

Annual EEO Public File Report
WOFL/WRBW/WOGX IS AN EQUAL OPPORTUNITY EMPLOYER

Coverage Period: October 1, 2019 – September 30, 2020[illegible]

Station's Comprising Station Employment Unit: WOFL/FOX35, WRBW/Fox35PLUS/My65 – Orlando, FL & WOGX/FOX51 – Ocala/Gainesville, FL

Total Number of Persons Interviewed During Applicable Period: 182

FOX35Orlando.com, WRBW.com and WOGX.com serve the community by providing Central Floridians with the latest news, weather, and traffic information including breaking news, severe weather alerts and traffic jams. Through this vital and active tool, news and information is widely disseminated. Station information available on the website includes: internship program and the employment opportunities listing. In addition, the website also has direct links to many national sites. FOX35Orlando.com, WRBW.com and WOGX.com attract over 4.0 million page views and approximately 2 million unique visitors per month.

Section 2: Recruitment Source Information

Recruitment Source (Company, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During this Period (If Any)	Full-time Positions For Which Source Was Utilized
Station Websites www.fox35orlando.com www.my65orlando.com www.wogx.com 35 Skyline Drive Lake Mary, FL 32746 E. Rosen (407) 942-8019	19	1-VP News, 2-Video Editor, 3-Producer, 4-Multi-Media Journalist, 5-Associate Producer, 6-Executive Producer, 7-Senior Producer, 8-Assistant News Director, 9-Video Editor, 10-Producer, 11-Account Executive, 12-Producer, 13-Producer, 14-Assignment Editor, 15-Newscast Director, 16-Production Technician, 17-News Photographer, 18-Weather Anchor
Fox News Channel New York, NY D. Collins (212) 301-5043 www.foxnews.com	1	1-VP News, 2-Video Editor, 3-Producer, 4-Multi-Media Journalist, 5-Associate Producer, 6-Executive Producer, 7-Senior Producer, 8-Assistant News Director, 9-Video Editor, 10-Producer, 11-Account Executive, 12-Producer, 13-Producer, 14-Assignment Editor, 15-Newscast Director, 16-Production Technician, 17-News Photographer, 18-Weather Anchor
Academy of Radio & TV Broadcasting 16052 Beach Blvd #263 Huntington Beach, CA 92647 714-842-0100 Doreen@arbradio.com		1-VP News, 2-Video Editor, 3-Producer, 4-Multi-Media Journalist, 7-Senior Producer, 12-Producer
www.foxcareers.com	47	All Positions
Bethune Cookman College Mass Communications Dept Career Placement Center 640 Mary McLeod Blvd Daytona Beach, FL 32114 bonnerd@cookman.edu		
Joe LaBarbara Bethune Cookman College Fine Arts Bldg. – Mass Communications 640 Mary McLeod Blvd. Daytona Beach, FL 32114		1-VP News, 2-Video Editor, 3-Producer, 4-Multi-Media Journalist, 7-Senior Producer, 8-Assistant News Director, 11-Account Executive, 12-Producer, 13-Producer, 14-Assignment Editor, 15-Newscast Director
Boston University School of Mgmt* Career Center 595 Commonwealth Avenue #123 Boston, MA 02215 careers@bu.edu irogers@bu.edu		1-VP News, 2-Video Editor, 3-Producer, 4-Multi-Media Journalist, 7-Senior Producer, 12-Producer
Central Florida Employment Council P. Weir 450 Seminole Blvd Casselberry, FL 32707 cfec@cfec.org		1-VP News, 2-Video Editor, 4-Multi-Media Journalist, 7-Senior Producer, 8-Assistant News Director, 11-Account Executive, 12-Producer, 13-Producer, 14-Assignment Editor, 15-Newscast Director, 17-News Photographer
Central Orlando/Florida Urban League G. Gilzean / J. Maceo 2804 Belco Drive Orlando, FL 32804 407-841-7654 x 331 ggilzean@cful.org / jmaceo@cful.org		1-VP News, 2-Video Editor, 4-Multi-Media Journalist, 7-Senior Producer, 8-Assistant News Director, 11-Account Executive, 12-Producer, 13-Producer, 14-Assignment Editor, 15-Newscast Director, 17-News Photographer

