

KMSP/WFTC/KFTC EEO Public File Report

Reporting Period: December 1, 2010 through November 30, 2011

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Recruitment Summary Form

KMSP/WFTC/KFTC

Reporting Period: December 1, 2010-November 30, 2011

Total Hires for Reporting Period

Fill Month	Job Title	Referral Source For Hire	Total Interviewees	Referral Sources	# Interviews/ Referral Source	Position Posted (see Exhibit A)
Dec-11			2			
Jan-11	Producer	Fox 9 Website	2	Fox 9 Website	2	22, 41, 70, 59, 87 27, 42, 44, 49, 57, 72, 78, 89 4, 10, 39, 60 1, 2, 3, 7, 8, 9, 11, 12, 13, 15, 16, 17 18, 19, 21, 23, 25, 26, 29, 30, 32, 33, 36, 37, 38, 39, 41, 43, 46, 47, 48, 51, 52, 54, 55, 56, 58, 61, 63, 64, 65, 66, 67 71, 75, 79, 81, 84, 85, 86, 90, 92, 93, 94
	Web Producer	Referral - External Source	2	Referral - External Sources Fox 9 Website	1 1	22, 41, 70, 59, 87 27, 42, 44, 49, 57, 72, 78, 89 4, 10, 39, 60
Feb-11	Creatives Services Promotion Producer	Referral - Internal (Intern)	7	Referral - Internal Fox 9 Website Craiglist	3 3 1	22, 34, 41, 70, 59, 87 27, 42, 44, 49, 57, 72, 78, 89 4, 10, 39, 60 1, 2, 3, 7, 8, 9, 11, 12, 13, 15, 16, 17 18, 19, 21, 23, 25, 26, 29, 30, 32, 33, 36, 37, 38, 39, 41, 43, 46, 47, 48, 51, 52, 54, 55, 56, 58, 61, 63, 64, 65, 66, 67 71, 75, 79, 81, 84, 85, 86, 90, 92, 93, 94
Mar-11	Executive Sales Assistant	Referral - Internal	3	Referral - Internal Fox 9 Website	2 1	20, 22, 41, 70, 59 27, 42, 44, 49, 57, 72, 78, 89 4, 10, 39, 60 1, 2, 3, 7, 8, 9, 11, 12, 13, 15, 16, 17 18, 19, 21, 23, 25, 26, 29, 30, 32, 33, 36, 37, 38, 39, 41, 43, 46, 47, 48, 51, 52, 54, 55, 56, 58, 61, 63, 64, 65, 66, 67 71, 75, 79, 81, 84, 85, 86, 90, 92, 93, 94
Apr-11	Creative Services Promotion Producer	Fox 9 Website	5	Referral - Internal Fox 9 Website Craiglist	1 3 1	22, 34, 41, 70, 59, 87 27, 42, 44, 49, 57, 72, 78, 89 4, 10, 39, 60 20, 22, 34, 41, 70, 59, 87
	Meteorologist	TV Jobs	11	TV Jobs Agent Fox 9 Website	6 3 1	20, 22, 34, 41, 70, 59, 87 22, 41, 70, 59
	Account Executive	Referral - Internal	3	Referral - Internal Referral - Internal Fox 9 Website	2 1 1	27, 42, 44, 49, 57, 72, 78, 89 4, 10, 39, 60 1, 2, 3, 7, 8, 9, 11, 12, 13, 15, 16, 17 18, 19, 21, 23, 25, 26, 29, 30, 32, 33, 36, 37, 38, 39, 41, 43, 46, 47, 48, 51, 52,

