

**Annual EEO Public File Report  
WFLD Fox 32 & WPWR My50 IS AN EQUAL OPPORTUNITY EMPLOYER**

**Coverage Period:** August 1, 2011 – July 31, 2012

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

| <b>Section 1: Vacancy Information</b>          |                     |  |
|--|---------------------|--|
| <b>Full-time Positions Filled by Job Title</b> | <b>Date of Hire</b> | <b>Recruitment Source of Hire</b>  |
| News Administrative Assistant                  | 8/3/11              | Employee Referral<br>205 N. Michigan Ave.<br>Chicago, IL 60601   |
| Social Media Specialist                        | 8/10/11             | Employee Referral<br>205 N. Michigan Ave.<br>Chicago, IL 60601   |
| Segment Producer                               | 8/1/11              | Intracompany Transfer/Promotion<br>205 N. Michigan Ave.<br>Chicago, IL 60601   |
| National Sales Manager                         | 10/1/2011           | Intracompany Transfer/Promotion<br>205 N. Michigan Ave.<br>Chicago, IL 60601   |
| Account Executive                              | 1/2/12              | <a href="http://www.myfoxchicago.com">www.myfoxchicago.com</a><br>205 N. Michigan Ave.<br>Chicago, IL 60601<br>312-565-3015<br>HR Director |
| Account Executive                              | 2/27/12             | Outside Referral<br>205 N. Michigan Ave.<br>Chicago, IL 60601  |
| Librarian                                      | 12/1/12             | <a href="http://www.myfoxchicago.com">www.myfoxchicago.com</a><br>205 N. Michigan Ave.<br>Chicago, IL 60601<br>312-565-3015<br>HR Director |
| Senior Web Producer                            | 11/2/11             | Employee Referral<br>205 N. Michigan Ave.<br>Chicago, IL 60601   |
| Investigative Producer                         | 11/1/11             | <a href="http://www.myfoxchicago.com">www.myfoxchicago.com</a><br>205 N. Michigan Ave.<br>Chicago, IL 60601<br>312-565-3015<br>HR Director |
| Producer                                       | 2/12/12             | Intracompany Transfer/Promotion<br>205 N. Michigan Ave.<br>Chicago, IL 60601   |
| Director of Engineering                        | 7/5/12              | Employee Referral<br>205 N. Michigan Ave.<br>Chicago, IL 60601   |
| VP of Creative Services                        | 7/9/12              | Outside Referral<br>WGN-TV<br>2501 W. Bradley Place<br>Chicago, IL 60618   |
| Director of Finance                            | 7/9/12              | Monster.com  |

|                         |          |  |
|-------------------------|----------|--|
|                         |          | 5 Clock Tower Place Suite 500<br>Maynard, MA 01754   |
| National Sales Manager  | 7/18/12  | Spots and Dots<br>1635 Old Highway 41 NW #112-338<br>Kennesaw, GA 30152  |
| Assignment Editor       | 3/19/12  | <a href="http://www.myfoxchicago.com">www.myfoxchicago.com</a><br>205 N. Michigan Ave.<br>Chicago, IL 60601<br>312-565-3015<br>HR Director |
| Producer                | 3/26/12  | Employee Referral<br>205 N. Michigan Ave.<br>Chicago, IL 60601   |
| Media Specialist        | 12/16/11 | <a href="http://www.myfoxchicago.com">www.myfoxchicago.com</a><br>205 N. Michigan Ave.<br>Chicago, IL 60601<br>312-565-3015<br>HR Director |
| Assistant News Director | 1/23/12  | Employee Referral<br>205 N. Michigan Ave.<br>Chicago, IL 60601   |
| VP of News              | 1/9/12   | Outside Referral<br>205 N. Michigan Ave.<br>Chicago, IL 60601  |
| Reporter                | 4/30/12  | Agent: Liz Hart<br>Napoli Management<br>8844 N. Olympic Blvd.<br>Beverly Hills, CA 90211   |
| Sports Reporter         | 4/2/12   | Agent: Matthew Kingsley<br>3 Kings Enter<br>3117 N. Hoyne Ave.<br>Chicago, IL 60611  |
| Facilities Coordinator  | 10/20/11 | <a href="http://www.myfoxchicago.com">www.myfoxchicago.com</a><br>205 N. Michigan Ave.<br>Chicago, IL 60601<br>312-565-3015<br>HR Director |

