

Annual EEO Public File Report

WFLD Fox 32 & WPWR My50 IS AN EQUAL OPPORTUNITY EMPLOYER

Coverage Period: August 1, 2015 – July 31, 2016

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 Hire
Marketing & Research Director	08/03/2015	www.fox32chicago.com 205 N. Michigan Ave. Chicago, IL 60601 312-565-3015 HR Director
AM Producer	08/03/2015	Employee Referral 205 N. Michigan Ave. Chicago, IL 60601
Account Executive	08/03/2015	www.fox32chicago.com 205 N. Michigan Ave. Chicago, IL 60601 312-565-3015 HR Director
Executive Producer	08/17/2015	Employee Referral 205 N. Michigan Ave. Chicago, IL 60601
Account Executive	08/31/2015	Spots N Dots 1635 Old Highway 41 NW, Suite 112-338 Kennesaw, GA 30152
Anchor	10/12/2015	Talent Dynamics LLC 322 Dawson Rd. Waxahachie, TX 75167
Traffic Coordinator	10/12/2015	Employee Referral 205 N. Michigan Ave. Chicago, IL 60601
Anchor	10/19/2015	Talent Dynamics LLC 322 Dawson Rd. Waxahachie, TX 75167
Sales Support Supervisor	11/2/2015	Intracompany Transfer/Promotion 205 N. Michigan Ave. Chicago, IL 60601
Director	11/9/2015	www.fox32chicago.com 205 N. Michigan Ave. Chicago, IL 60601 312-565-3015
National Sales Assistant	11/16/2015	www.fox32chicago.com 205 N. Michigan Ave.

		Chicago, IL 60601 312-565-3015
Producer	12/21/2015	Employee Referral 205 N. Michigan Ave. Chicago, IL 60601
Account Executive	12/21/2015	www.fox32chicago.com 205 N. Michigan Ave. Chicago, IL 60601 312-565-3015
Meteorologist	12/28/2015	Talent Dynamics LLC 322 Dawson Rd. Waxahachie, TX 75167
Local Sales Assistant	01/04/2016	www.fox32chicago.com 205 N. Michigan Ave. Chicago, IL 60601 312-565-3015
Anchor	1/6/2016	Talent Dynamics LLC 322 Dawson Rd. Waxahachie, TX 75167
Maintenance Technician	02/16/16	www.fox32chicago.com 205 N. Michigan Ave. Chicago, IL 60601 312-565-3015
Web Producer	03/21/2016	Columbia College 623 S. Wabash Chicago, IL. 60605
Weekend Anchor / Reporter	03/28/2016	www.fox32chicago.com 205 N. Michigan Ave. Chicago, IL 60601 312-565-3015
VP, News Director	04/18/2016	Diversified Search One Commerce Square 2005 Market St. 33 rd Floor Philadelphia, PA 19103
Producer	04/18/2016	Employee Referral 205 N. Michigan Ave. Chicago, IL 60601
Local Sales Assistant	04/25/2016	www.fox32chicago.com 205 N. Michigan Ave. Chicago, IL 60601 312-565-3015
Writer	05/16/2016	Employee Referral 205 N. Michigan Ave. Chicago, IL 60601
Assistant News Director	06/13/2016	Employee Referral 205 N. Michigan Ave. Chicago, IL 60601
Executive Producer	06/27/2016	www.fox32chicago.com 205 N. Michigan Ave.

		Chicago, IL 60601 312-565-3015
--	--	-----------------------------------

Total Number of Persons Interviewed During Applicable Period: 109

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
Employee Referrals – Internal WFLD/WPWR-TV 205 N Michigan Ave Chicago, IL 60601	15	All Positions
Current Employees WFLD/WPWR-TV 205 N Michigan Ave Chicago, IL 60601	12	All Positions
www.fox32chicago.com	64	All Positions
Fox News 1211 Avenue of the Americas New York, NY.10036 Brigette Boyle	0	All Positions
Fox Stations Sales (FSS) - New York 205 E. 67th St, 2nd Floor New York, NY. 10065 Dorian Kasuba 212-332-9239	0	All Positions
Fox Television Stations TVHO-NY 1211 Avenue of the Americas New York, NY.10036	0	All Positions
KDFW/KDFI 400 N. Griffin St. Dallas, TX.75202 Nicole Robles 214-720-3149	0	All Positions
KMSP/WFTC 11358 Viking Dr Eden Prairie, MN.55344 Kate O'Hara 952-5607	1	All Positions
KRIV/KTXH 4261 Southwest Freeway Houston, TX. 77027 Tracey Rivers	0	All Positions

