

Annual EEO Public File Report

**WFLD Fox 32 & WPWR My50 IS AN EQUAL OPPORTUNITY EMPLOYER**

**Coverage Period:** August 1, 2013 – July 31, 2014

**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>
Sales Assistant Supervisor	09/16/2013	<a href="http://www.myfoxchicago.com">www.myfoxchicago.com</a> 205 N. Michigan Ave. Chicago, IL 60601 312-565-3015 HR Director
Anchor	09/30/2013	Employee Referral 205 N. Michigan Ave. Chicago, IL 60601
Anchor	10/01/2013	Matthew Kingsley 4502 E. Cheery Lynn Road Phoenix, AZ 85018
Promo Producer	10/07/2013	Intracompany Transfer/Promotion 205 N. Michigan Ave. Chicago, IL 60601
Executive Assistant, GM	10/21/2013	Intracompany Transfer/Promotion 205 N. Michigan Ave. Chicago, IL 60601
Producer	10/24/2013	Employee Referral 205 N. Michigan Ave. Chicago, IL 60601
Executive Producer (AM)	11/11/2013	Employee Referral 205 N. Michigan Ave. Chicago, IL 60601
Reporter	11/11/2013	C/O Nancy Shafran NWT Group 2110 Elmwood Bryan, TX 78802
Reporter	11/11/2013	Employee Referral 205 N. Michigan Ave. Chicago, IL 60601
Sr. Producer	11/27/2013	Intracompany Transfer/Promotion 205 N. Michigan Ave. Chicago, IL 60601

Anchor	12/2/2013	IMG Talent Agency, LLC 2049 Century Park East, Suite 2480 Los Angeles, CA 90067
Producer	12/16/2014	Employee Referral 205 N. Michigan Ave. Chicago, IL 60601
Administrative Asst, News Director	01/02/2014	<a href="http://www.myfoxchicago.com">www.myfoxchicago.com</a> 205 N. Michigan Ave. Chicago, IL 60601 312-565-3015 HR Director
Sales Assistant	1/6/2014	<a href="http://www.myfoxchicago.com">www.myfoxchicago.com</a> 205 N. Michigan Ave. Chicago, IL 60601 312-565-3015 HR Director
VP, Creative Services	2/24/2014	Employee Referral 205 N. Michigan Ave. Chicago, IL 60601
Line Producer	03/06/2014	<a href="http://www.myfoxchicago.com">www.myfoxchicago.com</a> 205 N. Michigan Ave. Chicago, IL 60601 312-565-3015 HR Director
IT Manager	03/10/2014	<a href="http://www.myfoxchicago.com">www.myfoxchicago.com</a> 205 N. Michigan Ave. Chicago, IL 60601 312-565-3015 HR Director
Web Producer	04/07/2014	<a href="http://www.myfoxchicago.com">www.myfoxchicago.com</a> 205 N. Michigan Ave. Chicago, IL 60601 312-565-3015 HR Director
Assistant News Director	04/15/2014	<a href="http://www.myfoxchicago.com">www.myfoxchicago.com</a> 205 N. Michigan Ave. Chicago, IL 60601 312-565-3015 HR Director
Account Executive	04/21/2014	Employee Referral 205 N. Michigan Ave. Chicago, IL 60601
HR Director	04/07/2014	<a href="http://www.myfoxchicago.com">www.myfoxchicago.com</a> 205 N. Michigan Ave. Chicago, IL 60601 312-565-3015 HR Director
Sales Assistant	05/12/2014	<a href="http://www.myfoxchicago.com">www.myfoxchicago.com</a> 205 N. Michigan Ave.