**Total Number of Persons Interviewed During Applicable Period: 128**

**Section 2: Recruitment Source Information**

| Recruitment Source<br>(Company, Address, Telephone #, Contact Person)  | Total Number of Interviewees<br>This Source Has Provided During this<br>Period (If Any) | Full-time Positions For Which<br>Source Was Utilized  |
|--|---|---|
| Monster.com<br>5 Clock Tower Place Suite 500<br>Maynard, MA 01754  | 6   | Director of Finance   |
| Chicago Urban League<br>4510 S. Michigan Ave<br>Chicago, IL 60653<br>773-285-5800  | 0   | News Administrative Assistant, Social Media Specialist, Segment Producer, National Sales Manager, Account Executive, Librarian, Senior Web Producer, Investigative Producer, Producer, Director of Engineering, VP of News, Director of Finance, Assistant News Director, Reporter, Sports Reporter, Assignment Editor, Facilities Coordinator  |
| Chicago Association of Black Journalists<br>4859 S. Wabash St<br>Chicago, IL 60615   | 0   | News Administrative Assistant, Social Media Specialist, Segment Producer, National Sales Manager, Account Executive, Librarian, Senior Web Producer, Investigative Producer, Producer, Director of Engineering, VP of News, Director of Finance, Assistant News Director, Reporter, Sports Reporter, Assignment Editor, Facilities Coordinator  |
| Association of Women Journalists Chicago<br>1742 Ashland Ave.<br>Evanston, IL 60201  | 0   | News Administrative Assistant, Social Media Specialist, Segment Producer, National Sales Manager, Account Executive, Librarian, Senior Web Producer, Investigative Producer, Producer, Director of Engineering, VP of News, Director of Finance, Assistant News Director, Reporter, Sports Reporter, Assignment Editor, Facilities Coordinator  |
| TVJobs.com / Broadcast Employment Serv.<br>PO Box 4116<br>Oceanside, CA 92052<br>Mark Holloway<br>(760) 754-8177                           | 8   | Producer, Senior Web Producer, Director of Finance, Investigative Producer  |
| Internal<br>205 N. Michigan Ave.<br>Chicago, IL 60601<br>312-565-3015  | 18  | News Administrative Assistant, Social Media Specialist, Segment Producer, National Sales Manager, Account Executive, Librarian, Senior Web Producer, Investigative Producer, Producer, Director of Engineering, VP of News, Director of Finance, Assistant News Director, Reporter, Sports Reporter, Assignment Editor, Facilities Coordinator  |
| Spots N Dots<br>1635 Old Highway 41 NW #112-338<br>Kennesaw, GA 30152  | 6   | National Sales Manager, VP of Sales   |
| <a href="http://www.myfoxchicago.com">www.myfoxchicago.com</a><br>205 N. Michigan Ave.<br>Chicago, IL 60601<br>312-565-3015<br>HR Director | 34  | News Administrative Assistant, Social Media Specialist, Segment Producer, National Sales Manager, Account Executive, Librarian, Senior Web Producer, Investigative Producer, Producer, Director of Engineering, VP of Creative Services, VP of Engineering, VP of Sales, VP of News, Director of Finance, Assistant News Director, Reporter, Sports Reporter, Assignment Editor, Facilities Coordinator |
| Employee Referrals<br>WFLD/WPWR-TV<br>205 N. Michigan Ave<br>Chicago, IL 60601   | 15  | News Administrative Assistant, Social Media Specialist, Segment Producer, National Sales Manager, Account Executive, Librarian, Senior Web Producer, Investigative Producer, Producer, Director of Engineering, VP of News, Director of Finance, Assistant  |

