

Annual EEO Public File Report
KDFW Fox 4 & KDFI My27 IS AN EQUAL OPPORTUNITY EMPLOYER

Coverage Period: April 1, 2015 – March 31, 2016

Station's Comprising Station Employment Unit: KDFW Fox 4 & KDFI My27

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hire
Traffic Coordinator	4/1/15	KDFW Website 400 N. Griffin Street Dallas, TX 75202
Local Sales Assistant	4/6/15	KDFW Employee Referral 400 N. Griffin Street Dallas, TX 75202
Local Sales Assistant	4/13/15	Fox Stations Sales Employee Referral 1551 Briarcliff Road, NW Atlanta, GA 30306
Sports Producer	4/20/15	KDFW Website 400 N. Griffin Street Dallas, TX 75202
Photographer	4/20/15	TVjobs.com Website P.O. Box 4116 Oceanside, CA 92052
Associate Producer	4/27/15	KDFW Website 400 N. Griffin Street Dallas, TX 75202
Assignments Desk Manager	5/4/15	KDFW Website 400 N. Griffin Street Dallas, TX 75202
Associate Producer	6/1/15	KDFW Website 400 N. Griffin Street Dallas, TX 75202
Reporter	6/15/15	Agency Referral c/o Napoli Management 8444 West Olympic Blvd. Beverly Hills, CA 90211
News Producer	6/22/15	KDFW Website 400 N. Griffin Street Dallas, TX 75202
Supervising Producer	7/6/15	KDFW Employee Referral 400 N. Griffin Street Dallas, TX 75202
National Sales Assistant	7/13/15	KDFW Website 400 N. Griffin Street Dallas, TX 75202
Local Sales Assistant	7/27/15	Indeed.com Website 177 Broad Street Stamford, CT 06901
Account Executive	8/31/15	Indeed.com Website 177 Broad Street Stamford, CT 06901

Section 1: Vacancy Information

Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hire
News Producer	9/2/15	KDFW Website 400 N. Griffin Street Dallas, TX 75202
Account Executive	9/8/15	Indeed.com Website 177 Broad Street Stamford, CT 06901
Dir. Programming & Research	9/14/15	Indeed.com Website 177 Broad Street Stamford, CT 06901
Copy Coordinator	9/21/15	KDFW Website 400 N. Griffin Street Dallas, TX 75202
Associate Producer	9/28/15	Indeed.com Website 177 Broad Street Stamford, CT 06901
Segment Producer	10/5/15	KDFW Employee Referral 400 N. Griffin Street Dallas, TX 75202
News Business Coordinator	10/5/15	KDFW Website 400 N. Griffin Street Dallas, TX 75202
Technical Director	10/14/15	TVjobs.com Website P.O. Box 4116 Oceanside, CA 92052
HR Director	12/7/15	SHRM 1800 Duke Street Alexandria, VA 22314
Reporter	1/4/16	TVjobs.com Website P.O. Box 4116 Oceanside, CA 92052
Assignment Editor	1/4/16	KDFW Website 400 N. Griffin Street Dallas, TX 75202
Photographer	1/11/16	KDFW Employee Referral 400 N. Griffin Street Dallas, TX 75202
Reporter	1/25/16	Agency Referral c/o Group CSE 72 Madison Avenue, 10 th Floor New York, NY 10016
Sports Producer	3/7/16	KDFW Employee Referral 400 N. Griffin Street Dallas, TX 75202
Associate Producer	3/14/16	KDFW Website 400 N. Griffin Street Dallas, TX 75202
Web Producer	3/28/16	KDFW Employee Referral 400 N. Griffin Street Dallas, TX 75202

Total Number of Persons Interviewed During Applicable Period: 185

Job Postings – When a position becomes available the job opportunities/postings are sent to other FOX Owned & Operated Stations across the country.