Daytona State College Career Services 1200 W International Speedway Daytona Beach, FL 32114 386-506-3000 x 3559 careerservices@daytonastate.edu		8-Assistant News Director, 11-Account Executive, 13-Producer, 14-Assignment Editor, 15-Newscast Director, 17-News Photographer
Eckerd College Career Services 4200 – 54th Avenue South St Petersburg, FL 33711 727-867-1166 fogartkm@eckerd.edu nordbemb@eckerd.edu fogartkm@eckerd.edu		1-VP News, 2-Video Editor, 4-Multi-Media Journalist, 7-Senior Producer, 8-Assistant News Director, 11-Account Executive, 12-Producer, 13-Producer, 14-Assignment Editor, 15-Newscast Director, 17-News Photographer
F.I.R.S.T. Institute* A Alvarez 2309 Silver Star Road Orlando, FL 32804 407-316-8310 x 1112 Alfonso.alvarez@first.edu Niccole-ostroff-bologna@first.edu		1-VP News, 2-Video Editor, 3-Producer, 4-Multi-Media Journalist, 7-Senior Producer, 8-Assistant News Director, 11-Account Executive, 12-Producer, 13-Producer, 14-Assignment Editor, 15-Newscast Director, 17-News Photographer
Florida A&M University Ranata Hughes 510 Orr Drive, Room 438 Tallahassee, FL 32307-412-6587 Ranata.hughes@famou.edu		1-VP News, 2-Video Editor, 3-Producer, 4-Multi-Media Journalist, 7-Senior Producer, 8-Assistant News Director, 11-Account Executive, 12-Producer, 13-Producer, 14-Assignment Editor, 15-Newscast Director, 17-News Photographer
Florida Association of Broadcasters L Varn 201 S Monroe Street #201 Tallahassee, FL 32301 850-681-6444 lvvarn@fab.org intern@fab.org		8-Assistant News Director, 11-Account Executive, 12-Producer, 13-Producer, 14-Assignment Editor, 15-Newscast Director, 17-News Photographer
Florida State University Department of Communications N Hinson-Turner / M Ealey 356 Dittenbaugh Tallahassee, FL 32306-2064 Natashia.turner@cci.fsu.edu Mary.ealey@cci.fsu.edu		1-VP News, 2-Video Editor, 3-Producer, 4-Multi-Media Journalist, 7-Senior Producer, 8-Assistant News Director, 11-Account Executive, 12-Producer, 13-Producer, 14-Assignment Editor, 15-Newscast Director, 17-News Photographer
Full Sail D Severson 3300 University Blvd Winter Park, FL 32792 407-551-2037 x 5615 dseversin@fullsail.com toberdick@fullsail.com	2	1-VP News, 2-Video Editor, 3-Producer, 4-Multi-Media Journalist, 7-Senior Producer, 8-Assistant News Director, 11-Account Executive, 12-Producer, 13-Producer, 14-Assignment Editor, 15-Newscast Director, 17-News Photographer
George Mason University* Department of Communications Beth Jannery, Robinson A, 121A 4400 University Drive, MS 3DG Fairfax, VA 22030 860-798-2847 Bjannery@gmu.edu		1-VP News, 2-Video Editor, 3-Producer, 4-Multi-Media Journalist, 7-Senior Producer, 8-Assistant News Director, 11-Account Executive, 12-Producer, 13-Producer, 14-Assignment Editor, 15-Newscast Director, 17-News Photographer