		Chicago, IL 60601 312-565-3015 HR Director
Web Producer	05/14/2014	Intracompany Transfer/Promotion 205 N. Michigan Ave. Chicago, IL 60601
Promo Producer	05/27/2014	Employee Referral 205 N. Michigan Ave. Chicago, IL 60601
Reporter	06/11/2014	Ken Linder & Associates Karen Wang Lavelle 2029 Century Park East, Suite 1000 Los Angeles, CA 90067
VP General Sales Manager	07/07/2014	Intracompany Transfer/Promotion 205 N. Michigan Ave. Chicago, IL 60601 HR Director

**Total Number of Persons Interviewed During Applicable Period: 78**

<b>Section 2: Recruitment Source Information</b>		
<b>Recruitment Source</b> (Company, Address, Telephone #, Contact Person)	<b>Total Number of Interviewees</b> This Source Has Provided During this Period (If Any)	<b>Full-time Positions For Which Source Was Utilized</b>
Association of Women Journalists Chicago 1742 Ashland Ave. Evanston, Il 60201	0	Sales Assistant Supervisor, Reporter, Promo Producer, Assistant to General Manager, Producer, Executive Producer, Administrative Assistant, Sales Assistant, VP Creative Services, IT Manager, Assistant News Director, Account Executive, Sr. Producer
NABJ – Chicago National Association of Black Journalists	0	Sales Assistant Supervisor, Reporter, Promo Producer, Assistant to General Manager, Producer, Executive Producer, Administrative Assistant, Sales Assistant, VP Creative Services, IT Manager, Assistant News Director, Account Executive, Sr. Producer
Indiana Hispanic Chamber of Commerce PO Box 20881 Indianapolis, IN 46220	0	Sales Assistant Supervisor, Reporter, Promo Producer, Assistant to General Manager, Producer, Executive Producer, Administrative Assistant, Sales Assistant, VP Creative Services, IT Manager, Assistant News Director, Account Executive, Sr. Producer
National Latino Education Institute 2011 West Pershing Road Chicago, IL 60609 773-247-0707	0	Sales Assistant Supervisor, Reporter, Promo Producer, Assistant to General Manager, Producer, Executive Producer, Administrative Assistant, Sales Assistant, VP Creative Services, IT Manager, Assistant News Director, Account Executive, Sr. Producer
Center on Halsted 3656 N. Halsted Chicago, IL 60613	0	Sales Assistant Supervisor, Reporter, Promo Producer, Assistant to General Manager, Producer, Executive Producer, Administrative Assistant, Sales Assistant, VP Creative Services, IT Manager, Assistant News Director, Account Executive, Sr. Producer
Matthew Kingsley 4502 E. Cheery Lynn Road Phoenix, AZ 85018	1	Reporter