713-479-2720		
KSAZ/KUTP 511 W. Adams St. Phoenix, AZ. 85003 Diana Pike 602-262-5150	0	All Positions
KTBC 119 E. 10th St. Austin, TX. 78701 Lisa Cordes 512-495-7024	1	All Positions
KTTV/KCOP 1999 South Bundy Dr Los Angeles, CA. 90025 Denise Rosas 310-584-2169	0	All Positions
KTVU/KICU 2 Jack London Sq Oakland, CA. 94607 Christine Nohr 510-874-0227	0	All Positions
WAGA 1551 Briarcliff Rd., NE Atlanta, GA. 30306 Regina Davis 404-898-0269	0	All Positions
WJBK 16550 West Nine Mile Rd. Southfield, MI. 48075 Cynthia Smith 248-552-5233	0	All Positions
WJZY/WMYT 3501 Performance Rd. Charlotte, NC. 28214 704-944-3372	0	All Positions
WNYW/WWOR 205 East 67th Street New York, NY. 10065 Roselyn Barranda 212-452-4873	0	All Positions
WOFL/WOGX/WRBW 35 Skyline Dr Lake Mary, FL. 32746 Jean Fromm 407-741-5169	0	All Positions
WTTG/WDCA 5151 Wisconsin Ave NW Washington, DC. 20016 Theresa Foster 202-895-3232	0	All Positions
WTFX 330 Market St Philadelphia, PA. 19106 Megan Yamin-Afshar	1	All Positions
Illinois Media School 530 S. State St. Chicago, Illinois 60605 331-215-4733	0	AM Producer, Producer, Local Sales Assistant, Writer, National Sales Assistant, Local Sales Assistant, Producer, Sales Support Supervisor, Traffic Coordinator, Web

		Producer, Marketing & Research Director, Maintenance Technician, Account Executive, Account Executive, Account Executive, Director, Assistant News Director, Executive Producer
Binghamton University 4400 Vestal Parkway East Binghamton, NY 13902	0	Writer, Web Producer, Assistant News Director, Executive Producer
Center on Halsted 3656 N. Halsted. Chicago, IL. 60613	0	AM Producer, Producer, Local Sales Assistant, Writer, National Sales Assistant, Local Sales Assistant, Producer, Sales Support Supervisor, Traffic Coordinator, Web Producer, Marketing & Research Director, Maintenance Technician, Account Executive, Account Executive, Account Executive, Director, Assistant News Director, Executive Producer
Chicago Women in Publishing PO Box 268107 Chicago, IL. 60626	0	AM Producer, Producer, Local Sales Assistant, Writer, National Sales Assistant, Local Sales Assistant, Producer, Sales Support Supervisor, Traffic Coordinator, Web Producer, Marketing & Research Director, Maintenance Technician, Account Executive, Account Executive, Account Executive, Director, Assistant News Director, Executive Producer
Chicago Urban League 4510 S. Michigan Ave. Chicago, IL. 60653	0	AM Producer, Producer, Local Sales Assistant, Writer, National Sales Assistant, Local Sales Assistant, Producer, Sales Support Supervisor, Traffic Coordinator, Web Producer, Marketing & Research Director, Maintenance Technician, Account Executive, Account Executive, Account Executive, Director, Assistant News Director, Executive Producer
City of Chicago Mayor's Office of People with Disabilities 2102 W. Ogden Ave. Chicago, Illinois 60612 312-744-6673	0	AM Producer, Producer, Local Sales Assistant, Writer, National Sales Assistant, Local Sales Assistant, Producer, Sales Support Supervisor, Traffic Coordinator, Web Producer, Marketing & Research Director, Maintenance Technician, Account Executive, Account Executive, Account Executive, Director, Assistant News Director, Executive Producer
Cosmopolitan Chamber of Commerce 30 E. Adams St, Suite 1050 Chicago, IL. 60603	0	AM Producer, Producer, National Sales Assistant, Local Sales Assistant, Producer, Sales Support Supervisor, Traffic Coordinator, Marketing & Research Director, Maintenance Technician, Account Executive, Account Executive, Account Executive, Director
Chicago Association Women Journalists 660 W. Grand Ave Chicago, IL. 60654	0	AM Producer, National Sales Assistant, Local Sales Assistant, Sales Support Supervisor, Traffic Coordinator, Marketing & Research Director, Maintenance Technician, Account Executive, Account Executive, Account Executive, Director
Diversified Search One Commerce Square 2005 Market St., 33 rd Floor Philadelphia, PA 19103	4	VP News Director
Emma Bowen Foundation	0	AM Producer, Producer, Local Sales

