

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

Coverage Period: October 1, 2015 – September 30, 2016

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 |
| Producer | 11/05/15 | Agent |
| ELC/TD | 11/05/15 | Fox Career Section |
| Photographer | 11/09/15 | www.fox13news.com |
| Anchor | 11/30/15 | Agent |
| Anchor | 12/07/15 | Agent |
| Interactive Sales Manager | 12/16/15 | Employee Referral |
| Web Producer | 12/16/15 | TVjobs.com |
| Multi-Media Journalist | 02/01/16 | TVjobs.com |
| Account Executive | 02/01/16 | Internal Promotion |
| Sales Coordinator | 02/01/16 | Employee Referral |
| Sales Coordinator | 02/16/16 | www.fox13news.com |
| ELC/TD | 04/25/16 | Rehired |
| Staff Accountant | 04/25/16 | Internal Promotion |
| Assignment Editor | 05/23/16 | indeed.com ** |
| Credit Manager | 05/23/16 | indeed.com ** |
| Consumer/Segment Reporter | 06/06/16 | Agent |
| Sales Coordinator | 06/13/16 | Fox Career Section |
| IT Support Technician | 07/05/16 | Monster.com |
| Photographer | 07/05/16 | www.fox13news.com |
| Producer | 07/18/16 | www.fox13news.com |
| Producer | 08/08/16 | www.fox13news.com |
| Producer | 09/06/16 | www.fox13news.com |
| Multi-Media Journalist | 09/06/15 | Agent |
| Web Producer | 09/14/16 | www.fox13news.com |
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Total Number of Persons Interviewed During Applicable Period: 116 ** Aggregate site

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. Fox13news.com attracts approximately 6.5 million page views and over 2 million visitors per month.

| Section 2: Recruitment Source Information | | |
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| 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.fox13news.com 3213 W Kennedy Blvd Tampa, FL 33609 I. Sierra (813) 870-7132 | 42 | All positions |
| Fox Stations Sales Dorian Kasuba 205 East 67th Street New York, NY 10065 (212) 332-9239 dorian.kasuba@foxtv.com | 0 | All Positions |
| Fox News Channel New York, NY (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 except Anchor, Credit Manager |
| National Association of Black Journalists 490 – 1st Avenue South St. Petersburg, FL 33701 (727) 893-8521 digdog@aol.com | 0 | Producer, ELC/TD, Interactive Sales Manager, Account Executive, Staff Accountant, Assignment Editor, Segment/Consumer Reporter, Sales Coordinator, IT Support Tech, Photographer, Multi-Media Journalist, Web Producer |
| National Association of Black Journalists One Herald Place T. Shepard Miami, FL 33132 (954)764-7026 Tshep2@gmail.com | 0 | Producer, ELC/TD, Interactive Sales Manager, Account Executive, Staff Accountant, Assignment Editor, Segment/Consumer Reporter, Sales Coordinator, IT Support Tech, Photographer, Multi-Media Journalist, Web Producer |
| National Hispanic Media Coalition A. Nogales 55 S. Grand Avenue Pasadena, CA 91105 (626)792-6462 info@nhmc.org | 0 | Producer, ELC/TD, Interactive Sales Manager, Account Executive, Staff Accountant, Assignment Editor, Segment/Consumer Reporter, Sales Coordinator, IT Support Tech, Photographer, Multi-Media Journalist, Web Producer |
| Federation of Hispanic Organizations B. Pineyaro P.O. Box 2915 Baltimore, MD 21224 (410)931-1640 info@hispanicfederation.org | 0 | Producer, ELC/TD, Interactive Sales Manager, Account Executive, Staff Accountant, Assignment Editor, Segment/Consumer Reporter, Sales Coordinator, IT Support Tech, Photographer, Multi-Media Journalist, Web Producer |
| Southeast Asian Resource Action Center P. Sychitkophong 1628 16th Street, NW, 3rd Floor Washington, DC 20009 (202) 667-4690 | 0 | Producer, ELC/TD, Photographer, Interactive Sales Manager, Web Producer, Multi-Media Journalist, Account Executive, Sales Coordinator, Staff Accountant, Assignment Editor, Segment/Consumer Reporter, Sales Coordinator, IT Support Tech |

