



FOX 5/WNYW-TV

&



MY 9/WWOR-TV

**Annual EEO Public File
Report**

**Coverage Period:
January 20, 2018 – January 19, 2019**

FOX 5/WNYW & MY 9/WWOR
RECRUITMENT SUMMARY INFORMATION

Coverage Period: January 20, 2018 to January 19, 2019

Station's Comprising Station Employment Unit: WNYW-FOX 5 & WWOR-MY 9

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Recruitment Source of Hire	Date of Hire
Sports Anchor – union position	Agent	01/28/18
Reporter – union position	Agent	03/19/18
New Business Account Executive	Website	08/27/18
Editor – union	Website	08/01/18
Broadcast Maintenance Technician - union	Website	08/27/18
News Videographer/Editor – union	Website	09/10/18
News Videographer/Editor – union	Website	09/10/18
Sales Assistant	Referral	09/10/18
Sales Assistant	Website	11/16/18
Account Executive	Website	01/02/19

Total Number of Persons Interviewed During Applicable Period: 58

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
Internal Job Posting Station Website/Career Section www.fox5ny.com www.my9nj.com	18	Account Executive Broadcast Maintenance Engineer News Videographer/Editor (2) Editor New Business Account Executive Sales Assistant
21CF Careers Website www.21cfcareers.com	15	Sales Assistant Account Executive Broadcast Maintenance Engineer News Videographer/Editor (2) New Business Account Executive Editor Sales Assistant
MINORITY & WOMEN'S ORGANIZATIONS		
American Corporate Partners – ACP (Veterans Program) Samantha Laszlo 400 Madison Avenue, Suite 7A New York, NY 10017 info@acp-usa.org		Sales Assistant Account Executive Broadcast Maintenance Engineer News Videographer/Editor (2) Editor
National Association of Hispanic Journalists (NAHJ) Carmen Cuisdao Cec2177@caa.columbia.edu		Broadcast Maintenance Engineer News Videographer/Editor (2) Editor
NY Association of Black Journalists (NYABJ) president@nyabj.org		Broadcast Maintenance Engineer News Videographer/Editor (2) Editor
NYS Dept. of Commerce Minority & Women's Business Dev. 633 Third Avenue, 33 rd Floor New York, NY 10017 mwbecertification@esd.ny.gov		Sales Assistant Account Executive
National Association of Asian American Professionals Knickerbocker Station P.O. Box 772 New York, New York 10002 info@naaap.org		Sales Assistant Account Executive

National Hispanic Business Group 45 West 21 st Street – Suite 6D New York, NY 10010 info@nhbg.org		Sales Assistant Account Executive
National Society of Black Engineers c/o Women in Science & Engineering wisedirector@nsbe.org		Broadcast Maintenance Engineer
National Association of Black Journalists P.O. Box 10 728 Flatbush Avenue Brooklyn, NY 11238 president@nabj.org jlwooten@nabj.org dbrooking@nabj.org		Sales Assistant Account Executive
New York Women in Communications 355 Lexington Avenue, 15th Floor New York, NY 10017 info@nywici.org		Sales Assistant Account Executive
COLLEGES & UNIVERSITIES		
Lehman College Career Services Center 250 Bedford Park Blvd. West Bronx, NY 10468 Nancy.cintron@lehman.cuny.edu		Sales Assistant Account Executive
Monmouth University Career Service Center 400 Cedar Avenue West Long Branch, NJ 07764 jmass@monmouth.edu		Sales Assistant Account Executive
Hunter College Room 805 East New York, NY 10021 career@hunter.cuny.edu		Sales Assistant Account Executive
St. John's University 8000 Utopia Parkway, Queens, NY 11439 gonzalep@stjohns.edu		Sales Assistant Account Executive
Brooklyn College Journalism Director 2900 Bedford Avenue Brooklyn, NY 11210 nataliag@brooklyn.cuny.edu		Sales Assistant Account Executive

