



FOX 5/WNYW

&



MY 9/WWOR-TV

Annual EEO Public File Report

**Coverage Period:
February 1, 2021 – January 31, 2022**

FOX 5/WNYW & MY 9/WWOR-TV **RECRUITMENT SUMMARY INFORMATION**

Coverage Period: February 1, 2021 to January 31, 2022

Station's Comprising Station Employment Unit: WNYW-FOX 5 & WWOR-TV-MY 9

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Recruitment Source of Hire	Date of Hire
Director of Finance	Agency	03/11/21
Broadcast Maintenance Engineer – union position	Referral	03/15/21
OTT FLX Account Executive	Referral	06/07/21
News Photographer – union position	Internal Posting	07/12/21
OTT Regional Sales Manager	LinkedIn	07/26/21
Director of Engineer	Internal Posting	09/20/21
HVAC Building Maintenance Engineer – union position	Fox Careers Website	09/21/21
Sales Coordinator	Internal Posting	11/01/21
News Photographer/Editor – union position	Internal Posting	11/08/21
Promotions Producer	Fox Careers Website	11/17/21
HVAC Building Maintenance Engineer – union position	Fox Careers Website	01/10/22

Total Number of Persons Interviewed During Applicable Period: 107

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
Internal Job Postings Workday Career Section FTS Stations	14	Director of Finance Broadcast Maintenance Engineer OTT FLX Account Executive News Photographer/Editor (2) OTT/CTV Regional Sales Manager HVAC Building Maintenance Engineer (2) Director of Engineering Sales Coordinator Promotions Producer
FOX Careers Website www.foxcareers.com	44	Director of Finance Broadcast Maintenance Engineer OTT FLX Account Executive News Photographer/Editor (2) OTT/CTV Regional Sales Manager HVAC Building Maintenance Engineer (2) Director of Engineering Sales Coordinator Promotions Producer
MINORITY & WOMEN'S ORGANIZATIONS		
American Corporate Partners – ACP (Veterans Program) Samantha Laszlo 400 Madison Avenue, Suite 7A New York, NY 10017 info@acp-usa.org		Broadcast Maintenance Engineer News Photographer/Editor (2) OTT/CTV Regional Sales Manager Director of Engineering Promotions Producer
National Association of Hispanic Journalists (NAHJ) Carmen Cuisdao Cec2177@caa.columbia.edu		
NY Association of Black Journalists (NYABJ) president@nyabj.org		

<p>NYS Dept. of Commerce Minority & Women's Business Dev. 633 Third Avenue, 33rd Floor New York, NY 10017 mwbecertification@esd.ny.gov</p>		<p>Broadcast Maintenance Engineer News Photographer/Editor (2) OTT/CTV Regional Sales Manager HVAC Building Maintenance Engineer (2) Director of Engineering Sales Coordinator Promotions Producer</p>
<p>National Association of Asian American Professionals Knickerbocker Station P.O. Box 772 New York, New York 10002 info@naaap.org</p>		
<p>National Hispanic Business Group 45 West 21st Street – Suite 6D New York, NY 10010 info@nhbg.org</p>		<p>Broadcast Maintenance Engineer News Photographer/Editor (2) OTT/CTV Regional Sales Manager Sales Coordinator Promotions Producer</p>
<p>National Society of Black Engineers c/o Women in Science & Engineering wisedirector@nsbe.org</p>		<p>Broadcast Maintenance Engineer News Photographer/Editor (2) OTT/CTV Regional Sales Manager HVAC Building Maintenance Engineer (2) Director of Engineering Sales Coordinator Promotions Producer</p>
<p>National Association of Black Journalists P.O. Box 10 728 Flatbush Avenue Brooklyn, NY 11238 president@nabj.org jlwooten@nabj.org dbrooking@nabj.org</p>		<p>Broadcast Maintenance Engineer News Photographer/Editor (2) OTT/CTV Regional Sales Manager HVAC Building Maintenance Engineer (2) Director of Engineering Sales Coordinator Promotions Producer</p>
<p>New York Women in Communications 355 Lexington Avenue, 15th Floor New York, NY 10017 info@nywici.org</p>		<p>Broadcast Maintenance Engineer News Photographer/Editor (2) OTT/CTV Regional Sales Manager HVAC Building Maintenance Engineer (2) Director of Engineering Sales Coordinator Promotions Producer</p>

