

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

Coverage Period: April 1, 2016 – March 31, 2017

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
Reporter	4/25/16	Joel Weisman & Associates
Reporter	5/9/16	KDFW Website
Assignment Editor	5/31/16	KDFW Website
National Sales Assistant	6/20/16	KDFW Website
IT Support Technician	7/5/16	KDFW Website
Account Executive	8/29/16	KDFW Website
Associate Producer	9/6/16	KDFW Website
Associate Producer	9/19/16	KDFW Website
Assignment Editor	9/19/16	KDFW Website
National Sales Assistant	10/17/16	KDFW Website
Associate Producer	11/14/16	KDFW Website
Account Executive	11/14/16	KDFW Website
Local Sales Assistant	1/17/17	Employee referral
Local Sales Assistant	1/17/17	KDFW Website
National Sales Assistant	1/17/17	KDFW Website
Copy Coordinator	2/21/17	KDFW Website

Total Number of Persons Interviewed During Applicable Period: 68

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 400 N. Griffin St. Dallas, Texas 75202 www.fox4news.com	32	All Positions
TV Jobs/Broadcast Employment Serv. P.O. Box 4116 Oceanside, CA 92052 1-800-374-0119 jobs@tvjobs.com www.tvjobs.com	1	Reporter, National Sales Assistant, IT Support Technician, Account Executives, Associate Producer, Assignment Editor, Associate Producer, Account Executive, National Sales Assistant, Local Sales Assistant, Copy Coordinator, Associate Producer, Local Sales Assistant
Spots 'N Dots Contact: Emily McKay Phone: 888-884-2630 ads@spotsndots.com www.spotsndots.com		Account Executive
Medialine P.O. Box 51909 Pacific Grove, CA 93950 www.medialine.com medialine@medialine.com		Reporter, Assignment Editor, National Sales Assistant, IT Support Technician, Associate Producer, Associate Producer, Account Executive, National Sales Assistant, Local Sales Assistant, Copy Coordinator, Account Executive, Associate Producer, Local Sales Assistant
Alliance for Women in Media (AWM DFW) P.O. Box 801245 Dallas, Texas 75380-1245 allwomeninmedia-dfw.org veunger@swbell.net		Account Executive
Department of Veteran Affairs 4500 S. Lancaster Road Dallas, TX 75216 214-735-4201 Rachelle Alexander Rachelle.alexander@va.gov		Reporter, Assignment Editor, National Sales Assistant, IT Support Technician, Account Executive, Associate Producer, Assignment Editor, Associate Producer, Reporter, Associate Producer
Emma Bowen Foundation for Minorities Interest in Media Sandra Rice 212-664-3486 Sandra.rice@nbcuni.com		Reporter, Assignment Editor, Associate Producer, Associate Producer, National Sales Assistant, Local Sales Assistant, Copy Coordinator, Associate Producer, Local Sales Assistant