Queensborough Community College Director of Career Services 222-06 56th Avenue Bayside, NY 10013 Constance Peluso careerservices@qcc.cuny.edu		Sales Assistant Account Executive
INDUSTRY, TRADES, JOB BOARDS		
New Jersey State Job Bank John Fitch Plaza Trenton, NJ 08625 Patricia Moran workforce@dol.nj.gov		Sales Assistant Account Executive
New York State Dept. of Labor Business Services-NYC Region 9 Bond Street, 4 th Floor Brooklyn, NY 11201 718-613-3491 Michael Caputo Michael.caputo@labor.ny.gov Nyc.jobbank@labor.ny.gov		Sales Assistant Account Executive
City of East Orange Division of Employment, Training, Workforce Development 143 New Street, 2 nd Floor East Orange, NJ 07017 Ladonna.johns@eastorange-nj.gov		Sales Assistant Account Executive
Agent – Willinger Talent Agency	1	Reporter
Agent – ICM Partners	1	Sports Anchor/Reporter
Job Board – Handshake* San Francisco, California https://joinhandshake.com/		Sales Assistant

* Handshake is a job-sourcing network associated with over 700 colleges and universities across the country. Through registration with this source, we select specific colleges and universities to which Handshake distributes our job opportunities.

In addition to the recruitment resources listed above, we also interviewed from other sources: (17) from Indeed, (2) from LinkedIn, (1) from Monster.com, (3) from Careerbuilder.com.

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.

All FOX O&O Human Resources Station Contacts:

<p>KTTV/KCOP 1999 S. Bundy Drive Los Angeles, CA 90025 Denise.Rosas@foxtv.com</p>	<p>WFLD/WPWR 205 N. Michigan Avenue Chicago, IL 60601 Sharming.Scott-Nathan@foxtv.com</p>	<p>WTFX 330 Market Street Philadelphia, PA 19106 Adrienne.Pritchett@foxtv.com</p>
<p>KDFW/KDFI 400 N. Griffin Street Dallas, TX 75202 Nicole.Robles@foxtv.com</p>	<p>WAGA 1551 Briarcliff Road, NE Atlanta, GA 30306 Regina.Davis@foxtv.com</p>	<p>KRIV/KTXH 4261 Southwest Freeway Houston, TX 77027 Tracey.Rivers@foxtv.com</p>
<p>WJBK 16550 W. Nine Mile Road Southfield, MI 48075 Cyntyhia.Smith@foxtv.com</p>	<p>KSAZ/KUTP 511 W. Adams Street Phoenix, AZ 85003 Diana.Pike@foxtv.com</p>	<p>WTTG/WDCA 5151 Wisconsin Avenue NW Washington, DC 20016 www.myfoxdc.com</p>
<p>KMSP/WFTC 11358 Viking Drive Eden Prairie, MN 55344 Kate.O'Hara@foxtv.com</p>	<p>WOFL/WRBW/WOGX 35 Skyline Drive Lake Mary, FL 32746 Jean.Fromm@foxtv.com</p>	<p>KTBC 119 E. 10th Street Austin, TX 78701 Lisa.Cordes@foxtv.com</p>
<p>WJZY/WMYT 3501 Performance Road Charlotte, NC 24214 Karen.Bouldin@foxtv.com</p>	<p>KTVU/KICU 2 Jack London Square Oakland, CA 94607 Chris.Nohr@foxtv.com</p>	<p>FOX Stations Sales 205 East 67th Street New York, NY 10065 Dorian.Kasuba@foxtv.com</p>

It is the general practice to list all open positions on the WNYW and WWOR station websites in addition to the 21CF careers FOX corporate website.

www.fox5ny.com

www.my9nj.com

www.21cfcareers.com

Section 3: Supplemental Outreach Activities

1. (i) Participation in at least four (4) 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. Career/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. A list of current job openings and station contact information is available upon request. FOX Television Stations, WNYW/WWOR Human Resources and other management staff regularly participate in local and national conferences sponsored by minority and/or women's organizations. During the review period, such events included:

- Emma Bowen Power Networking Reception - Emma Bowen Foundation for Minority Interest in Media held a Power Networking Reception on June 26, 2018 and was attended by Liz Pritchard, VP/Sales Training & Development, FSS.
- Emma Bowen Career Fair – Emma Bowen Minority Interest in Media held a Career Fair on June 26, 2018 and was attended by Roselyn Barranda, WNYW/WWOR HR Director, Heather Frascella, FTS HR Director and Hannah Scholnick, HR intern. Recruitment for all FTS O&O's.
- National Association of Hispanic Journalists (NAHJ) Convention & Career Fair – Held on July 16, 2018 – July 19, 2018 in Miami, FL and attended by Iris Sierra, FTS Regional HR Director, Roselyn Barranda, WNYW/WWOR HR Director, Byron Harmon, WNYW/WWOR VP/News Director and John Hoffman, WTVT VP/News Director.
- National Association of Black Journalists (NABJ) Convention & Career Fair - Held on August 1, 2018 – August 3, 2018 in Detroit, MI and attended by Iris Sierra, FTS Regional HR Director, Cynthia Smith, WJBK HR Director, Kevin Roseborough, WJBK VP/News Director and Matt Piacente, WFLD VP/News Director. Recruitment for all FTS O&O's.
- Asian American Journalists Association Career Fair (AAJA) – Held on August 9, 2018 – August 11, 2018 in Houston, TX and attended by Kate O'Hara, KMSP/WFTC Human Resources, Karen Bouldin, WJZY/WMYT Human Resources Director and Susan Schiller, KRIV/KTXH VP/News Director. Recruitment for all FTS O&O's.
- Excellence in Journalism (EIJ) Convention and Job Fair – Held on September 27, 2018 – September 29, 2018 in Baltimore, MD and attended by Roselyn Barranda, WNYW/WWOR HR Director, Sharming Scott-Nathan, WJBK/WPWR HR Director and Paul McGonagle, WTTG/WDCV VP/News Director.

- Marymount Manhattan College “Employer Spotlight” Event – An employer spotlight event was held at Marymount Manhattan College on November 13, 2018 and was attended by Roselyn Barranda, WNYW/WWOR HR Director and Bonnie Yuen, HR Representative.
- Long Island Connection Day – The Station participated in the Fair Media Council News Conference and provided attendees with information regarding internships, training programs and networking opportunities in media. Held on 11/29/18 and attended by Jessica Carnabucci, News Trainee.

Section 3: Supplemental Outreach Activities continued.

2. **(iv) Participation in at least four (4) events, sponsored by organizations representing groups in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.**

WNYW/WWOR is dedicated to community involvement and promoting higher education and diversity. Ongoing 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 community events. During this reporting period, the Station participated in various community affairs programs and events:

- National Girls and Women in Sports Day; Erica Wachter participated as an MC – February 7, 2018
- Alliance for Latino Leadership 2018 Latino Youth Conference – The Power of Story, Fairleigh Dickinson University, Madison, NJ; Jessica Formoso participated as the keynote speaker – February 23, 2018
- Urban Web Series Awards Humanitarian Award 2nd Annual Award Show Jamaica Performance Arts Center; Lisa Evers participated as an Honoree - March 17, 2018
- The Business of Multicultural TV & Video Summit, Stewart Hotel New York; Mike Woods participated as an MC - April 3, 2018
- Career Day, Central Park East High School; Audrey Puente participated as a Speaker - April 27, 2018
- Crohn’s & Colitis Foundation’s Women of Distinction Luncheon, New York Hilton; Lori Stokes participated as an MC - April 29, 2018
- Selfhelp's Annual Gala, Ziegfeld Ballroom; Lori Stokes participated as an MC - May 7, 2018
- United Way of New York City 25th Anniversary Gridiron Gala, New York Hilton; Tina Cervasio participated as an MC - May 8, 2018