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|--|---|--|
|  |   | News Director, Reporter, Sports Reporter, Assignment Editor, Facilities Coordinator  |
| WNYW/WWOR<br>205 E. 67 <sup>th</sup> Street<br>New York, NY 10065<br>Iris Sierra<br>212-452-5702<br><a href="http://www.myfoxny.com">www.myfoxny.com</a> | 1 | News Administrative Assistant, Social Media Specialist, Segment Producer, National Sales Manager, Account Executive, Librarian, Senior Web Producer, Investigative Producer, Producer, Director of Engineering, VP of News, Director of Finance, Assistant News Director, Reporter, Sports Reporter, Assignment Editor, Facilities Coordinator |
| KTTV/KCOP<br>1999 S. Bundy Drive<br>Los Angeles, CA 90025<br>Vivian Rodriguez<br>310-584-2287<br><a href="http://www.myfoxla.com">www.myfoxla.com</a>    | 0 | News Administrative Assistant, Social Media Specialist, Segment Producer, National Sales Manager, Account Executive, Librarian, Senior Web Producer, Investigative Producer, Producer, Director of Engineering, VP of News, Director of Finance, Assistant News Director, Reporter, Sports Reporter, Assignment Editor, Facilities Coordinator |
| WTFX<br>330 Market St.<br>Philadelphia, PA 19106-2796<br>Ameena Ali<br>215-982-5215<br><a href="http://www.myfoxphilly.com">www.myfoxphilly.com</a>      | 1 | News Administrative Assistant, Social Media Specialist, Segment Producer, National Sales Manager, Account Executive, Librarian, Senior Web Producer, Investigative Producer, Producer, Director of Engineering, VP of News, Director of Finance, Assistant News Director, Reporter, Sports Reporter, Assignment Editor, Facilities Coordinator |
| KDFW/KDFI<br>400 N. Griffin St<br>Dallas, TX 75202<br>Cheryl Allison<br>214-720-3149<br><a href="http://www.Myfoxdallas.com">www.Myfoxdallas.com</a>     | 1 | News Administrative Assistant, Social Media Specialist, Segment Producer, National Sales Manager, Account Executive, Librarian, Senior Web Producer, Investigative Producer, Producer, Director of Engineering, VP of News, Director of Finance, Assistant News Director, Reporter, Sports Reporter, Assignment Editor, Facilities Coordinator |
| WFXT<br>25 Fox Dr.<br>Dedham, MA 02026<br>Marqueritte Kerr<br>781-467-1490<br><a href="http://www.myfoxboston.com">www.myfoxboston.com</a>               | 0 | News Administrative Assistant, Social Media Specialist, Segment Producer, National Sales Manager, Account Executive, Librarian, Senior Web Producer, Investigative Producer, Producer, Director of Engineering, VP of News, Director of Finance, Assistant News Director, Reporter, Sports Reporter, Assignment Editor, Facilities Coordinator |
| WAGA<br>1551 Briarcliff Rd, NE<br>Atlanta, GA 30306<br>Regina Davis<br>404-898-0269<br><a href="http://www.myfoxatlanta.com">www.myfoxatlanta.com</a>    | 0 | News Administrative Assistant, Social Media Specialist, Segment Producer, National Sales Manager, Account Executive, Librarian, Senior Web Producer, Investigative Producer, Producer, Director of Engineering, VP of News, Director of Finance, Assistant News Director, Reporter, Sports Reporter, Assignment Editor, Facilities Coordinator |
| WTTG/WDCA<br>5151 Wisconsin Ave NW<br>Washington, DC 20016<br>Ilesha Henry<br>202-895-3175<br><a href="http://www.myfoxdc.com">www.myfoxdc.com</a>       | 1 | News Administrative Assistant, Social Media Specialist, Segment Producer, National Sales Manager, Account Executive, Librarian, Senior Web Producer, Investigative Producer, Producer, Director of Engineering, VP of News, Director of Finance, Assistant News Director, Reporter, Sports Reporter, Assignment Editor, Facilities Coordinator |
| KRIV/KTXH<br>4261 Southwest Fwy<br>Houston, TX 77027<br>Roberta Hudson<br>713-479-2720<br><a href="http://www.myfoxboston.com">www.myfoxboston.com</a>   | 0 | News Administrative Assistant, Social Media Specialist, Segment Producer, National Sales Manager, Account Executive, Librarian, Senior Web Producer, Investigative Producer, Producer, Director of Engineering, VP of News, Director of Finance, Assistant News Director, Reporter, Sports Reporter, Assignment Editor, Facilities Coordinator |
| WJBK<br>16550 W. Nine Mile Rd.   | 4 | News Administrative Assistant, Social Media Specialist, Segment Producer, National Sales Manager, Account  |

