

Fox Television Stations, Inc. - WFXT Fox 25 / Boston, MA
 2010 EEO Public File Report
 Reporting Period: 12/01/09 to 11/30/2010

EEO Public File Report

Web Producer	Account Executive	Reporter
VP Engineering	Account Executive	Traffic Coord./Sales
Director of Human Resources	Account Executive	Credit Administrator
Writer	Account Executive	Web Sales Manager
Writer/Producer	Maintenance Engineer	
Writer/Producer	Reporter	
Writer/Producer	Reporter	

	Date	#	Referral	Recruitment Sources	Interviewed By
Job Title	Position Filled	Interviewed	Source	Used	Source
Web Producer	05-26-2010	6	Fox Opportunities Posting (Internal)	Employee Referral Fox Opportunities Posting TV Job Bank Providence Journal WFXT Fox25 Website Other	2 1 1 1 0 1 1
Vice President, Engineering	10/11/2010	5	Fox Opportunities Posting (Internal)	Boston Globe Employee Referral Fox Opportunities Posting Providence Journal Other WFXT Fox25 Website	0 1 1 2 0 1 1
Director, Human Resources	10/18/201	3	Society of Human Resources Management (SHRM)	Employee Referral Fox Opportunities Posting SHRM ShopTalk Job Bank TVJobs Job Bank Other/Unknown WFXT Fox25 Website	0 0 3 0 0 0 0
Writer	3/18/2010	4	Employee Referral	Employee Referral Fox Opportunities Posting WFXT Fox25 Website TV Jobs Job Bank	1 0 3 0

Writer/Producer	6/15/2010	2	Employee Referral	Employee Referral Fox Opportunities Posting WFXT Fox25 Website TV Jobs Job Bank	1 1 0 0
Writer/Producer	7/16/2010	2	Fox Opportunities Posting (Internal)	Employee Referral Fox Opportunities Posting WFXT Fox25 Website TV Jobs Job Bank	1 1 0 0
Writer/Producer	11/01/2010	2	Employee Referral	Employee Referral Fox Opportunities Posting WFXT Fox25 Website TV Jobs Job Bank	2 0 3 0
Account Executive	5/03/2010	3	Fox Opportunities Posting (Internal)	Employee Referral Fox Opportunities Posting Other Walk - In WFXT Fox25 Website	2 1 0 0 0 0
Account Executive	10/04/2010	5	Employee Referral (P Hennessy	Employee Referral Fox Opportunities Posting Other Boston Globe WFXT Fox25 Website Providence Journal	3 0 1 0 1 1 0
Account Executive	10/18/2010	5	Other/Unknown	Employee Referral Fox Opportunities Posting Other Boston Globe WFXT Fox25 Website Providence Journal	3 0 1 0 1 1 0
Account Executive	10/21/2010	5	WFXT Fox25 Website	Employee Referral Fox Opportunities Posting Other Boston Globe WFXT Fox25 Website Providence Journal	3 0 1 0 1 1 0
Credit Administrator	9/13/2010	4	Providence Journal	Employee Referral Fox Opportunities Posting Providence Journal Monster Boston Globe	1 0 1 1 1 1 0

				WFXT Fox25 Website	1
				Employee Referral Fox Opportunities Posting	1
				WFXT Fox25 Website TV Jobs Job Bank	2 1 1
Maintenance Engineer	2/26/2010	5	Fox Opportunities Posting (Internal)	Employee Referral Fox Opportunities Posting WFXT Fox25 Website TV Jobs Job Bank	1 1 2 1 1
Reporter	5/04/2010	3	Agent	Employee Referral Fox Opportunities PostingTV Job Bank Providence Journal WFXT Fox25 Website Agent	0 1 1 0 0 1 1
Reporter	6/30/2010	3	Fox Opportunities (Internal)	Employee Referral Fox Opportunities PostingTV Job Bank Providence Journal WFXT Fox25 Website Agent	0 1 0 0 0 0 2
Reporter	11/08/2010	4	Fox Opportunities Posting (Internal)	Employee Referral Fox Opportunities PostingTV Job Bank Other WFXT Fox25 Website Agent	3 1 0 0 0 0 0
Traffic Coordinator/Sales Assistant	6/08/2010	4	Fox Opportunities Posting (Internal)	Employee Referral Fox Opportunities PostingTV Job Bank Other WFXT Fox25 Website	3 1 0 0 0 0 0
Web Sales Manager	1/07/2010	1	Employee Referral	Employee Referral Fox Opportunities PostingTV Job Bank Providence Journal WFXT Fox25 Website	1 0 0 0 0
		66			0