IMG Talent Agency, LLC 2049 Century Park East, Suite 2480 Los Angeles, CA 90067	1	Reporter
Ken Linder & Associates Karen Wang Lavelle 2029 Century Park East, Suite 1000 Los Angeles, CA 90067	1	Reporter
<a href="http://www.myfoxchicago.com">www.myfoxchicago.com</a> 205 N. Michigan Ave. Chicago, IL 60601 312-565-3015 HR Director	29	Sales Assistant Supervisor, Reporter, Promo Producer, Assistant to General Manager, Producer, Executive Producer, Administrative Assistant, Sales Assistant, VP Creative Services, IT Manager, Web Producer, Assistant News Director, Account Executive, HR Director, General Sales Manager
Employee Referrals – Internal WFLD/WPWR-TV 205 N. Michigan Ave Chicago, IL 60601	25	Executive Assistant to GM, Producers, Sales Assistant, Executive Producer, Sr. Producer, Web Producer, VP Creative Services, IT Manager
WNYW/WWOR 205 E. 67 <sup>th</sup> Street New York, NY 10065 Iris Sierra 212-452-5702 <a href="http://www.myfoxny.com">www.myfoxny.com</a>	0	Sales Assistant Supervisor, Reporter, Promo Producer, Assistant to General Manager, Producer, Executive Producer, Administrative Assistant, Sales Assistant, VP Creative Services, IT Manager, Web Producer, Assistant News Director, Account Executive, HR Director, General Sales Manager
KTTV/KCOP 1999 S. Bundy Drive Los Angeles, CA 90025 Vivian Rodriguez 310-584-2287 <a href="http://www.myfoxla.com">www.myfoxla.com</a>	0	Sales Assistant Supervisor, Reporter, Promo Producer, Assistant to General Manager, Producer, Executive Producer, Administrative Assistant, Sales Assistant, VP Creative Services, IT Manager, Web Producer, Assistant News Director, Account Executive, HR Director, General Sales Manager
WTFX 330 Market St. Philadelphia, PA 19106-2796 Ameena Ali 215-982-5215 <a href="http://www.myfoxphilly.com">www.myfoxphilly.com</a>	0	Sales Assistant Supervisor, Reporter, Promo Producer, Assistant to General Manager, Producer, Executive Producer, Administrative Assistant, Sales Assistant, VP Creative Services, IT Manager, Web Producer, Assistant News Director, Account Executive, HR Director, General Sales Manager
KDFW/KDFI 400 N. Griffin St Dallas, TX 75202 Cheryl Allison 214-720-3149 <a href="http://www.Myfoxdallas.com">www.Myfoxdallas.com</a>	0	Sales Assistant Supervisor, Reporter, Promo Producer, Assistant to General Manager, Producer, Executive Producer, Administrative Assistant, Sales Assistant, VP Creative Services, IT Manager, Web Producer, Assistant News Director, Account Executive, HR Director, General Sales Manager
WFXT 25 Fox Dr. Dedham, MA 02026 Marqueritte Kerr 781-467-1490 <a href="http://www.myfoxboston.com">www.myfoxboston.com</a>	0	Sales Assistant Supervisor, Reporter, Promo Producer, Assistant to General Manager, Producer, Executive Producer, Administrative Assistant, Sales Assistant, VP Creative Services, IT Manager, Web Producer, Assistant News Director, Account Executive, HR Director, General Sales Manager
WAGA 1551 Briarcliff Rd, NE Atlanta, GA 30306 Regina Davis 404-898-0269 <a href="http://www.myfoxatlanta.com">www.myfoxatlanta.com</a>	0	Sales Assistant Supervisor, Reporter, Promo Producer, Assistant to General Manager, Producer, Executive Producer, Administrative Assistant, Sales Assistant, VP Creative Services, IT Manager, Web Producer, Assistant News Director, Account Executive, HR Director, General Sales Manager
WTTG/WDCA 5151 Wisconsin Ave NW Washington, DC 20016 Ilesha Henry	0	Sales Assistant Supervisor, Reporter, Promo Producer, Assistant to General Manager, Producer, Executive Producer, Administrative Assistant, Sales Assistant, VP Creative Services, IT Manager, Web Producer,