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| Southfield, MI 48075<br>Cynthia Smith<br>248-552-5233<br><a href="http://www.myfoxdetroit.com">www.myfoxdetroit.com</a>                            |   | Executive, Librarian, Senior Web Producer, Investigative Producer, Producer, Director of Engineering, VP of News, Director of Finance, Assistant News Director, Reporter, Sports Reporter, Assignment Editor, Facilities Coordinator   |
| KSAZ/KUTP<br>511 W. Adams St.<br>Phoenix, AZ 85003<br>Diana Pike<br>602-262-5150   | 1 | News Administrative Assistant, Social Media Specialist, Segment Producer, National Sales Manager, Account Executive, Librarian, Senior Web Producer, Investigative Producer, Producer, Director of Engineering, VP of News, Director of Finance, Assistant News Director, Reporter, Sports Reporter, Assignment Editor, Facilities Coordinator |
| WTVT<br>3213 W. Kennedy Blvd.<br>Tampa, FL 33609<br>Cynthia Armstrong<br>813-870-9636  | 0 | News Administrative Assistant, Social Media Specialist, Segment Producer, National Sales Manager, Account Executive, Librarian, Senior Web Producer, Investigative Producer, Producer, Director of Engineering, VP of News, Director of Finance, Assistant News Director, Reporter, Sports Reporter, Assignment Editor, Facilities Coordinator |
| KMSP/WFTC<br>11358 Viking Dr<br>Eden Prairie, MN 55344<br>Kate O'Hara<br>952-946-5607  | 1 | News Administrative Assistant, Social Media Specialist, Segment Producer, National Sales Manager, Account Executive, Librarian, Senior Web Producer, Investigative Producer, Producer, Director of Engineering, VP of News, Director of Finance, Assistant News Director, Reporter, Sports Reporter, Assignment Editor, Facilities Coordinator |
| FSS<br>205 E. 67 <sup>th</sup> Street<br>New York, NY 10065<br>Iris Sierra<br>212-452-5702<br><a href="http://www.myfoxny.com">www.myfoxny.com</a> | 4 | News Administrative Assistant, Social Media Specialist, Segment Producer, National Sales Manager, Account Executive, Librarian, Senior Web Producer, Investigative Producer, Producer, Director of Engineering, VP of News, Director of Finance, Assistant News Director, Reporter, Sports Reporter, Assignment Editor, Facilities Coordinator |
| WOFL/WRBW<br>35 Skyline Dr.<br>Lake Mary, FL 32746<br>Jean Fromm<br>407-741-5140   | 1 | News Administrative Assistant, Social Media Specialist, Segment Producer, National Sales Manager, Account Executive, Librarian, Senior Web Producer, Investigative Producer, Producer, Director of Engineering, VP of News, Director of Finance, Assistant News Director, Reporter, Sports Reporter, Assignment Editor, Facilities Coordinator |
| WUTB<br>4820 Seton Dr, ste M-N<br>Baltimore, MD 21215<br>Ilesha Henry<br>202-895-2342  | 0 | News Administrative Assistant, Social Media Specialist, Segment Producer, National Sales Manager, Account Executive, Librarian, Senior Web Producer, Investigative Producer, Producer, Director of Engineering, VP of News, Director of Finance, Assistant News Director, Reporter, Sports Reporter, Assignment Editor, Facilities Coordinator |
| WHBQ<br>485 S. Highland<br>Memphis, TN 38111<br>Roberta Hudson<br>901-320-1355   | 0 | News Administrative Assistant, Social Media Specialist, Segment Producer, National Sales Manager, Account Executive, Librarian, Senior Web Producer, Investigative Producer, Producer, Director of Engineering, VP of News, Director of Finance, Assistant News Director, Reporter, Sports Reporter, Assignment Editor, Facilities Coordinator |
| KTBC<br>119 E. 10 <sup>th</sup> St<br>Austin, TX 78701<br>Lisa Cordes<br>512-495-7024  | 0 | News Administrative Assistant, Social Media Specialist, Segment Producer, National Sales Manager, Account Executive, Librarian, Senior Web Producer, Investigative Producer, Producer, Director of Engineering, VP of News, Director of Finance, Assistant News Director, Reporter, Sports Reporter, Assignment                                |

