

Annual EEO Public File Report
WJBK FOX 2 IS AN EQUAL OPPORTUNITY EMPLOYER

Coverage Period: June 1, 2019 to May 31, 2020

Stations Comprising Station Employment Unit: WJBK FOX 2, Detroit, MI

Section 1: Vacancy Information		
Full-time positions Filled by Job Title	Date of Hire	Recruitment Source of Hires
Digital Sales Manager	04/15/2019	Employee Referral
Traffic Assistant	07/24/2019	Indeed.com
Meteorologist	04/21/2020	The NWT Group / Talent Agent
Sales Assistant	10/28/2019	FOXCareers.com
Account Executive	12/16/2019	Employee Referral
Graphic Artist	01/06/2020	Indeed.com
Sports Producer	03/17/2020	WJBK Website

Total Number of Persons Interviewed During Applicable Period: 59

Job Postings – When a position becomes available, it is the general practice of the Station to post the job opportunity notice at appropriate locations throughout the Station so the employees are aware of current openings and may apply for consideration for those positions. The notices list the titles and requirements for the positions. These job opportunities / postings are also sent to various community outreach groups, schools and universities, as well as other Fox Owned-and-Operated Stations across the country.

All Fox O & O Stations:

<p>WNYW 5 (FOX) 205 E. 67th Street New York, NY 10021-6050 (212) 452-5701 Human Resources Director: Roselyn Barranda Jobline: (212) 452-3962 Email: myjobs@foxtv.com www.Fox5ny.com</p>	<p>WWOR-TV 9 (MyNetwork) 9 Broadcast Plaza Secaucus, NJ 07096 (212) 452-5701 Human Resources Director: Roselyn Barranda Jobline: (212) 452-3962 Email: myjobs@foxtv.com www.my9tv.com</p>
<p>KTTV 11 (FOX) 1999 S. Bundy Drive Los Angeles, CA 90025-5235 (310) 584-2284 Human Resources Director: Annie Buranasakorn Fax: (310) 584-2288 Jobline: (310) 584-2280 Email: jobs@foxtv.com www.foxla.com</p>	<p>KCOP 13 (MyNetwork) 915 N. La Brea Avenue Hollywood, CA 90038 (310) 584-2283 Human Resources Director: Tonia Carter Fax: (310) 584-2288 Jobline: (212) 584-2280 Email: jobs@foxtv.com www.my13la.com</p>
<p>WFLD 32 (FOX) 205 N. Michigan Avenue Chicago, IL 60601 (312) 565-3015 Human Resources Director: Sharming Scott-Nathan Email: wfld-hr@foxtv.com www.fox32chicago.com</p>	<p>WPWR 50 (MyNetwork) 2151 N. Elston Avenue Chicago, IL 60614 (312) 565-3015 Human Resources Director: Sharming Scott-Nathan Email: wfld-hr@foxtv.com www.fox32chicago.com</p>
<p>WTXF-TV 29 (FOX) 330 Market Street Philadelphia, PA 19106-2796 (215) 982-5215 Human Resources Director: Adrienne Prichett Fax: (215) 982-5488 Email: fox29hr@foxtv.com www.fox29.com</p>	<p>KDFW 4 (FOX) KDFI 27 (MyNetwork) 400 N. Griffin Street Dallas, TX 75202 (214) 720-3149 Human Resources Director: Nicole Robles Fax: (214) 720-3014 Email: resumes@kdfwfox4.com www.Fox4news.com www.Fox4news.com/kdif-my27</p>
<p>KTVU 2 (Fox) KICU-TV 36 (Independent) 2 Jack London Square Oakland, CA 94607 Director of Human Resources: Christine Nohr (510) 874-0227 Email: www.ktvu.com</p>	<p>WAGA 5 (FOX) 1551 Briarcliff Road, NE Atlanta, GA 30306 (404) 898-0269 Human Resources Director: Regina Davis Fax: (404) 898-4426 Email: hratlanta@foxtv.com www.fox5atlanta.com</p>

WJBK 2 (FOX) 16550 W. Nine Mile Road Southfield, MI 48075 (248) 552-5233 Human Resources Director: Cynthia Smith Fax: (248) 557-2155 www.fox2detroit.com	KTBC 7 (FOX) 119 E. 10 th Street Austin, TX 78701 (512) 495-7024 Human Resources Director: Lisa Cordes Fax: (512) 494-2040 www.fox7austin.com
WTTG 5 (FOX) WDCA 20 (MyNetwork) 5151 Wisconsin Avenue, NW Washington, DC 20016 (202) 895-3232 Human Resources Director: Murphy Baker Fax: (202) 895-3286 Email: wttg-hr@foxtv.com www.Fox5dc.com www.Fox5dc.com/my20dc	KRIV 26 (FOX) KTXH 20 (MyNetwork) 4261 Southwest Freeway Houston, TX 77027 (713) 479-2720 Human Resources Manager: Tracey Rivers Fax: (713) 479-2728 Email: krivjobs@foxtv.com www.Fox26houston.com
KSAZ-TV 10 (FOX) KUTP 45 (MyNetwork) 511 W. Adams Street Phoenix, AZ 85003 (602) 262-5150 Regional Human Resources Director: Diana Pike Fax: (602) 262-5123 Email: hr.phoenix@foxtv.com www.Fox10phoenix.com www.Fox10phoenix.com/my45	WTVT 13 (FOX) 3213 W. Kennedy Boulevard Tampa, FL 33609 (813) 870-7132 Regional Human Resources Director: Iris Sierra Fax: (813) 870-9890 Email: iris.sierra@foxtv.com www.Fox13news.com
KMSP-TV 9 (FOX) 11358 Viking Drive Eden Prairie, MN 55344 (952) 946-5607 Human Resources Director: Kate O'Hara Fax: (952) 944-8296 Email: hrrminnesota@foxtv.com www.Fox9.com	WFTC 29 (MyNetwork) 1701 Broadway Street, NE Minneapolis, MN 55413 (952) 946-5607 Human Resources Director: Kate O'Hara Fax: (952) 944-8296 Email: hrrminnesota@foxtv.com www.Fox9.com/my29