May-11						54, 55, 56, 58, 61, 63, 64, 65, 66, 67 71, 75, 79, 81, 84, 85, 86, 90, 92, 93, 94
Jun-11	Assignment Desk Editor	Fox 9 Website	4	Fox 9 Website	4	22, 41, 70, 59, 87 27, 42, 44, 49, 57, 72, 78, 89 4, 10, 39, 60 1, 2, 3, 7, 8, 9, 11, 12, 13, 15, 16, 17 18, 19, 21, 23, 25, 26, 29, 30, 32, 33, 36, 37, 38, 39, 41, 43, 46, 47, 48, 51, 52, 54, 55, 56, 58, 61, 63, 64, 65, 66, 67 71, 75, 79, 81, 84, 85, 86, 90, 92, 93, 94
	PT Assignment Desk Editor	Fox 9 Website	3	Fox 9 Website	3	22, 41, 70, 59, 87 27, 42, 44, 49, 57, 72, 78, 89 4, 10, 39, 60 1, 2, 3, 7, 8, 9, 11, 12, 13, 15, 16, 17 18, 19, 21, 23, 25, 26, 29, 30, 32, 33, 36, 37, 38, 39, 41, 43, 46, 47, 48, 51, 52, 54, 55, 56, 58, 61, 63, 64, 65, 66, 67 71, 75, 79, 81, 84, 85, 86, 90, 92, 93, 94
Jul-11	Account Executive	Referral - Internal	9	Referral - Internal Fox 9 Website	2 7	27, 42, 44, 49, 57, 72, 78, 89 4, 10, 39, 60 1, 2, 3, 7, 8, 9, 11, 12, 13, 15, 16, 17 18, 19, 21, 23, 25, 26, 29, 30, 32, 33, 36, 37, 38, 39, 41, 43, 46, 47, 48, 51, 52, 54, 55, 56, 58, 61, 63, 64, 65, 66, 67 71, 75, 79, 81, 84, 85, 86, 90, 92, 93, 94
	IS Manager	Fox 9 Website	12	Fox 8 Website Craigslist Robert Half Technologies TV Jobs Dice.com	8 1 1 1 1	22, 41, 70, 59, 83, 87 27, 42, 44, 49, 57, 72, 78, 89 4, 10, 39, 60 1, 2, 3, 7, 8, 9, 11, 12, 13, 15, 16, 17 18, 19, 21, 23, 25, 26, 29, 30, 32, 33, 36, 37, 38, 39, 41, 43, 46, 47, 48, 51, 52, 54, 55, 56, 58, 61, 63, 64, 65, 66, 67 71, 75, 79, 81, 84, 85, 86, 90, 92, 93, 94
Aug-11						
Sep-11	Creatives Services Promotion Producer	Referral - Internal	1	Referral - Internal	1	27, 42, 44, 49, 57, 72, 78, 89 4, 10, 39, 60 1, 2, 3, 7, 8, 9, 11, 12, 13, 15, 16, 17 18, 19, 21, 23, 25, 26, 29, 30, 32, 33, 36, 37, 38, 39, 41, 43, 46, 47, 48, 51, 52, 54, 55, 56, 58, 61, 63, 64, 65, 66, 67 71, 75, 79, 81, 84, 85, 86, 90, 92, 93, 94
	Anchor	Agent	17	Fox 9 Website Referral - Internal TV Jobs Agent	7 4 1 5	20, 22, 34, 41, 70, 59, 87 22, 41, 70, 59
Oct-11						
Nov-11	PT Assignment Desk Editor	Fox 9 Website	1	Fox 9 Website	1	22, 34, 41, 70, 59, 87

*Minority and Women Recruitment Sources used for all openings. See the list beginning on page 12.
**Fox Television Stations O & O list used for all openings. See the list beginning on page 15.

Job Opportunities - Recruitment Sources

(Exhibit A)