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|  |    | Editor, Facilities Coordinator   |
| WOGX<br>1551 SW 37 <sup>th</sup> St<br>Ocala, FL 34474<br>Jean Fromm<br>407-741-5169     | 0  | News Administrative Assistant, Social Media Specialist, Segment Producer, National Sales Manager, Account Executive, Librarian, Senior Web Producer, Investigative Producer, Producer, Director of Engineering, VP of News, Director of Finance, Assistant News Director, Reporter, Sports Reporter, Assignment Editor, Facilities Coordinator |
| Unsolicited Resumes  | 0  | News Administrative Assistant, Social Media Specialist, Segment Producer, National Sales Manager, Account Executive, Librarian, Senior Web Producer, Investigative Producer, Producer, Director of Engineering, VP of News, Director of Finance, Assistant News Director, Reporter, Sports Reporter, Assignment Editor, Facilities Coordinator |
| Agent: Liz Hart<br>Napoli Management<br>8844 N. Olympic Blvd.<br>Beverly Hills, CA 90211 | 1  | Reporter, Sports Reporter  |
| Agent: Matthew Kingsley<br>3 Kings Enter<br>3117 N. Hoyne Ave.<br>Chicago, IL 60611      | 1  | Reporter, Sports Reporter  |
| Outside Referrals<br>WFLD/WPWR-TV<br>205 N. Michigan Ave<br>Chicago, IL 60601            | 5  | News Administrative Assistant, Social Media Specialist, Segment Producer, National Sales Manager, Account Executive, Librarian, Senior Web Producer, Investigative Producer, Producer, Director of Engineering, VP of News, Director of Finance, Assistant News Director, Reporter, Sports Reporter, Assignment Editor, Facilities Coordinator |
| Unsolicited submissions by various talent agencies                                       | 13 | Reporter, Sports Reporter  |
| 602 Communications<br>1011 Lyndhurst Falls Ln.<br>Knightdale, NC 27545                   | 1  | Producer   |
| National Latino Education Institute<br>2011 West Pershing Rd.<br>Chicago, IL 60609       | 2  | Reporter   |
| Chicago Tribune<br>435 N. Michigan Ave.<br>Chicago, IL 60601                             | 1  | Senior Web Producer  |
| WGN Radio<br>2501 W. Bradley Place<br>Chicago, IL 60618                                  | 1  | Segment Producer   |
| WGBO Univision<br>541 N. Fairbanks Ct. Suite 1100<br>Chicago, IL 60601                   | 1  | VP of Creative Services  |
| CCC.EDU<br>City Colleges of Chicago<br>226 W. Jackson<br>Chicago, IL 60606               | 0  | VP of Creative Services  |
| LUC.EDU<br>Career Center @ Loyola University<br>1032 W. Sheridan Rd<br>Chicago, IL 60660 | 0  | VP of Creative Services  |

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|---|---|-------------------------|
| EQIL.ORG<br>Equality Illinois<br>3318 N. Halsted<br>Chicago, IL 60657 | 0 | VP of Creative Services |
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In addition to the above recruitment source information, job openings are sent to the Human Resources contact for each owned and operated Fox Televisions 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](http://www.myfoxchicago.com) website
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**Section 3: Supplemental Outreach Activities – August 1, 2011 - July 31, 2012**

1. (i) **Participation 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:

- **NABJ**: August 3-7, 2011 – Philadelphia, PA – Attended by Ameena Ali (WTFX HR Director), Diane Doctor (WNYW VP/News Director), Steven Schwaid (WTFX VP/News Director), Ken Jobe (WHBQ VP/News Director) and Heather Frascella (FTS HR Director).
- **AAJA**: August 10-13, 2011 – Detroit, MI – Cynthia Smith (WJBK HR Director), Jose Rios (FTS VP/Digital News Applications) and Dana Hahn (WJBK VP/News Director)
- **Congressional Black Caucus Tour** – FTS participated in the following three cities of the tour:  
Detroit, MI – August 16, 2011 – Attended by Cynthia Smith (WJBK HR Director)  
Atlanta, GA – August 18, 2011 – Attended by Regina Davis (WAGA HR/Community Affairs Director)  
Los Angeles, CA – August 31, 2011 – Attended by Vivian Rodriguez (KTTV/KCOP HR/Community Affairs Director) and Tonia Carter (20<sup>th</sup> HR Director)
- **Howard University Career Fair**: October 27, 2011 – Washington, DC – Attended by Iesha Mason (WTTG/WDC/WUTB HR Director) and Micheline Bowman (WTTG News Coordinator)
- **DC/VA Diversity Employment Day**: April 18, 2012 – Washington, DC – Attended by Iesha Mason (WTTG/WDC/WUTB HR Director)
- **Emma Bowen Career Fair**: June 27, 2012 – New York, NY – Attended by Roselyn Barranda (WNYW/WWOR HR Manager)
- **NABJ**: June 20 – 24, 2012 – New Orleans, LA – Attended by Ameena Ali (WTFX HR Director), Mike McClain (WAGA News Director) and Ken Jobe (WHBQ News Director).

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**

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.

- Monday, April 2<sup>nd</sup> – National Services to Youth Committee for the Links, Inc. The Hoffman Estates Chapter has formed a relationship with Abbott Middle School in Elgin, IL. Forensic Scientist Lisa Gilbert-Hill taught students about Forensic Science as part of the national program Project Lead. (Tasha Ransom serves as Co-Chair)
- Wednesday, April 4<sup>th</sup> – Weather Talk at Prairie View Elementary School in Downer's Grove. (Bill Bellis)
- Wednesday, April 4<sup>th</sup> – Weather Talk at Maplebrook Elementary School in Naperville. (Bill Bellis)
- Tuesday, April 10<sup>th</sup> - Reception for Modern Hispanic Gentlemen benefiting Chicago Fire Soccer Club's Work-to-Play program with CPS. (Robin Robinson attended as Special Guest)
- Friday, April 13<sup>th</sup> - 7th graders from DS Wentworth Elementary/Sisters Peak field trip to learn a new skill: Sewing. They also visited Chicago fashion designer Barbara Bates. (Robin Robinson served as Host)
- Wednesday, April 18<sup>th</sup> – The "Readers are Leaders" program at West School. Two 30 minute visits to two third and/or fourth grade classrooms to discuss the role reading plays in our lives. The primary objective of the program is to encourage and motivate children to read. (Bob Sirott served as a Guest Reader)
- Wednesday, April 18<sup>th</sup> - Columbia University Journalism class. (Dawn Hasbrouck served as Speaker)
- Saturday, April 21<sup>st</sup> – Angels of Hope Fundraiser for St. Mary of the Angels School. Goal is to raise money so kids can attend the school even if their families cannot afford tuition. (Corey McPherrin and Kori Chambers served as Emcees)
- Tuesday, April 24<sup>th</sup> – Weather Talk at Bright Horizons School in Itasca. (Bill Bellis)
- Wednesday, April 25<sup>th</sup> - Career day event at Neuqua Valley High School in Naperville for sophomores and freshmen – discussion on the news business. (Craig Wall served as a participant)
- Wednesday, April 25<sup>th</sup> – National Services to Youth Committee for the Links, Inc. The Hoffman Estates Chapter has formed a relationship with Abbott Middle School in Elgin, IL. A Financial Planner taught kids about financial literacy. Each child was given an Emerson Bank so they could start saving. (Tasha Ransom serves as Co-Chair)