WOFL 35 (FOX) 35 Skyline Drive Lake Mary, FL 32746 (407) 741-5169 Human Resources Director: Iraida Morillo Fax: (407) 942-1796 Email: wofl-hr@foxtv.com www.fox35Orlando.com	WRBW 65 (MyNetwork) 2000 Universal Studios Plaza, #200 Orlando, FL 32819 (407) 741-5169 Human Resources Director: Iraida Morillo Fax: (407) 942-1796 Email: wofl-hr@foxtv.com www.fox35Orlando.com
WOGX 51 (FOX) 4727 NW 53 rd Ave, Suite A Gainseville, FL 32653 (407) 741-5169 Human Resources Director: Iraida Morillo Fax: (407) 805-0888 Email: wofl-hr@foxtv.com www.fox51wogx.com	WJZY 46 (FOX) (Until 03.01.2020) WMYT-TV 55 (MyNetwork) (Until 03.01.20) 3501 Performance Road Charlotte, NC 28214 (704)-944-3372 Human Resources: Karen Bouldin Fax: (704)-944-3472 Email: ftsadminjobs@foxtv.com www.fox46charlotte.com
KCPQ 13 (FOX) (Effective 03.02.2020) KZJO 22 (My Network) (Effective 03.02.2020) 1813 Westlake Avenue N. Seattle, WA 98109 (206) 674-1378 Human Resources Director: Diana Pike (Interim) Fax: Email:	WITI 6 (FOX) (Effective 03.02.2020) 9001 N. Green Bay Road Milwaukee, WI 53209 (312) 565-3015 Human Resources Director: Sharming Scott-Nathan Fax: (312) 565-3066 Email: sharming.scott-nathan@foxtv.com
FOX Stations Sales, Inc. (FSS) 205 E. 67 th Street New York, NY 10021-6050 (212) 332-9239 Human Resources Director: Bonnie Yuen Email: fss-hr@foxtv.com www.myfoxny.com	<u>ADDITIONAL RESOURCES</u> For opportunities at other Fox companies: http://www.foxcareers.com

Fox2detroit.com serves the community in a number of powerful ways. It provides Metro Detroiters/Michiganders with the latest news, weather and traffic information. Severe weather alerts are sent directly to viewers' emails along with breaking news and traffic emergencies. In addition, its community section has a list of public events and allows users to interact with each other in the form of blogs, discussion boards and through sharing of photos/videos. There is a dedicated page devoted to The Job Shop, that is renown in the area for its wealth of job search information, including coaching, resume writing, interview skills and, of course, job listings, which is fully interactive with the community. News and information is widely disseminated through this vital and active tool. Station information on fox2detroit.com includes: internship program, the aforementioned job listings, community events and activities throughout the viewing area, the Public File information and more. Our web also has direct links to many national and local sites. WJBK FOX 2's website attracts approximately 133,297,885 page views per day and approximately 37,725,153 unique visitors each day.

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
FOXCareers.com / Workday Domestic	6	All positions
WJBK Website / Workday Internal	15	Meteorologist, Sales Assistant, Account Executive, Graphic Artist, Sports Producer
Dr. Jeffrey S. Smith, Ass't Professor, Internship Coordinator, Central Michigan University 306 Moore Hall, Mt. Pleasant, MI 48859		All positions
Lawrence Technological University 21000 West 10 Mile Road Southfield, MI 48075-1058		All positions
Dr. Marilyn Kritzman Department of Communications Western Michigan University 319 Sprau Tower Kalamazoo, MI 49008		All positions
Dr. Denise B. Maybank Michigan State University 153 Student Affairs Bldg. East Lansing, MI 48824-1113		All positions
L.A. Dickerson, Journalism Department Michigan State University 343 Communications Arts & Science Bldg. East Lansing, MI 48224-1212		All positions
Intern Coordinator, Dept. of Telecommunications Michigan State University 409 Communications Arts & Sciences Bldg. East Lansing, MI 48824-1212		All positions

Carol Anne Ketelsen, Career Consultant		All positions
Oakland University Career Services		
154 North Foundation Hall		
Rochester, MI 48309-4401		
Dr. Valerie Palmer-Mehta, Internship Director		All positions
Oakland University		
2200 N Squirrel Rd.		
Rochester, MI 48309-4401		
Melissa Samuels, Assistant Director		All positions
Work Experience & Placement Services		
Marygrove College		
8425 W. McNichols		
Detroit, MI 48221		
Ingrid Kroeger, Co-op & Internship Coordinator		All positions
Madonna University		
36600 Schoolcraft		
Livonia, MI 48150-1173		
Katie Peters, Placement Advisor		All positions
Specs Howard School of Broadcast Arts		
19900 W. Nine Mile Road		
Southfield, MI 48075		
Dick Kernan, VP of Industry Relations		All positions
Specs Howard School of Media Arts		
19900 W. Nine Mile Road		
Southfield, MI 48075		
Dr. Carolyn Kraus, Internship Coordinator, Humanities		All positions
University of Michigan Dearborn		
4901 Evergreen Road		
Dearborn, MI 48128		
Dr. Anthony McGill		All positions
University of Michigan Flint		
4116 William S. White Bldg.		
303 E. Kearsley St.		
Flint, MI 48502-2186		
Alicia Nails, Director, Journalism Institute for Media		All positions
Diversity, Wayne State University		
559 Manoogian Hall		
Detroit, MI 48201		
Wayne County Community College		All positions
Jonathan Cartwright		
801 W. Fort Street		