#	Industry/Trade Posting Services	Address	New York	NY	Phone Number	Website	Total Interviews by Source:
1	Adholes		New York	NY			
2	Adolas		New York	NY	646-380-1891	www.africanamericanhires.com	
3	African American Hires	8751 W. Broward Blvd., Suite 506	New York	NY	33324	www.africanamericanhires.com	
4	African News Journal		Plantation	FL	651-304-2102	www.afrnews.com	
5	Agent (Various talent agencies)						
6	All Veteran Jobs	8751 W. Broward Blvd., Suite 506	Plantation	FL	33324	www.allveteranjobs.com	8
7	All-Bilingual Jobs	8751 W. Broward Blvd., Suite 506	Plantation	FL	33324	www.allbilingualjobs.com	
8	America's Job Exchange	400 Minuteman Road	Andover	MA	01810	www.americasjobexchange.com	
9	Asian Hires	8751 W. Broward Blvd., Suite 506	Plantation	FL	33324	www.asianhires.com	
10	Asian Pages	Mail: PO Box 11932	St. Paul	MN	55111	562-884-3265	
11	Better Jobs						
12	Bird Dog Jobs	2900 100th St. Suite #108	Urbandale	IA	50322		
13	Bizjournals	120 W. Morehead Street	Charlotte	NC	704-973-1000		
14	Broadcast and Cable Magazine	PO Box 15157	North Hollywood	CA	96151 (323) 965-2089	www.broadcastingcable.com	
15	Business Insider						
16	Career Bliss	6591 Irvine Center Drive, Suite 200	Irvine	CA	92618	866-421-0200	
17	Career Realism	155 Fleet Street	Portsmouth	NH	3801	877-588-5455	
18	Career Search						
19	Civilian Military Jobs	8751 W. Broward Blvd., Suite 506	Plantation	FL	33324	www.civilianmilitaryjobs.com	
20	College of St. Catherine						
21	Computer World	P.O. Box 9171	Farmingham	MA	01701	www.sfrates.edu	
22	Craigslst	PO Box 225159	San Francisco	CA	94122 (415) 566-6394	www.computerworld.com	3
23	CSR Jobs						
24	Dice.com	3 Park Ave.	New York	NY	10016 (515) 280-1144	www.dice.com	
25	Disability Jobs	8751 W. Broward Blvd., Suite 506	Plantation	FL	33324	www.disabilityjobs.net	
26	Diversity Jobs	8751 W. Broward Blvd., Suite 506	Plantation	FL	33324	www.diversityjobs.com	
27	Dogpile						
28	Employee Referrals (Former and current employees)	11358 Viking Drive	Eden Prairie	MN	55344 (952) 944-9999		
29	Employment Guide						
30	ExMilitary Jobs	8751 W. Broward Blvd., Suite 506	Plantation	FL	33324	www.employmentguide.com	
31	Facebook	1801 S. California Ave	Palocalto	CA	94304	www.exmilitaryjobs.com	
32	Gen Green Life					www.facebook.com	
33	Glassdoor	1 Harbor Drive, Suite 300	Sausalito	CA	94965	www.glassdoor.com	
34	Globe College					www.globe.edu	
35	Graeme Newell - 602 Marketing Ideanet Newsletter	6839 Charter Hills Road	Charlotte	NC	28877 (704) 543-1426	www.602communications.com	
36	Green Biz					www.greenbiz.com	
37	Green Energy TV					www.greenenergytv.org	
38	Grist	710 Second Avenue, Suite 860	Seattle	WA	98104	206-876-2020	
39	Health Care Professionals	P.O. Box 20900	Canton	OH	44701	330-454-5627	
40	Hmong Times	PO Box 8068	St. Paul	MN	55109	651-224-9395	
41	Homeowners Employment Corporations					www.oracleprofessional.com	
42	Indeed	470 West Ave., Suite 2002	Stamford	CT	6902	404-492-6554	
43	Info World	501 Second Street	San Francisco	CA	94107	www.homeownerscorp.com	
44	Info.com					www.indeed.com	
45	Internal	11358 Viking Drive	Eden Prairie	MN	55344 (952) 944-9999	www.infoworld.com	
46	Jelson Green					www.jelsongreen.com	
47	Jibber Jobber					www.jibberjobber.com	
48	Job A Lot					www.jobalot.com	
49	Job Dig	10300 Valley View Rd.	Eden Prairie	MN	55344 (952) 277-4532	www.jobalot.com	
50	Job Katch					www.jobalot.com	
51	Job Savvi					www.jobalot.com	
52	Job Shop					www.jobalot.com	
53	Jobs 2 Careers	11358 Viking Drive	Eden Prairie	MN	55344 (952) 946-5613	www.jobs2careers.com	
54	Jobs Online					www.jobs2careers.com	

JOB OPPORTUNITIES SENT TO:

Recruitment Source	Address	Contact	E-Mail Address	Website	Telephone No.	Fax No.	Source Notified By
AWRT-Local Job Mart	3415 University Ave. St. Paul, MN 55114	North Central Area 500 N. Michigan Ave., Suite 800 Chicago, IL 60611	alofz@awrt.org	www.awrt.org	(312) 222-5547 (312) 370-0666	(312) 822-0864 (612) 370-0666	online
Minneapolis American Indian Center	1530 Franklin Ave. S Minneapolis, MN 55404		info@maicnet.org	http://www.maicnet.org/	(612) 879-1700	(612) 879-1795	Email
American Indian LRC/Univ. of MN	106 Pleasant St. SE 125 Fraser Hall Minneapolis, MN 55407	Miguel	varg0043@umn.edu	alrc-mn@gold.tc.umn.edu	(612) 624-2555	(612) 626-7840	Email
American Indian OIC	1845 E. Franklin Avenue Minneapolis, MN 55404	Vicky	info@AIOIC.org	www.aioic.org	(612) 341-3358	(612) 341-3766	Email
American Indian Services	2200 Park Avenue South Minneapolis, MN 55404		ais@americanindianservices.org	www.americanindianservices.org	(612) 813-1155		Email
Asian/Pacific American Lrng. Resource	185 Klieber Ct. 320 16th Ave SE Minneapolis, MN 55455		apalcc@umn.edu		(612) 624-2317		Email
Cecil Newman Career Resource Center	703 Emerson Ave. N Minneapolis, MN 55114	Santa	saturner@mn.ir.com	www.C-can.org			Email
Centro Cultural Chicano	1915 Chicago Avenue Minneapolis, MN 55404-1904		infocenter@centromn.org		(612) 874-1412	(612) 874-8149	Email
Chicanos Latinos University	220 S. Robert Street, #103 St. Paul, MN 55101		chicstud@umn.edu	www.chicano_umn.edu	(612) 624-6309	(612) 624-6028	Email
Eastside Neighborhood Services	1700 Second St. NE Minneapolis, MN 55418		agencyinfo@esns.org	www.esns.org	(612) 781-6011	(612) 781-9257	Email
Inroads Minneapolis/St. Paul, Inc.	1600 University Ave. W St. Paul, MN 55114-1052	Randall Jackson	jackson@inroads.org	www.inroads.org	(651) 644-4406		Email
Minneapolis Urban League	411 E. 38th St. Minneapolis MN 55409	John Ross	jross@mul.org	www.mul.org	(612) 827-9262	(612) 827-8104	Email
National Urban League	Black Executive Exchange Prog 120 Wall Street New York, NY 10005		recruitment@mul.org	www.mul.org	(212) 658-5300		POST
National Hispanic Media Coalition	55 S. Grand Ave Pasadena, CA 91105		info@nhmc.org	www.nhmc.org	(626) 792-6462	(626) 792-6051	Fax
Ramsey Action Program	Bigelow Bldg., Ste. 300 450 No. Syndicate Street	HR	jobs@vapnw.org	www.vapnw.org	(651) 645-6445	(651) 645-2253	Fax