All FOX O&O Stations:

WNYW/WWOR
205 E. 67th Street
New York, NY 10065

WTTG/WDCA
5151 Wisconsin Ave., NW
Washington, DC 20016

WOFL/WRBW
35 Skyline
Lake Mary, FL 32746

KTTV/KCOP
1999 S. Bundy Drive
Los Angeles, CA 90025

KRIV/KTXH
4261 Southwest Freeway
Houston, TX 77027

WOGX
1551 SW 37th St.
Ocala, FL 34474

WFLD/WPWR
205 N. Michigan Avenue
Chicago, IL 60601

WJBK
16550 W. Nine Mile Road
Southfield, MI 48075

KTBC
119 E. 10th Street
Austin, TX 78701

WTXF
330 Market Street
Philadelphia, PA 19106

KSAZ/KUTP
511 W. Adams Street
Phoenix, AZ 85003

KTVU/KICU
2 Jack London Square
Oakland, CA 94607

WTVT
3213 W. Kennedy Blvd.
Tampa, FL 33609

WJZY/WMYT
3501 Performance Road
Charlotte, NC 28214

WAGA
1551 Briarcliff Rd., NE
Atlanta, GA 30306

KMSP/WFTC
11358 Viking Dr.
Eden Prairie, MN 55344

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
KDFW Website*	3	Traffic Coordinator
400 N. Griffin St.	3	Local Sales Assistant
Dallas, Texas 75202	3	Local Sales Assistant
www.fox4news.com	6	Sports Producer
	6	Photographer
	4	Associate Producer
	1	Assignments Desk Manager
	4	Associate Producer
	0	Reporter
	5	News Producer
	0	Supervising Producer
	3	National Sales Assistant
	7	Local Sales Assistant
	3	Account Executive
	3	News Producer
	3	Account Executive
	4	Director Programming & Research
	3	Copy Coordinator
	4	Associate Producer
	2	Segment Producer
	3	News Business Coordinator
	6	Technical Director
	9	HR Director
	1	Reporter
	6	Assignment Editor
	5	Photographer
	2	Reporter
	0	Sports Producer
	4	Associate Producer
	0	Web Producer
21CF.com	0	Producer
1221 Avenue of the Americas	0	Account Executive
New York, NY 10036	0	News Business Coordinator
	1	Human Resources Director
TV Jobs/Broadcast Employment Serv.	0	Traffic Coordinator
P.O. Box 4116	0	Local Sales Assistant
Oceanside, CA 92052	0	Local Sales Assistant
1-800-374-0119	6	Sports Producer
jobs@tvjobs.com	2	Photographer
www.tvjobs.com	0	Associate Producer
	0	Assignments Desk Manager
	0	Associate Producer

	0	Reporter
	0	News Producer
	0	Supervising Producer
	0	National Sales Assistant
	0	Local Sales Assistant
	0	Account Executive
	2	News Producer
	0	Account Executive
	0	Director Programming & Research
	0	Copy Coordinator
	0	Associate Producer
	0	Segment Producer
	0	News Business Coordinator
	2	Technical Director
	0	HR Director
	1	Reporter
	1	Assignment Editor
	0	Photographer
	0	Reporter
	0	Sports Producer
	0	Associate Producer
	0	Web Producer
Medialine	0	Traffic Coordinator
P.O. Box 51909	0	Local Sales Assistant
Pacific Grove, CA 93950	0	Local Sales Assistant
www.medialine.com	0	Sports Producer
medialine@medialine.com	0	Photographer
	0	Associate Producer
	0	Assignments Desk Manager
	0	Associate Producer
	0	Reporter
	0	News Producer
	0	Supervising Producer
	0	National Sales Assistant
	0	Local Sales Assistant
	0	Account Executive
	0	News Producer
	0	Account Executive
	0	Copy Coordinator
	0	Associate Producer
	0	Segment Producer
	0	News Business Coordinator
	0	Technical Director
	0	HR Director
	0	Reporter
	0	Assignment Editor
	0	Reporter