- Friday, April 27<sup>th</sup> - The annual Women Everywhere Education Project Day. Approximately 150 Chicago Public High School Junior and Senior girls participated in the event at the Daley Center to tour courtrooms and meet various judges to introduce them to a career in the legal community. (Anita Padilla attended the lunch portion of the program to talk to the girls about a possible career in journalism)
- Wednesday May 2<sup>nd</sup> – Traugber J.H – Oswego, IL – Weather talk. (Bill Bellis)
- Thursday, May 3<sup>rd</sup> - Armstrong School in Hoffman Estates – Weather Talk for 100 3<sup>rd</sup> graders. (Tammie Souza)
- Wednesday, May 9<sup>th</sup> – Perspectives Charter Schools 15<sup>th</sup> Annual Benefit. (Robin Robinson served as Emcee)
- Saturday, May 12<sup>th</sup> – Imani Pearls Community Development Foundation's 9th Annual Mother's Day Luncheon. (Dawn Hasbrouck served as Mistress of Ceremonies)
- Tuesday, May 14<sup>th</sup> – West Chicago Kindacare – Weather talk. (Bill Bellis)
- Wednesday, May 16<sup>th</sup> – Fullerton E.S. – Addison – Weather talk. (Bill Bellis)
- Wednesday, May 16<sup>th</sup> - Station tour and weather talk for University Park 7<sup>th</sup> Graders. (Tammie Souza served as tour guide and speaker)
- Friday, May 18<sup>th</sup> – Wentworth Elementary School Graduation. (Robin Robinson served as Guest Speaker)
- Friday, May 18<sup>th</sup> - Bloom Trail High School, Chicago Heights. (Tammie Souza served as Guest Speaker)
- Saturday, May 19<sup>th</sup> – LaSalle Language Academy Career Day. (Robin Robinson served as Keynote Speaker)
- Monday, May 21<sup>st</sup> – William Young E.S. – Home Glen, IL – Weather talk. (Bill Bellis)
- Wednesday, May 23<sup>rd</sup> - Riverside/Brookfield High School Media Class in Brookfield. (Tammie Souza served as Guest Speaker)
- Wednesday, May 23<sup>rd</sup> – Union Ridge E.S – Chicago – Weather talk. (Bill Bellis)
- Tuesday, May 29<sup>th</sup> - Chicago Public Schools/ Sisters Peak - Presentation. (Tisha Lewis served as Volunteer)
- Wednesday: May 30<sup>th</sup> – Nancy Young E.S – Aurora, IL – Weather talk. (Bill Bellis)
- Wednesday, May 30<sup>th</sup> – Saint Gabriel School – Chicago – Weather talk. (Bill Bellis)
- Thursday, May 30<sup>th</sup> - Stevenson School in Melrose Park Weather Talk for 100 6<sup>th</sup> graders. (Tammie Souza)
- Monday, June 4<sup>th</sup> - Chicago State University/ Chicago Public Schools/ Sisters Peak - Graduation. (Robin Robinson and Tisha Lewis served as Hosts)
- Saturday, June 9<sup>th</sup> - Hoffman Estates Chapter of the Links, Incorporated Recognition Luncheon. Scholarships awarded to promising high school seniors. (Tasha Ransom served as Presenter)
- Thursday, June 14<sup>th</sup> - "Science in the Second City" Gala at the Adler Planetarium and Astronomy Museum to support the growth of Science and Technology in our community. The 2012 program focused on: Highlighting supporters of Science and Technology in the fields of Business, Philanthropy and individual endeavors. The evening also consisted of a scientific presentation from University of Chicago Professor Rocky Kold. (Tammie Souza served as co-Emcee)
- Monday, June 25<sup>th</sup> – School talk at Illinois Mathematics and Science Academy in Aurora, IL. (Tammie Souza served as Guest Speaker)

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

**Internship Program**

WLFD 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 the Director of Human Resources. In this reporting year, we had a total of thirty-eight (38) unpaid interns:

News: Twenty (16) students (Summer Semester 2012)  
Sports: Eighteen (18) students (Summer Semester 2012)  
News Investigative: Four (4) students (Summer Semester 2012)

We accepted students from University of New York (Ithaca), Illinois State University, Auburn University, Marquette University, University of St. Francis, University of Wisconsin (Madison), DePaul University, Northern Illinois University, University of Illinois, University of Indiana (Bloomington), Illinois State, Aurora University, Columbia College (Chicago), Loyola University, Illinois Center for Broadcasting, University of Iowa, Elmhurst College

4. **(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](http://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.

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 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 2012

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.

**6. (viii) Establishment 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

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:** 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.