<p>Goodwill Industries of Central FL*</p> <p>Orlando Self-Sufficiency Job Center</p> <p>7531 Orange Blossom Trail</p> <p>Orlando, FL 32809</p> <p>iclas@goodwillfl.org</p> <p>kcarrier@goodwillcfl.org</p> <p>flopez@goodwillcfl.org</p>		<p>1-VP News, 2-Video Editor, 4-Multi-Media Journalist, 7-Senior Producer, 8-Assistant News Director, 11-Account Executive, 12-Producer, 13-Producer, 14-Assignment Editor, 15-Newscast Director, 17-News Photographer</p>
<p>Goodwill Industries of Central FL*</p> <p>Leesburg Self-Sufficiency Job Center</p> <p>10601-C8 US Highway 441</p> <p>Leesburg, FL 34788</p> <p>407-235-1500</p> <p>kcarrier@goodwillfl.org</p> <p>swilliams@goodwillcfl.org</p>		<p>1-VP News, 2-Video Editor, 3-Producer, 4-Multi-Media Journalist, 7-Senior Producer, 8-Assistant News Director, 11-Account Executive, 12-Producer, 13-Producer, 14-Assignment Editor, 15-Newscast Director, 17-News Photographer</p>
<p>Hispanic Chamber of Commerce of Cent FL</p> <p>3201 E Colonial Drive #A20</p> <p>Orlando, FL 32803</p> <p>407-428-5870</p> <p>info@hispanicchamber.net</p> <p>ssanchez@hispanicchamber.net</p>		<p>1-VP News, 2-Video Editor, 4-Multi-Media Journalist, 7-Senior Producer, 8-Assistant News Director, 11-Account Executive, 12-Producer, 13-Producer, 14-Assignment Editor, 15-Newscast Director, 17-News Photographer</p>
<p>Keiser College</p> <p>L Carr</p> <p>1800 Business Park Blvd</p> <p>Daytona Beach, FL 32114</p> <p>386-274-5060</p> <p>lcarr@keiseruniversity.edu</p>		<p>1-VP News, 2-Video Editor, 3-Producer, 4-Multi-Media Journalist, 7-Senior Producer, 12-Producer</p>
<p>Media Recruiter</p> <p>9457 S University Blvd #303</p> <p>Highlands Ranch, CO 80126</p> <p>Art Scott</p> <p>303-400-5150</p> <p>art@MediaRecruiter.com</p>		<p>1-VP News, 2-Video Editor, 4-Multi-Media Journalist, 7-Senior Producer, 8-Assistant News Director, 11-Account Executive, 12-Producer, 13-Producer, 14-Assignment Editor, 15-Newscast Director, 17-News Photographer</p>
<p>Medialine</p> <p>1209 Wood Valley Road</p> <p>Augusta, GA 30909</p> <p>Rich Everitt</p> <p>706-364-7564</p> <p>www.medialine.com</p> <p>medialine@medialine.com</p>		<p>1-VP News, 2-Video Editor, 4-Multi-Media Journalist, 7-Senior Producer, 12-Producer</p>
<p>Rollins College</p> <p>Center for Career and Life Planning</p> <p>Kathleen W. Rollins Hall – 1st Floor</p> <p>1000 Holt Avenue</p> <p>Winter Park, FL 32789</p> <p>407-646-2000</p> <p>careercenter@rollins.edu</p> <p>dcordova@rollins.edu</p>		<p>8-Assistant News Director, 11-Account Executive, 12-Producer, 13-Producer, 14-Assignment Editor, 15-Newscast Director, 17-News Photographer</p>
<p>Medill/Northwestern University*</p> <p>Jerry Donahue, Career Services</p> <p>1845 Sheridan Road</p> <p>Evanston, IL 60208</p> <p>847-467-1598</p> <p>John.donahue1@northwestern.edu</p>		<p>1-VP News, 2-Video Editor, 3-Producer, 4-Multi-Media Journalist, 7-Senior Producer, 12-Producer</p>