Supplemental Outreach Initiatives – WFXT Fox25 participated in the following outreach initiatives:

WFXT attended Stone College’s Office of Career Services Career and Internship Fair on March 24, 2010 from 3-6 PM.

Contact Information:

Benjamin Chalot
Assistant Director of Career Services
Stonehill College
320 Washington Street
Easton, MA 02357

This year, WXFT participated in the Natick High School Junior Class Job Shadow Day on Tuesday, February 2010. This is an event that invites students to see the very real connection between the workplace and academic learning. Isabella Caso was this year’s Job Shadow Student and attended this event through the partnership of WFXT Fox 25, Dedham.

Contact Information:

Lisa DePalo, M.S.M.
Career Specialist
Natick High School
[http://www.natickps.org/NatickHigh/Guidance/CareerVocational Planning.cfm](http://www.natickps.org/NatickHigh/Guidance/CareerVocationalPlanning.cfm)

TRAINING:

This year the station offered significant training to News Directors for new technology initiatives to be deployed at the station. This involved extensive hands-on training on the Sony 8000 ELC.

Attorney David Keneipp hosted a Legal Seminar for all news room personnel on legal issues pertaining to production and delivery of news.

INTERNSHIPS:

<u>Internship Program:</u>	Information Sheet	Attachment 1
	Current College/University Mailing List &	Attachment 2
College & National Job Fairs/Scholarships & Training Programs:		Attachment 3

Referral Sources:

Multiple Recruiting Sources

Attachment 4

Job Line: WFXT maintains and regularly updates a job line that provides a brief description of the Station's current employment opportunities. The job line number is 781-467-2525 ext. 3911.

Other Sources: WFXT regularly advertises in local newspapers for opportunities available at the Station. The Station also advertises open positions on its web site (www.myfoxboston.com), and in trade and broadcast related job banks.



INTERNSHIP PROGRAM

WFXT Fox25 internships are available in the following areas:

News – Editorial
News – Technical
News – Special Projects Unit
News – Political
News – Web Design & Production
News – Sports
News – Weather
Creative Services – Promotion/Marketing
Creative Services – Graphic Design
Administration (Sales and Finance)

Minimum Qualifications:

Junior or **Senior** status in an accredited college or university, majoring in related fields of study, the ability to contribute a minimum of 16 hours per week, and reliable transportation to our facility in Dedham, Massachusetts. All internships are non-paid, and may be taken only for college credit (academic credit for the internship is required). Arrangements to obtain credit must be made with your Advisor or Internship Coordinator prior to beginning your internship at WFXT. Your Advisor or Internship Coordinator will be required to certify your eligibility for academic credit. Please refer to an Internship Application.

Application Deadlines:

Summer Semester Internships	April 1
Fall Semester Internships	July 1
Spring Semester Internships	November 1

A printable version of our internship application can be found on our web site at www.myfoxboston.com. Adobe Acrobat Reader is required to print our application. Please send your completed application and a copy of your resume to:

Marguerite Kerr
Director of Human Resources
WFXT Fox 25
25 Fox Drive
P.O. Box 9125
Dedham, MA 02027-9125

Intern candidates will be called directly for interviews. No phone calls, please. EOE/M/F/D/V.

