

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

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hire
NABET Technician	08/05/2019	www.fox32chicago.com 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	www.fox32chicago.com 205 N. Michigan Ave. Chicago, IL 60601
Producer	01/06/2020	www.fox32chicago.com 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	www.fox32chicago.com 205 N. Michigan Ave. Chicago, IL 60601
Local Sales Assistant	02/24/2020	www.fox32chicago.com 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	www.fox32chicago.com 205 N. Michigan Ave. Chicago, IL 60601
NABET Technician	03/30/2020	www.fox32chicago.com 205 N. Michigan Ave. Chicago, IL 60601
Sports Anchor/Reporter	04/17/2020	www.fox32chicago.com 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	www.fox32chicago.com 205 N. Michigan Ave. Chicago, IL 60601

Total Number of Persons Interviewed During Applicable Period: 72

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
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 Assignmen 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 www.fox32chicago.com	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 Christine.nohr@foxtv.com		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 Cynthia.smith@foxtv.com		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 Tonia.carter@foxtv.com denise.rosas@foxtv.com		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 Diana.pike@foxtv.com heather.hanson@foxtv.com		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 Heather.frascella@foxtv.com linda.distefano@foxtv.com		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 Iris.sierra@foxtv.com		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 janet.lardo@foxtv.com</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 Karen.bouldin@foxtv.com</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 Kate.ohara@foxtv.com</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 Lisa.cordes@foxtv.com</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 Nicole.robles@foxtv.com</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 Regina.davis@foxtv.com</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 Roselyn.barranda@foxtv.com</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 Tracey.rivers@foxtv.com</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 Adrienne.Pritchett@foxtv.com</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/WDCA 5151 Wisconsin Ave NW Washington, DC. 20016 Murphy Baker Murphy.Baker@foxtv.com</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 Iraida.Morillo@foxtv.com</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(as of March 2, 2020) 1813 Westlake Ave N Seattle, WA 98109 Tracey Rivers Diana Pike Tracey.Rivers@foxtv.com Diana.pike@foxtv.com</p>		<p>Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator</p>
<p>WITI (as of March 2, 2020) 9001 N Green Bay Rd Brown Deer, WI 53209</p>		<p>Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator</p>

Sharming Nathan Sharming.Nathan@foxtv.com		
Indiana Hispanic Chamber PO Box 20881 Indianapolis, IN 46220 Rdlr7225@aol.com		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 Association of Black Journalists-Chicago Chapter P.O Box 11425 Chicago, IL. 60611 312-409-4495 Kp_chaney@yahoo.com		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 Media School 530 S. State St. Chicago, Illinois 60605 331-215-4733 rhiller@beonair.com		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 Centers for Broadcasting 530 S State Street Chicago, IL 60605 dclark@beonair.com		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 Latino Education Institute 2011 West Pershing Rd Chicago, IL. 60609 dsanchez@nlei.org		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
Chicago Urban League 4510 S. Michigan Ave. Chicago, IL. 60653 awells@thechicagourbanleague.org kloftis@chicagourbanleague.org		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
Chicago Women in Publishing PO Box 268107 Chicago, IL. 60626 info@cwip.org		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 Sandra.rice@nbcuni.com		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 Lavonzell.paige@cityofchicago.org		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 byoshino@jacl.org		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 hr@nbmbaa.org		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 mmckinnonprice@rainbowpush.org		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 dpoupard@skillsforchicagoland.com tpcarter@skillsforchicagoland.com		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 th St., NW Washington D.C. 20036 oca@ocanational.org		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 pamsilas@naja.com		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 rhamilton@fwurbanleague.org		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 career@aurora.edu		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 career@roosevelt.edu		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 careerservices@northwestern.edu		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 careerservices@robertmorris.edu		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 careerdevelopment@siue.edu		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 careerservices@siu.edu		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 careerservices@niu.edu		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 asheridon@colum.edu		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

Chicago State University 9501 S. King Drive Chicago, IL 60628 clist@csu.edu		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
Howard University 2400 Sixth St. NW Washington, D.C. 20059 cedarrecruiting@howard.edu		Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer
University of Chicago 5801 S Ellis Ave Chicago, IL 60637 bosworth@uchicago.edu		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
Northeastern Illinois University 5500 North St. Louis Ave. Chicago, IL. 60625 T-blackwell@neiu.edu e-blair@neiu.edu		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
University of Illinois – Chicago Office of Career Services 1200 West Harrison Street (M/C 099) Ste 3050 Chicago, IL. 60607 thy@uic.edu OCS@uic.edu jilhayes@uillinois.edu		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
DePaul University 14 E Jackson Boulevard Chicago, IL 60604 career_center@depaul.edu		Broadcast Maintenance Tech, Locals Sales Manager, Director Engineering, Account Executive, Producer, Anchor/Report, News Producer, Local Sales Assistant, Executive Producer
Western Illinois University 1 University Circle Macomb, IL 61455 careers@wiu.edu		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
Eastern IL University 600 Lincoln Ave Charleston, IL 61920 careers@eiu.edu		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 careercenter@luc.edu		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 jpesek@bradley.edu		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 jdmarsh@illinoisState.edu cdeblaey@ilstu.edu		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 Charonda.oliphant@marquette.edu		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 erik.simon@cmich.edu		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

Wilberforce University 1055 N Bickett Rd Wilberforce, OH 45384 vjones@wilberforce.edu		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
Handshake https://joinhandshake.com/ Northwestern University Howard University DePaul University Loyola		Broadcast Maintenance Tech, Sports Anchor/Reporter, Executive Producer, Digital Content Creator
TV Jobs Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 admin@tvjobs.com		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 Jobs Link https://illinoisjoblink.illinois.gov/ada/r/		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

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 website

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

- (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 88th 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 1st 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.