Detroit, MI 48213		
Dr. Geoffrey Hammill, Internship Coordinator		All positions
Department of Communications		
Eastern Michigan University		
714 E. Pray-Harold		
Ypsilanti, MI 48197		
Barbara J. Jones, Sr. Corp. Relations Manager		All positions
Eastern Michigan University		
200 McKenny Hall		
Ypsilanti, MI 48197		
Ebony Jones, Sr. Corp. Relations Manager		All positions
Eastern Michigan University		
200 McKenny Hall		
Ypsilanti, MI 48197		
Richard Berman		All positions
Center for Career & Professional Development		
Kalamazoo College		
1200 Academy Street		
Kalamazoo, MI 49007		
Kimmerly S. Piper-Aiken, Ass't Professor of Journalism		All positions
Wayne State University		
565 Manoogian		
Detroit, MI 48201		
Connie Morcom, Ass't Professor		All positions
Television & Digital Media Production		
Ferris State University		
1349 Cramer Circle, BIS 303		
Big Rapids, MI 49307-2737		
Career Services Office		All positions
Grand Valley State University		
290 Lake Superior Hall		
Allendale, MI 49401		

Euphemia Franklin		All positions
Southeastern Michigan Indians, Inc.		
26641 Lawrence		
Centerline, MI 48015		
Alison Vaughn, Executive Director		All positions
Jackets for Jobs		
5555 Conner, Suite 2097		
Detroit, MI 48213		
Christie DeLozano		All positions
Latin Americans for Social/Econ. Dev.		
4138 West Vernor		

Detroit, MI		
Peter C. Charest, SMSgt, USAF (retired)		All positions
Civilian Jobs		
1825 Barrett Lakes Blvd		
Suite 300		
Kennesaw, GA 30144		
Dr. Keith Oppenheim, Broadcasting Internship Coordinator		All positions
Grand Valley State University		
290 Lake Superior Hall		
Allendale, MI 49401		
Solomon Miles		All positions
Uplift Community Foundation Job Referral Services		
6426 – 6 th Street, NW		
Washington, D.C. 20012-2662		
Craig R. Papas, Executive Director		All positions
Resolution Center/Macomb		
176 S. Main St. #102		
Mt. Clemens, MI 48043		
Larry Beery		All positions
School of Communications		
Grand Valley State University		
290 Lake Superior Hall		
Allendale, MI 49401		
Sharon Snyder, Director of Development		All positions
JVS		
29699 Southfield Rd.		
Southfield, MI 48076		

Sonia Harb, MSW, CSW		All positions
Director of Employment & Training		
ACCESS		
6451 Schaefer Rd., 2 nd Floor		
Dearborn, MI 48126		
Michigan Association of Broadcaster		All positions
819 N. Washington Ave.		
Lansing 48906		
Sandra D. Rice		All positions
The Emma L. Bowen Foundation for Minority Interest in Media, Inc.		
524 West 57 th Street		
New York, NY 10019		

Alonza R. Matthews, Director		All positions
Detroit Urban League		
Workforce & Career Dev. Center		
15770 James Couzen		
Detroit, MI 48238		
Howard University		All positions
School of Communications		
525 Bryant Street, NW		
Washingot, D.C. 20059		
Denise Van Hee, Program Coordinator		All positions
Southfield Michigan Works		
26000 Evergreen, P.O.2055, Southfield, MI 48037		
Eileen Wilkins, Employer Relations		All positions
Bates College		
Office of Career Services		
31 Frye Street		
Lewiston, ME 04240		
Fay Givens		All positions
American Indian Services, Inc.		
1110 Southfield, Rd.		
Lincoln Park, MI		

Jenny Jarvis (Area on Aging)		All positions
Director of Communications Area Agency on Aging		
29100 Northwestern Highway, Suite 400		
Southfield, MI 48034		
Jennifer Kluge, Executive Vice President		All positions
Michigan Business & Professional Association		
27700 Hoover Road		
Warren, MI 48093		
Myrtle Wilburn		All positions
NAACP		
1000 U Street, NW, Suite 100		
Washington, D. C. 20001		
Wassim Mahfouz		All positions
Executive Director Lebanese American		
Heritage Club		
4337 Maple Road		

Dearborn, MI 48126		
Mary Lytle		All positions
Program Director		
Livingston Mediation Center		
123 E. Washington, Box 138		
Howell, MI 48843		
Boston University		Traffic Assistant, Digital Sales Manager
https://app.joinhandshake.com		
NATAS michigannatas@gmail.com		Traffic Assistant, Sports Producer, Meteorologist
Pure Michigan Talent Connect*		Digital Sales Manager
https://Mytalent.org		
US.Jobs-Veterans Employment Center*		Traffic Assistant, Digital Sales Manager, Account Executive, Sports Producer, Meteorologist
http://us.jobs		
http://veteranjoblistings.org		
MetPlus-Michigan Employment and Training		Traffic Assistant, Sports Producer, Meteorologist
cpitts@metplus.org		
Oakland University		Traffic Assistant, Digital Sales Manager
https://app.joinhandshake.com		

Additional interviewees from other sources: (9) Employee Referrals, (2) LinkedIn.com, (12) Indeed.com, (2) CareerBuilder, (1) 3 Kings Entertainment, (1) Broadcasting & Cable, (1) Glassdoor.com, (2) Industry Contact Referral, (2) Professional Associations, (4) Job Board – Other, (1) The NWT Group, (1) Eastern Michigan University.