	St. Paul, MN 55104								
SPRC	PO Box 64882 St. Paul, MN 55164	Phyllis Brashler	phyllis.brashler@state.mn.us	www.sprc.org	(651)227-8471	(651)227-0621			Email
St. Paul Urban Coalition	2610 University Ave. W. St. Paul, MN 55114	Office Manager	gen@urbancoalition.org		(612)348-8550	(612)348-2533			Email
St. Paul Urban League	401 Selby Avenue St. Paul, MN 55102	Scott Selmer	scottselmer@msn.com	www.spul.org	(651)222-3149	(651)224-8009			Fax
Southeast Asian Community Council	555 Girard Terrace N. Ste 110 Minneapolis, MN 55405-1307		info@seacc-mn.org	www.seaccusa.org	(612)521-4859	(612)521-4864			Fax
Summit Academy OIC	935 Olson Memorial Hwy. Minneapolis, MN 55405		info@saolic.org	www.saolic.org	(612)377-0150	(612)377-0156			Email
U. of M/Martin Luther King Program	33 Appleby Hall 1128 Pleasant St. SE Minneapolis, MN 55455		mik@class.cla.umn.edu	www.mik.class.umn.edu	(612)625-2020				Email
Women in Trades, Inc.	MN Women's Bldg. 3111 1st Ave. S. Minneapolis, MN 55408		info@mnwomens.org	www.tradeswomen.org	(651)228-9955				Email
Women's Venture	2324 University Avenue St. Paul, MN 55114	Job Board	lpadilla@womensventure.org		(651)646-3808	(651)641-7223			Email
Women's Advocate, Inc.	584 Grand Avenue St. Paul, MN 55114	Shella Ellis	shellis@wadvocates.org	www.wadvocates.org	(651)227-9966	(651)227-4786			Email
Working Opportunities for Women	1295 Bandana Blvd. N., Stello St. Paul, MN 55108	Susan	susan@wwork.com	www.wwork.com www.flexjobs.com	(610)925-2523				Online
YWCA	1130 Nicollet Mall Minneapolis, MN 55403		ywca@ywcampis.org	www.ywca-minneapolis.org	(612)332-9501	(612)332-0500			Fax

KMSP/FOX 9 & WFTC/MY 29 & KFTC Minneapolis, MN

Job Fairs

KMSP/FOX 9 & WFTC/MY 29 participate in annual national job fairs. For the period December 1, 2010 through November 30, 2011, KMSP/FOX 9 & WFTC/MY 29 participated in the following job fairs:

- NAHJ: June 15-18, 2011 – Orlando, FL – Attended by Jean Fromm (WOFL/WRBW/WOGX HR Director), Jose Rios (FTS VP/Digital News Applications) and Jeffrey Zeller (WOFL VP/News Director)
- Emma Bowen Job Fair: June 22, 2011 – New York, NY – Attended by Roselyn Barranda (WNYW/WWOR HR Manager) and Heather Frascella (TVHO Director of HR Administration and Contracts).
- NABJ: August 3-7, 2011 – Philadelphia, PA – Attended by Ameena Ali (WTFX HR Director), Diane Doctor (WNYW VP/News Director), Steven Schwaid (WTFX VP/News Director), Ken Jobe (WHBQ VP/News Director) and Heather Frascella (TVHO Director of HR Administration and Contracts).
- AAJA: August 10-13, 2011 – Detroit, MI – Cynthia Smith (WJBK HR Director), Jose Rios (FTS VP/Digital News Applications) and Dana Hahn (WJBK VP/News Director)
- Congressional Black Caucus Tour – FTS participated in the following three cities of the tour:
 - Detroit, MI – August 16, 2011 – Attended by Cynthia Smith (WJBK HR Director)
 - Atlanta, GA – August 18, 2011 – Attended by Regina Davis (WAGA HR/Community Affairs Director)
 - Los Angeles, CA – August 31, 2011 – Attended by Vivian Rodriguez (KTTV/KCOP HR/Community Affairs Director) and Tonia Carter (20th HR Director)
- Howard University Career Fair: October 27, 2011 – Washington, DC – Attended by Iesha Henry (WTTG/WDCA/WUTB HR Director) and Micheline Bowman (WTTG News Coordinator)

Job Fairs provide applicants and potential candidates with the opportunity to learn about FOX Televisions, Inc. and the job opportunities within the station group. A list of current job openings and station contact information is available upon request.

Conventions, Career Days, Workshops, and similar activities

- Emma L. Bowen Foundation for Minority Interest in Media
- Year-round student job shadows

Internship Program

KMSP/FOX 9 & WFTC/MY 29 continue to offer an academic credit internship program for college/university, junior, senior, and graduate students. Generally, internships are available in the following departments: News (including Sports), Creative Services (including Promotions and Graphic Design), Research/Programming, Human Resources, Marketing, and Community Affairs.

Kate O'Hara, the HR Director at KMSP/WFTC/KFTC, is the coordinator and lead for the internship program at the station.

