



WFLD / WPWR
ANNUAL EEO REPORT
AUGUST 1, 2010 – JULY 31, 2011

Placed in Public File:

Print Name: RAFAEL MEZA

Signature: Rafael Meza

Date: 08/01/2011

Placed on the WFLD / WPWR websites:

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**Annual EEO Public File Report
WFLD / WPWR IS AN EQUAL OPPORTUNITY EMPLOYER**

Coverage Period: August 1, 2010-July 31, 2011

Station's Comprising Station Employment Unit: WFLD-Fox 32 & WPWR-My 50 Chicago

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hiree
National Sales Manager	09/13/2010	Spots N Dots 1635 Old Highway 41 NW #112-338 Kennesaw, GA 30152
Field Operations Manager	09/27/2010	Employee Referral 205 N. Michigan Ave. Chicago, IL 60601
Meteorologist	01/27/2010	Employee Referral 205 N. Michigan Ave. Chicago, IL 60601
Promotions Producer	01/31/2011	Internal Promotion 205 N. Michigan Ave. Chicago, IL 60601
Reporter	02/01/2011	William Morris Agency 1325 Avenue of the Americas 16 th Floor New York, NY 10019
Credit & Collections Manager	02/01/2011	Monster.com 5 Clock Tower Place Suite 500 Maynard, MA 01754
Anchor (Weather)	02/21/2011	N.S. Bienstock, Inc. 250 W. 57 th Street, Suite 333 New York, NY 10107
Executive Producer	03/14/2011	Rick Gevers & Associates PO Box 577 Zionsville, IN 46077-0577
Planning Manager	03/21/2011	Employee Referral 205 N. Michigan Ave. Chicago, IL 60601
Executive Producer	03/21/2011	Employee Referral 205 N. Michigan Ave. Chicago, IL 60601
Account Executive	04/04/2011	Employee Referral 205 N. Michigan Ave. Chicago, IL 60601
HR Director	05/09/2011	SHRM.org 1800 Duke St Alexandria, Virginia 22314
Executive Director of Finance	05/31/2011	TVJobs.com PO Box 4116 Oceanside, CA 92052
Writer	06/01/2011	Internal Promotion 205 N. Michigan Ave. Chicago, IL 60601

Total Number of Persons Interviewed During Applicable Period: 51

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
Monster.com 5 Clock Tower Place Suite 500 Maynard, MA 01754	3	Credit and Collections Manager
Chicago Urban League 4510 S. Michigan Ave Chicago, IL 60653 773-285-5800	0	Credit and Collections Manager
Chicago Association of Black Journalists 4859 S. Wabash St Chicago, IL 60615	0	Planning Manager, Reporter, Executive Producer
Association of Women Journalists Chicago 1742 Ashland Ave. Evanston, IL 60201	0	Reporter
Careerbuilder.com 200 N. LaSalle Ave St. #100 Chicago, IL 60601	0	Human Resources Director
TVJobs.com / Broadcast Employment Serv. PO Box 4116 Oceanside, CA 92052 Mark Holloway (760) 754-8177	3	Executive Director of Finance
WME Entertainment 1325 Avenue of the Americas, 16th Floor New York, NY 10019 Scott Wachs 212-903-1349	1	Reporter
N. S. Bienstock 250 West 57 th St. Suite 333 New York, NY 10107 Rick Ramage 212-765-3040 ext 5513	1	Reporter
Spots N Dots 1635 Old Highway 41 NW #112-338 Kennesaw, GA 30152	1	National Sales Manager
www.myfoxchicago.com 205 N. Michigan Ave. Chicago, IL 60601 312-565-3015 HR Director	10	All Positions
Employee Referrals WFLD/WPWR-TV 205 N. Michigan Ave Chicago, IL 60601	21	All Positions
WNYW/WWOR 205 E. 67 th Street New York, NY 10065 Iris Sierra 212-452-5702 www.myfoxny.com	0	All Positions
KTTV/KCOP	0	All Positions