(*asterisk) These sources have requested to receive job postings from WJBK.

Section 3: Supplemental Outreach Activities

Outreach Initiatives-

WJBK FOX 2 is dedicated to community involvement and promoting higher education and diversity, therefore all activities listed incorporate these components particularly, but not limited to organizations/efforts involving youth. Staffs involved in such activities discuss their responsibilities, educational background and other requirements of the job, as well as answer questions from the group in this regard. Following is a full listing of FOX 2's outreach initiatives that fit these categories:

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

Cynthia Smith, Human Resources Director – National Association of Black Journalists Conference – Detroit, MI, 8-7 to 8-9-2019

National Outreach Participation – FOX Television Stations, LLC.:

7-31 to 8-2-2019 Asian American Journalists Association, Houston, TX, Kate O'Hara, Karen Bouldin, Susan Schiller.
7-10-2019 Emma Bowen Minority Interest in Media Career Fair, Roselyn Barranda, Heather Frascella.
8-7 to 8-9-2019 National Association of Black Journalists Conference, Detroit, MI, Cynthia Smith, Iris Sierra, Kevin Roseborough, Matt Piacente.
9-5 to 9-7-2019 National Association of Hispanic Journalists, Miami FL, Iris Sierra, Roselyn Barranda, John Hoffman, Byron Harmon.
10-25-2019 Howard University Career Fair, Washington, DC, Heather Frascella, Bonnie Yuen, April Williams.
2-19-2020 University of Texas at Arlington Spring 2020 All Majors Internship Fair Arlington TX

Establishment of an Internship Program:

FOX 2 College Internship Program-

Since its inception in the late 1970s, diversity has been the foundation of the FOX College Internship Program, which was developed to attract and assist minority and female students, making the station a leader in the Detroit television broadcast market in this regard. WJBK FOX 2 continues to offer the most comprehensive program. Now, we accept the best of the best, which means a fewer number of students, but this allows each student to get the most of this internship opportunity. Plus, this makes the program more exclusive, ultimately attracting the most qualified and ambitious juniors, seniors and graduate students who are enrolled in journalism, broadcast journalism and business curriculums. The students work a minimum of 15 hours per week and receive college credit at the successful conclusion of their internship. WJBK FOX 2 has developed additional educational aspects to the program as a way to give the students the skills they need to acquire a position in the broadcast industry. WJBK FOX 2 offers, broadcast writing seminars to help the students learn the correct way to write for television news. Qualified students also have the opportunity to work in all aspects of the station's operations, excluding technical positions under union mandate. Students are evaluated at the end of the internship and the evaluations are submitted to their respective college or university. **As many former interns are hired by FOX 2, the College Internship Program remains an integral component of our recruitment arm.**

Laura Moore, Assistant News Director
Ongoing Intern Writing Projects

Following is a list of the participating institutions from which we recruit:

- Albion College
- Arizona State University
- Baker College
- Central Michigan University
- Columbia College-Chicago
- DePaul University
- Eastern Michigan University
- Ferris State University
- Florida Institute of Technology
- Hope College
- Kalamazoo College
- Lawrence Technological University
- Madonna University
- Marygrove College
- Michigan State University
- Northern Michigan University
- Oakland University
- Specs Howard School of Media Arts
- Syracuse University
- University of Detroit Mercy
- University of Michigan
- University of Michigan-Dearborn
- University of Michigan-Flint
- Valparaiso University
- Wayne State University
- Western Michigan University

Below are the recruitment semesters during this period and the number of students selected for internships:

Fall Semester 2019	<u>3</u>	Students
Winter Semester 2020	<u>4</u>	Students
Spring/Summer Semester 2019	<u>4</u>	Students

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):

“FOX 2 Job Shop”-

An unstable economy and high unemployment were the inspiration for the FOX 2 Job Shop. The project began in 1998 and quickly became a key component of all Fox 2 newscasts and fox2detroit.com. Metro Detroit was hit hard by the crumbling economy – much of which was tied to turbulence in the auto industry. Fox 2 anticipated the community’s need for such information first by airing “Job Shop” specials, that ultimately evolved into a major franchise, with the “Job a Day” Feature, plus thousands of other job posting, career advice that has developed into a one-stop-shop that includes job search templates (cover letters, resumes, proper attire, etc.); the Job Shop Grad Guide for students transitioning into the world of work: networking opportunities and job fairs designed to help put the people of Michigan back to work. Job Shop’s steady growth

and popularity have made it the first stop for those seeking broadcast television jobs at Fox 2, as well and is now an important feature on all Fox O & O Stations.

“The Hunt”-

In the interest of providing real-life, relatable examples of local job seekers and their experiences, FOX 2 News continued to give viewers a unique perspective on the search for gainful employment with **The Hunt**, an original, documentary-style reality show created for fox2detroit.com. Launched June 16, 2014, we follow several selected Metro Detroiters as they search for employment in a tough town, during tough times. Along the way, the FOX 2 Job Shop team provides insight and resources to help them achieve their missions. Their experiences resonate with all job seekers, especially people seeking careers in broadcast television who watch this station intently, hoping to find the path leading to such careers.

