

**WFLD Fox 32 & WPWR My50 IS AN EQUAL OPPORTUNITY EMPLOYER**

**Coverage Period:** August 1, 2019 – July 31, 2020

**Station’s Comprising Station Employment Unit:** WFLD-Fox 32 & WPWR-My 50 Chicago

<b>Section 1: Vacancy Information</b>		
<b>Full-time Positions Filled by Job Title</b>	<b>Date of Hire</b>	<b>Recruitment Source of Hire</b>
NABET Technician	08/05/2019	<a href="http://www.fox32chicago.com">www.fox32chicago.com</a> 205 N. Michigan Ave. Chicago, IL 60601
Local Sales Manager	09/03/2019	Intracompany Transfer/Promotion 205 N. Michigan Ave. Chicago, IL 60601
Director of Engineering	09/16/2019	Intracompany Transfer/Promotion 205 N. Michigan Ave. Chicago, IL 60601
Account Executive	11/04/2019	<a href="http://www.fox32chicago.com">www.fox32chicago.com</a> 205 N. Michigan Ave. Chicago, IL 60601
Producer	01/06/2020	<a href="http://www.fox32chicago.com">www.fox32chicago.com</a> 205 N. Michigan Ave. Chicago, IL 60601
News Anchor / Reporter	01/20/2020	Intracompany Transfer/Promotion 205 N. Michigan Ave. Chicago, IL 60601
Producer	02/10/2020	<a href="http://www.fox32chicago.com">www.fox32chicago.com</a> 205 N. Michigan Ave. Chicago, IL 60601
Local Sales Assistant	02/24/2020	<a href="http://www.fox32chicago.com">www.fox32chicago.com</a> 205 N. Michigan Ave. Chicago, IL 60601
Executive Producer	02/24/2020	Intracompany Transfer/Promotion 205 N. Michigan Ave. Chicago, IL 60601
Anchor/Reporter	03/16/2020	Eatman Media Services 5901 N Cicero Ave, Suite 307 Chicago, IL 60646

General Assignment Reporter	03/16/2020	<a href="http://www.fox32chicago.com">www.fox32chicago.com</a> 205 N. Michigan Ave. Chicago, IL 60601
NABET Technician	03/30/2020	<a href="http://www.fox32chicago.com">www.fox32chicago.com</a> 205 N. Michigan Ave. Chicago, IL 60601
Sports Anchor/Reporter	04/17/2020	<a href="http://www.fox32chicago.com">www.fox32chicago.com</a> 205 N. Michigan Ave. Chicago, IL 60601
Executive Producer	06/08/2020	Intracompany Transfer/Promotion 205 N. Michigan Ave. Chicago, IL 60601
Digital Content Creator	07/13/2020	<a href="http://www.fox32chicago.com">www.fox32chicago.com</a> 205 N. Michigan Ave. Chicago, IL 60601

**Total Number of Persons Interviewed During Applicable Period: 72**

<b>Section 2: Recruitment Source Information</b>		
<b>Recruitment Source</b> (Company, Address, Telephone #, Contact Person)	<b>Total Number of Interviewees</b> This Source Has Provided During this Period (If Any)	<b>Full-time Positions For Which Source Was Utilized</b>
Employee Referrals - Internal WFLD/WPWR-TV 205 N Michigan Ave Chicago, IL 60601	8	Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, General Assignment Reporter, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator
Employee Referrals WFLD/WPWR-TV 205 N Michigan Ave Chicago, IL 60601	4	Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, General Assigmen Reporter, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator
WFLD/WPWR-TV 205 N Michigan Ave Chicago, IL 60601 Sharming Nathan <a href="http://www.fox32chicago.com">www.fox32chicago.com</a>	46	Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, General Assignment Reporter, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance

		Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator
KTVU/KICU-TV 2 Jack London Sq Oakland, CA. 94607 Christine Nohr <a href="mailto:Christine.nohr@foxtv.com">Christine.nohr@foxtv.com</a>		Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator
WJBK 16550 West Nine Mile Rd. Southfield, MI. 48075 Cynthia Smith <a href="mailto:Cynthia.smith@foxtv.com">Cynthia.smith@foxtv.com</a>		Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator
KTTV/KCOP-TV 1999 South Bundy Dr Los Angeles, CA. 90025 Denise Rosas <a href="mailto:Tonia.carter@foxtv.com">Tonia.carter@foxtv.com</a> <a href="mailto:denise.rosas@foxtv.com">denise.rosas@foxtv.com</a>		Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator
KSAZ-TV/KUTP 511 W. Adams St. Phoenix, AZ. 85003 Diana Pike / Heather Hanson <a href="mailto:Diana.pike@foxtv.com">Diana.pike@foxtv.com</a> <a href="mailto:heather.hanson@foxtv.com">heather.hanson@foxtv.com</a>		Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator
Fox Television Stations TVHO-NY 1211 Avenue of the Americas New York, NY.10036 <a href="mailto:Heather.frascella@foxtv.com">Heather.frascella@foxtv.com</a> <a href="mailto:linda.distefano@foxtv.com">linda.distefano@foxtv.com</a>		Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator
WTVT 3213 W Kennedy Blvd Tampa, FL 33609 Iris Sierra <a href="mailto:Iris.sierra@foxtv.com">Iris.sierra@foxtv.com</a>		Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator

<p>Fox Stations Sales (FSS) - New York  205 E. 67th St, 2nd Floor  New York, NY. 10065  Janet Lardo  <a href="mailto:janet.lardo@foxtv.com">janet.lardo@foxtv.com</a></p>		<p>Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator</p>
<p>WJZY/WMYT-TV (Through March 1, 2020)  3501 Performance Rd.  Charlotte, NC. 28214  Karen Bouldin  <a href="mailto:Karen.bouldin@foxtv.com">Karen.bouldin@foxtv.com</a></p>		<p>Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer</p>
<p>KMSP-TV/WFTC  11358 Viking Dr  Eden Prairie, MN.55344  Kate O'Hara  <a href="mailto:Kate.ohara@foxtv.com">Kate.ohara@foxtv.com</a></p>		<p>Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator</p>
<p>KTBC  119 E. 10th St.  Austin, TX. 78701  Lisa Cordes  <a href="mailto:Lisa.cordes@foxtv.com">Lisa.cordes@foxtv.com</a></p>		<p>Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator</p>
<p>KDFW/KDFI  400 N. Griffin St.  Dallas, TX.75202  Nicole Robles  <a href="mailto:Nicole.robles@foxtv.com">Nicole.robles@foxtv.com</a></p>		<p>Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator</p>
<p>WAGA-TV  1551 Briarcliff Rd., NE  Atlanta, GA. 30306  Regina Davis  <a href="mailto:Regina.davis@foxtv.com">Regina.davis@foxtv.com</a></p>		<p>Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator</p>

