



FOX46-WJZY / MY12-WMYT

ANNUAL EEO REPORT

AUGUST 1, 2018 – JULY 31, 2019

Annual EEO Public File Report

Fox-46 WJZY/MY-12 WMYT IS AN EQUAL OPPORTUNITY EMPLOYER

Coverage Period: August 1, 2018 – July 31, 2019

Station's Comprising Station Employment Unit: WJZY FOX-46 / WMYT-12

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hire
Sports Director/Anchor	9/10/2018	Agent
Production Technician	9/17/2018	CareerBuilder
MMJ	10/1/2018	Agent
Assignment Desk Editor	11/5/2018	Indeed.com
Digital Content Creator	2/4/2019	LinkedIn.com
Photojournalist	2/25/2019	Employee Referral
Newscast Director	2/19/2019	Indeed.com
Promotions Producer	3/18/2019	Internal Promotion
Newscast Director	3/27/2019	WJZY Website
News Producer	4/15/2019	Internal Promotion
Audio Technician	4/22/2019	Indeed.com
News Producer	6/10/2019	Indeed.com

Total Number of Persons Interviewed During Applicable Period: 73

MyFoxCharlotte.com serves the community in a number of ways. It provides Carolinians with the latest news, weather and traffic information. There are dedicated pages to Jobs, Education Resource, Most Wanted, and Voters Guide that are also interactive with the community. News and information is widely disseminated through this vital and active tool. Station information on the web includes: current job listings, and Public File info. Our web also has direct links to many national sites. WJZY/WMYT's website attracts approximately 45,000 page views per day and approximately 23,120 unique visitors each day.

Section 2: Recruitment Source Information		
Recruitment Sources Company, Address, Telephone & Contact Person	Total Number of Interviewees This sources has provided during this period (if any)	Full-Time Positions for which Sources was utilized
WJZY Website 3501 Performance Road Charlotte, NC 28214	15	Sports Director, Production Technician, Multi-Media Journalist, Assignment Desk Editor, Digital Content Creator, Photojournalist, Newscast Director, Promotions Producer, Newscast Director, News Producer, Audio Technician, News Producer
Fox Career Site	13	Sports Director, Production Technician, Multi-Media Journalist, Assignment Desk Editor, Digital Content Creator, Photojournalist, Newscast Director, Promotions Producer, Newscast Director, News Producer, Audio Technician, News Producer
www.careerbuilder.com *	1	Production Technician

www.indeed.com *	21	Sports Director, Production Technician, Multi-Media Journalist, Assignment Desk Editor, Digital Content Creator, Photojournalist, Newscast Director, Promotions Producer, Newscast Director, News Producer, Audio Technician, News Producer
Emma Bowen Foundation for Minorities Sandra.rice@nbcuni.com		Newscast Director, Promotions Producer, Newscast Director, News Producer, Audio Technician, News Producer
NC Department of Commerce Kim.genardo@nccommerce.com		Sports Director, Production Technician, Multi-Media Journalist, Assignment Desk Editor, Digital Content Creator, Photojournalist, Newscast Director, Promotions Producer, Newscast Director, News Producer, Audio Technician, News Producer
NC Association of Broadcasters associationinfo@bellsouth.net www.info@ncbroadcast.com		Sports Director, Production Technician, Multi-Media Journalist, Assignment Desk Editor, Digital Content Creator, Photojournalist, Newscast Director, Promotions Producer, Newscast Director, News Producer, Audio Technician, News Producer
South Carolina Broadcast Association margaret@scba.net paula@scba.net Margaret Wallace Paula Thayer		Sports Director, Production Technician, Multi-Media Journalist, Assignment Desk Editor, Digital Content Creator, Photojournalist, Newscast Director, Promotions Producer, Newscast Director, News Producer, Audio Technician, News Producer
602 Communications Sandy Lizik, 602-954-8373 slizik@602communications.com		Newscast Director, Promotions Producer, Newscast Director, News Producer, Audio Technician, News Producer
Latino Journalists of California: CCNMA 727 W 27 th St., Room 201 Los Angeles, CA 90007-3513 213-821-0075/213-743-1838 Sylvia@ccnma.org		Sports Director, Production Technician, Multi-Media Journalist, Assignment Desk Editor, Digital Content Creator, Photojournalist, Newscast Director, Promotions Producer, Newscast Director, News Producer, Audio Technician, News Producer
American Indian Chamber of Commerce sroberts@apc-services.com		Sports, Director, Production Technician, Multi-Media Journalist, Assignment Desk Editor, Digital Content Creator, Photojournalist, Newscast Director, Promotions Producer, Newscast Director, News Producer, Audio Technician, News Producer
National Association of Broadcasters 202-429-5300 nab.nab.org		Newscast Director, Promotions Producer, Newscast Director, News Producer, Audio Technician, News Producer
Medialine Rich, 704-364-7564 www.medialine.com medialine@medialine.com		Newscast Director, Promotions Producer, Newscast Director, News Producer, Audio Technician, News Producer
National Academy of TV Arts & Sciences emmyonline.com/academy capitalemmys@aol.com		Newscast Director, Promotions Producer, Newscast Director, News Producer, Audio Technician, News Producer
Women in Film 323-935-2211 www.womeninfilm.org mlinker-estes@wif.org		Newscast Director, Promotions Producer, Newscast Director, News Producer, Audio Technician