National Association of Black Journalists Tampa Bay Regional Chapter 490 – 1 st Avenue South St Petersburg, FL 33701 727-893-8521 digdog@aol.com		1-VP News, 2-Video Editor, 4-Multi-Media Journalist, 7-Senior Producer, 12-Producer
National Association of Black Journalists South Florida Regional Chapter One Herald Plaza Miami, FL 33132 954-764-7026 x 3596 info@suzettespeaks.com Gabriel.juand@gmail.com	3	1-VP News, 2-Video Editor, 4-Multi-Media Journalist, 7-Senior Producer, 12-Producer
Pacific Asian Consortium in Employ – PACE Human Resources 1541 Wilshire Blvd #407 Los Angeles, CA 90017 213-353-3982 x 211 esoohoo@westlake-worksource.org		1-VP News, 2-Video Editor, 4-Multi-Media Journalist, 7-Senior Producer, 12-Producer
Seminole State College Career Placement Center Sanford, FL 32773 407-708-4512 careerdev@seminolestate.edu fergusonn@seminolestate.edu www.seminolestate.joinhandshake.com		1-VP News, 2-Video Editor, 3-Producer, 4-Multi-Media Journalist, 7-Senior Producer, 8-Assistant News Director, 11-Account Executive, 12-Producer, 13-Producer, 14-Assignment Editor, 15-Newscast Director, 17-News Photographer
State of Florida Division of Vocational Rehab 3555 Maguire Blvd #205 Orlando, FL 32803 407-897-2725 Nancy.pritchard@vr.fldoe.org		1-VP News, 2-Video Editor, 4-Multi-Media Journalist, 7-Senior Producer, 8-Assistant News Director, 11-Account Executive, 12-Producer, 13-Producer, 14-Assignment Editor, 15-Newscast Director, 17-News Photographer
Stetson University R Kazmarek, Director 421 N Woodland Blvd #8395 Deland, FL 32723 386-822-7315 career@stetson.edu		1-VP News, 2-Video Editor, 3-Producer, 4-Multi-Media Journalist, 7-Senior Producer, 8-Assistant News Director, 11-Account Executive, 12-Producer, 13-Producer, 14-Assignment Editor, 15-Newscast Director, 17-News Photographer
Suncoast Chapter of NATAS Suncoast Emmy – Karla McDonald P.O. Box 840738 Pembroke Pines, FL 33084 954-322-3171 emmysuncoast@gmail.com		1-VP News, 2-Video Editor, 4-Multi-Media Journalist, 7-Senior Producer, 12-Producer
TV Jobs Employment Bulletin Board M Holloway PO Box 4116 Oceanside, CA 92052 877-988-9809 admin@tvjobs.com jobs@tvjobs.com	1	1-VP News, 2-Video Editor, 4-Multi-Media Journalist, 6-Executive Producer, 7-Senior Producer, 8-Assistant News Director, 11-Account Executive, 12-Producer, 13-Producer, 14-Assignment Editor, 15-Newscast Director, 17-News Photographer
University of Central Florida Communications Dept Attn: Dr. Joan McCain PO Box 161344 Orlando, FL 32816-1344 Chinyen.chuo@ucf.edu ucf@ucf.edu		1-VP News, 2-Video Editor, 3-Producer, 4-Multi-Media Journalist, 7-Senior Producer, 12-Producer

University of Florida WUFT-TV PO Box 118405 Gainesville, FL 32611-8405 352-392-5551 news@wuft.org		1-VP News, 2-Video Editor, 3-Producer, 4-Multi-Media Journalist, 7-Senior Producer, 8-Assistant News Director, 11-Account Executive, 12-Producer, 13-Producer, 14-Assignment Editor, 15-Newscast Director, 17-News Photographer
University of Florida Gator Career Link Gainesville, FL 32611 www.ufl-csm.symplicity.com/employers cccgcclhelp@ufsa.ufl.edu HireGators@ufsa.ufl.edu		8-Assistant News Director, 11-Account Executive, 12-Producer, 13-Producer, 14-Assignment Editor, 15-Newscast Director, 17-News Photographer
US Jobs / Vet Central www.us.jobs 9002 N Purdue Road #100 Indianapolis, IN 46268 866-268-6206 www.us.jobs ; info@usnlx.com	1	
Valencia Community College C Diaz PO Box 3028 Orlando, FL 32802-3028 407-299-5000 cdiaz@valenciacollege.edu		1-VP News, 2-Video Editor, 3-Producer, 4-Multi-Media Journalist, 7-Senior Producer, 12-Producer
Women In Film – Florida PO Box 533541 Orlando, FL 32853-3541 info@womeninfilml.org		1-VP News, 2-Video Editor, 4-Multi-Media Journalist, 7-Senior Producer, 8-Assistant News Director, 11-Account Executive, 12-Producer, 13-Producer, 14-Assignment Editor, 15-Newscast Director, 17-News Photographer
National Academy of Television Arts & Sciences capitalemmys@aol.com		4-Multi-Media Journalist, 6-Executive Producer, 12-Producer

In addition to the above recruitment source information, employment opportunities are sent to the Human Resources contact for each owned and operated Fox Television Stations nationwide in an effort to increase the opportunity for company internal promotions and expand the recruiting area.