30 Rockefeller Plaza 1221 Avenue of the Americas New York, NY 10112		Assistant, Writer, National Sales Assistant, Local Sales Assistant, Producer, Sales Support Supervisor, Traffic Coordinator, Web Producer, Marketing & Research Director, Maintenance Technician, Account Executive, Account Executive, Account Executive, Director, Assistant News Director, Executive Producer
Illinois Job Bank www.illinoisjoblink.com	1	AM Producer, Producer, Sales Support Supervisor, Traffic Coordinator, Marketing & Research Director, Maintenance Technician, Account Executive, Account Executive, Account Executive, Weekend PM Anchor/Reporter, Director, Assistant News Director, Executive Producer, Local Sales Assistant
Japanese American Citizens League 5415 North Clark Street Chicago, IL 60640	0	AM Producer, Producer, Local Sales Assistant, Writer, National Sales Assistant, Local Sales Assistant, Producer, Sales Support Supervisor, Traffic Coordinator, Web Producer, Marketing & Research Director, Maintenance Technician, Account Executive, Account Executive, Account Executive, Director, Assistant News Director, Executive Producer
National Association of Black Journalists- Chicago Chapter P.O Box 11425 Chicago, IL. 60611 312-409-4495	0	Producer, Local Sales Assistant, Writer, Producer, Web Producer, Maintenance Technician, Assistant News Director, Executive Producer
Media Recruiter Birschback Media Sales & Marketing 9457 So. University Blvd. #303 Highlands Ranch, CO 80126	0	Marketing & Research Director
National Association of Black Journalists 1100 Knight hall, Suite 3100 College Park, MD. 20742	0	AM Producer, National Sales Assistant, Local Sales Assistant, Sales Support Supervisor, Traffic Coordinator, Marketing & Research Director, Maintenance Technician, Account Executive, Account Executive, Account Executive, Director
National Black MBA Association 1 East Wacker Dr., Suite 3500 Chicago, IL. 60601	0	AM Producer, Producer, Writer, National Sales Assistant, Local Sales Assistant, Producer, Sales Support Supervisor, Traffic Coordinator, Web Producer, Marketing & Research Director, Maintenance Technician, Account Executive, Account Executive, Account Executive, Director, Assistant News Director, Executive Producer
National Latino Education Institute 2011 West Pershing Rd Chicago, IL. 60609	0	AM Producer, Producer, Local Sales Assistant, Writer, National Sales Assistant, Local Sales Assistant, Producer, Sales Support Supervisor, Traffic Coordinator, Web

		Producer, Marketing & Research Director, Maintenance Technician, Account Executive, Account Executive, Account Executive, Director, Assistant News Director, Executive Producer
Rainbow Push Coalition 930 East 50th Street Chicago, IL. 60615	0	AM Producer, Producer, Local Sales Assistant, Writer, National Sales Assistant, Local Sales Assistant, Producer, Sales Support Supervisor, Traffic Coordinator, Web Producer, Marketing & Research Director, Maintenance Technician, Account Executive, Account Executive, Account Executive, Director, Assistant News Director, Executive Producer
Illinois Hispanic Chamber 855 W. Adams St. Chicago, IL. 60607 312-425-9500	0	AM Producer, Producer, Local Sales Assistant, Writer, National Sales Assistant, Local Sales Assistant, Producer, Sales Support Supervisor, Traffic Coordinator, Web Producer, Marketing & Research Director, Maintenance Technician, Account Executive, Account Executive, Account Executive, Director, Assistant News Director, Executive Producer
Skills for Chicagoland's Future 191 N. Wacker Dr. Ste 925 Chicago, IL. 60606 312-906-7200	0	Producer, Local Sales Assistant, Writer, Producer, Web Producer, Maintenance Technician, Account Executive, Assistant News Director, Executive Producer
TVJobs.com PO Box 4116 Oceanside, CA 92052	0	AM Producer, National Sales Assistant, Local Sales Assistant, Sales Support Supervisor, Traffic Coordinator, Marketing & Research Director, Maintenance Technician, Account Executive, Account Executive, Account Executive, Director
The City University of New York 205 E. 42 nd St. New York City, NY 10017 212-997-2869	0	Writer, Web Producer, Assistant News Director, Executive Producer
Adelphi University 1 South Avenue Garden City, NY 11530	0	Writer, Web Producer, Assistant News Director, Executive Producer
Aurora University 347 S. Gladstone Ave. Aurora, IL. 60506	0	AM Producer, Producer, Writer, National Sales Assistant, Local Sales Assistant, Producer, Sales Support Supervisor, Traffic Coordinator, Web Producer, Marketing & Research Director, Maintenance Technician, Account Executive, Account Executive, Account Executive, Director, Assistant News Director, Executive Producer
Babson College 231 Forest Street Babson Park, MA 02457	0	Web Producer, Assistant News Director, Executive Producer