- Career Day at Thomas Jefferson School, Yorktown Heights, NY; Nick Gregory participated as a Speaker - May 9, 2018
- Borough of Manhattan Community College Scholarship Gala; Baruch Shemtov participated as an MC - May 15, 2018
- YWCA Bergen County's Gala; Audrey Puente participated as a Host - May 16, 2018
- Bronx Ball Inducting Honorees to The Bronx Walk of Fame, Split Rock; Sukanya Krishnan participated as an MC - May 19, 2018
- 21CF Impact Week, station personnel participated in multiple volunteer opportunities within the community including, "Fitness and Health with AMAC," "Create No-Sew Baby Blankets with Women@21CF," "Exploring Rube Goldberg with PS 85Q," "Military Kit Packing for Operation Jersey Cares," "Nat Geo Photo Explorers with PS 24k," "Job Readiness Training with AHRC," "Revitalize PS 359X," "Bowling with Seniors," "Celebrate PRIDE with Love, Simon," "Revitalize Franz Sigel Park" - June 4 - June 9, 2018
- The Jimmy and Rosemary Breslin American Writer Award, City Hall; Rosanna Scotto participated as a Presenter - June 7, 2018
- Long Island Pride, Long Beach, NY; Baruch Shemtov participated as a Host - June 10, 2018
- Annual Long Island LGBT Networks Pride on the Beach, City of Long Beach; Baruch Shemtov and Jennifer Lahmers participated as a Co-Grand Marshalls - June 10, 2018
- BronxWorks Annual Gala; Lisa Evers participated as an MC - June 11, 2018
- Annual Women In Sports and Events (WISE) Women of the Year Luncheon; Tina Cervasio participated as an MC - June 13, 2018
- Latino Center on Aging 29th Golden Age Awards, Bronx, NY; Jessica Formoso participated as a Co-MC - June 15, 2018
- The Asian American Federation Annual Dinner Reception, The Pierre; Arthur Chi'en participated as an MC - June 21, 2018
- Pride Night here at MCU Park; Baruch Shemtov participated as a Host - July 3, 2018
- Salvadoran-American Day Celebration, Milleridge Cottage; Jessica Formoso participated as a, Honoree - August 3, 2018
- Old Guard of Summit, United Methodist Church, NJ; Dianne Doctor, WWOR VP/Station Manager participated as a presenter on "Producing Channel 9 Chasing News" - August 8, 2018

- The Future Of News at the SH Private Club The Spur; Rosanna Scotto participated as a Panelist - August 25, 2018
- Harlem Week Percy Sutton Walk; Antwan Lewis participated as an MC - August 25, 2018
- Shining A Light On Brooklyn Gala, Liberty Warehouse; Rosanna Scotto participated as an MC - September 20, 2018
- Susan's Place 6th Annual Heb Fashion Show for Care for the Homeless, The Prince George Ballroom; Lori Stokes participated as an MC - September 20, 2018
- Circle of Sisters, Jacob Javits Center; Rosanna Scotto, Mike Woods, Steve Lacy, Dari Alexander, Lori Stoke and WNYW/WWOR personnel participated as Hosts - September 29, 2018
- 28th Annual Broadcasting & Cable Hall of Fame, Ziegfield Ballroom; Rosanna Scotto participated as a Co-Host - October 29, 2018
- Hispanic TV Summit, NY Marriott Marquis; Jessica Formoso participated as a Host - October 4, 2018
- Lakeland Central School District, Yorktown Heights, NY; Mike Woods participated for National World Smile Day - October 5, 2018
- 2018 Health and Wellness Expo, Sheraton New York Times Square; Mike Woods participated as a Speaker - October 6, 2018
- 24th Annual Black Tie & Sneakers Gala benefiting the Arthur Ashe Institute for Urban Health Grand Hyatt Hotel, NYC; Mike Woods participated as an Honoree - October 11, 2018
- NAB Show New York Panel, Jacob Javits Center; Lisa Evers participated as a Speaker - October 17, 2018
- The Harlem School of Arts Annual Fundraiser Masquerade Ball, Plaza Hotel; Lori Stokes participated as a Host - October 22, 2018
- NEXT TV Summit, The Westin New York; Baruch Shemtov participated as an MC - November 1, 2018
- Fair Media Council's The News Conference: Real & Powerful, The Garden City Hotel; Jodi Goldberg participated as a Speaker - November 29, 2018
- Winter Wishes, station personnel participated in donating gifts for children in need during the holidays – December 2018
- Coat Drive, station personnel participated in donating coats for children and adults throughout the season – December 2018

Station Tours

The Station provided tours of the facility, one of the purposes of which is to increase interest in pursuing broadcast careers. The groups had the opportunity to watch a live newscast and meet with on-air talent as part of their tour. The lists of groups this year are as follows:

3/23/18 – FOX Searchlight Pictures (4 interns)

7/3/18, 7/10/18, 7/17/18 – 21st Century FOX (16 interns)

Section 3: Supplemental Outreach Activities continued.

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

Internship Program

FOX 5/WNYW and MY 9/WWOR has an ongoing Internship program for college juniors and seniors majoring in broadcast communications and/or journalism as well as other areas. Individuals have the opportunity to learn from trained professionals in various departments, including News, Good Day New York, Community Affairs, Sales, Sports, Creative Services, FOX Stations Sales and Human Resources. Candidates must be eligible to receive academic credit in order to be eligible for the program.