WNYW/WWOR-TV 205 E. 67 th Street New York, NY 10065 R. Barranda Roselyn.barranda@fox.com	1	All positions
KTTV/KCOP-TV 1999 S. Bundy Drive Los Angeles, CA 90025 D. Rosas Denise.rosas@foxtv.com		All positions
WFLD/WPWR-TV 205 N. Michigan Avenue Chicago, IL 60601 S.Scott-Nathan Sharming.scott-nathan@foxtv.com		All positions
WTFX-TV 330 Market Street Philadelphia, PA 19106 A. Pritchett Adrienne.pritchett@foxtv.com	1	All positions

KDFW/KDFI -TV 400 N. Griffin Street Dallas, TX 75202 N. Robles Nicole.robles@foxtv.com		All positions
KTVU/KICU-TV (until 3/2/2020) 2 Jack London Square Oakland, CA 94607 C. Nohr Chris.nohr@foxtv.com	2	All positions
WTTG/WDCA -TV 5151 Wisconsin Ave NW Washington, DC 20016 M. Baker murphy.baker@foxtv.com		All positions
WAGA-TV 1551 Briarcliff Road, NE Atlanta, GA 30306 R. Davis Regina.davis@foxtv.com		All positions
KRIV/KTXH -TV 4261 Southwest Freeway Houston, TX 77027 T. Rivers Tracey.rivers@foxtv.com		All positions
WJBK -TV 16550 W. Nine Mile Road Southfield, MI 48075 C. Smith Cynthia.smith@foxtv.com	1	All positions
KSAZ-TV/KUTP 511 W. Adams Street Phoenix, AZ 85003 H. Hanson Heather.hanson@foxtv.com		All positions
WTVT -TV 3213 W. Kennedy Boulevard Tampa, FL 33609 I. Sierra Iris.sierra@foxtv.com		All positions
KMSP-TV/WFTC 11358 Viking Drive Eden Prairie, MN 55344 K. O'Hara kate.o'hara@foxtv.com		All positions
KTBC -TV 119 E 10th Street Austin, TX 78701 L. Cordes Lisa.cordes@foxtv.com		All positions
KCPQ/KZJO -TV (as of 3/2/2020) 1813 Westlake Avenue, N. Seattle, WA 98109 T. Rivers Tracey.rivers@foxtv.com		All positions

WITI (as of 3/2/2020) 9001 N. Green Bay Road Milwaukee, WI 53209 S. Scott-Nathan Sharming.scott-nathan@foxtv.com		All positions
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In addition, the station interviewed: 19 current and inter-company employees, 15 employee referrals, 3 Agent referrals, 6 word-of-mouth referrals, 4 referrals through other websites, 18 referrals through LinkedIn, 37 referrals through Indeed.com, and 1 referral through Glassdoor.

Section 3: Supplemental Outreach Activities – October 1, 2019 – September 30, 2020.

Provide Detailed description of each Supplemental Outreach Activity

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

Our Stations regularly participate in local and national career/job fairs. Job Fairs provide applicants and potential candidates with the opportunity to learn about Fox Television Stations and the job opportunities and internship/mentoring programs available within our group. A list of current job openings and station contact information is available upon request. For this reporting period, WTVT participated in the following career job fairs on behalf of the group:

- **NABJ & NAHJ**- The National Association of Black Journalist and the National Association Hispanic Journalist held a Virtual Convention and Job Fair, on – August 5th - August 7th, 2020. Attended and representing the FTS O&O group were Iris Sierra, FTS Regional Human Resources Director, John Hoffman, VP/News Director-WTVT-Tampa, Roselyn Barranda, Human Resources Director-WNYW-WWOR-TV-NY, Byron Harmon, VP/News Director- WNYW-WWOR-NY, Tracey Rivers, Human Resources Director-KRIV-KTXH-Houston, Susan Schiller, VP/News Director-KRIV-KTXH-Houston. Regina Davis, Human Resources Director-WAGA-Atlanta, Matt Piacente, VP/News Director-WJBK-Southfield, MI, Iraida Morillo, Human Resources Director, WOFL-WRBW-WOGX-Orlando, Nicole Robles, Human Resources Director-KDFW-KDFI-Dallas
- **AAJA** – The Asian American Journalists Association held a Virtual Convention & Career Fair, on August 12th – August 14th, 2020. Attended and representing the FTS O&O group were Iris Sierra, FTS Regional HR Director, John Hoffman, VP/News Director-WTVT-Tampa, Roselyn Barranda, Human Resources Director-WNYW-WWOR-TV-NY, Kate O'Hara, Human Resources Director-KMSP-WFTC-Minneapolis, Regina Davis, Human Resources Director, Scott Stucky, VP/News Director-WAGA-Atlanta, Robin Whitmeyer, VP/News Director-KDFW-KDFI-Dallas.
- **Emma Bowen Annual Career Fair** – Emma Bowen Minority Interest in Media held a Virtual Career Fair – July 15, 2020. All of the FTS HRD's all were able to participate and represent the O&O group.
- **NABJ** – The National Association of Black Journalist held their first Media Career Fair in Berkeley, California on November 2, 2019. Attended and representing the FTS O&O group were KTVU/KTVU Plus News Director, Amber Eikel and KTVU/KTVU Plus Assistant News Director, Shareef Abul-Ela.
- **Howard University** – The Howard University will be held in Washington, DC, October 25, 2019. Murphy Baker, WTTG/WDCA Human Resources Director and Bonnie Yuen, FSS Human Resources Director will attend and represent the Fox Television Stations, LLC.