Boston College 140 Commonwealth Ave Chestnut Hill, MA 02467	0	Writer, Web Producer, Assistant News Director, Executive Producer
Carnegie Mellon University 5000 Forbes Ave Pittsburgh, PA 15213	0	Writer, Web Producer, Assistant News Director, Executive Producer
Chicago State University 9501 S. King Drive Chicago, IL 60628	0	AM Producer, Producer, Writer, National Sales Assistant, Local Sales Assistant, Producer, Sales Support Supervisor, Traffic Coordinator, Web Producer, Marketing & Research Director, Maintenance Technician, Account Executive, Account Executive, Account Executive, Director, Assistant News Director, Executive Producer
City Colleges of Chicago 30 East Lake Street Chicago, IL 60601	0	Writer, National Sales Assistant, Local Sales Assistant, Web Producer, Assistant News Director, Executive Producer
Columbia College 623 S. Wabash Chicago, IL. 60605	1	AM Producer, Producer, Writer, National Sales Assistant, Local Sales Assistant, Producer, Sales Support Supervisor, Traffic Coordinator, Web Producer, Marketing & Research Director, Maintenance Technician, Account Executive, Account Executive, Account Executive, Director, Assistant News Director, Executive Producer
Columbia University 2960 Broadway, MC5727 New York, NY 10027	0	Writer, Web Producer, Assistant News Director, Executive Producer
Dartmouth College 63 South Main Street, 2 nd Floor Hanover, NH 03755	0	Writer, Web Producer, Assistant News Director, Executive Producer
Farleigh Dickinson University 140 University Plaza Drive Hackensack, NJ 07601	0	Writer, Web Producer, Assistant News Director, Executive Producer
Howard University 2400 Sixth St. NW Washington, D.C. 20059 202-806-6100	0	Writer, Web Producer, Assistant News Director, Executive Producer
Hunter College (CUNY) 535 East 80 th Street 3 rd Floor New York, NY 10075	0	Writer, Web Producer, Assistant News Director, Executive Producer
Johns Hopkins University 3 rd Floor Garland Hall Baltimore, MD 21218	0	Writer, Web Producer, Assistant News Director, Executive Producer
Manhattanville College 2900 Purchase St Purchase, NY 10577	0	Writer, Web Producer, Assistant News Director, Executive Producer

Northeastern Illinois University 5500 North St. Louis Ave. Chicago, IL. 60625	0	Writer, Web Producer, Assistant News Director, Executive Producer
Medgar Evers College (CUNY) 1650 Bedford Ave Brooklyn, NY 11225	0	Writer, Web Producer, Assistant News Director, Executive Producer
New York University 133 East 13 th Street, 2 nd Floor New York, NY 10003	0	Writer, Web Producer, Assistant News Director, Executive Producer
North Carolina State University 20 Watauga Club Drive Raleigh, NC 27695 919-515-2191	0	Writer, Web Producer, Assistant News Director, Executive Producer
Northern Illinois University 220 Campus Life Bldg. DeKalb, IL. 60115	0	AM Producer, Producer, Writer, National Sales Assistant, Local Sales Assistant, Producer, Sales Support Supervisor, Traffic Coordinator, Web Producer, Marketing & Research Director, Maintenance Technician, Account Executive, Account Executive, Account Executive, Director, Assistant News Director, Executive Producer
Northwestern University 633 Clark Street Evanston, IL. 60208	0	AM Producer, Producer, Writer, National Sales Assistant, Local Sales Assistant, Producer, Sales Support Supervisor, Traffic Coordinator, Web Producer, Marketing & Research Director, Maintenance Technician, Account Executive, Account Executive, Account Executive, Director, Assistant News Director, Executive Producer
Princeton University 36 University Place, Suite 200 Princeton, NJ 08544	0	Writer, Web Producer, Assistant News Director, Executive Producer
Queens College (CUNY) 65-30 Kissena Blvd Queens, NY 11367	0	Writer, Web Producer, Assistant News Director, Executive Producer
Robert Morris College 401 S. State Street Chicago, IL.60605	0	AM Producer, Producer, Writer, National Sales Assistant, Local Sales Assistant, Producer, Sales Support Supervisor, Traffic Coordinator, Web Producer, Marketing & Research Director, Maintenance Technician, Account Executive, Account Executive, Account Executive, Director, Assistant News Director, Executive Producer
Roosevelt University 430 S. Michigan Ave. Chicago, IL. 60605	0	AM Producer, Producer, Writer, National Sales Assistant, Local Sales Assistant, Producer, Sales Support Supervisor, Traffic Coordinator, Web Producer, Marketing & Research Director, Maintenance Technician, Account Executive, Account Executive, Account Executive, Director, Assistant News