Participation in scholarship program designed to assist students interested in pursuing a career in broadcasting:

Emma L. Bowen Foundation 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 student earns both salaries and match 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 has been a corporate partner in this program since its inception and two of the Company's executives are on the Foundation's board.

Courageous Persuaders Video Scholarship Competition-

Inspired by the numerous incidents of teen drunk and drugged driving in Metropolitan Detroit, FOX 2 joined forces with the Detroit Auto Dealers Association and local advertising agencies in its support of the Courageous Persuaders video scholarship competition. Courageous Persuaders harnesses peer pressure and youthful exuberance by inviting high school students to join in a creative and entertaining competition to make a TV commercial about the dangers of alcohol/substance abuse. Courageous Persuaders is about replacing negative, dangerous images from movies, commercials and television, which portray drinking as “cool,” with positive images that emphasize the dangers of underage and binge drinking. Not only does the Courageous Persuaders initiative provide high school students an opportunity to win scholarship money, but they are also viewed as role models by their peers and the younger middle school students who are the target audience for their message. The grand prize-winning commercial airs on TV as a public service announcement, and budding journalists get their first taste of broadcast TV.

Media Club DPS Charles H. Wright Academy of Arts and Sciences” -

In January- Fox 2 agreed to partner with DPS Charles H. Wright Academy of Arts and Sciences... to help launch a Media Club. The principal's goal is to train her students to deliver a regular newscast. Our VP of Engineering and our Assistant News Director met with the principal to make recommendations for how she could achieve her goal. Additionally, the VP of Engineering developed a list of equipment needed to produce the news at different levels. The Assistant News Director, the Community Service Director and Reporter, Josh Landon returned in March and worked with 15 students for more than an hour teaching them the elements of a news story and what stories should go into a newscast. The Assistant News Director, Community Service Director and Anchor/Reporter, Maurielle Lue returned the following week to

teach interview techniques and more writing. This is an ongoing partnership where we will send employees over to the school to work with the children at least twice a month.

Urban League -

FOX 2 was happy to support the Detroit Urban League Salute to Distinguished Warriors Event which honors local champions who are leaders in civil and human rights. We supported it by producing a video that highlighted one of the Urban League's youth outreach programs. The Youth Dialogue is a multi-generational symposium that gives urban youth the opportunity to meet face-to-face with 'warriors' who can share their wisdom, history, and guidance. We met with the young people and discussed their possible future endeavors in the broadcasting business.

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

Fox Station Sales, an in-house national sales organization, maintains a program to train new sales account executives, which is actively supported by WJBK FOX 2's Sales Department. 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.

In addition to the aforementioned program, other efforts contributing to cross-department training at WJBK Fox 2 are as follows:

7-11-2019	Investigation Training, Human Resources Director, Cynthia Smith.
7-12-2019	LTN Training, Receive Bay, Master Control & Producers, IP based booking system for interviews and O & O interviews.
7-18-2019	LTN Training, Receive Bay, Master Control & Producers, IP based booking system for interviews and O & O interviews.
8-6-2019	LiveU Matrix Training, for all Receive Bay Operator's, and Producers, it is for our backpack signals.
9-9 to 9-12-19	Photographer Matt Phillips and Producer, Sky Kerstein traveled to Georgia as part of the FAA Training process to become certified in the use of drones in newsgathering process.
10-9-2019	Delivering Feedback that is Actionable, Vice Presidents, Directors and Managers Training.
10-16-2019	Active Shooter Training three separate classes were provided for this mandatory training. All three classes were instructed by Oakland County Sheriff Department.
10-17-2019	Active Shooter Training three separate classes were provided for this mandatory training. All three classes were instructed by Oakland County Sheriff Department.
10-18-2019	Delivering Difficult Feedback, Vice Presidents, Directors and Managers Training.
10-29-2019	Creating a Feedback Culture within your Team, Vice Presidents, Directors and Managers Training.
12-10-2019	Chyron training, Executive Producers, Directors, Producers, Writers, Editors and Photographers.
12-12-2019	Chyron training, Executive Producers, Directors, Producers, Writers, Editors and Photographers.
12-18-2019	Chyron training, Executive Producers, Directors, Producers, Writers, Editors and Photographers.
2-15 to 2-27-20	Photographer Jeff Holloway completed the written part of the FAA Training to become certified in the use of drones in newsgathering process.
Ongoing	Employment Law 2019 Year Review, Expansion of Protected Categories Under Anti-Discriminations Laws training, Director, Human Resources, Cynthia Smith.
Ongoing	Employment Law 2019, Year Review, Arbitration, training, Director, Human Resources, Cynthia Smith.
Ongoing:	How to publish stories to www.fox2detroit.com – attended by news team, including producers, writers, assignment editors, reporters and anchors.
Ongoing:	On-site training by existing staff for writers learning to produce newscasts.

Ongoing: Creative Services staff – online training/tutorials via Lynda.com regarding various relevant Media Software Applications.

Ongoing: Remote Contribution Training for photographer/editors.

Ongoing: itX (new version of Master Control systems) Training for Engineering Technicians.

Ongoing: WSI Training (new Weather System) for meteorologists.

Ongoing: Producers and director train weekly on new shots and techniques utilizing features present in our renovated Studio A, with meetings with management every third month to collaborate on the best practices.

Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting:

Amy Andrews, Anchor

6-3-2019 Speaker, Lamphere High School Class Visit, Madison Heights.

9-9-2019 Guest Speaker, Rochester College, Rochester Hills.

9-23-2019 Guest Speaker, Oakland University, Detroit Tigers Classes Outside, Comerica Park, Detroit.

10- 7-2019 Guest Speaker, Simonds Elementary School, Madison Heights.