<p>Forty Plus of Greater Washington 1718 P Street NW, Suite 1582 Washington, DC 20036 www.40plus-dc.org jobpostings@40plusdc.org</p>		<p>Reporter, Assignment Editor, Associate Producer, Local Sales Assistant, National Sales Assistant, Copy Coordinator, Associate Producer, Local Sales Assistant</p>
<p>Ft. Worth Metropolitan Black Chamber of Commerce 3307 Rosedale FT Worth, TX 76105 817-871-6538 Barbara Bolden bbolden@fwmbcc.org</p>		<p>Reporter, Assignment Editor, Associate Producer, Associate Producer, Account Executive, National Sales Assistant, Local Sales Assistant, Copy Coordinator, Reporter, Associate Producer, Local Sales Assistant</p>
<p>Greater Dallas Hispanic Chamber of Commerce 5622 Maple, Suite 207 Dallas, TX 75219 214-521-6007 sortiz@gdhcc.com</p>		<p>Reporter, Assignment Editor, National Sales Assistant, IT Support Technician, Account Executive, Associate Producer, Associate Producer, Account Executive, National Sales Assistant, Local Sales Assistant, Copy Coordinator, Assignment Editor, Associate Producer, Local Sales Assistant</p>
<p>Houston Area Urban League 5320 Griggs Road Houston, TX 77021 281-220-6012 www.haul.org tsteele@haul.org</p>		<p>National Sales Assistant, IT Support Technician, Account Executive, Account Executive, National Sales Assistant</p>
<p>Japanese American Citizens League 1828 L Street, Suite 802 Washington, DC 20036 www.jacl.org pouchida@jacl.org</p>		<p>Reporter, Assignment Editor, Associate Producer, Associate Producer, Associate Producer</p>
<p>LULAC – League of Latin American Citizens National Office 1133 19th Street, Suite 1000 Washington, DC 20036 202-833-6130 www.lulac.org jtrasmonte@lulac.org</p>		<p>Reporter, Assignment Editor, Associate Producer, Associate Producer, National Sales Assistant, Reporter, Associate Producer</p>
<p>National Association of Black Journalists (NABJ) 1100 Knight Hall, #3100 College Park, MO 20742 sberry@nabj.org</p>		<p>Assignment Editor</p>
<p>National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, DC 20004 202-737-0120 www.ncnw.org membership@ncnw.org</p>		<p>Reporter, National Sales Assistant, IT Support Technician, Account Executive, Associate Producer, Local Sales Assistant, Copy Coordinator, Associate Producer, Associate Producer, Local Sales Assistant</p>

<p>National Lesbian & Gay Journalists Association 1420 K Street, Suite 910 Washington, DC 20005 202-588-9888 arin@nlqja.org</p>		<p>Reporter, Assignment Editor, Associate Producer, Associate Producer, Associate Producer</p>
<p>Asian Women's Self Help Association P.O. Box 284 Rockville, MD 20847 301-207-1248 coordinator@ashaforwomen.org</p>		<p>Assignment Editor, National Sales Assistant</p>
<p>Texas Association of Broadcasters www.tab.org</p>		<p>Account Executive, National Sales Assistant, Copy Coordinator, National Sales Assistant</p>
<p>Federation of Hispanic Organizations P.O. Box 25915 Baltimore, MD 21224 www.hispanicfederation.org marcoap@comcast.net</p>		<p>Local Sales Assistant, National Sales Assistant, Copy Coordinator, Local Sales Assistant</p>
<p>National Academy of TV Arts & Sciences 111 W. 57th Street, Suite 600 New York, NY 10019 www.emmyonline.tv capitalemmys@aol.com</p>		<p>Local Sales Assistant, Copy Coordinator, Local Sales Assistant</p>
<p>Reach Can Academy (Disabled Men & Women) 325 West 12th Street Dallas, TX 75208 jpeachee@reachcils.org</p>		<p>Assignment Editor, Associate Producer, Associate Producer, National Sales Assistant, reporter, Assignment Editor, Associate Producer</p>
<p>Workforce Solutions Greater Dallas Opportunity Workforce Center 1610 S. Malcolm X Blvd., Suite 201 Dallas, Texas 75226 allison.coggins@twc.state.tx.us mitzi.austin@rescare.com</p>		<p>Associate Producer, Account Executive, National Sales Assistant, Local Sales Assistant, Copy Coordinator, Local Sales Assistant</p>
<p>Fleet and Family Support Center 3175 Vandenberg Avenue NAS JRB Fort Worth Fort Worth, Texas 76127 ronnie.smoot.ctr@navy.mil</p>		<p>Local Sales Assistant, Copy Coordinator, Local Sales Assistant</p>
<p>University of North Texas Career Center Chestnut Hall, Suite 103 P.O. Box 310859 Denton, TX 76203-0859 940-565-2105 careercenter@unt.edu</p>		<p>Reporter, Assignment Editor, Associate Producer, Associate Producer</p>