COLLEGES & UNIVERSITIES

Lehman College
Career Services Center
250 Bedford Park Blvd. West
Bronx, NY 10468
Nancy.cintron@lehman.cuny.edu

Broadcast Maintenance Engineer
News Photographer/Editor (2)
OTT/CTV Regional Sales Manager
HVAC Building Maintenance Engineer (2)
Director of Engineering
Sales Coordinator
Promotions Producer

Hunter College
Room 805 East
New York, NY 10021
career@hunter.cuny.edu

Broadcast Maintenance Engineer
News Photographer/Editor (2)
OTT/CTV Regional Sales Manager
Director of Engineering
Promotions Producer

St. John's University
8000 Utopia Parkway,
Queens, NY 11439
gonzalep@stjohns.edu

Broadcast Maintenance Engineer
News Photographer/Editor (2)
OTT/CTV Regional Sales Manager
HVAC Building Maintenance Engineer (2)
Director of Engineering
Sales Coordinator
Promotions Producer

Brooklyn College
Journalism Director
2900 Bedford Avenue
Brooklyn, NY 11210
nataliag@brooklyn.cuny.edu

Broadcast Maintenance Engineer
News Photographer/Editor (2)
OTT/CTV Regional Sales Manager
HVAC Building Maintenance Engineer (2)
Director of Engineering
Sales Coordinator
Promotions Producer

Queensborough Community College
Director of Career Services
222-06 56th Avenue
Bayside, NY 10013
Constance Peluso
careerservices@qcc.cuny.edu

INDUSTRY, TRADES, JOB BOARDS

New Jersey State Job Bank
John Fitch Plaza
Trenton, NJ 08625
Patricia Moran
workforce@dol.nj.gov

Broadcast Maintenance Engineer
News Photographer/Editor (2)
OTT/CTV Regional Sales Manager
HVAC Building Maintenance Engineer (2)
Director of Engineering
Sales Coordinator
Promotions Producer

New York State Dept. of Labor Business Services-NYC Region 9 Bond Street, 4 th Floor Brooklyn, NY 11201 718-613-3491 Michael Caputo Michael.caputo@labor.ny.gov Nyc.jobbank@labor.ny.gov		Broadcast Maintenance Engineer News Photographer/Editor (2) OTT/CTV Regional Sales Manager HVAC Building Maintenance Engineer (2) Director of Engineering Sales Coordinator Promotions Producer
City of East Orange Division of Employment, Training, Workforce Development 143 New Street, 2 nd Floor East Orange, NJ 07017 Ladonna.johns@eastorange-nj.gov		Broadcast Maintenance Engineer News Photographer/Editor (2) OTT/CTV Regional Sales Manager HVAC Building Maintenance Engineer (2) Director of Engineering Sales Coordinator Promotions Producer

In addition to the recruitment resources listed above, we also 21 from Indeed, 13 from LinkedIn, 1 from ExecuSearch Agency, 8 from Employee Referrals, 1 from Other Organizations, 3 from Local 30 I.O.U.E and 2 from Career Builder.

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.

All FOX O&O Human Resources Station Contacts:

KTTV/KCOP-TV 1999 S. Bundy Drive Los Angeles, CA 90025 Denise.Rosas@fox.com	WFLD/WPWR-TV 205 N. Michigan Avenue Chicago, IL 60601 Shartrise.Dixon@fox.com	WTFX-TV 330 Market Street Philadelphia, PA 19106 Adrienne.Pritchett@fox.com
KDFW/KDFI 400 N. Griffin Street Dallas, TX 75202 Nicole.Robles@fox.com	WAGA-TV 1551 Briarcliff Road, NE Atlanta, GA 30306 Regina.Davis@fox.com	KRIV/KTXH 4261 Southwest Freeway Houston, TX 77027 Tracey.Rivers@fox.com
WJBK 16550 W. Nine Mile Road Southfield, MI 48075 Cyntyhia.Smith@fox.com	KSAZ-TV/KUTP 511 W. Adams Street Phoenix, AZ 85003 Heather.Hanson@fox.com	WTTG/WDCA 7272 Wisconsin Avenue Washington, DC 20016 Murphy.Baker@fox.com
KMSP-TV/WFTC 11358 Viking Drive Eden Prairie, MN 55344 Kate.O'Hara@fox.com	WOFL/WRBW/WOGX 35 Skyline Drive Lake Mary, FL 32746 Iraida.Morillo@fox.com	KTBC 119 E. 10 th Street Austin, TX 78701 Lisa.Cordes@fox.com
WITI 90001 N. Green Bay Road Milwaukee, WI 53209 Julie.Bednarek@fox.com	KTVU/KICU-TV 2 Jack London Square Oakland, CA 94607 Chris.Nohr@fox.com	FOX Stations Sales 205 East 67 th Street New York, NY 10065 Bonnie.Yuen@fox.com
WTVT 3213 W. Kennedy Blvd. Tampa, FL Iris.Sierra@fox.com	TVHO 215 East 67 th Street New York, NY 10065 Heather.Frascella@fox.com	KCPQ/KZJO 1813 Westlake Avenue, N. Seattle, WA 98109 Colleen.Scanlon@fox.com

It is the general practice to list all open positions on the WNYW and WWOR station websites in addition to the Fox careers website.

www.fox5ny.com
www.my9nj.com
www.foxcareers.com

Section 3: Supplemental Outreach Activities

1. (i) Participation in at least four (4) 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. Career/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. FOX Television Stations, WNYW/WWOR-TV Human Resources and other management staff regularly participate in local and national conferences sponsored by minority and/or women's organizations. During the review period, such events included:

- Syracuse University Spring 2021 Virtual Newhouse Recruitment Collective – Held on April 29, 2021. Attended by FTS Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Murphy Baker (WTTG/WDCA) and Iraidia Morillo (WOFL/WRBW/WOGX). Recruitment for all FTS O&O's.
- T. Howard Foundation Virtual Coaching & Networking – Held on May 26, 2021. Attended by FTS Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Roselyn Barranda (WNYW/WWOR), and Nicole Robles (KDFW/KDFI). Recruitment for all FTS O&O's.
- Emma Bowen Foundation Minority Interests in Media Virtual Conference & Career Fair – Held on June 30, 2021. Attended by FTS Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Roselyn Barranda (WNYW/WWOR), Iraidia Morillo (WOFL/WRBW/WOGX), Nicole Robles (KDFW/KDFI), Heather Hanson (KSAZ/KUTP), and Lily Kanigher (FTS HR Trainee). Recruitment for all FTS O&O's.
- Association of Black Journalists (NABJ) Virtual Convention & Career Fair - Held on August 18, 2021 – August 20, 2021. Attended by FTS HR Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Roselyn Barranda (WNYW/WWOR), Tracey Rivers (KRIV/KTXH), Regina Davis (WAGA), Iraidia Morillo (WOFL/WRBW/WOGX), Nicole Robles (KDFW/KDFI), Heather Hanson (KSAZ/KUTP), Kate O'Hara (KMSP/WFTC), Adrienne Pritchett (WTXF) and VP News Directors Byron Harmon (WNYW/WWOR), John Hoffman (WTVT), Jim Driscoll (WTXF), Erica Hill (KTTV), Asst. News Director Emad Asghar (WNYW/WWOR). Recruitment for all FTS O&O's.
- Asian American Journalists Association (AAJA) Virtual Convention – Held on August 25, 2021 – August 27, 2021. Attended by FTS HR Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Roselyn Barranda (WNYW/WWOR-TV), Regina Davis (WAGA), Iraidia Morillo (WOFL/WRBW/WOGX), Heather Hanson (KSAZ/KUTP), Adrienne Pritchett (WTXF-TV), Murphy Baker (WTTG/WDCA) and VP News Directors Byron Harmon (WNYW/WWOR-TV), Paul McGonagle (WTTG/WDCA), Erica Hill (KTTV). Recruitment for all FTS O&O's.