12-14-2019 Guest Speaker, Holiday Story Time, Partridge Creek Mall, Clinton Township.

2-14-2020 Guest Speaker, John Page Middle School, Madison Heights.

Taryn Asher, Anchor/Reporter

Ongoing Mentorship, Homeless Children, Pictures of Hope, Social Services of Detroit.

Ongoing Guest Speaker, Jalen Rose Leadership Academy, Southfield.

6-3-2019 Guest Speaker, Cranbrook Academy of Arts, West Bloomfield.

1-27-2020 Guest Speaker, St. Regis School of Detroit.

12-14-2019 Guest Speaker, Holiday Story Time, Partridge Creek Mall, Clinton Township.

2-4-2020 Guest Speaker, West Maple Elementary School West Bloomfield.

Deena Centofanti, Anchor/Health Reporter

9-13--2019 Guest Speaker, Lake Orion High School, Lake Orion.

10-25-2019 Guest Speaker, Lake Orion High School Pink Out, Lake Orion.

Jessica Dupnack, Reporter

Ongoing Mentorship, Journalism Students, Powers Catholic School, Flint.

8-12-2019 Guest Speaker, Journalism Workshop, Powers Catholic School, Flint.

M. L. Elrick, Reporter

Ongoing Mentorship, Michigan State University Journalism Student.

Annually Adjunct Teaching Staff, *Fundamentals of Journalism*, University of Michigan-Dearborn.

/Fall term

Annually Member, Michigan State University College of Communication Arts and Sciences Alumni Board.

Annually Member, Michigan Press Association Freedom of Information Committee.

Annually Member, St. Clare of Monte Falco Catholic School Board.

Annually Guest Speaker, The Role of Investigative Journalism, Michigan State University, East Lansing.

Annually Guest Speaker, Design Detroit, Educating Women and Minorities on Careers in Journalism.

Ongoing Mentorship, Michigan State University Journalism Student, East Lansing.

Ongoing Mentorship, Grosse Pointe South, Journalism Student, Grosse Pointe.

Ongoing Guest Speaker, Grosse Pointe Public Library, Fake News, Grosse Pointe.

Ongoing Guest Speaker, University of Detroit Jesuit-High School Journalism Class, Detroit.

Ongoing Mentorship, Michigan State University, Journalism Student.

6-1-2019 Guest Speaker, Michigan State University, East Lansing.

6-11-2019 Guest Speaker, Grosse Pointe South High School Bob Button Journalism Class, Grosse Pointe.

9-19-2019 Guest Speaker, Michigan State University, College of Communication Arts & Science, Lansing.

Erika Erickson, Reporter

1-10-2020 Guest Speaker, Wayne State University Journalism Students, Detroit.

Ryan Ermanni, Anchor/Reporter

9-20-2019 Guest Speaker, Grosse Pointe South High School, Grosse Pointe Farms.

9-27-2019 Guest Speaker, Grosse Pointe South High School, Grosse Pointe Farms.

10-11-2019 Guest Speaker, Grosse Pointe South High School, Grosse Pointe Farms.

10-18-2019 Guest Speaker, Grosse Pointe South High School, Grosse Pointe Farms.

2-28-2020 Guest Speaker, St. Paul School, Grosse Pointe Shores.

Hilary Golston, Reporter

6-3-2019 Mentorship, Journalism Student Michigan State University.

1-13-2020 Guest Speaker, Sports Journalism Class, Lawrence Technological University, Southfield.

Jennifer Hammond, Reporter

5-31-2019 Mentorship, Journalism Student, Detroit Cristo Rey, Detroit.

9-23-2019 Guest Speaker, Oakland University, Detroit Tigers Classes Outside, Comerica Park, Detroit.

Al Johnson, Planning Editor

Ongoing Online Alumni Profile Mentoring, Specs Howard School of Media Arts, specshoward.edu/graduate-stories.

James Jackson, Photographer/Editor

Ongoing Online Alumni Profile Mentoring Specs Howard School of Media Arts, specshoward.edu/graduate-stories.

Cynthia Johnson, Assignment Editor

Ongoing Online Alumni Profile Mentoring Specs Howard School of Media Arts, specshoward.edu/graduate-stories.

Gregg Kanner, Producer, Sports

Ongoing Intern Coordinator, Sports Department, Southfield.

6-5-2019 Guest Speaker, Geisler Middle School, Commerce Twp.

Ingrid Kelly, Reporter

Ongoing Guest Speaker, Urban League of Detroit & Southeastern Michigan.

Ongoing Speaker Commencement, Gesu Catholic High School, Detroit.

3-10-2020 Mentorship, Detroit Youth Young Ladies, Masonic Temple, Detroit.

Derek Kevra, Meteorologist/Anchor

9-16-2019 Guest Speaker, Brighton High School, Brighton.

9-23-2019 Guest Speaker, Oakland University, Detroit Tigers Classes Outside, Comerica Park, Detroit.

10-22-2019 Mentorship, Walled Lake Western High School Journalism Student, Commerce Twp.

Sky Kerstein, Sports Producer

4-26-2019 Guest Speaker, Western Michigan University, Broadcasting and Journalism Students, Kalamazoo.

6-17-2019- Adjunct Teaching Staff, Sports Broadcasting, Part 1 De La Sale High School, Warren.

6-21-2019

7-8-2019- Adjunct Teaching Staff, Sports Broadcasting, Part 2 De La Sale High School, Warren.

7-12-2019

10-24-2019 Guest Speaker, Specs Howard, Southfield.