		Director, Executive Producer
Rutgers University 360 Dr. Martin Luther King Jr. Blvd. Hill Hall 325 Newark, NJ. 7102	0	Writer, Web Producer, Assistant News Director, Executive Producer
Saint Peter's University 2641 John F. Kennedy Boulevard Jersey City, NJ 07306 201-761-6000	0	Writer, Web Producer, Assistant News Director, Executive Producer
Seton Hall University 400 South Orange Avenue South Orange, NJ 07079 973-761-9000	0	Writer, Web Producer, Assistant News Director, Executive Producer
Southern Illinois University-Edwardsville State Route 157 Edwardsville, IL. 62026	0	AM Producer, Producer, Writer, National Sales Assistant, Local Sales Assistant, Producer, Sales Support Supervisor, Traffic Coordinator, Web Producer, Marketing & Research Director, Maintenance Technician, Account Executive, Account Executive, Account Executive, Director, Assistant News Director, Executive Producer
Southern Illinois University-Carbondale Woody Hall B204 Mail Code 4703 Carbondale, IL. 62901	0	AM Producer, Producer, Writer, National Sales Assistant, Local Sales Assistant, Producer, Sales Support Supervisor, Traffic Coordinator, Web Producer, Marketing & Research Director, Maintenance Technician, Account Executive, Account Executive, Account Executive, Director, Assistant News Director, Executive Producer
Southern Methodist University PO Box 750100 Dallas, TX 75275	0	Writer, Web Producer, Assistant News Director, Executive Producer
University of Illinois 1200 West Harrison Street (M/C 099) Ste 3050 Chicago, IL. 60607	0	AM Producer, Producer, Writer, National Sales Assistant, Local Sales Assistant, Producer, Sales Support Supervisor, Traffic Coordinator, Web Producer, Marketing & Research Director, Maintenance Technician, Account Executive, Account Executive, Account Executive, Assistant News Director, Executive Producer
St. John's University 8000 Utopia Parkway Queens, NY 11439	0	Writer, Web Producer, Assistant News Director, Executive Producer
Syracuse University 303 University Place Syracuse, NY 13244	0	Writer, Web Producer, Assistant News Director, Executive Producer
Texas A&M University 209 Koldus, 1233 TAMU College Station, TX 77843	0	Writer, Web Producer, Assistant News Director, Executive Producer

Texas Christian University 2800 S. University Drive Fort Worth, TX 76129	0	Writer, Web Producer, Assistant News Director, Executive Producer
Towson University 8000 York Road Towson, MD 21252	0	Web Producer, Assistant News Director, Executive Producer
University at Albany (State University of NY) 1400 Washington Ave Albany, NY 12222	0	Writer, Web Producer, Assistant News Director, Executive Producer
University of Bridgeport 126 Park Ave Bridgeport, CT 06604	0	Writer, Web Producer, Assistant News Director, Executive Producer
University of Delaware 250 Pearson Hall Newark, DE 19716	0	Writer, Web Producer, Assistant News Director, Executive Producer
University of Florida College of Journalism & Communications 355 Tigert Hall Gainesville, FL 32611	0	Writer, Web Producer, Assistant News Director, Executive Producer
University of Maryland 310 Hornbake Library College Park, MD 20742	0	Writer, Web Producer, Assistant News Director, Executive Producer
University of Massachusetts – Boston 100 Morrissey Blvd Boston, MA 02125	0	Writer, Web Producer, Assistant News Director, Executive Producer
University of North Texas 1155 Union Circle #305358 Denton, TX 76203	0	Writer, Web Producer, Assistant News Director, Executive Producer
University of Pennsylvania 3718 Locust Walk Philadelphia, PA 19104	0	Writer, Web Producer, Assistant News Director, Executive Producer
Virginia State University 1 Hayden Dr Petersburg, VA 23806	0	Writer, Web Producer, Assistant News Director, Executive Producer
News Check Media LLC 24 West Lancaster Avenue Ste. 205 Ardmore, PA 19003	0	Executive Producer
Spots N Dots Emily McKay Spots n Dots 888-884-2630	3	Marketing & Research Director, Account Executive, Account Executive, Account Executive
Talent Dynamics LLC 322 Dawson Rd. Waxahachie, TX 75167	6	Anchor, Anchor, Meteorologist, Anchor