1999 S. Bundy Drive Los Angeles, CA 90025 Vivian Rodriguez 310-584-2287 www.myfoxla.com		
WTXF 330 Market St. Philadelphia, PA 19106-2796 Ameena Ali 215-982-5215 www.myfoxphilly.com	0	All Positions
KDFW/KDFI 400 N. Griffin St Dallas, TX 75202 Cheryl Allison 214-720-3149 www.Myfoxdallas.com	0	All Positions
WFXT 25 Fox Dr. Dedham, MA 02026 Marqueritte Kerr 781-467-1490 www.myfoxboston.com	0	All Positions
WAGA 1551 Briarcliff Rd, NE Atlanta, GA 30306 Regina Davis 404-898-0269 www.myfoxtlanta.com	0	All Positions
WTTG/WDCB 5151 Wisconsin Ave NW Washington, DC 20016 Iesha Henry 202-895-3175 www.myfoxdc.com	1	All Positions
KRIV/KTXH 4261 Southwest Fwy Houston, TX 77027 Roberta Hudson 713-479-2720 www.myfoxboston.com	0	All Positions
WJBX 16550 W. Nine Mile Rd. Southfield, MI 48075 Cynthia Smith 248-552-5233 www.myfoxdetroit.com	0	All Positions
KSAZ/KUTP 511 W. Adams St. Phoenix, AZ 85003 Diana Pike 602-262-5150	0	All Positions
WTVT 3213 W. Kennedy Blvd. Tampa, FL 33609 Cynthia Armstrong 813-870-9636	0	All Positions
KMSP/WFTC 11358 Viking Dr Eden Prairie, MN 55344	1	All Positions

Kate O'Hara 952-946-5607		
WOFL/WRBW 35 Skyline Dr. Lake Mary, FL 32746 Jean Fromm 407-741-5140	0	All Positions
WUTB 4820 Seton Dr, ste M-N Baltimore, MD 21215 Iesha Henry 202-895-2342	0	All Positions
WHBQ 485 S. Highland Memphis, TN 38111 Roberta Hudson 901-320-1355	0	All Positions
KTBC 119 E. 10 th St Austin, TX 78701 Lisa Cordes 512-495-7024	0	All Positions
WOGX 1551 SW 37 th St Ocala, FL 34474 Jean Fromm 407-741-5169	0	All Positions
Unsolicited Resumes	2	Field Operations Manager, Account Executive
Rick Gevers & Associates PO Box 577 Zionsville, IN 46077-0577	3	Executive Producer
Society for Human Resource Management 1800 Duke St Alexandria, Virginia 22314	4	Human Resources Director
IHIREHR.com 345 North Hetzler Court Angola, IN 46703 Phone: 877-798-4854	0	Human Resources Director

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

- WPWR and WFLD open positions are posted together on the www.myfoxchicago.com website

Section 3: Supplemental Outreach Activities – August 1, 2010 to July 31, 2011

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

WFLD-32 / WPWR-50 participates in local and national career/job fairs. Job Fairs provide applicants and potential candidates with the opportunity to learn about Fox Television Stations, Inc. and the job opportunities and internship/mentoring programs available within the group. A list of job openings and station contact information is available upon request

WFLD/WPWR participated in the following job fairs during the reporting period:

- NAHJ – National Association of Hispanic Journalist – Career Fair, Orlando, FL – Submitted Job Openings
- ICB – Illinois Center for Broadcasting – Job Fair, Chicago, IL – Submitted Job Openings
- EMF – Emma Bowen Foundation – Job Fair, New York City, NY – Submitted Job Openings
- Howard University – Career Fair – Washington, DC – Submitted Job Openings

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

Internship Program

WFLD Fox 32 & WPWR My 50 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, Research and Creative Services (including Promotions and Marketing).

The objectives of the internship program are to:

- Provide students majoring in journalism, communications, and media & 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 & related disciplines the opportunity to garner practical application experience and exposure to a work environment in their desired field.
- 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 Rafael Meza, Director of Human Resources. In this reporting year, we had a total of twenty two (22) unpaid interns:

News: Twenty (16) students (Summer Semester 2011)
Sports: Two (2) students (Summer Semester 2011)
News Weather: Two (2) students (Summer Semester 2011)
Sales: One (1) student (Summer Semester 2011)
Engineering: One (1) student (Summer Semester 2011)

We accepted students from Governor State University, Illinois State University, University of Kansas, University of Arizona, University of Michigan, University of Missouri, Columbia College (Chicago), Loyola University, Emerson College, University of Illinois, University of Wisconsin (Madison), Florida Gulf Coast University, Butler University, Southern Illinois University (Carbondale), Alcorn State University, and Michigan State University.