Department of Veteran Affairs Rachelle Alexander Rachelle.alexander@va.gov		Sports Director, Production Technician, Multi-Media Journalist, Assignment Desk Editor, Digital Content Creator, Photojournalist, Newscast Director, Promotions Producer, Newscast Director, News Producer, Audio Technician, News Producer
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COLLEGES/UNIVERSITIES

Connecticut School of Broadcasting John Casson, 704-529-8146 George Washington III Jcasson.corporate@gmail.com jperez@gocsb.com , gWASHINGTON@gocsb.com		Sports Director, Production Technician, Multi-Media Journalist, Assignment Desk Editor, Digital Content Creator, Photojournalist, Newscast Director, Promotions Producer, Newscast Director, News Producer, Audio Technician, News Producer
Carolina School of Broadcasting 3435 Performance Rd. Charlotte, NC 28214 Alyson Young Alyson.yount@csbradiotv.edu csbnc@bellsouth.net		Production Technician, Multi-Media Journalist, Assignment Desk Editor, Digital Content Creator, Photojournalist, Newscast Director, Promotions Producer, Newscast Director, News Producer, Audio Technician, News Producer

Additional interviewees from other sources: 11 employee referrals, 4 LinkedIn.com, 1 Glassdoor, 1 Entertainment Careers, 1 NABJ, 1 Jobing.com, 1 TVJobs.com and 3 talent agents: DB & Associates, 3 Kings Entertainment and The NWT Group. The Workday requisition process automatically populates to the Fox Careers website once a position is posted.

*Indicates job aggregator websites.

Job Postings – When a position becomes available, it is the general practice of the Station to post the job opportunity notice at appropriate locations throughout the Station so the employees are aware of current openings and may apply for consideration for those positions. The notices list the titles and requirements for the positions. These job opportunities /postings are also sent to various community outreach groups, schools, and universities as well as other Fox Owned & Operated Stations across the country.

All Fox O & O Stations:

TVHO 1211 Avenue of the Americas 21st Floor New York, NY 10036 (212) 301-5853	0	All Positions
Fox Stations Sales New York, NY D. Kasuba (212) 452-4873	0	All Positions
Fox News Channel New York, NY B. Boyle (212) 301-5043 www.foxnews.com	0	All Positions

WNYW/WWOR 205 E. 67 th Street New York, NY 10065 R. Barranda www.myfoxny.com	0	All Positions
WTTG/WDCA 5151 Wisconsin Ave NW Washington, DC 20016 T. Wilson www.fox5dc.com	0	All Positions
KTTV/KCOP 1999 S. Bundy Drive Los Angeles, CA 90025 V. Rodriguez www.myfoxla.com	0	All Positions
WFLD/WPWR 205 N. Michigan Avenue Chicago, IL 60601 S. Scott-Nathan www.myfoxchicago.com	0	All Positions
WTFX 330 Market Street Philadelphia, PA 19106 M. Yamen-Afshar www.myfoxphilly.com	0	All Positions
KDFW/KDFI 400 N. Griffin Street Dallas, TX 75202 I Mason www.myfoxdfw.com	0	All Positions
WAGA 1551 Briarcliff Road, NE Atlanta, GA 30306 R. Davis www.myatlanta.com	0	All Positions
KRIV/KTXH 4261 Southwest Freeway Houston, TX 77027 T. Rivers www.myfoxboston.com	0	All Positions
WJBK 16550 W. Nine Mile Road Southfield, MI 48075 C. Smith www.myfoxdetroit.com	0	All Positions
KSAZ/KUTP 511 W. Adams Street Phoenix, AZ 85003 D. Pike www.myfoxphoenix.com	0	All Positions