WFXT Fox 25 – Academic Credit Internship Program

NEWS DEPARTMENT: Under the supervision of the Managing Editor and Assignment Editors, News interns will gain hands-on experience in the day-to-day operations of a fast-paced news environment. Interns will be given the opportunity to contribute to and assist in the production of our daily newscasts and in our overall newsgathering operation. Interns can expect to write stories and perform other tasks as assigned by the producer and work with assignment editors to help find stories and set up interviews. Interns will also be given the opportunity to work with a Reporter in order to learn how they go about covering a news story and how a story goes from an idea to an on-air product. The ultimate goal is for an intern to end their semester with a solid understanding of how a major market newsroom operates and how a newscast and news story gets on the air. Student interns must be self-starters, organized, and able to work flexible schedules including all day parts, weekends and holidays. **Internship positions available in both the editorial and technical areas of the newsroom.**

WEB DESIGN & PRODUCTION: Under the supervision of the Sr. Web Producer, web interns will moderate message boards and blogs, update the station's web site with wire stories, send out email news alerts, monitor news sites locally and nationally for content and research unique video/news opportunities for the site. Interns working with our web team will also maintain the station's web site with the most recent wire stories, track web stats and submit weekly reports as well as contributing ideas on new and unique content opportunities. Student interns must be self-starters, aggressive and passionate about news. Must also be familiar with the Internet and comfortable using Internet Explorer and Mozilla Firefox, and must be proficient with Microsoft Word and Excel.

POLITICAL – NEWS – INTERN: Under the supervision of our Political Reporter, political interns will work with our Reporter to generate compelling political segments for our newscasts. This position requires a student who is passionate and enthusiastic about politics both local and national. Interns will follow local and national campaigns, attend political events to obtain sound bites to create political news segments or make calls to political campaigns to obtain schedules of events, etc. Prior work on a political campaign preferred.

SPECIAL PROJECTS – NEWS – INTERN: as a sub-unit in the news department, Special Projects works on long form segments for our multiple news day parts. Students, under the supervision of the Sr. Producer of Special Projects will work on long-form story topics ranging from consumer, health, technology and features. Students will work closely with the Producers in logging, researching, and setting up interviews. Interns will learn how to take an idea and make it a story that viewers tune-in to watch. Students must be eager, self-starters who are willing to commit to this unique area of our newsroom. Must have the ability to conceptualize ideas and see a project through from beginning to end. Knowledge of newsroom basics required. Prior internship experience preferred.

SPORTS DEPARTMENT: Under the supervision of the Sports Producer and Anchors, sports interns will gain hands-on experience in the day-to-day operations of the Sports Department. Student interns will be exposed to how the Sports Department covers stories, and edits and airs sports segments for the station's Ten O'clock News. Student interns will assist in all facets of sports production, including but not limited to, checking wire reports, logging feeds and games, preparing initial scripts, working with editors to produce highlights, and retrieving and archiving videotapes. This internship may include some field experience to cover sports events with a camera crew and Sportscaster. Student interns must be self-starters, organized, and able to work evenings and weekends.

DESIGN DEPARTMENT: Under the supervision of the Design Director, student interns will picture file, file organize, tape review, archive and catalog news graphics (MAC). Student interns will create simple artwork on MAC and possibly create simple artwork on video Paintboxes. Familiarity with MACINTOSH computer programs such as: Quark Express, Aldus Freehand, Adobe Illustrator, Adobe PhotoShop is highly preferred. Student interns must be enrolled in a Graphic Design or comparable curriculum.

PROMOTION DEPARTMENT: Student interns will be responsible for logging promos, locating promo avail times, time-coding daily Fox feeds, and screening promos for content. Student interns will be required to perform basic administrative assistance duties. Student interns may be able to observe daily producer editing sessions, log tapes for producers and go out on field shoots. Interns may also gain experience and assist in the Marketing and Community Affairs area, a sub-unit of our Promotion's Department.

For consideration, applicants should forward resume and letter of interest to Marguerite Kerr, Director of Human Resources, WFXT Fox25, 25 Fox Drive, P.O. Box 9125, Dedham, MA 02027. Upon receipt of a student's resume and letter of interest an Application for Internship will be sent for completion. An Application for Internship can also be printed from our web site www.myfoxboston.com.