- Temple University Virtual Career Fair – Held on October 20, 2021. Attended by HR Directors Adrienne Pritchett (WTFX-TV), Bonnie Yuen (FSS) and VP News Director Jim Driscoll (WTFX-TV). Recruitment for all FTS O&O's.

Section 3: Supplemental Outreach Activities continued.

2. **(iv) Participation in at least four (4) events, sponsored by organizations representing groups in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.**

WNYW/WWOR-TV are 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. During this reporting period, the Station participated in various community affairs programs and events:

- Fair Media Council Folio Awards; via Zoom; Dari Alexander participated – April 23, 2021
- Emma Bowen Foundation Minority Interests in Media Virtual Conference; Malachy Williams, Sales Promotion/Marketing Producer participated in the Emma Bowen Ad Sales Panel – June 28, 2021
- 47th Annual Harlem Week Festival – FOX 5 served as a media partner and hosted several virtual events, hosted by Lori Stokes; including virtual discussions on "Systemic Racism & It's Overall Devastating Impact," moderated by Arthur Chi'en – August 8-15, 2021
- New Jersey Hall of Fame – My9 served as a media partner of the NJ Hall of Fame honoring citizens who have made invaluable contributions to society, the State of New Jersey and the world beyond – October 16, 17, 12, 24, 2021.

Section 3: Supplemental Outreach Activities continued.

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

Internship Program

FOX 5/WNYW and MY 9/WWOR-TV have an ongoing Internship program for college juniors and seniors majoring in broadcast communications and/or journalism as well as other areas. Individuals have the opportunity to learn from trained professionals in various departments, including News, Good Day New York, Community Affairs, Sales, Sports, Creative Services, FOX Stations Sales and Human Resources. Candidates must be eligible to receive academic credit in order to be eligible for the program.

WNYW and WWOR-TV provided an internship to 1 student for academic credit during the semester in the Summer of 2021, which was limited due to the global Covid-19 pandemic. The student interned in Human Resources. The internship included a student from Tulane University.

Section 3: Supplemental Outreach Activities continued.

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).**

Fountain House Transitional Employment Program

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

The Station currently employs two (2) individuals from the program.

Section 3: Supplemental Outreach Activities continued.

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

The Stations also participate regularly in career mentoring and scholarship programs at schools and universities. Examples of such events during the period above include:

- **Emma L. Bowen Foundations for Minority Interests in Media**
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 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 student 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.

As a result of WNYW & WWOR-TV's participation as a Media Partner in the program, many students have obtained training and staff jobs as well as funding for their college and university education. The program was limited this period due to the global Coronavirus pandemic.

Additionally, Emma Bowen Board Advisory Meetings are held throughout the year to discuss efforts on hiring EBF students after graduation and leadership development programs for rising seniors. Meetings were held via conference on April 28, 2021 and May 11, 2021.

Section 3: Supplemental Outreach Activities continued.

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

WNYW and WWOR-TV encourage 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. The Station has trained and promoted internally from the following programs:

Six Month Training Program

FOX 5/WNYW and MY 9/WWOR-TV offer a hands-on Six Month Training Program for college graduates interested in obtaining valuable experience in the various fields of Television Broadcasting. This training program requires no previous broadcast work experience, thereby, when the six-months training period is completed, the goal is to provide the trainee with the prerequisite skills to acquire an entry-level position in the broadcasting field.

The Six Month Training Program is offered in various departments, including News, Good Day New York and Production/Engineering. The program was limited to only one (1) trainee in Good Day New York this period due to the global Coronavirus pandemic.