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.fox32chicago.com website

Section 3: Supplemental Outreach Activities – August 1, 2015 - July 31, 2016

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:** August 5 – 8, 2015 – Minneapolis, MN – Attended by Sharming Nathan (HRD), Kate O'Hara (HRD) and Marian Davey (VP/News Director)
- **Excellence in Journalism (EIC) Career Fair:** September 18 – 20, 2015 – Orlando, FL – Attended by Iris Sierra (HRD), Jean Fromm (HRD), and Jeff Zeller (VP/News Director)
- **Illinois Media School Career Fair:** April 7, 2016 – Chicago, IL – Attended by Sharming Nathan (HRD)
- **The National Association of Hispanic Journalists (NAHJ) Career Fair – Chicago Chapter:** July 25, 2016 – Chicago, IL – Attended by Matthew Piacente (VP/News Director) and Lisa Chavarria
- **The Asian American Journalist Association (AAJA):** August 12 – 15, 2015 – San Francisco, CA – Attended by Linda DiStefano (Executive Director), Christine Nohr (HRD) and Dana Hahn (VP/News Director)
- **FTS Networking Reception/Emma Bowen Career Fair:** June 23 - 24, 2016 – New York City, NY – Attended by Roselyn Barranda (HRD) and Dorian Kasuba (HRD)
- **Howard University School of Communications Job & Internship Fair:** October 16, 2015 – Washington, DC – Attended by Roselyn Jacobs (HRD)

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.

- August 8, 2015: Bud Billiken Day Parade (Fox On Air Talent participated in the back to school parade)
- September 9, 2015: Illinois Center for Broadcasting Career Day (Lisa Chavarria served as a panelist)
- October 6, 2015: NATAS Chicago Nomination Ceremony (Jake Hamilton and Natalie Bomke served as emcees)
- November 18: Illinois Department of Corrections Barber College Graduation (Larry Yellen served as keynote speaker)
- December 1, 2015: Diversity Scholarship Fund Unity Awards (Anita Padilla served as emcee)
- December 9, 2015: Cook County Sheriff's Office Awards (Natalie Bomke served as emcee)
- February 22, 2016: St. Ignatius College Prep Career Fair (Dawn Hasbrouck served as panelist)
- February 25, 2016: Illinois Secretary of State Black History Month Celebration (Darlene Hill served as emcee)
- March 10, 2016 National Hellenic Museum's Trial Series (Larry Yellen served as a juror in a mock trial)
- March 11, 2016: Umoja Student Development Corp Fundraiser (Dawn Hasbrouck served as emcee)
- March 19, 2016: St. Ignatius College Prep Fundraiser (Dawn Hasbrouck served as emcee)
- April 7, 2016: Illinois Media School Career Fair (attended by Sharming Nathan)

- April 18, 2016: World Leaders Forum (Lisa Chavarria served as moderator)
- May 12, 2016: National Safety Council Dinner (Dawn Hasbrouck served as emcee)
- June 25, 2016: National Association of Hispanic Journalist Career Fair (attended Matthew Piacente and Lisa Chavarria)
- June 26, 2016: Chicago Pride Parade (On Air Talent participated in the parade)

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 for experienced televisions 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 16 unpaid interns:

News: 8 students (Summer Semester 2015); 6 students (Summer Semester 2016)

We accepted students from Grambling State University, DePauw University, Northwestern University, Clark Atlanta University, DePaul University, Southern Illinois University - Carbondale, University of Notre Dame, University of Illinois – Urbana, Michigan State University, Butler University, University of Wisconsin – Milwaukee, Ball State University.

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.fox32chicago.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 2015 and Summer 2016
Troy Lewis – Northwestern University

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 10 union employees to better prepare and be well suited for the following positions:

- NABET Technician

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.