicago, IL 60601 S. Scott-Nathan www.myfoxchicago.com	0	All positions
WTFX 330 Market Street Philadelphia, PA 19106 M. Yamin-Afshar www.myfoxphilly.com	0	All positions
KDFW/KDFI 400 N. Griffin Street Dallas, TX 75202 TBD www.myfoxdfw.com	0	All positions
WAGA 1551 Briarcliff Road, NE Atlanta, GA 30306 R. Davis www.myatlanta.com	0	All positions
KRIV/KTXH 4261 Southwest Freeway Houston, TX 77027 T. Rivers www.myfoxboston.com	0	All positions
WJBK 16550 W. Nine Mile Road Southfield, MI 48075 C. Smith www.myfoxdetroit.com	0	All positions
KSAZ/KUTP 511 W. Adams Street Phoenix, AZ 85003 D Pike www.myfoxphoenix.com	0	All positions
WTTG/WDCB 5151 Wisconsin Ave NW Washington, DC 20016	0	All positions

R. Jacobs www.myfoxdcom		
KMSP/WFTC 11358 Viking Drive Eden Prairie, MN 55344 K. O'Hara www.myfoxtwincities.com	0	All positions
WOFL/WRBW/WOGX 35 Skyline Drive Lake Mary, FL 32746 J. Fromm www.myfoxorlando.com	0	All positions
KTBC 119 E 10 th Street Austin, TX 78701 L. Cordes www.myfoxaustin.com	0	All positions
WJZY/WMYT 3501 Performance Road Charlotte, NC 28214 K. Bouldin FTSAdminJobs@foxtv.com	0	All positions
KTVU 2 (FOX) KICU 36 2 Jack London Square Oakland, CA 94607 C. Nohr www.ktvu.com	0	

In addition, the station conducted 12 interviews through employee self-referral, 10 employee interviews, 11 interviews through agents, 8 from Indeed.com and 3 from the 21st Century FOX Career Site.

Section 3: Supplemental Outreach Activities –

Provide Detailed description of each Supplemental Outreach Activity

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

Our Stations regularly participate in local and national career/job fairs. 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. For this reporting period, WTVT participated in the University of Florida job fair, Gainesville, FL October 30, 2014 and Full Sail University, Orlando, FL June 9, 2015. However, other O&O stations participated in the following career job fairs on behalf of the group:

- 2014 College of Journalism University of Florida Fall Career Day, Gainesville, FL – October 24, 2014
Attended by WTVT HR Director and WOFL HR Director
- Full Sail University Career Hiring Event, Orlando, FL – June 9, 2015
Attended by WTVT HR Director and WOFL HR Director
- Emma Bowen Foundation Career Fair, New York, NY – June 24, 2015
Attended by WNYW HR Director and FSS HR Director
- National Native Media Conference, Arlington, VA – July 9–July 12, 2015
Attended by WNYW HR Director and WTTG-WDCV VP News Director
- NABJ 2015 Convention and Job Fair, Minneapolis, MN – August 5-August 9, 2015
Attended by KMSP-WFTC HR Director, WFLD-WPWR HR Director, KMSP-WFTC VP News Director

- AAJA 2015 Career Fair & Expo, San Francisco, CA – August 12-August 19, 2015
Attended by WTVO Exec Director HR and KTVU-KICU HR Director and VP News Director
- Excellence in Journalism 2015, Orlando, FL – September 18-September 20, 2015
Attended by WOFL HR Director and VP News Director and Regional HR Director

2. (iv) Participation in at least four events sponsored by organizations representing groups in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.

WTVT is dedicated to community involvement and promoting higher education and diversity. Ongoing outreach efforts are supported by public speaking engagements by our staff which includes, but is not limited to schools, local college/universities, civic, non-profit organizations and community events.

- 20 News Employees participated in the Great American Teach-In in various schools in the Tampa Bay Area
- Conducted various Station Tours for School Groups and Scout Groups
- News Employees speak and/or emcee numerous community sponsored events

3. (v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Internship Program

WTVT/FOX13 continues to offer an academic credit internship program for college/university, junior, senior and graduate students. The students work approximately 16-24 hours per week and receive college credit upon successful completion of their internship. Students are evaluated at the end of the internship and the evaluations are submitted to their respective college or university. Generally, internships are available in the following departments: News (including Sports, Weather and Web News), Creative Services (including Promotions and Community Affairs).

Program Objectives:

- Provide students majoring in journalism, communications, media and related disciplines the opportunity to receive on-site exposure to and training from experienced television broadcast professionals who are in job positions to which students aspire.
- Provide students majoring in journalism, communications, and media and related disciplines the opportunity to garner practical application experience and exposure to a work environment in their desired career.
- Identify students for the Station's job applicant pool for employment opportunities.
- The Station regularly distributes internship information to colleges, universities, and other education programs either through email or by posting directly on the websites/list services as requested by the organization.

Eligibility Requirements:

- College junior and senior, and graduate students
- Receipt of academic credit

The internship program is managed by the Human Resources Director and the Managing Editor. In this reporting year, we had a total of twenty-one (22) academic credit only interns.

News:	Interns
Medical	Intern
Sports:	Intern
Creative Services	Interns

We accepted students from the following colleges/universities: University of Florida (4), University of South Florida (6), St. Petersburg College (2), Florida Southern College (1), University of Central Florida (1), Florida State (1), University of Tampa (3) Montclair State (1), Notre Dame (1), Indiana University (1) and Berea College (1).

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

Emma L. Bowen Foundations 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 students earn both wages and matching scholarship funds to be used for college tuition and related expenses. Over a period of up to five (5) years, the students experience numerous aspects of Company operations 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 have been a corporate partner in this program since its inception and two of the Company's executives are on the Foundation's Board.

Eligibility Requirements:

- Good academic standing and record
- Recommendation from principal, teachers and guidance counselors
- Interested in pursuing a career in media

WTVT is currently is not sponsoring any scholarship students due to non-availability of students in the Emma L. Bowen program in our local area.

5. (viii) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

WTVT 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. In this reporting period, the station has trained and promoted internally the following positions:

Photographer Sports	MMJ Sports
ELC Director/TD	Supervisor Production
GA Photographer	Photographer/Producer Medical
Non Linear Editor	Associate Producer
Associate Producer	Producer

Within the time frame specified for this report, WTVT's engineering and production departments have conducted various types of training for our employees. One example includes training for maintenance engineers and production technicians on new lighting boards and automation software. Individual employees have had training on the Vinten camera robotic system and the Telestream Flip Factory as well. News producers received training for new Chyron graphics packages. Producers, photographers and non-linear editors were provided training on Edius editing programs and BitCentral as well. Training is on-going in sales and marketing for broadcast systems.

Fox Stations Sales, an in-house national sales organization, maintains a program to train new sales account executives. 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.