



# ANNUAL EEO PUBLIC FILE REPORT

WOGX – FOX51

OCALA / GAINESVILLE  
FLORIDA

OCTOBER 1, 2008  
to  
SEPTEMBER 30, 2009



# Recruitment Summary Form

Reporting Period: October 1, 2008 to September 30, 2009

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Total Hires during Reporting Period:

<u>Position/Job</u>	<u>Job Classification</u>	<u>Referral Source</u>
Production Tech <17	Technical	Internal Posting
VP / Finance	O & M	Word of Mouth
Production Tech – FT	Technical	Internal Posting
Anchor/Reporter	Professional	Word of Mouth
Production Tech - PT	Technical	Internal Posting
VP / News	O & M	Word of Mouth
Account Executive	Sales	Employee Referral
Anchor/Reporter	Professional	Website
Weather Anchor/Reporter	Professional	Agent
Production Tech – FT	Technical	Internal Posting
Promotion Producer	Professional	Website
Production Tech – PT	Technical	Full Sail
Production Tech – PT	Technical	Full Sail
Production Tech – PT	Technical	Website
Executive Producer	O & M	Website
Production Tech - TEMP	Technical	Employee Referral
Photographer	Professional	Internal Assignment
Producer	Professional	TV Jobs
MC Operator – Temp	Technical	Website



# Recruitment Summary Form

Reporting Period: October 1, 2008 to September 30, 2009

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Total Hires during Reporting Period:

Position/Job

Job Classification

Referral Source

MC Operator – Temp	Technical	Employee Referral
Director	Professional	TV Jobs
Anchor/Reporter	Professional	Agent
Producer	Professional	TV Jobs
Account Executive	Sales	Walk-In
Web Producer	Professional	Website
Account Executive	Sales	Spots n Dots
Photographer	Professional	Employee Referral
Managing Editor	O&M	Internal Posting
Assistant Traffic Manager	Professional	Internal Posting
Producer	Professional	Employee Referral
Traffic Assistant	Clerical	Employee Referral
VP/Director of Sales	O&M	Spots n Dots



## Recruitment Summary Form

Reporting Period: October 1, 2008 to September 30, 2009

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Total Hires during Reporting Period: 32

Total Interviewees during Reporting Period: 220

### Recruitment Source Breakdown:

#### Recruitment Source:

#### Number of Interviewees:

Agent	11
BCFM	1
CFEC	2
Employee Referral	35
FENG	1
Fox Opps	4
Full Sail	14
Ideanet / Graeme Newell	1
Internal Posting	33
Internet	1
NABJ Job Fair	1
Spots n Dots	4
TV Jobs	9
Unsolicited Resume	1
Walk-In	3
Website	76
Word of Mouth	23



WOFL / WRBW / WOGX  
OUTREACH INITIATIVES

Labeled by FCC Rule

October 1, 2008 to September 30, 2009

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

Our stations regularly participate in local and national career/job fairs. Job Fairs provide applicants and potential candidates with the opportunity to learn about Fox Television Stations and the job opportunities and internship/mentoring programs available within our group. Examples for this past year include:

University of Florida Career/Internship Fair

October 16, 2008

Attended by: Scott Mauro

University of Central Florida Career/Internship Fair

October 27, 2008

Attended by: Scott Mauro, Jean Fromm

The Imagen Foundation's Entertainment Industry Job Fair

March 28, 2009

Attended by: HR Staff of KTVT

Congresswoman Corrine Brown Job Fair

June 29, 2009

Attended by: Rachel Rodriguez, Elysa Rosen,

Norma Suarez

National Association of Black Journalists Convention 2009

August 6-8, 2009

Attended by: Gavin Maliska

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

News: 23 participants

University of Central Florida  
University of Florida  
Florida State  
Connecticut School of Broadcasting  
Niagara College  
Jackson State  
Palm Beach Atlantic University

Production: 2 participants

Valencia Community College  
Connecticut School of Broadcasting

Weather: 1 participant

Florida State

- (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);

Workforce Central Florida Job Fairs  
Job Shop at [www.myfoxorlando.com](http://www.myfoxorlando.com)

- (vii) Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;

Emma Bowen Foundation for Minority Interests in Media, Inc.

Established in 1989, the Emma L. Bowen Foundation for Minority Interests in Media is a non-profit organization whose mission is to create career opportunities in the media industry for minority youth through a program that focuses on scholastic achievement, direct work experience and professional development. Students in the program work in media companies each summer and during school breaks, from high school through college. The students earn both salaries and matching scholarship funds to be used for college tuition and related expenses. Over a period of up to five years, the students experience numerous aspects of corporate operations 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.

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 the cost of tuition.

- (viii) Establishment of training programs designed to enable personnel to acquire skills that could qualify them for higher level positions:

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 through out the United States.

- (ix) Establishment of a mentoring program for station personnel;

Identified and implemented 16 career ladder promotional avenues

Production Tech - PT ⇒ Production Tech - FT  
Production Tech <17 ⇒ Production Tech - PT  
Production Tech <17 ⇒ Production Tech - FT  
Production Tech - PT ⇒ Production Tech – FT  
Executive Producer ⇒ Managing Editor  
Traffic Assistant ⇒ Assistant Traffic Manager  
Producer – WOFL ⇒ Producer - KRIV  
Broadcast Designer - WOFL ⇒ Artist – Graphics Hub  
Broadcast Designer - WOFL ⇒ Graphic Prod Asst – Graphics Hub  
Broadcast Designer - WOFL ⇒ Artist – Graphics Hub  
Design Director - WOFL ⇒ Art Director – Graphics Hub

- (x) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;

University of Florida Career/Internship Fair  
October 16, 2008  
Attended by: Scott Mauro  
University of Central Florida Career/Internship Fair  
October 27, 2008  
Attended by: Scott Mauro, Jean Fromm  
Seminole County Annual Job Shadow Day  
February 2009  
Hosted by: Scott Mauro  
Osceola High School Job Shadow Program  
July 28, 2009  
Hosted by: Scott Mauro

- (xi) Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting;

Participation in the Great American Teach-In  
Station Tours for school groups and Scout troops

- (xii) Listing of each upper-level category opening in a job back or newsletter of media trade groups whose membership includes substantial participation of women and minorities;

All upper level positions are posted with:

African American Chamber of Commerce of  
Central Florida Job Bank  
Asian Pacific American Student Services  
Bethune Cookman College Placement Center  
CA Chicano News Media Assoc  
Central FL Assoc of Black Journalists  
Florida A&M University  
Foundation for Minority Interests in Media  
Emma Bowen Foundation  
Hillsborough County – Employ Opp Program  
Hola Orlando Jobs  
Hispanic Chamber of Commerce of Central Florida  
Metro Orlando Urban League  
Mexican American Opportunity Foundation  
National Association of Black Journalists – Tampa Region  
National Association of Black Journalists – Miami Region  
National Association of Hispanic Journalists  
National Hispanic Media Coalition  
National Urban League  
Organization of Chinese Americans  
Pacific Asian Consortium in Employment  
Pinellas County Urban League  
Tampa/Hillsborough Urban League  
Women in Film

- (xiv) Provision of training to management level personnel as to methods of ensuring equal opportunity and preventing discrimination;

Manager's Legal Bulletin newsletter is distributed bi-weekly to all staff with supervisory responsibilities. Topics include EEO, harassment and discrimination issues.

- (xvi) Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities;

Congresswoman Corrine Brown Job Fair

June 29, 2009

Attended by: Rachel Rodriguez, Elysa Rosen, Norma Suarez