WTVT 3213 W. Kennedy Boulevard Tampa, FL 33609 C. Armstrong www.myfoxtampa.com	0	All Positions
KMSP/WFTC 11358 Viking Drive Eden Prairie, MN 55344 K. O'Hara www.myfoxtwincities.com	0	All Positions
WOFL/WRBW/WOGX 35 Skyline Drive Lake Mary, FL 32746 J. Fromm www.myfoxorlando.com	0	All Positions
KTBC 119 E 10th Street Austin, TX 78701 L. Cordes www.myfoxaustin.com	0	All Positions
KTVU/KICU 2 Jack London Square Oakland, CA 94607 C. Nohr www.KTVU.com	0	All Positions

Recruitment File

WJZY/WMYT maintains a file of applications / resumes for review as job openings occur. These applications / resumes are kept "active" for six months from the date they are received.

Walk-in Hours

In order to maximize the Stations' accessibility, the Station maintains regular hours for applicants to complete applications in person. In addition, applications are available for the general public in the main lobby for extended hours and on weekends.

Section 3: Supplemental Outreach Activities

1. Internship Program

WJZY/WMYT sponsors internships for junior, senior and graduate level college students who are enrolled in classes related to the broadcast industry and/or business curriculums. The students work approximately sixteen (16) hours per week and receive college credit at the successful conclusion of the internship. Qualified students have the opportunity to work in all aspects of the station's operations. Students are evaluated at the end of the internship and the evaluations are submitted to their respective college or university. Internships are available during the Fall, Summer and Spring semesters. Following is a list of colleges and universities from which we recruit: University of South Carolina, Central Piedmont Community College, Carolina School of Broadcasting, UNC-Charlotte, UNC Chapel Hill, UNC-Greensboro and Mississippi State University.

Fall Semester 2018	1 Student
Winter Semester 2018	1 Student
Spring Semester 2019	2 Students
Summer Semester 2018/2019	5 Students

Partnership with Carolina School of Broadcasting (Charlotte, NC)

FOX 46 partners with CSB, located right next door to our station. Our Sr. Managers visit the school regularly to speak with students enrolled there and to interact with the faculty. Through this partnership we are able to identify interns for our program as well as quality candidates for open positions. May 2, 2019, FOX 46 donated a Mobile News Gathering Kit for CSB to use in their Equipment Workshop curriculum. We will continue to strengthen our partnership with CSB through various initiatives that will help to enhance the students' overall learning experience and career goals in the television broadcast industry.

2. Participation in Scholarship Programs

Emma L. Bowen Foundations 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 wages and matching scholarship funds to be used for college tuition and related expenses. Over a period of up to five (5) years, the students experience numerous aspects of Company 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.

Eligibility Requirements:

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

American Corporate partners (ACP)

21st Century Fox mentoring initiative for training, coaching and job development skills for military service men and women integrating into the corporate world.

3. Job Fairs

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 with our group. Examples for this past year include:

- The National Association for Black Journalists Convention & Career Fair on August 1, 2018 – August 3, 2018 in Detroit, MI and was attended by Iris Sierra, Regional Human Resources Director (WTVT), Cynthia Smith, Human Resources Director (WJBK), Kevin Roseborough, VP, News Director (WJBK) and Matt Piacente, VP, News Director (WFLD). Recruitment for all FTS O&O's.
- The National Association of Hispanic Journalists Convention & Career Fair. Held July 18, 2018, through July 20, 2018, in Miami, FL, and was attended by Iris Sierra, Regional HR Director (WTVT), John Hoffman, VP/News Director (WTVT), and Byron Harmon, VP/News Director (WNYW). Recruitment for all FTS O&O's.
- The National Association of Black Journalists Convention & Career Fair. Held August 1, 2018, through August 3, 2018, in Detroit, MI and was attended by Iris Sierra, Regional HR Director (WTVT), Cynthia Smith, HR Director (WJBK), and Kevin Roseborough, VP/News Director (WJBK). Recruitment for all FTS O&O's.
- The National Association for Asian Journalists Convention & Career Fair held on August 8, 2018 through August 10, 2018 in Houston, TX and was attended by Kate O'Hara, Human Resources Director (KMSP), Karen Bouldin, Human Resources Director (WJZY/WMYT) and VP, News Director, (KRIV). Recruitment for all FTS O&O's.
- The Excellence in Journalism Conference. Held September 27, 2018, through September 28, 2018 through September 28, 2018, in Baltimore MD, and was attended by Roselyn Barranda, HR Director, Nicole Robles, HR Director (KDFW), and Paul McGonagle, VP/News Director (WTTG/WDC). Recruitment for all FTS O&Os.