<p>WNYW/WWOR-TV  205 East 67th Street  New York, NY. 10065  Roselyn Barranda  <a href="mailto:Roselyn.barranda@foxtv.com">Roselyn.barranda@foxtv.com</a></p>		<p>Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator</p>
<p>KRIV/KTXH  4261 Southwest Freeway  Houston, TX. 77027  Tracey Rivers  <a href="mailto:Tracey.rivers@foxtv.com">Tracey.rivers@foxtv.com</a></p>		<p>Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator</p>
<p>WTFX-TV  330 Market St  Philadelphia, PA.19106  Adrienne Pitchett  <a href="mailto:Adrienne.Pritchett@foxtv.com">Adrienne.Pritchett@foxtv.com</a></p>		<p>Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Produce, Digital Content Creator</p>
<p>WTTG/WDCB  5151 Wisconsin Ave NW  Washington, DC. 20016  Murphy Baker  <a href="mailto:Murphy.Baker@foxtv.com">Murphy.Baker@foxtv.com</a></p>		<p>Broadcast Maintenance Tech, Locals Sales Manager, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator</p>
<p>WOFL/WOGX/WRBW  35 Skyline Dr  Lake Mary, FL. 32746  Iraida Morillo  <a href="mailto:Iraida.Morillo@foxtv.com">Iraida.Morillo@foxtv.com</a></p>		<p>Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator</p>
<p>KCPQ/KZJO(<i>as of March 2, 2020</i>)  1813 Westlake Ave N  Seattle, WA 98109  Tracey Rivers  Diana Pike  <a href="mailto:Tracey.Rivers@foxtv.com">Tracey.Rivers@foxtv.com</a>  <a href="mailto:Diana.pike@foxtv.com">Diana.pike@foxtv.com</a></p>		<p>Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator</p>
<p>WITI (<i>as of March 2, 2020</i>)  9001 N Green Bay Rd  Brown Deer, WI 53209</p>		<p>Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator</p>

<p>Sharming Nathan  <a href="mailto:Sharming.Nathan@foxtv.com">Sharming.Nathan@foxtv.com</a></p>		
<p>Indiana Hispanic Chamber  PO Box 20881  Indianapolis, IN 46220  <a href="mailto:Rdlr7225@aol.com">Rdlr7225@aol.com</a></p>		<p>Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator</p>
<p>National Association of Black Journalists-Chicago Chapter  P.O Box 11425  Chicago, IL. 60611  312-409-4495  <a href="mailto:Kp_chaney@yahoo.com">Kp_chaney@yahoo.com</a></p>		<p>Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator</p>
<p>Illinois Media School  530 S. State St.  Chicago, Illinois 60605  331-215-4733  <a href="mailto:rhiller@beonair.com">rhiller@beonair.com</a></p>		<p>Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator</p>
<p>Illinois Centers for Broadcasting  530 S State Street  Chicago, IL 60605  <a href="mailto:dclark@beonair.com">dclark@beonair.com</a></p>		<p>Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator</p>
<p>National Latino Education Institute  2011 West Pershing Rd  Chicago, IL. 60609  <a href="mailto:dsanchez@nlei.org">dsanchez@nlei.org</a></p>		<p>Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator</p>
<p>Chicago Urban League  4510 S. Michigan Ave.  Chicago, IL. 60653  <a href="mailto:awells@thechicagourbanleague.org">awells@thechicagourbanleague.org</a>  <a href="mailto:kloftis@chicagourbanleague.org">kloftis@chicagourbanleague.org</a></p>		<p>Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast</p>

		Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator
Chicago Women in Publishing PO Box 268107 Chicago, IL. 60626 <a href="mailto:info@cwip.org">info@cwip.org</a>		Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator
Emma Bowen Foundation 30 Rockefeller Plaza 1221 Avenue of the Americas New York, NY 10112 <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>		Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator
City of Chicago Mayor's Office of People with Disabilities 2102 W. Ogden Ave. Chicago, Illinois 60612 312-744-6673 <a href="mailto:Lavonzell.paige@cityofchicago.org">Lavonzell.paige@cityofchicago.org</a>		Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator
Japanese American Citizens League 5415 North Clark Street Chicago, IL 60640 <a href="mailto:byoshino@jacl.org">byoshino@jacl.org</a>		Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator
National Black MBA Association 1 East Wacker Dr., Suite 3500 Chicago, IL. 60601 <a href="mailto:hr@nbmbaa.org">hr@nbmbaa.org</a>		Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator
Rainbow Push Coalition 930 East 50th Street Chicago, IL. 60615 <a href="mailto:mmckinnonprice@rainbowpush.org">mmckinnonprice@rainbowpush.org</a>		Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast

		Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator
Skills for Chicagoland's Future 191 N. Wacker Dr. Ste 925 Chicago, IL. 60606 312-906-7200 <a href="mailto:dpoupard@skillsforchicagoland.com">dpoupard@skillsforchicagoland.com</a> <a href="mailto:tpcarter@skillsforchicagoland.com">tpcarter@skillsforchicagoland.com</a>		Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator
Organization of Chinese Americans 1322 18 <sup>th</sup> St., NW Washington D.C. 20036 <a href="mailto:oca@ocanational.org">oca@ocanational.org</a>		Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator
Native American Journalist Assoc. NAJA_OU Gaylord College 395 Lindsey St. Norman, OK 73019-4201 <a href="mailto:pamsilas@naja.com">pamsilas@naja.com</a>		Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator
Fort Wayne Urban League 2135 S Hanna St. Fort Wayne, IN 46803 <a href="mailto:rhamilton@fwurbanleague.org">rhamilton@fwurbanleague.org</a>		Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator
Aurora University 347 S. Gladstone Ave. Aurora, IL. 60506 <a href="mailto:career@aurora.edu">career@aurora.edu</a>		Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator
Roosevelt University 430 S. Michigan Ave. Chicago, IL. 60605 <a href="mailto:career@roosevelt.edu">career@roosevelt.edu</a>		Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast

		Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator
Northwestern University 633 Clark Street Evanston, IL. 60208 <a href="mailto:careerservices@northwestern.edu">careerservices@northwestern.edu</a>		Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer
Robert Morris College 401 S. State Street Chicago, IL.60605 <a href="mailto:careerservices@robertmorris.edu">careerservices@robertmorris.edu</a>		Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator
Southern Illinois University-Edwardsville State Route 157 Edwardsville, IL. 62026 <a href="mailto:careerdevelopment@siue.edu">careerdevelopment@siue.edu</a>		Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator
Southern Illinois University-Carbondale Woody Hall B204 Mail Code 4703 Carbondale, IL. 62901 <a href="mailto:careerservices@siu.edu">careerservices@siu.edu</a>		Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator
Northern Illinois University 220 Campus Life Bldg. DeKalb, IL. 60115 <a href="mailto:careerservices@niu.edu">careerservices@niu.edu</a>		Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator
Columbia College 623 S. Wabash Chicago, IL. 60605 Angela Sheridan <a href="mailto:asheridon@colum.edu">asheridon@colum.edu</a>		Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator

<p>Chicago State University 9501 S. King Drive Chicago, IL 60628 <a href="mailto:clist@csu.edu">clist@csu.edu</a></p>		<p>Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator</p>
<p>Howard University 2400 Sixth St. NW Washington, D.C. 20059 <a href="mailto:cedarrecruiting@howard.edu">cedarrecruiting@howard.edu</a></p>		<p>Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer</p>
<p>University of Chicago 5801 S Ellis Ave Chicago, IL 60637 <a href="mailto:bosworth@uchicago.edu">bosworth@uchicago.edu</a></p>		<p>Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator</p>
<p>Northeastern Illinois University 5500 North St. Louis Ave. Chicago, IL. 60625 <a href="mailto:T-blackwell@neiu.edu">T-blackwell@neiu.edu</a> <a href="mailto:e-blair@neiu.edu">e-blair@neiu.edu</a></p>		<p>Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator</p>
<p>University of Illinois – Chicago Office of Career Services 1200 West Harrison Street (M/C 099) Ste 3050 Chicago, IL. 60607 <a href="mailto:thy@uic.edu">thy@uic.edu</a> <a href="mailto:OCS@uic.edu">OCS@uic.edu</a> <a href="mailto:jlhayes@uillinois.edu">jlhayes@uillinois.edu</a></p>		<p>Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator</p>
<p>DePaul University 14 E Jackson Boulevard Chicago, IL 60604 <a href="mailto:career_center@depaul.edu">career_center@depaul.edu</a></p>		<p>Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer</p>
<p>Western Illinois University 1 University Circle Macomb, IL 61455 <a href="mailto:careers@wiu.edu">careers@wiu.edu</a></p>		<p>Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast</p>

		Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator
Eastern IL University 600 Lincoln Ave Charleston, IL 61920 <a href="mailto:careers@eiu.edu">careers@eiu.edu</a>		Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator
Loyola University 1032 W. Sheridan Rd Chicago, IL 60660 <a href="mailto:careercenter@luc.edu">careercenter@luc.edu</a>		Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer
Bradley University 1501 W Bradley Ave Peoria, IL 61625 <a href="mailto:jpesek@bradley.edu">jpesek@bradley.edu</a>		Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator
Illinois State University <a href="mailto:jdmarsh@illinoisState.edu">jdmarsh@illinoisState.edu</a> <a href="mailto:cdeblaey@ilstu.edu">cdeblaey@ilstu.edu</a>		Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator
Marquette University 1250 W. Wisconsin Ave Milwaukee, WI 53233 <a href="mailto:Charonda.oliphant@marquette.edu">Charonda.oliphant@marquette.edu</a>		Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator
Central Michigan University 1200 S. Franklin St Mount Pleasant, MI 48859 <a href="mailto:erik.simon@cmich.edu">erik.simon@cmich.edu</a>		Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator

<p>Wilberforce University 1055 N Bickett Rd Wilberforce, OH 45384 <a href="mailto:vjones@wilberforce.edu">vjones@wilberforce.edu</a></p>		<p>Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator</p>
<p>Handshake <a href="https://joinhandshake.com/">https://joinhandshake.com/</a> Northwestern University Howard University DePaul University Loyola</p>		<p>Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator</p>
<p>TV Jobs Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a></p>		<p>Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer, Anchor/Reporter, Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator</p>
<p>Illinois Jobs Link <a href="https://illinoisjoblink.illinois.gov/ada/r/">https://illinoisjoblink.illinois.gov/ada/r/</a></p>		<p>Broadcast Maintenance Tech, Director of Engineering, Account Executive, Producer, News Producer, Local Sales Assistant, General Assignment Reporter, Executive Producer, Sports Anchor / Reporter, Digital Content Creator</p>

\*\*\*Additional interviewees from other sources: (8) interviewees referred from Indeed; (5) interviewees referred from LinkedIn, (1) interviewee from Eatman Media Services\*\*\*

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.

- WPWR and WFLD open positions are posted together on the [www.fox32chicago.com](http://www.fox32chicago.com) website

**Section 3: Supplemental Outreach Activities – August 1, 2019 - July 31, 2020**

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

WFLD-32 / WPWR-50 participate in local and national career/job fairs. Job Fairs provide applicants and potential candidates with the opportunity to learn about Fox Television Stations, Inc. and the job opportunities and internship/mentoring programs available within the group. A list of job openings and station contact information is available upon request

WFLD/WPWR participated in the following job fairs during the reporting period:

- **The National Association of Black Journalists (NABJ) Career Fair:** August 7 – 9, 2019 – Miami, FL – Attended by Iris Sierra (HRD), Karen Bouldin (HRD), John Hoffman (VP/News Director).

- **The National Association of Hispanic Journalists (NAHJ) Career Fair:** September 5 -7, 2019 – San Antonio, TX – Attended by Tracey Rivers (HRD), Nicole Robles (HRD), Susan Schiller (VP/News Director), Pam Vaught (VP/News Director).
- **Howard University Career Fair:** October 25, 2019 – Washington, DC – Attended by Murphy Baker (HRD), Bonnie Yuen (HRD)
- **Chicago Urban League’s 2020 Citywide Career Fair:** June 17, 2020 – Virtual – Attended by Sharmng Nathan (HRD), Nora Keane (EA to GM), Julie Bednarek-Holk (EA to GM / HR Assistant).
- **Roosevelt University Virtual Career Fair:** June 25, 2020 – Virtual – Attended by Julie Bednarek-Holk (EA to GM / HR Assistant).
- **Emma Bowen Foundation Career Fair:** July 15, 2020 – Virtual – Attended by Fox Television Stations, LLC (HRDs).