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| CA Chicano News Media Assoc J. Moran 3502 Watt Way ASC G38 Los Angeles, CA 90089-0281 (213)640-6263 | 0 | Producer, ELC/TD, Photographer, Interactive Sales Manager, Web Producer, Multi-Media Journalist, Account Executive, Sales Coordinator, Staff Accountant, Assignment Editor, Segment/Consumer Reporter, Sales Coordinator, IT Support Tech |
| Mexican American Opportunity Foundation E. Castaneda 323-890-1555 972 S Goodrich Blvd Commerca, CA 90022 | 0 | Producer, +Photographer, Interactive Sales Manager, Web Producer, Multi-Media Journalist, Account Executive, Sales Coordinator |
| Women in Film & Video 3628 12 th Street, NE Washington, DC 20017 M.Houghton (202)452-9550 info@womeninfilml.org | 0 | Producer, ELC/TD, Interactive Sales Manager, Account Executive, Staff Accountant, Assignment Editor, Segment/Consumer Reporter, Sales Coordinator, IT Support Tech, Photographer, Multi-Media Journalist, Web Producer |
| Emma Bowen Minority Interest in Media Sandra Rice 212-664-3486 Sandra.rice@nbcuni.com | 0 | Web Producer |
| HireVeteransFirst.com | 0 | Producer |
| Industry/Trade | | |
| TV Jobs/Broadcast Employment Services M. Hallway P.O. Box 4116 Oceanside, CA 92052 (800) 374-0119 jobs@tvjobs.com | 6 | Producer, ELC/TD, Interactive Sales Manager, Account Executive, Staff Accountant, Assignment Editor, Segment/Consumer Reporter, Sales Coordinator, IT Support Tech, Photographer, Multi-Media Journalist, Web Producer |
| Medialine M. Shilstone P.O. Box 51909 Pacific Grove, CA 93950 (800) 237-8073 Medialine@medialine.com | 0 | Producer, ELC/TD, Interactive Sales Manager, Account Executive, Staff Accountant, Assignment Editor, Segment/Consumer Reporter, Sales Coordinator, IT Support Tech, Photographer, Multi-Media Journalist, Web Producer |
| The National Academy of Television Arts 1697 Broadway Floor 10 New York, NY 10019-5944 (212) 586-8424 | 0 | All Positions except Anchor, Credit Manager |
| National Association of Broadcasters 1771 N Street, NW Washington, DC 20036 (202) 429-5300 | 0 | All Positions except Anchor, Credit Manager |
| Connecticut School of Broadcasting Shayna King Coconut Palm Drive, Ste 105 Tampa, FL 33619 813-443-5307 | 0 | Staff Accountant, Segment/Consumer Reporter, Sales Coordinator, Producer, Multi-Media Journalist |
| Spots-n-Dots 600 West Peachtree Street, NW Suite #350 Atlanta, GA 30308 (888) 884-2630 www.spotsndots.com | 3 | Sales Coordinator |
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| Central Florida Employment Council P. Weir 450 Seminole Blvd Casselberry, FL 32707 (407)834-4223 cfec@cfec.org | 0 | Producer, ELC/TD, Interactive Sales Manager, Account Executive, Staff Accountant, Assignment Editor, Segment/Consumer Reporter, Sales Coordinator, IT Support Tech, Photographer, Multi-Media Journalist, Web Producer |
| Monster.com | 5 | Staff Accountant, IT Support Tech, Producer |
| Colleges & Universities | | |
| Bethune Cookman College Career Placement Center C. McKee 640 Mary McLeod Blvd (386) 481-2708 Daytona Beach, FL 32114 | 0 | All Positions except Anchor, Credit Manager |
| 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 | Producer, ELC/TD, Interactive Sales Manager, Account Executive, Staff Accountant, Assignment Editor, Segment/Consumer Reporter, Sales Coordinator, IT Support Tech, Photographer, Multi-Media Journalist, Web Producer |
| Daytona Beach Community College Career Services P.O. Box 2811 Daytona Beach, FL 32120-2811 (202) 885-1804 | 0 | All Positions except Anchor, Credit Manager |
| Eckerd College Career Services 4200 – 54 th Avenue South St. Petersburg, FL 33711 (727) 867-1166 | 0 | All Positions except Anchor, Credit Manager |
| Everest University M. Avellanet 3319 W. Hillsborough Ave. Tampa, FL 33614 (813)879-6000 mavellanet@cci.edu | 0 | Producer, ELC/TD, Interactive Sales Manager, Account Executive, Assignment Editor, Segment/Consumer Reporter, Sales Coordinator, IT Support Tech, Photographer, Multi-Media Journalist, Web Producer |
| Florida A & M University Career Services 108 Tucker Hall Tallahassee, FL 32307 Y. Jordan (850)599-3493 Francine.huff@famu.edu | 0 | Producer, ELC/TD, Interactive Sales Manager, Account Executive, Staff Accountant, Assignment Editor, Segment/Consumer Reporter, Sales Coordinator, IT Support Tech, Photographer, Multi-Media Journalist, Web Producer |
| Florida Southern University Career Services X. Coso 111 Lake Hollingsworth Drive Lakeland, FL 33801-5698 (863)680-4390 | 0 | All Positions except Anchor, Credit Manager |
| Florida State University Career Services 100 S. Woodard Avenue Tallahassee, FL 32306 (850)644-5034 | 0 | All Positions except Anchor, Credit Manager |
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| Rollins College Career Services K. Nelson 1000 Holt Avenue #2587 Winter Park, FL 32789 (407)646-2195 KANelson@rollins.edu | 0 | Producer, ELC/TD, Interactive Sales Manager, Account Executive, Staff Accountant, Assignment Editor, Segment/Consumer Reporter, Sales Coordinator, IT Support Tech, Photographer, Multi-Media Journalist, Web Producer |
| St. Petersburg Junior College Rose Miglino 6605 5 th Avenue N St. Petersburg, FL 33710 (727)341-4702 Miglino.rose@spcollege.edu | 0 | Producer, ELC/TD, Interactive Sales Manager, Account Executive, Staff Accountant, Segment/Consumer Reporter, Sales Coordinator, IT Support Tech, Photographer, Multi-Media Journalist, Web Producer |
| Seminole State College Career Placement Center Sanford, FL 32773 telleriad@seminolestate.edu | 0 | Producer, ELC/TD, Interactive Sales Manager, Account Executive, Staff Accountant, Assignment Editor, Segment/Consumer Reporter, Sales Coordinator, IT Support Tech, Photographer, Multi-Media Journalist, Web Producer |
| University of Central Florida Igor Volkov P.O. Box 160165 Orlando, FL 32816-0165 Igor.volkov@ucf.edu | 0 | Producer, ELC/TD, Interactive Sales Manager, Account Executive, Staff Accountant, Assignment Editor, Segment/Consumer Reporter, Sales Coordinator, IT Support Tech, Photographer, Multi-Media Journalist, Web Producer |
| University of Florida College of Journalism P. Dunn-White 2104 Weimer Hall Gainesville, FL 32611-8507 (352)392-5968 | 1 | All Positions except Anchor, Credit Manager |
| 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 except Anchor, Credit Manager |
| University of South FL – St. Petersburg Career Center 727-873-4114 careercenter@usfsp.edu | 0 | Producer, ELC/TD, Interactive Sales Manager, Account Executive |
| Valencia Community College C. Diaz P.O. Box 3028 Orlando, FL 32707 | 0 | All Positions except Anchor, Credit Manager |
| CSB Tampa E. Williams 3901 Coconut Palm Drive, Suite 105 Tampa, FL 33619 (813)740-0990 | 0 | All Positions except Anchor, Credit Manager |
| 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 except Anchor, Credit Manager |
| University of North Texas careercenter@unt.edu 940-565-2705 | 0 | Web Producer |