The objectives of the program are to:

- Provide students majoring in journalism, communications, and media and related disciplines the opportunity to receive on-site exposure to and training from experienced television broadcast professionals who are in job positions to which students aspire.
- Provide students majoring in journalism, communications, and media and related disciplines the opportunity to garner practical application experience and exposure to a work environment in their desired career.
- Identify students for the Station's job applicant pool for employment opportunities.

Eligibility Criteria:

- Students selected for KMSP/WFTC-TV Minneapolis Internship Program must be either a junior or senior in an accredited university or 2-year college.
- Internships are for approximately 12 - 16 weeks per semester, 16 hours per week.
- Students must receive course credit and KMSP/WFTC will need prior approval by the college or university.
- There will be no financial remuneration for interns. Interns are expected to maintain the same high professional ethics as the rest of the KMSP/FOX 9 & WFTC/MY 29 staff.

Program Requirements & Design:

- Your internship is presently scheduled for one semester. Occasionally, we will extend internships to more than one semester, but in this case, we will handle it on an individual basis.
- Interns will frequently meet with their supervisor and receive a written evaluation at the end of their internship. We will certainly oblige you as to any written evaluation required by your college and/or university.
- When the internship is completed, an exit interview will be conducted by the Internship Coordinator of KMSP/FOX 9 & WFTC/MY 29 in the Human Resources Department. Please be sure to contact the Human Resources Department to schedule this interview prior to your departure.
- Attendance is a top priority here at KMSP/FOX 9 & WFTC/MY 29. We expect you to be on time and if you must be out or tardy, please notify your department as soon as possible.
- Since KMSP/FOX 9 & WFTC/MY 29 welcomes interns as staff members, interns are given a wide variety of assignments, according to the expertise of the student. It is not up to the student to decide what he or she may do while on duty. Interns will be dismissed for any kind of insubordinate behavior but also will be treated fairly if a conflict between a regular staff member and student occurs.
- Each intern is provided with a picture ID on the first day of his or her internship. This badge is to be worn, either on the pocket or around the neck while conducting business for KMSP/WFTC. This means in the building as well as on location. No exceptions. If you lose it, come to H.R. for a replacement.
- This is a professional business and we want you to dress accordingly. We are not asking you to purchase a new wardrobe, but you should wear clothing that is acceptable to the business community. On Fridays, casual days, jeans are allowed.
- Other
 - Be aware of the news. Watch television news and read the daily newspaper.
 - Do not be afraid to ask questions; even ones you may consider too commonplace.
 - Learn how to photocopy, fax and handle mail/express mail early.
 - If necessary, learn where the files are located for easy access.
 - Make an appointment with the Tape Librarian for a library lesson.
 - Interns are seldom allowed to produce audition tapes.
 - Use of station equipment will be supervised at all times.
 - Interns may apply for any job opening. Jobs are posted in the copy room, lunch room and main corridor of the station.
 - Please do not bring friends to the station without advanced permission.

Application Process:

Send application material to:
KMSP/WFTC-TV MINNEAPOLIS
Attn: Internship Coordinator
11358 Viking Drive
Minneapolis, MN 55344

Academic Credit Internship Program

KMSP/WFTC • Mpls, MN Offers an academic credit internship program for college/university juniors, seniors and graduate students.

Internships are available in the following departments:

- **News Department:**
Sports Department
Weather
News
- **Creative Services Department:**
Promotion
Social Networking/Promotions
- **Sales**
Marketing
- **Human Resources**
- **Community Affairs**
- **Finance**
- **MyFoxHockey**
- **Fox Preps**
- **Engineering**

If you are interested in receiving additional information or have any questions about our Academic Credit Internship Program, Please contact the Human Resources Department at (952) 946-5698 or address written correspondence to:

KMSP/WFTC - Fox Television Stations, Inc.
Human Resources Department
13158 Viking Drive
Eden Prairie, MN 55344

NEWS DEPARTMENT: Under the supervision of the Assignment Editors all News student interns will gain hands-on experience in the day-to-day operations of a fast-paced news environment. Overall, an internship with the News Department will involve assisting the news staff with compiling packets of information, answering phones and other duties that will be useful in the news gathering process. This internship may include some field experience with News Reporters to cover developing stories. Student interns are expected to assist producer with researching, and preparing news packets for News Anchors and scanning wires. Also, student interns will assist Assignment Desk Editors and News Producers with phone calls to assist in the development of stories, as well as filing press releases, sorting scripts and writing practice scripts as needed. This internship requires learning the news computer system.