202-895-3175 <a href="http://www.myfoxdc.com">www.myfoxdc.com</a>		Assistant News Director, Account Executive, HR Director, General Sales Manager
KRIV/KTXH 4261 Southwest Fwy Houston, TX 77027 Roberta Hudson 713-479-2720 <a href="http://www.myfoxboston.com">www.myfoxboston.com</a>	0	Sales Assistant Supervisor, Reporter, Promo Producer, Assistant to General Manager, Producer, Executive Producer, Administrative Assistant, Sales Assistant, VP Creative Services, IT Manager, Web Producer, Assistant News Director, Account Executive, HR Director, General Sales Manager
WJBK 16550 W. Nine Mile Rd. Southfield, MI 48075 Cynthia Smith 248-552-5233 <a href="http://www.myfoxdetroit.com">www.myfoxdetroit.com</a>	1	Sales Assistant Supervisor, Reporter, Promo Producer, Assistant to General Manager, Producer, Executive Producer, Administrative Assistant, Sales Assistant, VP Creative Services, IT Manager, Web Producer, Assistant News Director, Account Executive, HR Director, General Sales Manager
KSAZ/KUTP 511 W. Adams St. Phoenix, AZ 85003 Diana Pike 602-262-5150	0	Sales Assistant Supervisor, Reporter, Promo Producer, Assistant to General Manager, Producer, Executive Producer, Administrative Assistant, Sales Assistant, VP Creative Services, IT Manager, Web Producer, Assistant News Director, Account Executive, HR Director, General Sales Manager
WTVT 3213 W. Kennedy Blvd. Tampa, FL 33609 Cynthia Armstrong 813-870-9636	0	Sales Assistant Supervisor, Reporter, Promo Producer, Assistant to General Manager, Producer, Executive Producer, Administrative Assistant, Sales Assistant, VP Creative Services, IT Manager, Web Producer, Assistant News Director, Account Executive, HR Director, General Sales Manager
KMSP/WFTC 11358 Viking Dr Eden Prairie, MN 55344 Kate O'Hara 952-946-5607	0	Sales Assistant Supervisor, Reporter, Promo Producer, Assistant to General Manager, Producer, Executive Producer, Administrative Assistant, Sales Assistant, VP Creative Services, IT Manager, Web Producer, Assistant News Director, Account Executive, HR Director, General Sales Manager
WOFL/WRBW 35 Skyline Dr. Lake Mary, FL 32746 Jean Fromm 407-741-5140	0	Sales Assistant Supervisor, Reporter, Promo Producer, Assistant to General Manager, Producer, Executive Producer, Administrative Assistant, Sales Assistant, VP Creative Services, IT Manager, Web Producer, Assistant News Director, Account Executive, HR Director, General Sales Manager
WHBQ 485 S. Highland Memphis, TN 38111 Roberta Hudson 901-320-1355	0	Sales Assistant Supervisor, Reporter, Promo Producer, Assistant to General Manager, Producer, Executive Producer, Administrative Assistant, Sales Assistant, VP Creative Services, IT Manager, Web Producer, Assistant News Director, Account Executive, HR Director, General Sales Manager
KTBC 119 E. 10 <sup>th</sup> St Austin, TX 78701 Lisa Cordes 512-495-7024	0	Sales Assistant Supervisor, Reporter, Promo Producer, Assistant to General Manager, Producer, Executive Producer, Administrative Assistant, Sales Assistant, VP Creative Services, IT Manager, Web Producer, Assistant News Director, Account Executive, HR Director, General Sales Manager
WOGX 1551 SW 37 <sup>th</sup> St Ocala, FL 34474 Jean Fromm 407-741-5169	0	Sales Assistant Supervisor, Reporter, Promo Producer, Assistant to General Manager, Producer, Executive Producer, Administrative Assistant, Sales Assistant, VP Creative Services, IT Manager, Web Producer, Assistant News Director, Account Executive, HR Director, General Sales Manager
LinkedIn <a href="http://www.linkedin.com">www.linkedin.com</a>	0	Promo Producer