Dallas Black Chamber of Commerce	0	Assignments Desk Manager
2838 MLK Jr. Blvd	0	Reporter
Dallas, TX 75215	0	News Producer
214-421-5200	0	Supervising Producer
churm@dbcc.org	0	National Sales Assistant
	0	Local Sales Assistant
	0	Account Executive
	0	Account Executive
	0	Copy Coordinator
	0	Associate Producer
	0	Segment Producer
	0	News Business Coordinator
	0	Technical Director
	0	HR Director
	0	Reporter
	0	Assignment Editor
	0	Reporter
Department of Veteran Affairs	0	Sports Producer
4500 S. Lancaster Road	0	Associate Producer
Dallas, TX 75216	0	Web Producer
214-735-4201		
Rachelle Alexander		
Rachelle.alexander@va.gov		
Forty Plus of Greater Washington	0	Traffic Coordinator
1718 P Street NW, Suite 1582	0	Local Sales Assistant
Washington,DC 20036	0	Local Sales Assistant
www.40plus-dc.org	0	Sports Producer
jobpostings@40plusdc.org	0	Photographer
	0	Associate Producer
	0	Associate Producer
	0	News Producer
	0	News Producer
	0	Associate Producer
	0	News Business Coordinator
	0	Technical Director
	0	HR Director
Goodwill Industries of Greater Dallas	0	Assignments Desk Manager
3020 N. Westmoreland Road	0	Reporter
Dallas, TX 75212	0	News Producer
214-678-1071	0	Supervising Producer
www.goodwill.org/locator	0	National Sales Assistant
MAyrr@goodwilldallas.org	0	Local Sales Assistant
	0	Account Executive
	0	Account Executive
	0	Copy Coordinator
	0	Associate Producer
	0	Segment Producer

	0	News Business Coordinator
	0	Technical Director
	0	HR Director
	0	Reporter
	0	Assignment Editor
	0	Reporter
Greater Dallas Hispanic Chamber of Commerce	0	Assignment Desk Manager
5622 Maple, Suite 207	0	Reporter
Dallas, TX 75219	0	News Producer
214-521-6007	0	Supervising Producer
sortiz@gdhcc.com	0	National Sales Assistant
	0	Local Sales Assistant
	0	Account Executive
	0	News Producer
	0	Account Executive
	0	Copy Coordinator
	0	Associate Producer
	0	Segment Producer
	0	News Business Coordinator
	0	Technical Director
	0	HR Director
	0	Reporter
	0	Assignment Editor
	0	Reporter
	0	Sports Producer
	0	Associate Producer
	0	Web Producer
Japanese American Citizens League	0	Traffic Coordinator
1828 L Street, Suite 802	0	Local Sales Assistant
Washington, DC 20036	0	Local Sales Assistant
www.jacl.org	0	Sports Producer
pouchida@jacl.org	0	Photographer
	0	Associate Producer
	0	Associate Producer
	0	News Producer
	0	News Producer
	0	Associate Producer
	0	News Business Coordinator
	0	Technical Director
	0	HR Director
LULAC – League of Latin American Citizens	0	Traffic Coordinator
National Office	0	Local Sales Assistant
1133 19 th Street, Suite 1000	0	Local Sales Assistant
Washington, DC 20036	0	Sports Producer
202-833-6130	0	Photographer
www.lulac.org	0	Associate Producer
trasmonte@lulac.org	0	Assignments Desk Manager

	0	Associate Producer
	0	Reporter
	0	News Producer
	0	Supervising Producer
	0	National Sales Assistant
	0	Local Sales Assistant
	0	Account Executive
	0	Account Executive
	0	Copy Coordinator
	0	Associate Producer
	0	Segment Producer
	0	News Business Coordinator
	0	Technical Director
	0	HR Director
	0	Reporter
	0	Assignment Editor
	0	Reporter
National Association of Broadcasters (NAB)	0	Traffic Coordinator
1771 N. Street NW	0	Local Sales Assistant
Washington, DC 200036	0	Local Sales Assistant
202-429-5300	0	Sports Producer
www.nab.org	0	Photographer
	0	Associate Producer
	0	Assignments Desk Manager
	0	Associate Producer
	0	Reporter
	0	News Producer
	0	Supervising Producer
	0	National Sales Assistant
	0	Local Sales Assistant
	0	Account Executive
	0	News Producer
	0	Account Executive
	0	Copy Coordinator
	0	Associate Producer
	0	Segment Producer
	0	News Business Coordinator
	0	Technical Director
	0	HR Director
	0	Reporter
	0	Assignment Editor
	0	Reporter
National Association of Black Journalists (NABJ)	0	Traffic Coordinator
1100 Knight Hall, #3100	0	Local Sales Assistant
College Park, MO 20742	0	Local Sales Assistant
sberry@nabj.org	0	Sports Producer
	0	Photographer
	0	Associate Producer