Attachment 2

Professor Tony Gill
American International College
1000 State Street
Springfield, MA 01109

Internship Coordinator
Bay State Community College
122 Commonwealth Avenue

Boston, MA 02166

Office of Career Services
Bryant College
1150 Douglas Pike
Smithfield, RI 02917

Internship Coordinator
Curry College
1071 Bluehill Avenue
Milton, MA 02186

Internship Coordinator
Endicott College
376 Hale Street
Beverly, MA 01915

Internship Coordinator
Framingham State
Framingham, MA 01701

Internship Coordinator
Harvard University
Cambridge, MA 02138

Internship Coordinator
Ithaca College
953 Danby Road
Ithaca, NY 14850

Linda Wacholder
Lyndon State College
Career Services
Lyndonville, VT 05851

Internship Coordinator
Merrimack College
315 Turnpike Street
North Andover, MA 01845

Internship Coordinator
Anna Maria College
Sunset Lane
Paxton, MA 01612

Internship Coordinator
Boston College
Lions Hall
Chestnut Hill, MA 02167

Internship Coordinator
Bunker Hill Community College
New Rutherford Avenue
Charlestown, MA 02129

Internship Coordinator
East Carolina University
2300 General Classroom Bldg
Greenville, NC 27858

Internship Coordinator
Fisher Junior College
118 Beacon Street
Boston, MA 02116

Internship Coordinator
Franklin Pierce College
College Road
Rindge, NH 03461

Internship Coordinator
Holy Cross College
1 College Street
Worcester, MA 01610

Internship Coordinator
Lasell College
1844 Commonwealth Avenue
Newton, MA 02466

Internship Coordinator
Mass. College of Art
621 Huntington Avenue
Boston, MA 02115

Internship Coordinator
Middlesex Community College
Springs Road
Bedford, MA 01730

Internship Coordinator
Assumption College
500 Salisbury Street
Worcester, MA 01610

Internship Coordinator
Boston University
640 Commonwealth Avenue
Boston, MA 02215

Internship Coordinator
Clark University
950 Main Street
Worcester, MA 01610

Internship Coordinator
Emmanuel College
400 The Fenway
Boston, MA 02115

Internship Coordinator
Fitchburg State College
160 Pearl Street
Fitchburg, MA 01420

Pam Lazarakis
Gordon College
255 Grapevine Road

Wenham, MA 01984

Stacie Hagenbaugh
Internship Coordinator
Emerson College
Boston, MA 02116

Internship Coordinator
Lesley College
89 Everett Street
Cambridge, MA 02138

Career Advisor, Broadcasting
Massachusetts Communications
College
10 Brookline Place West
Brookline, MA 02445

Internship Coordinator
Mount Ida College
777 Dedham Street
Newton Centre, MA 02159

Attachment 2 (cont.)

Internship Coordinator
Mount Ida College
777 Dedham Street
Newton Centre, MA 02159

Office of Career Development
Muhlenberg College
2400 Chew Street
Allentown, PA 18104

Internship Coordinator
New England Conservatory
Boston, MA 02114

Internship Coordinator
Northeastern University
360 Huntington Avenue
Boston, MA 02115

Internship Coordinator
NYU
50 West 4th Street
New York, NY 10012

Internship Coordinator
Pine Manor College
400 Heath Street

Chestnut Hill, MA 02167

Internship Coordinator
Regis College
235 Wellesley Street
Weston, MA 02193

Internship Coordinator
Salem State College
352 Lafayette Street

Internship Coordinator
Simmons College
300 The Fenway
Boston, MA 02115

Salem, MA 01970

Internship Coordinator
Stonehill College

Internship Coordinator
Suffolk University
41 Temple Place
Boston, MA 02114

Internship Coordinator
Syracuse University
113 Euclid Avenue
Syracuse, NY 13244-4160