WNYW and WWOR provided internships to 22 students for academic credit during the semesters from Spring 2018 through Fall 2019. The students interned in News, Sports, Human Resources, Good Day New York, Sales, Creative Services, FOX Stations Sales and Community Affairs. The interns included students from College of Mt. St. Vincent, St. John's University, Tulane University, Lynn University, Albany University, Emerson College, Ithaca College, Miami University of Ohio, SUNY Oswego, University of Michigan, University of Hartford, Quinnipiac University, University of West Indies, SUNY New Paltz, Montclair State University, Muhlenberg College, Miami University of Ohio, University of Massachusetts-Amherst, New York University.

In addition, the Stations also held seminars and sessions during various internship semesters:

Trainee & Internship Seminar - Informational Career Seminar for trainees and interns held on July 11, 2018, on learning the different facets that comprise a television station, meeting with station professionals on "TV Everyday: A Day in the Life of a General Manager," "The Many Roles within the Sales Department," "Understanding Ratings, Research, Programming and Viewership," "Developing Your Career as an Account Executive," "Balancing Work/Life: As the Executive Producer," "Why Do You Want to Work in Television News?" and "Your Career Goals & Intentions, What's Next?" Participants included Roselyn Barranda, HR Director; Lew Leone, VP/General Manager; Nick Gardner, VP/Director of Sales; Dan Carlin, VP Programming, Research, Creatives Services & Community Affairs; Elizabeth

Pritchard, FOX Stations Sales VP of Training & Development; Lamar Goering, Executive Producer of "Good Day New York," Byron Harmon, VP/News Director. Students attended were from College of Mt. St. Vincent, St. John's University, Tulane University, Lynn University, Albany University, Emerson College, Ithaca College, Miami University of Ohio, SUNY Oswego, University of Michigan, University of Hartford, Quinnipiac University, University of West Indies, SUNY New Paltz, Montclair State University, Muhlenberg College, Miami University of Ohio, University of Massachusetts-Amherst, New York University and New Visions Charter High School for the Humanities III.

Section 3: Supplemental Outreach Activities continued.

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).**

Fountain House Transitional Employment Program

WNYW participates in the on-going transitional employment program with Fountain House, an organization that works within the mental health community, in their transition back into the workplace. Individuals work for six to nine months within the Station. The objective of the program is to break the negative stereotypes and debilitating stigma that surround the label of mental illness; in addition to helping those individuals regain their self-esteem, self-confidence and a sense of purpose in preparing them to pursue an outside paying job.

The Station currently employs four (4) individuals from the program.

Section 3: Supplemental Outreach Activities continued.

5. **(vii) Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.**

The Stations also participate regularly in career mentoring and scholarship programs at schools and universities. Examples of such events during the period above include:

- **PENCIL Fellows Program**

Fox Television Stations is involved in an educational partnership with PENCIL and the Department of Education's Virtual Enterprises program. This program provides successful career-minded New York City public high school juniors and seniors with dynamic experimental learning experiences through full-time paid summer internships at the stations.

The Station hosted a PENCIL fellow from New Visions Charter High School for the Humanities III from July 12, 2018 – August 17, 2018 who gained valuable career experience in the areas of Human Resources, Finance, Sales and Engineering, Creative Services, Community Affairs, Good Day New York and News.

- **Emma L. Bowen Foundations 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 student 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.

As a result of WNYW & WWOR's participation as a Media Partner in the program, many students have obtained training and staff jobs as well as funding for their college and university education.

The Station and FOX Stations Sales hosted two (2) students from the program throughout the year from New York University and Syracuse University. The students worked in FOX Stations Sales, Human Resources, and Community Affairs.

Additionally, Emma Bowen Board Advisory Meetings are held throughout the year to discuss efforts on hiring EBF students after graduation and leadership development programs for rising seniors. Meetings were held via conference on January 25, 2018, April 25, 2018, June 26, 2018 and September 18, 2018.

- **21CF "Adopted High School" Program**

21st Century FOX continues to participate and mentor students in the Adopted High School Program with FOX 5/WNYW and Bishop Kearny High School, an all-girls high school in Brooklyn, NY in learning more about production operations within the studio/control room, newsroom operations and developing their broadcasting abilities and academic goals within their school television station. The high school was also featured on an educational special, "Women Who Shape the Future," that aired on 10/6/18, which shows the results of a 4-year initiative to upgrade their television studio from the 20th to the 21st century. Not only was the equipment upgraded, but also the lives of these young women have been shaped for a successful future.