	0	Assignments Desk Manager
	0	Associate Producer
	0	Reporter
	0	News Producer
	0	Supervising Producer
	0	National Sales Assistant
	0	Local Sales Assistant
	0	Account Executive
	0	Account Executive
	0	Copy Coordinator
	0	Associate Producer
	0	Segment Producer
	0	News Business Coordinator
	0	Technical Director
	0	HR Director
	0	Reporter
	0	Assignment Editor
	0	Reporter
	0	Sports Producer
	0	Associate Producer
	0	Web Producer
National Council of Negro Women	0	Traffic Coordinator
633 Pennsylvania Avenue, NW	0	Local Sales Assistant
Washington, DC 20004	0	Local Sales Assistant
202-737-0120	0	Sports Producer
www.ncnw.org	0	Photographer
membership@ncnw.org	0	Associate Producer
	0	Assignments Desk Manager
	0	Associate Producer
	0	Reporter
	0	News Producer
	0	Supervising Producer
	0	National Sales Assistant
	0	Local Sales Assistant
	0	Account Executive
	0	News Producer
	0	Account Executive
	0	Copy Coordinator
	0	Associate Producer
	0	Segment Producer
	0	News Business Coordinator
	0	Technical Director
	0	HR Director
	0	Reporter
	0	Assignment Editor
	0	Reporter

National Hispanic Media Coalition	0	Traffic Coordinator
55 S. Grand Avenue	0	Local Sales Assistant
Pasadena, CA 91105	0	Local Sales Assistant
202-737-0120	0	Sports Producer
www.nhmc.org	0	Photographer
info@nhmc.org	0	Associate Producer
	0	Assignments Desk Manager
	0	Associate Producer
	0	Reporter
	0	News Producer
	0	Supervising Producer
	0	National Sales Assistant
	0	Local Sales Assistant
	0	Account Executive
	0	News Producer
	0	Account Executive
	0	Copy Coordinator
	0	Associate Producer
	0	Segment Producer
	0	News Business Coordinator
	0	Technical Director
	0	HR Director
	0	Reporter
	0	Assignment Editor
	0	Reporter
National Lesbian & Gay Journalists Association	0	Traffic Coordinator
1420 K Street, Suite 910	0	Local Sales Assistant
Washington, DC 20005	0	Local Sales Assistant
202-588-9888	0	Sports Producer
arin@nljja.org	0	Photographer
	0	Associate Producer
	0	Assignments Desk Manager
	0	Associate Producer
	0	Reporter
	0	News Producer
	0	Supervising Producer
	0	National Sales Assistant
	0	Local Sales Assistant
	0	Account Executive
	0	News Producer
	0	Account Executive
	0	Copy Coordinator
	0	Associate Producer
	0	Segment Producer
	0	News Business Coordinator
	0	Technical Director
	0	HR Director
	0	Reporter
	0	Assignment Editor

	0	Reporter
Society of Human Resource Management (SHRM)	1	Human Resources Director
1800 Duke Street		
Alexandria, VA 22314		
800-283-7478		
The Women's Center of Tarrant County	0	Assignments Desk Manager
401 West Sanford, Suite 1200	0	Reporter
Arlington, TX 76011	0	News Producer
817-927-4006	0	Supervising Producer
nadia@womenscentertc.org	0	National Sales Assistant
	0	Local Sales Assistant
	0	Account Executive
	0	Account Executive
	0	Copy Coordinator
	0	Associate Producer
	0	Segment Producer
	0	News Business Coordinator
	0	Technical Director
	0	HR Director
	0	Reporter
	0	Assignment Editor
	0	Reporter
Women in Film – Dallas	0	Traffic Coordinator
5930 Royal Lane, Suite E	0	Local Sales Assistant
PMB 236	0	Local Sales Assistant
Dallas, TX 75230	0	Sports Producer
admin@wifdallas.org	0	Photographer
	0	Associate Producer
	0	Assignments Desk Manager
	0	Associate Producer
	0	Reporter
	0	News Producer
	0	Supervising Producer
	0	National Sales Assistant
	0	Local Sales Assistant
	0	Account Executive
	0	Account Executive
	0	Copy Coordinator
	0	Associate Producer
	0	Segment Producer
	0	News Business Coordinator
	0	Technical Director
	0	HR Director
	0	Reporter
	0	Assignment Editor
	0	Reporter