Sales Training Program

FOX Stations Sales, an in-house sales organization maintains a program to train new Account Executives with the overall goal of providing an internal pool of talent for future Account Executive positions within FOX Television Stations and FOX Stations Sales. This program consists of both coursework and hands-on training. Station participation is active during the program through various workshop sessions and training meetings. At the end of the program, individuals are assigned to Stations and sales offices throughout the United States. Elizabeth Pritchard, FSS VP of Training & Development & Bonnie Yuen, FSS HR Director oversee this program.

Graduates from the program this year were assigned to FOX Stations Sales teams in New York (1), Miami (1), Los Angeles (1), Philadelphia (1) and WTTG station in Washington, DC (1).

Additional Department Training Opportunities

During this reporting period, the Stations provided training for employees in various departments:

Sales Department

- Quarterly Traffic and Revenue Review – Ongoing for all FTS Sales, Traffic, GM and Finance personnel to discuss digital revenues and traffic.
- Cyber Security-Preparing for a Cyber Attack – Ongoing best practices and training for all sales personnel

Finance Department

- Project Coupa – Workday Financials and finance processes for all Finance, Accounts Payable, managers, users and approver trainings – July 8-15, 2021

Human Resources Department

- Workday Weekly Training Video Calls – Ongoing for all FTS HR Directors to review and implement HR work processes and system updates.
- Weekly HR Support Calls – Ongoing for all FTS HR Directors in supporting colleagues with implementing work processes and station updates during the Covid pandemic and current events.
- HR Seminar “New York and California Employment Law 2020 Year-in-Review” – February 19, 2021 for all HR Directors within FOX groups.
- FOX Inclusion: How the Incoming Administration Changes How We Talk About Diversity in the Workplace Session – February 22, 2021 for all Employees.
- FOX Human Resources Conference 2021 – July 19-22, 2021 for all HR Directors within FOX groups. Session Topics included:
 - Early Career Development
 - New Hire Experience
 - Employee Recognition
 - Company Updates from John Nallen
 - Navigating the Pandemic Aftermath & Return to Office
 - Diversity Recruiting
 - What’s New in Employment Law
 - Upskilling – The Impact of Covid on America’s Tomorrow-Ready Workforce
 - Campus Programming
 - Culture Change & How to Create an Inclusive Culture
 - Emma Bowen Foundation Partnership
 - Learning & Development Custom Solutions
 - Return to Office/Questions
- HR Seminar “2022 NY & CA Employment Law Developments Seminar” - February 19, 2021 for all HR Directors within FOX groups.

- Workday Learning & Development Training - FOX Corporation offers Online Learning and Development Courses available for all employees. Several course sessions this reporting period included: "Microsoft Office Excel" and "Microsoft Office Outlook" Tips & Tricks.
- Workday Learning & Development Training – Ongoing additional programs available for all employees include: "LinkedIn Learning," "Mentor Match," and "Harvard Business Mentor."
- FOX Corporation Compliance Training – Ongoing yearly for all staff employees on "Annual Compliance Certification," "Anti-Bribery and Anti-Corruption," "Cyber Security-Phishing," "Identifying Phishing Attempts," "Anti-Trust Basics," "Employee Safety Orientation," "In-person Inclusion and Harassment Prevention Training for New York."

News Digital Department

- YouTube Syndication & Best Practices Training – February 25, 2021 for Luke Funk, Digital Content Director
- Adobe Analytics Training & Review – May 12-14, 2021 & August 12, 2021 for Luke Funk, Digital Content Director
- Megaphone Product – August 11, 2021 for Luke Funk, Digital Content Director

News Department

- Ongoing Training for Line Producers to fill-in as Executive Producers and management training.

Facilities Department

- Building Link Trainings – June 15-16, 2021 for all HVAC and Custodial staff for facilities systems processes and efficiencies.

Engineering Department

- Coupa Training – June 21-23, 2021 for purchase orders and Engineering capital projects
- Tanium Endpoint Management – July 22, 2021 for all Maintenance Engineers and Engineering Managers.

In addition, the Station continues to provide training and certifications for various Station personnel appointed as Fire Safety Directors and Emergency Action Plan Directors, as required by New York State Fire Department. In addition to Active Shooter Trainings held via zoom on October 25-28, 2021.