Section 3: Supplemental Outreach Activities continued.

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

WNYW and WWOR encourage 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 the employees to acquire the necessary skills and experience needed to be considered for advancement opportunities. The Station has trained and promoted internally from the following programs:

Six Month Training Program

FOX 5/WNYW and MY 9/WWOR offers a hands-on Six Month Training Program for college graduates interested in obtaining valuable experience in the various fields of Television Broadcasting. This training program requires no previous broadcast work experience, thereby, when the six-months training period is completed, the goal is to provide the trainee with the prerequisite skills to acquire an entry-level position in the broadcasting field.

The Six Month Training Program is offered in various departments, including News, Good Day New York and Production/Engineering.

Sales Training Program

FOX Stations Sales, an in-house sales organization maintains a program to train new Account Executives with the overall goal of providing an internal pool of talent for future Account Executive positions within FOX Television Stations and FOX Stations Sales. This program consists of both coursework and hands-on training. At the end of the program, individuals are assigned to Stations and sales offices throughout the United States. Elizabeth Pritchard, FSS VP of Training & Development & Dorian Kasuba, FSS HR Director oversee this program.

Station participation is active during the program through various workshop sessions and training meetings. Several trainings conducted by Elizabeth Pritchard, FSS VP of Training & Development included Programmatic Local & National Platform Training – New York with national and local sales management in Minneapolis, Chicago, Charlotte, Dallas, Washington DC and Los Angeles.

Additional Department Training Opportunities

During this reporting period, the Station provided training for employees in various departments:

Sales Department

- Leading with Finance Harvard Business School – January 2018 – March 2018 for Rita Marcocci, VP/GSM on a broader scope of financial management knowledge.

- Broadcast Leadership Training – Ongoing since September 2017 – June 2018 for Walter Augustin, National Sales Manager on group management in owning and running a television station.
- Non-Harassment & Sensitivity Training – June 13, 2018 to understand and comply with the Company’s policy against harassment, discrimination and retaliation in the workplace; conducted by Maxwell Rosenthal, TVHO Labor Relations Associate.

Human Resources Department

- 21CF Workday Training Week – February 13, 2018 – February 16, 2018 for all HR Directors, Managers and Recruiters within 21CF and FOX groups to implement the launch of the new HRIS systems for recruitment, applicant tracking and all HR work processes for HR and financial capital management.
- Workday Weekly Training Video Calls – Ongoing since February 16, 2018 for all FTS HR Directors to review and implement HR work processes and updates.
- 21CF HIPAA Compliance Training – April 3, 2018 for all HR Directors & Managers within 21CF and FOX groups to discuss compliance; conducted by Scott Loughlin, Partner at Hogan Lovells.
- NY Paid Family Leave Insurance Compliance –September 26, 2018 for all local HR Directors & Managers within 21CF and FOX groups to discuss compliance and procedures for the NY PFL; conducted by MetLife Insurance Companies
- 21CF Navigator Compliance Training – Ongoing yearly for all staff employees on “Annual Compliance Certification,” “Anti-Bribery and Anti-Corruption,” “Cyber Security-Phishing” and Anti-Trust Basics.”

News Department

- Facebook Crowdtangle Training – July 2018 for Luke Funk, Web Page Manager, on how to find trending social media posts.
- Editor Training – Ongoing throughout the year for News Engineering Photographers for indoor editing room Avid systems and live trucks.

In addition, the Station continues to provide training and certifications for various Station personnel appointed as Fire Safety Directors and Emergency Action Plan Directors, as required by New York State Fire Department.

Additional 21CF Internal Opportunities and Initiatives

- 21CF Inclusion & Diversity Week – October 15, 2018 – October 19, 2018 on areas of diversity and inclusion among more than 3,800 colleagues and 39 events across four continents with speakers and events; led by CNRGs (Colleague Network & Resource Group), employee-led groups formed around shared identity, interests and/or pursuits to advance Careers, Culture & Community.
- Women@21CF Premier Event held on March 7, 2018, executive panel on Inspiration and Insights from Female Leaders Across 21CF; Station personnel participated in the panel, in addition to producing the event.