America's Job Bank/DC Department of Employment	0	Traffic Coordinator
464 New York Ave, NE, Suite 300	0	Local Sales Assistant
Washington, DC 20002	0	Local Sales Assistant
202-724-7000	0	Sports Producer
does@dc.gov	0	Photographer
	0	Associate Producer
	0	Associate Producer
	0	Technical Director
Asian Women's Self Help Association	0	Traffic Coordinator
P.O. Box 284	0	Local Sales Assistant
Rockville, MD 20847	0	Local Sales Assistant
301-207-1248	0	Sports Producer
coordinator@ashaforwomen.org	0	Photographer
	0	Associate Producer
	0	Associate Producer
	0	News Producer
	0	News Producer
	0	Associate Producer
	0	News Business Coordinator
	0	Technical Director
	0	HR Director
	0	Sports Producer
	0	Associate Producer
	0	Web Producer
Federation of Hispanic Organizations	0	Traffic Coordinator
P.O. Box 25915	0	Local Sales Assistant
Baltimore, MD 21224	0	Local Sales Assistant
www.hispanicfederation.org	0	Sports Producer
marcoap@comcast.net	0	Photographer
	0	Associate Producer
	0	Associate Producer
	0	News Producer
	0	News Producer
	0	Associate Producer
	0	News Business Coordinator
	0	Technical Director
	0	HR Director
Goodwill of Greater Washington Career Services	0	Traffic Coordinator
2200 South Dakota Avenue, NE	0	Local Sales Assistant
Washington, DC 20008	0	Local Sales Assistant
www.dcgoodwill.org	0	Sports Producer
info@dcgoodwill.org	0	Photographer
	0	Associate Producer
	0	Associate Producer
	0	Technical Director

House of Ruth	0	Traffic Coordinator
5 Thomas Circle, NW	0	Local Sales Assistant
Washington, DC 20005	0	Local Sales Assistant
www.houseofruth.org	0	Sports Producer
houseofruth@houseofruth.org	0	Photographer
	0	Associate Producer
	0	Associate Producer
	0	Technical Director
Korean Community Service Center	0	Traffic Coordinator
7700 Little River Turnpike	0	Local Sales Assistant
Annandale, VA 22003	0	Local Sales Assistant
www.kcsgw.org	0	Sports Producer
ijung@kcsgw.org	0	Photographer
	0	Associate Producer
	0	Associate Producer
	0	Technical Director
National Academy of TV Arts & Sciences	0	Traffic Coordinator
111 W. 57 th Street, Suite 600	0	Local Sales Assistant
New York, NY 10019	0	Local Sales Assistant
www.emmyonline.tv	0	Sports Producer
capitalemmys@aol.com	0	Photographer
	0	Associate Producer
	0	Associate Producer
	0	Technical Director
Second Chance Employment Services	0	Traffic Coordinator
8181 18 th Street NW, Suite 420	0	Local Sales Assistant
Washington, DC 20006	0	Local Sales Assistant
www.scesnet.org	0	Sports Producer
judy.valencia@scenet.org	0	Photographer
	0	Associate Producer
	0	Associate Producer
	0	Technical Director
Southeast Asian Resource Action Center	0	Traffic Coordinator
1628 16 th Street NW, 3 rd Floor	0	Local Sales Assistant
Washington, DC 20009	0	Local Sales Assistant
www.searac.org	0	Sports Producer
searac@searac.org	0	Photographer
	0	Associate Producer
	0	Associate Producer
	0	Technical Director
Uplift Community Foundation	0	Traffic Coordinator
P.O. Box 46484	0	Local Sales Assistant
Washington, DC 20040	0	Local Sales Assistant
www.upliftfoundation.org	0	Sports Producer
info@upliftfoundation.org	0	Photographer