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.

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| <p>WNYW/WWOR 205 E. 67th Street New York, NY 10065 R. Barranda Roselyn.barranda@foxtv.com</p> | 0 | All positions |
| <p>KTTV/KCOP 1999 S. Bundy Drive Los Angeles, CA 90025 D. Rosas Denise.rosas@foxtv.com</p> | 0 | All positions |
| <p>WFLD/WPWR 205 N. Michigan Avenue Chicago, IL 60601 S. Scott-Nathan Sharming.scott-nathan@foxtv.com</p> | 0 | All positions |
| <p>WTFX 330 Market Street Philadelphia, PA 19106 M. Yamin Megan.young@foxtv.com</p> | 0 | All positions |
| <p>KDFW/KDFI 400 N. Griffin Street Dallas, TX 75202 N. Robles Nicole.robles@foxtv.com</p> | 0 | All positions |
| <p>WAGA 1551 Briarcliff Road, NE Atlanta, GA 30306 R. Davis Regina.davis@foxtv.com</p> | 0 | All positions |
| <p>KRIV/KTXH 4261 Southwest Freeway Houston, TX 77027 T. Rivers Tracey.rivers@foxtv.com</p> | 0 | All positions |
| <p>WJBK 16550 W. Nine Mile Road Southfield, MI 48075 C. Smith Cynthia.smith@foxtv.com</p> | 0 | All positions |
| <p>KSAZ/KUTP 511 W. Adams Street Phoenix, AZ 85003 D Pike Diana.pike@foxtv.com</p> | 0 | All positions |
| <p>WTTG/WDCA 5151 Wisconsin Ave NW Washington, DC 20016 D. Pike www.myfoxdc.com</p> | 0 | All positions |
| <p>KMSP/WFTC 11358 Viking Drive Eden Prairie, MN 55344 K. O'Hara</p> | 0 | All positions |