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

**Staff Appearances and Community Involvement**

On-going 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 similar events.

- August 10, 2019: Bud Billiken Day Parade (Fox On Air Talent participated in the 88<sup>th</sup> annual back to school parade)
- September 1, 2019: Robbins Back to School Parade (Attended by Tia Ewing, Reporter - served as grand marshal)
- September 23, 2019: Northwestern University Alumni Career Summit (Attended by Parris Caffey, Account Executive served as panelist)
- October 17, 2019: Erie Neighborhood Charter School Opening Doors Fundraiser (Attended by Anthony Ponce, Talent - served as emcee)
- November 5, 2019: Lakeside Bank 3rd Annual “Women 1<sup>st</sup> Now We’re Cooking” fundraiser event (Attended by Sylvia Perez, Talent – served as host)
- February 22, 2020: Frances Xavier Warde School – Gala Services (Attended by Dawn Hasbrouck, Talent – served as emcee)
- March 7, 2020: St Ignatius College Prep – Gala Services (Attended by Dawn Hasbrouck, Talent – served as host)

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

**Internship Program**

WLFD Fox 32 & WPWR continues to offer an academic credit internship program for college/university, junior, senior and graduate students. Generally, internships are available in the following departments: News & Sports (Summer Only), Sales, Programming, Research and Creative Services (including Promotions and Marketing).

The objectives of the internship program are to:

- Provide students majoring in journalism, communications, and media & related disciplines the opportunity to receive on-site exposure to and training for experienced televisions broadcast professionals who are in job positions to which students aspire.

- Provide students majoring in journalism, communications, and media & related disciplines the opportunity to garner practical application experience and exposure to a work environment in their desired field.
- Identify graduating students for the Stations' job applicant pool for employment opportunities.
- Eligibility Criteria:
  - College juniors, seniors, and graduate students.
- Receipt of academic credit.

The internship program is overseen by the Director of Human Resources. In this reporting year, we had a total of 10 unpaid interns: News: 10 students (Summer Semester 2019)

We accepted students from Kansas State University, Georgetown University, South Dakota State University, Illinois State University, University of Arizona, Southern Illinois University, Ball State University, University of Nevada, Las Vegas, Indiana State University, Southern Methodist University.

**4. (vi) 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).**

The station reporters have aired stories regarding job interview techniques, helpful resume tips and interviews with local area recruiting experts.

WE STILL TEACH is a partnership between Chicago Teachers Union and Fox32/WPWR My50 to broadcast video lessons from Chicago teachers to bridge the digital divide throughout the Chicagoland area. *#WeStillTeach TV*. School children grades K-8 tuned in to Fox32/My50 for an hour of educational content from Chicago's teachers and entertainment made possible through the generosity of community partnerships with the Chicago Teachers Union.

**5. (v) Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.**

**Work Study Scholarship Programs – Emma L. Bowen Foundation for Minority Interest in Media, Inc.**

Established in 1989, the Emma L. Bowen Foundation for Minority Interest 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 salaries and matching 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 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 counsels
- Interested in pursuing a career in media

Emma L. Bowen Intern for the Summer 2019  
Northwestern Illinois University student

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

The station 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 employees to acquire the necessary skills and experience needed to be considered for advancement opportunities. In this reporting period, the station has trained 4 non-union employees to better prepare and be well suited for the following positions:

- Producer
- Talent
- Account Executive

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.

**On Air Notice:** Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request WFLD/WPWR to provide them with information about full-time openings at the station. Such requests must include the organization's name, mailing address, e-mail address if applicable, telephone number and contact person, and identify the category or categories of job openings for which it requests notices. Requests should be directed to Human Resources Director, 205 N. Michigan Ave., Chicago, IL. 60601. We appreciate your organization's help in publicizing our job openings! WFLD/WPWR is an Equal Opportunity Employer.