	0	Associate Producer
	0	Associate Producer
	0	Technical Director
Washington Association of Black Journalists	0	Traffic Coordinator
P.O. Box 2683	0	Local Sales Assistant
Washington, DC 20013	0	Local Sales Assistant
wabjdc@gmail.com	0	Sports Producer
	0	Photographer
	0	Associate Producer
	0	Associate Producer
	0	Technical Director
WIDER Opportunities for Women	0	Traffic Coordinator
1001 Connecticut Ave NW, Suite 930	0	Local Sales Assistant
Washington, DC 20036	0	Local Sales Assistant
202-464-1596	0	Sports Producer
www.wowonline.org	0	Photographer
ccormier@wowonline.org	0	Associate Producer
	0	Associate Producer
	0	Technical Director
Women Empowered Against Violence	0	Traffic Coordinator
1111 16 th Street, NW, Suite 200	0	Local Sales Assistant
Washington, DC 20036	0	Local Sales Assistant
www.weaveincorp.org	0	Sports Producer
info@weavencorp.org	0	Photographer
	0	Associate Producer
	0	Associate Producer
	0	News Producer
	0	News Producer
	0	Associate Producer
	0	News Business Coordinator
	0	Technical Director
	0	HR Director
Reach Can Academy	0	Sports Producer
(Disabled Men & Women)	0	Associate Producer
325 West 12 th Street	0	Web Producer
Dallas, TX 75208		
jpeachee@reachcils.org		
Work in Texas (Texas Workforce Commission)	0	Traffic Coordinator
101 E. 15 th Street	0	Local Sales Assistant
Austin, TX 78778	0	Local Sales Assistant
www.workintexas.org	0	Sports Producer
	0	Photographer
	0	Associate Producer
	0	Associate Producer
	0	Reporter

	0	News Producer
	0	Supervising Producer
	0	National Sales Assistant
	0	Local Sales Assistant
	0	Account Executive
	0	Account Executive
	0	Copy Coordinator
	0	Associate Producer
	0	Segment Producer
	0	News Business Coordinator
	0	Technical Director
	0	Assignments Editor
University of North Texas Career Center	0	News Producer
Chestnut Hall, Suite 103	0	News Producer
P.O. Box 310859	0	Associate Producer
Denton, TX 76203-0859	0	News Business Coordinator
940-565-2105	0	Technical Director
careercenter@unt.edu	0	HR Director
Adams Broadcast Consulting	1	Reporter
17350 Mallard Drive	0	Reporter
Sonoma, CA 95476	0	Reporter
707-938-8362		
Bell Talent	1	Reporter
114 S. Iena Avenue, Suite 4	0	Reporter
Redondo Beach, CA 90277	0	Reporter
310-543-0300		
CSE	0	Reporter
72 Madison Avenue, 10 th Floor	2	Reporter
New York, NY 10016	2	Reporter
212-213-2642		
DB & Associates	1	Reporter
P.O. Box 353	0	Reporter
Neffs, PA 10865	0	Reporter
610-767-6183		
HD Reps	1	Reporter
3835 San Jacinto Street, #1	0	Reporter
Dallas, TX 75204	0	Reporter
214-295-4626		
Ken Lindner & Associates	1	Reporter
2029 Century Park East, Suite 1000	1	Reporter
Los Angeles, CA 90067	2	Reporter
310-277-9223		

N.S. Bienstock	1	Reporter
250 West 57 th Street, Suite 333	1	Reporter
New York, NY 10107	1	Reporter
212-765-3040		
Napoli Management	3	Reporter
8844 West Olympic Blvd.	0	Reporter
Beverly Hills, CA 90211	1	Reporter
310-385-8222		
No Whining Talent (NWT)	0	Reporter
2325 Stone Bridge Drive	1	Reporter
Arlington, TX 76006	2	Reporter
817-987-3600		
Rick Carr TV Contract	1	Reporter
7751 S. Glencoe Ct.	0	Reporter
Centennial, CO 80122	0	Reporter
303-918-9414		
Rick Gevers & Associates	1	Reporter
355 E. Ohio Street, #303	0	Reporter
Indianapolis, IN 46204	0	Reporter
317-679-7900		
The Naso Group	1	Reporter
355 Church Road	0	Reporter
Putnam Valley, NY 10579	0	Reporter
202-213-5021		

*Candidates also applied through Indeed.com which is an aggregate site.