- Carolina School of Broadcasting – Meet & Greet and presentation to students by Mike McClain, General Manager & Karen Bouldin, Human Resources Director. This presentation was held on 2/5/19 in Charlotte, NC. Interview and resume tips were shared with students. Current employment and internship opportunities were discussed. Recruitment for WJZY Fox 46.
- Elon University, School of Broadcasting & Journalism – Career Fair & Internship Expo held on February 26, 2019 in Elon, NC and was attended by Karen Bouldin, Director, Human Resources. Recruitment for WJZY Fox 46.
- Howard University, Washington DC – Career Fair held on February 28, 2019, and was attended by Heather Frascella, HR Director (TVHO NY), Bonnie Yuen, HR Director (FSS-NY), and April Williams, Executive Producer (WTTG). Recruitment for all FTS O&O's.
- University of South Carolina, School of Communications, Columbia, SC – Career Fair & Internship Expo on March 26, 2019 and was attended by Karen Bouldin, Director, Human Resources. Recruitment for WJZY Fox 46.
- Emma Bowen Foundation for Minority Interest in Media – Power Networking & Mentoring event and Career Fair. Held on July 10, 2019 in New York, NY and was attended by Roselyn Barranda, Human Resources Director (WNYW/WWOR) and Bonnie Yuen (FSS-NY). Recruitment for all FTS O&Os.

4. Staff Training

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.

October 3, 2018, all department heads and managers participated in Management and Leadership. The training was conducted by Sonja Stezler, from Effective Connecting, in Charlotte, NC.

October 31, 2018, all employees attended Active Shooter & Safety training conducted by Charlotte Mecklenburg Police Department.

January 25, 2019, CPR-First Aid-AED Training, conducted by Cintas in Charlotte, NC.

February 21, 2019 all department heads and managers participated in the training: Motivating your Staff and Improving Morale conducted via WebEx, by Betsy Haas, MA., in Charlotte, NC.

WJZY/WMYT also engaged in on-site training to encourage employees to apply for promotions for which they are qualified. The station also offers several internal cross-training opportunities. This enables the employees to acquire the necessary skills and experience needed to be considered for advancement opportunities. As a result, WJZY/WMYT has promoted Jarvis Murphy, from Photojournalist to Promotions Producer, Kevin Towles from Associate Producer to News Producer, Tara Lane from Meteorologist to Chief Meteorologist, Victoria Loveless from News Producer to Sr. News Producer, Janet Parker from News Producer to Sr. News Producer and Dustin Abdollahzadeh from Producer/Booker to Planning Editor.

5. Community Outreach

Participation in events sponsored by organizations representing groups present in the community interested in broadcast employment issues:

Page Fehling, Anchor

10/9/18 Guest Speaker, Creative Mornings Podcast, Savona Mill, Charlotte, NC

10/23/18 Guest Speaker, Women in Media "Deans List" Dinner, Charlotte, NC

3/18/19 Guest Speaker, Women Business Owners & Philanthropists, KNOW Tribe Social Media Event

4/23/19 Moderator, "Women in Sports"- Charlotte Knights Baseball Team

4/30/19 Moderator, Podcasting Panel at NC Chamber Women's Conference, Charlotte, NC

Tara Lane, Chief Meteorologist

4/2019 Guest Speaker, Cornelius Elementary School, Cornelius, NC

4/2019 Emcee, NC Women's Chamber, A Force in Business Conference, Charlotte, NC