Broadcast Talent Agent Jeff Marcu 719-388-9765 jeff@otatalent.com	1	Reporter
Joel Weisman & Associates 1901 Raymond Drive, Suite 6 Northbrook, IL 60062 847-400-5900	1	Reporter
Napoli Management 8844 West Olympic Blvd. Beverly Hills, CA 90211 310-385-8222	2	Reporter, Reporter
No Whining Talent (NWT) 2325 Stone Bridge Drive Arlington, TX 76006 817-987-3600	1	Reporter

In addition to the recruitment resources listed above, we also interviewed 1 candidate referred through Southern Methodist University, 9 candidates referred by current employees, and several candidates referred through the following job aggregator sites: Indeed.com (10), SimplyHired.com (3), JobFox.com (1), Monster.com (1), CareerBuilder.com (2), Careeronestop.com (1), Facebook (1), and Gooroo.com (1).

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 internal company promotions and to expand the recruiting area.

All FOX O&O Stations:

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

WTTG/WDCB
 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

WTFX
 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 3: Supplemental Outreach Activities – April 1, 2016 to March 31, 2017

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:

- Emma L. Bowen Foundation – Career Fair and Networking Reception (New York, New York) – June 22 & June 24, 2016
Attended by TVHO SVP, Human Resources, Jean Fuentes, TVHO Executive Director, Human Resources, Linda DiStefano, TVHO Director, Human Resources, Heather Frascella, WNYW/WWOR Director, Human Resources, Roselyn Barranda, and Fox Station Sales Director, Human Resources, Dorian Kasuba
- National Association of Black Journalists and National Association of Hispanic Journalist Convention & Career Fair (Washington, D.C.) – August 3, 2016 – August 7, 2016
Attended by TVHO Director, Human Resources, Heather Frascella, WFLD/WPRW Director, Human Resources, Sharming Nathan, WTTG/WDCA VP News Director, Paul McGonagle, and WTXF Executive Producer, Lee Meier
- Asian American Journalism Association Convention (Las Vegas, Nevada) – August 10, 2016 – August 13, 2016
Attended by KRIV Director, Human Resources, Tracey Rivers and KSAZ-KUTP VP News Director, Doug Bannard
- Howard University 2016 Communications Job & Internship Fair (Washington, D.C.) October 27, 2016
Attended by WTTG/WDCA Director, Human Resources, Theresa Wilson, WTTG/WDCA Special Projects Producer, Terri Tolliver
- 2016 Non-Commissioned Officers Association Career Expo (Dallas, Texas) – October 21, 2016
Attended by KDFW/KDFI Director, Human Resources, Nicole Robles
- University of North Texas Spring 2017 Diversity & Inclusion Career Fair (Dallas, Texas) – February 8, 2017
Attended by KDFW/KDFI Director, Human Resources, Nicole Robles
- Christian Community Action Hiring Fair (Lewisville, Texas) – March 27, 2017
Attended by KDFW/KDFI Director, Human Resources, Nicole Robles

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 1, 2016: One of our Photographers spoke at Career Day at J.L. Long Middle School in Dallas, Texas.
- April 11 – 13, 2016: One of our Reporters gave a lecture to the Broadcast Journalism/Radio class at the University of the Virgin Islands, in the Virgin Islands.
- April 14, 2016: Our Chief Meteorologist gave a weather talk to children at Walnut Grove Elementary School in Southlake, Texas.
- May 3, 2016: Two of our Reporters spoke at College and Career Night at Bettye Myers Middle School in Denton, Texas.
- May 10, 2016: One of our Reporters gave a lecture for a Journalism/Broadcasting class at Kennedale High School in Kennedale, Texas.
- May 12, 2016: One of our Reporters spoke at Career Day Golden Rule School in Dallas, Texas.
- May 21, 2016: One of our Reporter/Anchors spoke at Literacy in the Barrio to members of the Dallas Independent School District in Dallas, Texas.
- May 23, 2016: Two of our Reporters spoke at Career Day at Irma Marsh Middle School in River Oaks, Texas.
- May 24, 2016: One of our Meteorologists spoke at Career Day at Marshall Elementary School in Dallas, Texas.
- June 2016: One of our Anchors read books to children for the Mayor's Summer Reading Club in Dallas, Texas.
- August 10, 2016: One of our Reporters participated on a Media Panel for the Public Relations Society of America in Fort Worth, Texas.
- September 27, 2016: One of our Anchors was a panel member for a luncheon for Women Leaders in Journalism at Austin College, in Sherman, Texas.
- September 29, 2016: One of our Reporters participated in a phone interview with a high school student studying Broadcast Journalism as part of the Independent Study and Mentorship (ISM) in Dallas, Texas.
- October 3, 2016: One of our Sports Reporters gave a lecture on "Breaking Into the Journalism Business" for the Sports and Entertainment Marketing students at Prosper High School in Prosper, Texas.