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

In addition we had 40 interviewees through employee referral and 1 through industry source referral.

Section 3: Supplemental Outreach Activities – April 1, 2015 to March 31, 2016

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

KDFW/FOX4 & KDFI/My27 participates in local and national career/job fairs. Job Fairs provide applicants and potential candidates with the opportunity to learn about Fox Television Stations, LLC 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.

KDFW/KDFI participated in the following job fairs during the reporting period:

- Excellence in Journalism Career Fair (Orlando, FL) - September 18 – September 20, 2015
Attended by TVHO Regional HR Director, Iris Sierra; WOFL, Human Resources Director, Jean Fromm, WOFL, VP News Director, Jeff Zeller, and WOFL, Assistant News Director, Steve Linden
- National Association of Black Journalists Career Fair - (Minneapolis, MN) – August 5 – August 9, 2015
Attended by KMSP/WFTC, Human Resources Director, Kate O'Hara, WFLD/WPRW Human Resources Director, Sharming Nathan, KMSP/WFTX, VP News Director, Mim Davey
- The Asian American Journalists Association Career & Expo (San Francisco, CA) August 12 – August 15, 2015
Attended by TVHO Executive Director, Human Resources, Linda DiStefano, KTVU/KICU Human Resources Manager, Christine Nohr and KTVU/KICU VP News Director, Dana Hahn
- Emma L. Bowen Foundation – Career Fair and Networking Reception - June 22 & June 24, 2015
Attended by Corp. SVP, Human Resources, Jean Fuentes, Executive Director, Human Resources, TVHO Linda DiStefano, TVHO Director, Human Resources, Heather Frascella, Director, WNYW/WWOR Human Resources, Roselyn Barranda

2. (iv) 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

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.

News Department

Specifically regarding educational institutions, we had a total of thirty (30) visits to schools and local college/universities by employees in our News Department:

- April 24, 2015: One of our Reporters read to elementary students on behalf of the Wade Smith Foundation at Wallace Elementary School in Dallas, Texas.
- April 30, 2015: One of our Reporter/Anchors spoke at Career Day at Fairmeadows Elementary in Duncanville, Texas.
- May 1, 2015: Our Chief Meteorologist gave a weather talk to a group of fathers and their children in association with All Pro Dad in Southlake, Texas.
- May 20, 2015: One of our Reporters spoke at Career Day at Irma Marsh Middle School in Fort Worth, Texas.
- May 30, 2015: One of our Anchors was the Emcee at the Creekview High School Sports Association Awards Banquet in Carrollton, Texas.
- June 3, 2015: One of our Reporters spoke at John T. White Elementary 5th Grade Graduation in Fort Worth, Texas.
- June 3, 2015: One of our Anchors read books to children at the Mayor's Summer Reading Club in Dallas, Texas.
- June 4, 2015: One of our Anchors read books to children at the Mayor's Summer Reading Club in Dallas, Texas.
- June 25, 2015: One of our Anchors read books to children at the Mayor's Summer Reading Club in Dallas, Texas.
- July 9, 2015: One of our Anchors read books to children at the Mayor's Summer Reading Club in Dallas, Texas.
- July 10, 2015: One of our Anchors served as a mentor for a day for a student from UNT Broadcast Journalism who shadowed her here at the FOX Dallas Station in Dallas, Texas.
- July 18, 2015: One of our Reporters was the Emcee at the Scholarship Awards for High School students put on by the DFW Tuskegee Airmen Chapter in Grand Prairie, Texas.
- August 15, 2015: One of our Reporters spoke at the Broadcast Symposium/American Broadcast School in Arlington, Texas.
- August 20, 2015: One of our Reporter/Anchors spoke the Tarrant County Back to School Roundup event in Fort Worth, Texas.
- August 25, 2015: One of our Anchors served as a mentor for a day for a student from UNT Broadcast Journalism who shadowed her here at the FOX Dallas Station in Dallas, Texas.
- October 20, 2015: One of our Meteorologists gave a weather talk to a group of fourth grade students at Robinson Elementary in Frisco, Texas.
- October 23, 2015: One of our Reporters was the Emcee and did a live interview-style discussion with Antoinette Tuff (Georgian Educator) at the 89th Annual Dallas Black Chamber of Commerce Awards in Dallas, Texas.
- November 12, 2015: One of our Reporter/Anchors was the speaker at Career Day for Eladio R. Martinez Elementary School in Dallas, Texas.