Indeed.com 177 Broad Street, 6 <sup>th</sup> Floor Stamford, CT 06901 203-328-2691	16	HR Director
Rick Gevers & Associates 355 E. Ohio St. #303 Indianapolis, IN 46204	1	Assistant News Director
TVJobs.com PO Box 4116 Oceanside, CA 92052	2	Reporter, Promo Producer, Executive Producer, IT Manager, Asst. News Director, Web Producer
Equality Illinois 17 N. State Street, Suite 1020 Chicago, IL 60602	0	Promo Producer
602 Communications 1011 Lyndhurst Falls Ln. Knightdale, NC 27545	1	Promo Producer
Aurora University 347 Gladstone Ave. Aurora, IL 60506 630.844.5403	0	Sales Assistant Supervisor, Reporter, Promo Producer, Assistant to General Manager, Producer, Executive Producer, Administrative Assistant, Sales Assistant, VP Creative Services, IT Manager, Account Executive, Sr. Producer
Columbia College 600 S. Michigan Ave. Chicago, IL 60605	0	Sales Assistant Supervisor, Reporter, Promo Producer, Assistant to General Manager, Producer, Executive Producer, Administrative Assistant, Sales Assistant, VP Creative Services, IT Manager, Account Executive, Sr. Producer
Loyola University 820 N. Michigan Ave. Chicago, IL 60611	0	Promo Producer
Northern Illinois University 220 Campus Life Bldg. DeKalb, IL 60115	0	Sales Assistant Supervisor, Reporter, Promo Producer, Assistant to General Manager, Producer, Executive Producer, Administrative Assistant, Sales Assistant, VP Creative Services, IT Manager, Account Executive, Sr. Producer
Northwestern University 633 Clark Street Evanston, IL	0	Sales Assistant Supervisor, Reporter, Promo Producer, Assistant to General Manager, Producer, Executive Producer, Administrative Assistant, Sales Assistant, VP Creative Services, IT Manager, Account Executive, Sr. Producer
Southern Illinois University Woody Hall B204 Mail Code 4703 Carbondale, IL 62901	0	Sales Assistant Supervisor, Reporter, Promo Producer, Assistant to General Manager, Producer, Executive Producer, Administrative Assistant, Sales Assistant, VP Creative Services, IT Manager, Account Executive, Sr. Producer
Illinois Center for Broadcasting 530 State Street Chicago, IL 60605	0	Sales Assistant Supervisor, Reporter, Promo Producer, Assistant to General Manager, Producer, Executive Producer, Administrative Assistant, Sales Assistant, VP Creative Services, IT Manager, Assistant News Director, Account Executive, Sr. Producer
College of DuPage 425 Fawell Blvd. Glen Ellyn, IL 60137	0	Promo Producer
University of Illinois at Chicago 5801 South Ellis Ave. Chicago, IL 60637	0	Sales Assistant Supervisor, Reporter, Promo Producer, Assistant to General Manager, Producer, Executive Producer, Administrative Assistant, Sales Assistant, VP Creative Services, IT Manager, Account Executive, Sr. Producer

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](http://www.myfoxchicago.com) website**

### **Section 3: Supplemental Outreach Activities – August 1, 2013 - July 31, 2014**

**1. (i) Participation in at least three 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:

- **The National Association of Black Journalists (NABJ) Career Fair:** July 30-August 4, 2013 – Orlando, FL – Attended by Jean Fromm, Jeff Zeller and Ken Jobe
- **The Howard University Career Fair:** October 17, 2013 – Washington, DC – Attended by Margie Ruttenberg and Diana Pike (HR Director).
- **The Emma Bowen Foundation Career Fair:** June 20, 2014 – New York, NY – Attended by Roselyn Barranda (HR Director) and Dorian Kasuba.