3. **(vi) Participation in job banks, internet programs, and other programs designed to promote outreach generally (i.e. that are not primarily directed to providing notification of specific job vacancies).**

Job Shop at www.myfoxchicago.com is an ongoing initiative that allows employers to post jobs on the stations' website at no cost. The station will profile a job of the day on air and online. In addition to the job listings, reporters have aired stories regarding job interview techniques, helpful resume tips and interviews with local area recruiting experts.

4. **(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 Interest 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 have been a corporate partner in this program since its inception and two of the Company's executives are on the Foundation's Board.

Eligibility Requirements:

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

Emma L. Bowen Intern for the summer of 2011

Tracy Woodley – University of Illinois Champaign-Urbana

Benjamin L. Hooks Fellowship Award

Fox Television Stations, Inc. in conjunction with the New York University Tisch School of the Arts provides an annual monetary award to eight minority students who are majoring in a media-related field. This grant is used towards cost of tuition.

5. (iv) Participation in a least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar events.

Staff Appearances and Community Involvement

On going 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 similar events.

- Wednesday, July 21st – Illinois Center for Broadcasting event. (Mark Saxenmeyer spoke to the students)
- Thursday, July 29th – Saturday, July 31st - National Association of Black Journalists Convention in San Diego, CA. (Jan Jeffcoat attended)
- Thursday, August 5th – Saturday, August 7th - Asian American Journalists Association National Convention in LA. (Jan Jeffcoat served as a speaker and volunteer).
- Friday, August 13th - The 28th Annual Chicago Minority Enterprise Development Gala. (Sondra Solarte Emcee of the event)
- Thursday, October 21st – Indiana University class on Politics & Media. (Mike Flannery spoke for an hour to 100 students)
- Saturday, November 13th – PanHellenic Scholarship Foundation black tie event. (Lou Canellis served as Emcee and Auctioneer)
- Saturday, November 13th - Elle Women's Conference. (Jan Jeffcoat served as keynote speaker)
- Friday, November 26th – Amy Freeze conducted a tour of the station for blind student.
- Tuesday, December 7th – DePaul University class on Business Management. (Lou Canellis served as speaker)
- Wednesday, December 29th – Amy Freeze conducted a studio tour for blind weather student Alyssa Townsend.
- Monday, January 17th - MLK Scholarship Breakfast for PUSH Excel program. (Bob Sirott served as Emcee)

- Monday, January 24th – Northwestern chapter of the National Lesbian and Gay Journalists Association resume workshop. (Assistant News Director Geoff Dankert was featured Speaker)
- Wednesday, January 26th - The Nation Latino Education Institute Graduation. (Anita Padilla served as Mistress of Ceremonies)
- Friday, February 26th - Asian American Coalition of Chicago 28th Annual Lunar New Year Celebration. (Jan Jeffcoat served as a celebrity presenter and Joanie Lum served Emcee)
- Wednesday, March 30th – Black Public Relations Society’s “Meet the Media” panel. (Tisha Lewis served as panelist)
- Friday, April 1st - Career Day at Bloom High School, Chicago Heights, IL. (Tammie Souza served as Speaker)
- Wednesday, May 18th – LaSalle Language Academy Career Day workshop. (Joanie Lum served as presenter)

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

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 four (4) employees to the following positions:

- Writer **to** Segment Producer
- Segment Producer **to** Line Producer (9PM)
- Weekend Assignment Editor **to** Writer
- Asst. to VP of News **to** Weekend Assignment Editor

On Air Notice: Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request WFLD/WPWR 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 Human Resources Director, 205 N. Michigan Ave., Chicago, IL. 60601. We appreciate your organization’s help in publicizing our job openings! WFLD/WPWR is an Equal Opportunity Employer.