- January 19, 2016: Our Chief Meteorologist was the speaker at Career Day for Rockenbaugh Elementary School in Southlake, Texas.
- January 22, 2016: One of our Reporters was the speaker at Career Day for Riverside Applied Learning Center School in Fort Worth, Texas.
- January 29, 2016: One of our Anchors was the Emcee at a conference kickoff for the Texas High School Theatre Directors Association in Dallas, Texas.
- February 9, 2016: One of our Meteorologists gave a weather talk at Bear Creek Elementary in Grapevine, Texas.
- February 16, 2016: One of our Meteorologists gave a weather talk to the fourth and fifth grade students at Stephens Elementary School in Garland, Texas.
- February 18, 2016: Our Assistant News Director was the guest speaker for a Broadcast Management class at the UTA Arlington Broadcast Journalism Department in Arlington, Texas.
- February 23, 2016: One of our Meteorologists gave a weather talk to the third grade students at Ditto Elementary School in Arlington, Texas.
- March 1, 2016: One of our Meteorologists promoted Reading Across America to 90 students at Primrose School of Plano in Plano, Texas.
- March 2, 2016: One of our Reporters hosted the 2016 Annual National Read Across America Day for the Ennis Independent School District in Ennis, Texas.
- March 4, 2016: One of our Reporters was the guest speaker for a Career Day event at Obadiah Knight Elementary School in Dallas, Texas.
- March 11, 2016: Our Chief Meteorologist gave a weather presentation to third and fourth grade students for Math & Science Discovery Day at Carroll Elementary School in Southlake, Texas.
- March 23, 2016: One of our Anchors served on the Host Committee for the a luncheon honoring Dr. Terry Flowers with the Erik Jenson Award at SMU Cary M. Maguire Center for Ethics & Public Responsibility in Dallas, Texas.

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

Internship Program

KDFW/FOX4 & KDFI/My27 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 and Research and Creative Services (including Promotions and Marketing).

The objectives of the internship program are to:

- Provide students majoring in journalism, communications, and 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 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 eight (8) unpaid interns for the Summer Semester 2015.

Creative Services: One (1) student (Summer Semester 2015)

Digital Web: One (1) student (Summer Semester 2015)

News: Four (4) students (Summer Semester 2015)

Sports: One (1) student (Summer Semester 2015)

Weather: One (1) student (Summer Semester 2015)

We accepted students from Western Kentucky University, Texas Christian University, Texas Tech University, Southern Methodist University, the University of North Texas, Howard University, and the University of Oklahoma.

5. (vii) 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 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 students interned. Fox Television Stations, LLC has 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

KDFW & KDFI selected a student who was hired during her freshman year in college to work in the News Department. The student has worked during the summers of her college school year while receiving training. The student will have the opportunity to continue working while attending college for up to five years. Upon graduation, she will have the opportunity to apply and be considered for open roles for which she qualifies, if available. The current Emma Bowen Foundation intern is an African-American female who is now completing her junior year at Texas Christian University in Fort Worth, Texas.

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

The Director of Human Resources, KDFW & KDFI provides Management Training on a continual basis.

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 and promoted three (3) employees to the following positions: Programming Coordinator promoted to Programming Manager; News Producer promoted to Late News Producer; Chief Engineer promoted to VP Engineering.

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: KDFW/KDFI airs a 45 second spot on air twice a month per station, Monday-Sunday 7am - 12m. "Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request KDFW/KDFI 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 Director of Human Resources, KDFW/KDFI, 400 N. Griffin St., Dallas, TX. 75202. We appreciate your organization's help in publicizing our job openings! KDFW/KDFI is an Equal Opportunity Employer."