**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.

- **July 31, 2013:** Veterans for a Better Chicago (Tasha Ransom)
- **August 10, 2013:** Bud Billiken Dignitary Breakfast and Parade – Youth Encouragement to Continue Education (Tasha Ransom)
- **September 4, 2013:** Benchmark to benefit Alumni for Public Schools – the Stimulus Social Club's September Fundraiser (Lou Cannellis served as Host)
- **October 7, 2013:** NLEI Hispanic Heritage Month Celebration (Tammie Souza)
- **October 23, 2013:** Evans Scholars Foundation Speakers Forum (Larry Yellen served as Moderator)
- **November 6, 2013:** Hadassah Chicago Chapter Awards – event benefitting the organization committed to improving the lives of Jewish women around the world (Tammie Souza served as Emcee).
- **November 19, 2013:** Ivy Hall Elementary – Tammie Souza, School Talk 5<sup>th</sup> grade
- **November 26, 2013:** Lincoln Way East High School – Tammie Souza, School Talk
- **December 7, 2013:** Tasha Ransom attended the South Suburban Chapter of the Links, Incorporated Fundraiser.
- **December 17, 2013:** Harrison School – Tammie Souza, School Talk 1<sup>st</sup> grade
- **January 25, 2014:** Black Creativity Gala – Museum of Science and Industry's Annual Fundraiser – inspires African-American children to pursue educational opportunities and careers in the field of science, technology, medicine and engineering (Tasha Ransom).
- **January 25, 2014:** Chicago Public Schools – Sisters Peak Mentoring Program Book Club (Tisha Lewis)
- **February 1, 2014:** Chicago Public Schools – Sisters Peak Mentoring Program Book Club (Tisha Lewis)
- **February 5, 2014:** Black Creativity 2014 Art Reception - Museum of Science and Industry's Black Creativity initiative (Tasha Ransom)
- **February 8, 2014:** Chicago Public Schools – Sisters Peak Mentoring Program Book Club (Tisha Lewis)
- **February 15, 2014:** Chicago Public Schools – Sisters Peak Mentoring Program Book Club (Tisha Lewis)
- **February 20, 2014:** WYCC in the Loop – organization designed to help female students climb social and educational ladder of success and achievement (Tisha Lewis)
- **February 22, 2014:** Chicago Public Schools – Sisters Peak Mentoring Program Book Club (Tisha Lewis)

- **February 27, 2014:** Secretary of State's Celebration of African-American Heritage Month - Good Day Chicago anchor Jon Kelley and FOX32 News at Nine anchor Dawn Hasbrouck co-emceed the annual event paying tribute to the ambitious ventures and accomplishments of the African-American community in Illinois.
- **March 26, 2014:** Women Making History Awards - FOX32 News anchor Darlene Hill was the mistress of ceremonies and FOX32's Tasha Ransom was the special guest at the event sponsored by Chicago Treasurer Stephanie Neely.
- **March 29, 2014:** AKA Conference Communications Workshop - FOX32 News reporter Tisha Lewis appeared on a special panel for the Central Region chapter of the Alpha Kappa Alpha sorority..
- **March 31, 2014:** Chicago Public Schools – Sisters Peak Mentoring Program Book Club (Tisha Lewis)
- **April 8, 2014:** Girl Power Luncheon - Linda Johnson Rice, Chairman of Johnson Publishing Company, LLC, publisher of Ebony and Jet magazines and parent company to Fashion Fair Cosmetics was the keynote speaker (Tasha Ransom).
- **April 15, 2014:** DePaul Symposium on Social Media and Journalism- Tasha Ransom served as guest speaker for the event discussing the emergent role of social media in journalism, focusing on ethical standards.
- **April 17, 2014:** Women of Excellence Awards – local African-American women who inspire others through their vision and leadership, achievements, and their community service work were honored (Tasha Ransom)
- **April 23, 2014:** Stanley Paul/Raelene Mittelman Scholarship Fund Gala (Bill Zwecker served as Emcee)

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 18 unpaid interns:

News: 12 students (Summer Semester 2013); 1 student (Winter Semester 2013/2014); 5 students (Summer Semester 2014)

We accepted students from Columbia College, Illinois Center for Broadcasting, Northwestern University, Arizona State University, Illinois State University, Miami University, University of Florida, Elmhurst College, Chicago State University, Hillsdale College, Duquesne University, Syracuse University, Wartburg College, University of Illinois – Urbana, Loyola University – Chicago.

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 2013 and Summer 2014

Tracy Woodley – University of Illinois Champaign-Urbana  
Troy Lewis – Northwestern University

**Benjamin L. Hooks Fellowship Award**

Fox Television Stations, Inc. in conjunction with the New York University Tisch Scholl 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 (3) employees to prepare for the following positions:

- Production assistant to web producer.
- Newsroom Administrator to General Manager's Administrative Assistant.
- Line Producer to Sr. Producer.

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.