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

Internship Program

WOFL/FOX 35, WRBW/My65 and WOGX/FOX51 continue to offer an academic credit internship program for college/university, junior, senior and graduate students. The students work to receive college credit upon successful completion of their internship. Students are evaluated at the end of the internship and the evaluations are submitted

to their respective college or university. Generally, internships are available in the following departments: News (including Weather and Web News), Creative Services (including Promotions and Community Affairs), Research/Programming, IT, Sales (including Web Sales) and Human Resources.

Program Objectives:

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

Eligibility Requirements:

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

In this reporting year, we had a total of eight (6) academic credit only interns and one (1) Emma Bowen intern.

Fall Semester 2019	3 interns (News: 2; Creative Services/Promotions: 1)
Spring Semester 2020:	4 interns (News: 2; Creative Services/Promotions: 2)

We accepted students from the following colleges/universities: Full Sail University, University of Central Florida, Florida Atlantic University.

Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are primarily directed to providing notification of specific job vacancies).

- www.fox35orlando.com

Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.

Emma L. Bowen Foundations for Minority Interests in Media, Inc.

Established in 1989, the Emma L. Bowen Foundation for Minority Interests in Media is a non-profit organization whose mission is to create career opportunities in the media industry for minority youth through a program that focuses on scholastic achievement, direct work experience and professional development. Students in the program work in media companies each summer and during school breaks, from high school through college. The students earn both wages and matching scholarship funds to be used for college tuition and related expenses. Over a period of up to five (5) years, the students experience numerous aspects of Company operations and develop professional and practical skills that will help prepare them for their careers, many of which begin at the companies where the students interned. Fox Television Stations have been a corporate partner in this program since its inception and two of the Company's executives are on the Foundation's Board.

Eligibility Requirements:

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

WOFL/WRBW sponsored one (1) scholarship student in the Emma L. Bowen program: For the Summer Semester 2020, work-study student, Carla Lopez of Florida Atlantic University, participated in this program as Digital Producer in the Digital News Department. This was her 2nd year Interning at FOX 35 Orlando.

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

WOFL/WRBW/WOGX encourages employees to apply for promotions for which they are qualified. In an effort to increase internal promotions, the station offers many internal cross-training opportunities. This enables the employees to acquire the necessary skills and experience needed to be considered for advancement opportunities.

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.

Establishment of a mentoring program for station personnel.

Identified and implemented 7 career ladder promotional avenues:

Associate Producer ⇒ Producer
Producer ⇒ Sr. Producer
Production Tech ⇒ Newscast Director
Video Editor ⇒ Producer
Sr Assignment Desk ⇒ Assignment Desk Manager
Assistant News Director ⇒ VP of News (News Director)

Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting.

Participation in the annual Teach-In
Station Tours for school groups
Station Tours for local Firefighters training program

Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

All upper level positions are posted with:

African American Chamber of Commerce
Bethune Cookman College Placement Center
Central Orlando Association of Black Journalists
Foundation for Minority Interests in Media - Emma Bowen Foundation
Hispanic Chamber of Commerce of Central Florida
National Hispanic Media Coalition
Central Florida Employment Council
Women in Film - Florida

Provision of training to management level personnel as to methods of ensuring equal opportunity and preventing discrimination.

Manager's Legal Bulletin newsletter is distributed bi-weekly to all staff with supervisory responsibilities. Topics include EEO, harassment and discrimination issues.