Alex Kimbrough, Director

Ongoing Guest Speaker, Cass Tech High School, (Journalism Day), Detroit.

Ongoing Online Alumni Profile Cass Tech High School, Detroit.

Rick Kinstle, Technical Director/Audio Engineer

Ongoing Online Alumni Profile Mentoring, Specs Howard School of Media Arts, specshoward.edu/graduate-stories.

Josh Landon, Reporter/Anchor

Ongoing Guest Speaker Commencements, Denby High School, Detroit.

Ongoing Guest Speaker, Black History Month Writing Competition Scholarship Awards, Detroit.

1-27-2020 Guest Speaker, Lawrence Tech University, Journalism Students, Southfield.

Amy Lange, Anchor/Reporter

9-18-2019 Guest Speaker, University of Detroit Jesuit, Detroit.

10-2-2019 Guest Speaker, Mike Ilitch School of Business, Detroit.
 1-9-2020 Guest Speaker, Cousino High School, Journalism Students, Warren.

Charlie Langton, Anchor/Reporter

Ongoing Guest Speaker, Detroit Public Schools High School Students, Speak & Dress for Success, Detroit.
 Ongoing Guest Speaker, Michigan State University, East Lansing.
 Ongoing Guest Speaker, Michigan State University Journalism Seminar, East Lansing.
 Ongoing Guest Speaker, Michigan State University, College of Law, East Lansing.
 9-28-2019 Guest Speaker, Boy Scouts of America, Auburn Hills.
 9-30-2019 Guest Speaker, Macomb Intermediate School District, Clinton Township.
 10-24-2019 Guest Speaker, Cooley Law School, Auburn Hills.
 11-19-2019 Guest Speaker, Michigan State University School of Law, Lansing.
 1-15-2020 Guest Speaker, Adams High School, Journalism Students, Rochester Hills,

Maurielle Lue, Anchor

Ongoing Mentorship, Big Brothers & Big Sisters of Detroit, Detroit.
 6-6-2019 Guest Speaker, Big Brothers & Big Sisters of Detroit, Detroit.
 6-17-2019 Guest Speaker, Big Brothers & Big Sisters of Detroit, Meet and Greet, Detroit.

Rich Luterman, Chief Meteorologist/Anchor

Ongoing Mentorship, Michigan State University Student/Intern, East Lansing.
 1-29-2019 Guest Speaker, Hillside Elementary School, Farmington Hills.
 3-11-2019 Guest Speaker, River Oaks Elementary School, Dearborn.
 10-24-2019 Guest Speaker, Troy Union Elementary School, Troy.
 1-9-2020 Guest Speaker, Sequoyah Elementary School, Macomb.
 2-12-2020 Guest Speaker, Hillside Elementary School, Farmington Hills.
 2-19-2020 Guest Speaker, Churchill High School, Livonia.
 3-3-2020 Guest Speaker, Whitmore Lake Elementary, Whitmore Lake.
 3-11-2020 Guest Speaker, Beverly Elementary, Beverly Hills.

Sherry Margolis, Anchor

10-10-2019 Guest Speaker, Journalism Class, West Bloomfield High School, West Bloomfield.

Dan Miller, Sports Director/Anchor

Ongoing Mentorship, Bowling Green Ohio, Broadcasting Students, Bowling Green.
 Ongoing Mentorship, Florida State University, Journalism Student, Tallahassee.
 Ongoing Mentorship, Michigan State University, Journalism Student, Ann Arbor.

Laura Moore, Assistant News Director

Ongoing Intern Coordinator, Junior and Senior College Students of Broadcasting/Journalism:
Summer Semester 2019 – Four Students – (1) Valparaiso, (1) Central Michigan University, (1) Michigan State University, (1) Wayne State University.
Fall Semester 2019 – Three Students – (1) Oakland University, (2) Specs Howard School of Media.
Winter Semester 2019 – Four Students – (1) Oakland University, (1) University of Michigan Dearborn Campus, (1) Wayne State University, (1) Lawrence Institute of Technology.

Huel Perkins, Anchor

10-2-2019 Guest Speaker, Detroit Public Schools, High School Broadcasting Students, Detroit.

Roop Raj, Reporter/Anchor

Ongoing Adjunct Journalism Teaching staff, Lawrence Institute of Technology, Southfield.
 Ongoing Guest Speaker, Troy High School, Journalism Class, Troy.
 Ongoing Mentorship, Lawrence Institute of Technology Broadcasting/Journalism Students, Southfield.
 Ongoing Mentorship, Troy High School, Broadcasting Students, Troy.
 10-17-2019 Guest Speaker, Wayne State University Business School, Detroit.
 11-1-2019 Guest Speaker, Oakland University, Journalism Class, Auburn Hills.
 2-4-2020 Guest Speaker, Troy High School, Student Council, Troy.

Connie Smith, News Producer

Ongoing Online Alumni Profile Mentoring, Specs Howard School of Media Arts, specshoward.edu/graduate-stories.

Dave Spencer, Reporter/Anchor

2-6-2020 Guest Speaker, Brewster Elementary, Rochester.

2-14-2020 Guest Speaker, Delta Kelly Elementary, Rochester.

Jay Towers, Anchor

9-23-2019 Guest Speaker, Rochester College, Rochester.

11-12-2019 Guest Speaker, Miami Elementary, Broadcasting Students, Clinton Township.

Rob Wolchek, Reporter

Ongoing Mentorship, Ithaca College, New York, Journalism Student, Ithaca.

Ongoing Mentorship, Michigan State University, Journalism Student, Lansing.

Ongoing Mentorship, Central Michigan University, Journalism Student, Mount Pleasant.