North Easton, MA 02357

Internship Coordinator
Trinity College
Mather Center, 3rd Floor
Hartford, CT 06106

Internship Coordinator
Tufts University
95 Talbot Avenue
Medford, MA 02155

Internship Coordinator
University of Massachusetts
Campus Career Network
Amherst, MA 01003

Internship Coordinator
University of Massachusetts
Harbor Campus
Dorchester, MA 02125

Internship Coordinator
University of New Hampshire
102 Hood House
89 Main Street
Durham, NH 03824-3577

COLLEGE/NATIONAL JOB FAIRS

WFXT Fox25 regularly participates in college career and internship expositions. During this reporting period, WFXT Fox25's Director of Human Resources, Linda M. DiStefano, participated in the Curry College Internship and Career Fair in February 2009 and in the Associated Press-RTNDA Career Fair in April 2009. These events are designed to afford students the necessary platform to discuss job and internship opportunities, and career opportunities for graduating students.

Job Fairs

Fox Television Stations, Inc. regularly participates in local and national career/job fairs. WFXT Fox25 provides listings of current job and internship opportunities for these 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:

- Unity Job Fair
- Howard University Job Fair
- The Imagen Foundation's Entertainment Industry Job Fair
- Fordham University Career Day
- California State University Northridge Career Fair
- Santa Monica College Job Fair
- New York University Career Fair
- CUNY Career Fair Graduate Ctr.
- South Asian Journalist Association Job Fair

SCHOLARSHIP / TRAINING PROGRAMS

Emma L. Bowen Foundation for Minority Interests in Media

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 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 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.

Training Programs

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.

RECRUITMENT SOURCES

TRADES:

BROADCASTING & CABLE

Yuki Atsumi
245 West 17th Street
New York, NY 10011

(Space Reservations due Monday prior to week published)
Email job listing to: www.yatsumi@reedbusiness.com
866-258-1075 Phone

TELEVISION WEEKLY

Marc Abrams
6500 Wilshire Boulevard, Suite 2300
Los Angeles, CA 90048

(Space Reservations due Friday prior to week published)
Email job listing to: www.mabrams@crain.com
323-370-2415 Phone
323-658-6174 Fax

ADWEEK

Karen Sharkey
770 Broadway
New York, NY 10003

(Space Reservations due Monday prior to week published)
Email job listing to: www.ksharkey@adweek.com
646-654-5311 Phone
646-654-5313 Fax

BROADCAST ENGINEERING

Susan Schaefer

Email job listing to: www.sschaefer@primediabusiness.com
484-478-0154 Phone
913-514-6417 Fax

TV TECHNOLOGY

Caroline Freeland

Email job listing to: www.cfreeland@imaspub.com
703-998-7600 (ext. 153) Phone

LOCAL:

BOSTON GLOBE

135 Morrissey Boulevard
Boston, MA 02125

(Space Reservations due Thursday prior to Sunday's edition)
617-929-1500 Phone
617-929-1511 Fax

BOSTON HERALD

Brian Cox
300 Harrison Avenue
Boston, MA 02106

(Space Reservations due Friday prior to Sunday's edition)
617-426-3000 Phone (ext. 206)
617-426-0901 Fax

BAY STATE BANNER

Louisa Almedia
68 Fargo Street
Boston, MA 02210

(Space Reservations due Monday prior to Thursday's edition)
617-261-4600 Phone
617-261-2346 Fax

PROVIDENCE JOURNAL

Classified Advertising
75 Fountain Street
Providence, RI 02902

(Space Reservations due Friday prior to Sunday's edition)
401-277-7000 Phone
401-331-7361 Fax

LAWRENCE EAGLE TRIBUNE

Judy McCarthy
100 Turnpike Street
North Andover, MA 01845

(Space Reservations due Friday prior to Sunday's edition)
978-685-1000 Phone
978-685-1588 Fax

ON-LINE SERVICES:

SHOP TALK

www.tvspy.com
Vault, Inc.
150 West 2nd Street, 5th Floor
New York, NY 10011

(Post open positions in job bank)