- October 14, 2016: One of our Sports Reporters gave a lecture to the Journalism students at Southern Methodist University on the Value of Data Journalism in Dallas, Texas.
- October 25, 2016: One of our Meteorologists gave a weather talk to students at Nebbie Williams Elementary School in Rockwall, Texas.
- October 31, 2016: One of our Sports Reporters spoke to Alvarado High School students about "Sports Journalism in Television" at AT&T Stadium in Arlington, Texas.
- November 1, 2016: One of our Meteorologists gave a weather talk to a group of 5th grade students at Midway Park Elementary in Euless, Texas.
- November 15, 2016: One of our Meteorologists gave a weather talk to a group of 2nd grade students at Back Elementary School in Rowlett, Texas.
- November 17, 2016: One of our Sports Reporters spoke at Career Day at Bethune Elementary School in Dallas, Texas.
- November 19, 2016: One of our Sports Reporters spoke to Hispanic Communicators DFW during a Sports Marketing Forum in Dallas, Texas.
- December 3, 2016: One of our Reporter/Anchors and our Consumer Reporter were co-Emcees at the 3rd Annual Charity Gingerbread Media Contest at AT&T Performing Arts Center in Dallas, Texas.
- December 6, 2016: One of our Meteorologists gave a weather talk to a group of students at Universal Academy in Irving, Texas.
- December 8, 2016: One of our Meteorologists spoke at Career Day for the 10th and 11th graders at Ferris High School in Ferris, Texas.
- January 10, 2017: One of our Meteorologists gave a weather talk to a group of 2nd grade students at McClure Elementary School in McKinney, Texas.
- January 17, 2017: One of our Meteorologists gave a weather talk to a group of 2nd grade students at Eagle Ridge Elementary School in Keller, Texas.
- February 7, 2017: One of our Meteorologists gave a weather talk to a group of 4th grade students at Malverne Elementary School in McKinney, Texas.
- February 7, 2017: One of our Meteorologists gave a weather safety lecture to the kindergarten class at Temple Emanu-El School in Dallas, Texas.
- March 2, 2017: One of our Reporters read books to students of the Dallas Independent School District during "Dr. Seuss Reading Day" in Dallas, Texas.
- March 7, 2017: One of our Meteorologists gave a weather talk to a group of 4th grade students at Brent Elementary School in Little Elm, 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, 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 six (6) unpaid interns for the Summer Semester 2016.

Digital Web: One (1) student (Summer Semester 2016)

News: Four (4) students (Summer Semester 2016)

Sales: One (1) student (Summer Semester 2016)

We accepted students from Tulane University, the University of Illinois, the University of Texas, Hampton University, Southern Methodist University, and the University of North Texas.

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 years while receiving training. 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 senior year at Texas Christian University in Fort Worth, Texas. Her expected graduation date is in May 2017.

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 one (1) employee to the following position: National Sales Coordinator promoted to Account Executive.

Fox Stations Sales, an in-house national sales organization, maintains a program to train new sales account executives. This program consists of both coursework and hands-on training. At the end of the program, individuals are assigned to the Company's Television Stations and Sales offices throughout the United States.

On Air Notice: 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."