Ongoing Mentorship, University of Cleveland, Journalism Student, Cleveland.

9-30-2019 Speaker, Business Students, Lutheran North High School, Eastpointe.

Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting:

Roop Raj, Reporter/Anchor

Ongoing: Keynote Speaker, Bloomfield Youth Assistance Annual Outstanding Youth Citizen Dinner Program (providing scholarships and enrichment opportunities for students of the Bloomfield Hills School District).

Ongoing: "Money Monday" reports re: ways parents can influence their children in establishing solid financial values, including charitable giving; helping college students establish good credit as they plan for life and work outside of the campus setting; red flags to note when applying for college scholarships.

Participation in other activities designed by the station employment unit reasonably calculated to further goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities:

Amy Andrews, Anchor

12-3-2019 Host of Station Tour, Amy's Angels, WJBK, Fox 2, Southfield.

2-10-2019 Host of Station Tour, Charles Wright Academy of Arts and Sciences, WJBK, Fox 2, Southfield.

Taryn Asher, Anchor/Reporter

11-8-2019 Job Shadow-Host, Michigan State University Journalism Student, WJBK Fox 2, Southfield.

M.L. Elrick, Reporter

6-3-2019 Host of Station Tour, Michigan State University Journalism Student, WJBK Fox 2, Southfield.

6-11-2019 Host of Station Tour, Michigan State University Journalism Student, WJBK, Fox 2, Southfield.

7-22-2019 Job Shadow-Host, Michigan State University Journalism Student, WJBK Fox 2, Southfield.

8-30-2019 Job Shadow-Host, Michigan State University Journalism Student WJBK Fox 2, Southfield.

9-9-2019 Job Shadow-Host, Michigan State University College Student, WJBK Fox 2, Southfield.

11-19-2019 Job Shadow-Host, Grosse Ile High School Student, WJBK, Fox 2, Southfield.

11-21-2019 Job Shadow-Host, Grosse Ile High School Student, WJBK, Fox 2, Southfield.

11-25-2019 Job Shadow-Host, Regina High School Student, WJBK Fox 2, Southfield.

12-2-2019 Job Shadow-Host, Michigan State University Journalism Student, WJBK Fox 2, Southfield.

12-3-2019 Job Shadow-Host, Michigan State University College Student WJBK Fox 2, Southfield.

Jennifer Hammond, Sports Reporter

6-6-2019 Host of Station Tour, Visitors Birmingham High School WJBK, Fox 2, Southfield.
6-11-2019 Host of Station Tour, Seaholm High School WJBK, Fox 2, Southfield.
9-19-2018 Job Shadow Host, Central Michigan University, Journalism Student, WJBK, Fox 2, Southfield.
11-14-2019 Host of Station Tour, Bloomfield Cub Scout Troop, WJBK Fox 2, Southfield.

Al Johnson, Planning Editor

Ongoing Online Alumni Profile, Specs Howard School of Media Arts, specshoward.edu/graduate-story.

Cynde Johnson, Assignment Editor

Ongoing Online Alumni Profile, Specs Howard School of Media Arts, specshoward.edu/graduate-story.

Derek Kevra, Meteorologist/Anchor

11-19-2019 Host of Station Tour, Boy Scouts Troop, Novi, WJBK, Fox 2, Southfield.

Sky Kerstein, Sports Producer

6-10-2019 Job Shadow Host, De La Salle High School, Journalism Student, WJBK, Fox 2, Southfield.
6-11-2019 Job Shadow Host, De La Salle High School, Journalism Student, WJBK, Fox 2, Southfield.
6-12-2019 Job Shadow Host, De La Salle High School, Journalism Student, WJBK, Fox 2, Southfield.
6-13-2019 Job Shadow Host, De La Salle High School, Journalism Student, WJBK, Fox 2, Southfield.
7-30-2019 Job Shadow Host, Eastern Michigan University College Student, WJBK, Fox 2, Southfield.
7-31-2019 Job Shadow Host, Western Michigan University College Student, WJBK, Fox 2, Southfield.
10-16-2019 Host of Station Tour, Visitors, University of Detroit Mercy, Journalism Class, WJBK, Fox 2, Southfield.

Amy Lange, Reporter/Anchor

10-22-2019 Host of Station Tour, Students, Lawrence Tech University, WJBK, Fox 2, Southfield.

Charlie Langton, Anchor/Reporter

9-14-2019 Host of Station Tour, Visitors, Wayne County Community College WJBK, Fox 2, Southfield.

Rich Luterman, Chief Meteorologist/Anchor

7-17-2019 Job Shadow Host, Grand Valley University, Student, WJBK, Fox 2, Southfield.
8-29-2019 Job Shadow Host Wayne State University, Student WJBK, Fox 2, Southfield.

Roop Raj, Reporter/Anchor

10-24-2019 Host of Station Tour, Visitors, Wayne County Community College, WJBK, Fox 2, Southfield.
1-15--2020 Host of Station Tour, Visitors, Troy High School, WJBK, Fox 2, Southfield.

Lee Thomas, Anchor/Entertainment Reporter

9-18-2019 Job Shadow Host, Wayne State University, Journalism Student, WJBK, Fox 2, Southfield.

Rob Wolchek, Reporter

6-28-2019 Job Shadow Host, Central Michigan University Journalism Student, WJBK, Fox 2, Southfield.
8-15-2019 Job Shadow Host University of Michigan, Journalism Student, WJBK, Fox 2, Southfield.
12-2-2019 Job Shadow Host, Lawrence Tech University, Journalism Student.