User Name: fox25hr
Password: beamer

TVJOBS

www.tvjobs.com
Mark Holloway
P.O. Box 4116
Oceanside, CA 92052

(Post open positions in job bank)

760-754-8177 Phone / 760-754-2115 Fax
User Name: ldistefano
Password: beamer4

NATAS

www.emmyonline.org

(Post open positions in job bank)
Password: netv00003 / Pin #: 9184
401-849-3545 Phone

SOCIETY of Broadcast Engineers

www.sbe.org
Scott Jones
8445 Keystone Crossing, Suite 140
Indianapolis, IN 46240

(Email open engineering positions for listing in job bank)
317-253-1640 Phone / 317-846-9120 Fax
Email to: www.kjones@sbe.org

IRE (Investigative Reporters and Editors)

www.ire.org

(Email open investigative unit positions for listing in job bank)
Email to: Jobpostings@NICAR.org (\$50.00 per job listing)

EMERSON COLLEGE

www.erecruiting.com

(Post open positions in job bank)
Select eRecruiting and login.
User Name: INT361
Password: 2INT361

FOX Opportunities

Email all Human Resources contacts at the various O&O's requesting an internal job Posting for all station positions.

MASS. BROADCASTER ASSOC.

43 Riverside Ave., PMB 401
Medford, MA 02155

(Post open positions in job bank)
800-471-1875 Phone
Email to: www.massbroadcasters.org

MEDIA LINE

www.medialine.com
Marc Shilstone

(Post open positions in job bank)
800-237-8073 Phone

TVNEWZ JOB BANK

Jim Parisi
www.tvnewz.com

(Email open positions for listing in job bank)
Email to: www.jobs@tvnewz.com

NEWSBLUES Job Bank

www.newsblues.com
Mike James

(Post open positions in job bank)
User Name: ldistefano
Password: beamer

RTNDA Job Bank

www.rtnnda.org/jobs
Nicole Newsome
RTNDA
1600 K Street, N.W.
Washington, DC 20006

202-659-6510 Phone
www.nicolen@rtnnda.org

MONSTER BOARD JOB BANK

www.monster.com

Laura Pero
Framingham, MA 01701

(Email open positions for listing in job bank)

Email to: www.laura.pero@monster.com

978-461-8088 Phone

509-277-6759 Fax

MM MEDIA JOB BANK

www.mmedia.com

473 Pine Street
San Francisco, CA 94104

415-403-7380 Phone

801-457-1214 Fax

MANDY.com

Creative Services Positions

User Name: ldistefa@foxtv.com

Password: R3CV

MEDIA BIZ JOBS.com

John Stipe
P.O. Box 10123
Bozeman, MT 59719

406-570-9263 Phone

Email jobs to: www.jobs@mediabizjobs.com

OTHER SOURCES:

PROMAX NEWSLETTER

www.promax.org

(Post open positions in job bank)

Promotion and Design positions

310-788-7616 Fax

User Name: Fox25HR

Password: Beamer

BDA NEWSLETTER

www.BDA.com

(Fax job listing with order form)

310-788-7600 Phone

310-788-7616 Fax

**BROADCAST CABLE FINANCIAL
MANAGEMENT ASSOC.**

Jamie Smith
701 Lee Street #640
Des Plaines, IL 60016

(Post open positions in job bank)

(Positions in Finance, Traffic, Sales, HR, and other Admin.)

847-296-0200 Phone User Name: ldistefa@foxtv.com

847-296-7510 Fax Password: Beamer

Email to: Jsmith@BCFM.com

WFXT Fox 25 Website

www.myfoxboston.com

Fox Job Opportunities Posting

List of job opportunities at Fox O&O stations

MASS. D.E.T. JOB BANK

User Name: fox25hr

Password: beamer

Spots 'N' Dots

Alice Riehl
167 Oakdale Road
Johnson City, NY 13790

Email jobs to: www.alice@spotsndots.com

607-729-7295 Phone