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| Kate.o'hara@foxtv.com | | |
| WOFL/WRBW/WOGX 35 Skyline Drive Lake Mary, FL 32746 J. Fromm Jean.fromm@foxtv.com | 0 | All positions |
| KTBC 119 E 10 th Street Austin, TX 78701 L. Cordes Lisa.cordes@foxtv.com | 0 | All positions |
| WJZY/WMYT 3501 Performance Road Charlotte, NC 28214 K. Bouldin Karen.bouldin@foxtv.com | 0 | All positions |
| KTVU 2 (FOX) KICU 36 2 Jack London Square Oakland, CA 94607 C. Nohr Chris.Nohr@foxtv.com | 0 | All positions |

In addition, the station conducted 59 interviews, 12 through employee referrals, 5 employee interviews, 12 interviews through agents, 19 from Indeed.com and 10 from the 21st Century FOX Career Site and 1 from Linked-In.com.

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 following career job fairs on behalf of the group:

- University of Florida's College of Journalism and Communications 2015 Fall Career Day, Gainesville, FL – October 21, 2015. Attended by WTVT HR Director, Cynthia Armstrong and WOFL HR Director, Jean Fromm.
- Bethune Cookman University – Career Expo, – November 10, 2015
Attended by WTVT HR Director, Cynthia Armstrong and WOFL HR Director, Jean Fromm
- Emma Bowen Foundation Networking Reception , New York, NY – June 23, 2016
Attended and representing the FTS O&O group were Jean Fuentes, SVP HR, FTS, Linda DiStefano, HR Executive Director, Roselyn Barranda, WNYW/WWOR HR Director, Dorian Kasuba, FSS HR Director and Heather Frascella, TVHO HR Director.
- Emma Bowen Career Fair – Emma Bowen Minority Interest in Media held a Career Fair – June 24, 2016
Attended and representing the FTS O&O group were, Roselyn Barranda, WNYW/WWOR HR Director and Dorian Kasuba, HR Director, FOX Stations Sales.
- NABJ / NAHJ – The National Association of Black Journalist and the National Association of Hispanic Journalist Convention and Job Fair, Washington, DC – August 3rd -August 7th, 2016
Attended and representing the FTS O&O group were Human Resources Director-WFLD/WFTC, Sharming Scott Nathan, VP/News Director-WTTG/WDCA-Paul McGonagle, Managing Editor-WTXF-Lee Meier, TVHO- HR Administration & Contracts Director, Heather Frascella,
- AAJA – The Asian American Journalists Association Convention & Career Fair, Las Vegas, NV - August 10th -August 13th, 2016
Attended and representing the FTS O&O group were Human Resources Director-KRIV/KTXH, Tracey Rivers and VP/News Director-KSAZ/KUTP, Doug Bannard

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
- Mentorship Program "American Corporate Partners". Helping Veterans with career choices

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. We also offer a travel stipend of \$15 a day. The students work approximately 21-28 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 Weather and Web News), Creative Services (including Promotions and Community Affairs) and Production.

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 gain 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
- Must be in good academic standing and eligible to receive academic credits

The internship program is managed by the Human Resources Regional Director and the Managing Editor. In this reporting year, we had a total of sixteen (16) academic credit only interns.

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| News: | Interns |
| Medical: | Interns |
| Production: | Interns |
| Creative Services | Interns |

We accepted students from the following colleges/universities: (6), University of South Florida (5), University of Tampa (1) St. Leo University, (2) University of Florida, (3) Florida State University, (1) Caldwell University

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:

Special Projects Producer
ELC Director
Account Executive
Staff Accountant

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. Training is on-going in sales and marketing for broadcast systems. Ongoing on-line training with Lynda for software applications for Creative Services and Artists to advance skills.

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.