SPORTS DEPARTMENT: Under the supervision of the Sports Producers/Reporters, the student intern(s) will gain hands-on experience in the day-to-day operations of the Sports Department. Student intern(s) will be exposed to how the Sports Department covers stories; and edit and air sports for the evening newscasts and special shows. Student intern(s) will assist in all facets of production. Duties include but are not limited to: checking wire reports, logging feeds and games, preparing initial scripts, working with editors to produce high-lights, and retrieving and achieving videotapes. This internship may include some field experience to cover sports events with a camera crew and Sportscaster. Student intern(s) must be self-starters, organized, and able to work evening and weekends hours.

WEATHER: Under the supervision of the Chief Meteorologist, weather interns will learn to operate weather graphics system and be capable of creating a ready-for-broadcast weather show by the end of the internship. Interns will learn the weather systems in addition to FOX 9's and be capable of assisting the on-air Meteorologists in tracking and analyzing severe storms. Interns will also learn the crawl system for weather alerts and will assist the on-air Meteorologists with preparing crawls (with strict supervision) for broadcast. Interns will study meteorological model data and create local forecast for comparison with the on-air Meteorologists forecast. As time permits, interns will practice delivering a weathercast at the Chromakey Wall and in the WeatherCenter.

PROMOTIONS DEPARTMENT: Who are the people who get you to watch T.V. shows? It's the Promotion Producers job to lure viewers to watch Fox Prime Programs, including our newscasts. Find out how they do it! Take part in the T.V. marketing process which includes writing, producing, directing, videography, and non-linear editing by watching our producers create topical promos for newscasts and entertainment programs. You will even have the chance to write and prepare your own topical promo taking your ideas through the production process.

CREATIVE SERVICES INTERNSHIP: This internship is designed for individuals who want to gain experience in the PR and Marketing fields. This intern will write for and assist in the development of KMSP/WFTC websites like www.weekendbuzz.tv, www.foxpreps.com, and www.my29tv.com. This interns will also support social media initiatives on Facebook, Twitter and MySpace. Further, responsibilities will include assisting the Community Services Producer with emails and production requests, work with Sales and Marketing Department with event production, support the Weekend Buzz producers with event calendars, and learn through hands on experience how outside media campaigns function.

HUMAN RESOURCES DEPARTMENT: Under the supervision of the Human Resources Director, the student intern will receive practical application experience and exposure to fundamental human resources generalist functions including applicant tracking, applicant screening and interviewing, referencing, and employee in-processing and out-processing. Administrative/clerical duties may include word-processing, assisting with the phone (e.g. answering, screening, referring, and making calls), handling incoming and outgoing mail, and maintaining jobline, job postings, mailing lists, and various administrative/clerical assignments. Student intern must be customer service oriented, highly confidential, and possess good verbal, written, organizational, and multi-tasking skills, and high level of attention to details is required.

COMMUNITY AFFAIRS: Under the supervision of the Producer/Community Coordinator the student intern(s) will participate in every aspect of the Community Affairs office. The student intern(s) will handle inquiries from the public, and will be involved in some production work. The student intern(s) will provide administrative support for community affairs campaigns, log incoming PSA tapes, write/change orders for Master Control, update mailing lists of community organizations and compile FCC Quarterly Issues Reports. This internship will also include pre-production work to develop KMSP's Community Events Calendar, write scripts for the calendar, as well as conduct control room production sessions for Public Service Announcements. Student intern(s) will recommend music for graphics, screen, and critique and recommend incoming videotapes for airing. Student intern(s) will be exposed to the practices and procedures of public relations in broadcasting. Will assist with gathering information from news talent for press releases. Student intern(s) should be self-starters, detailed-oriented, and have good phone skills.

SALES: The Sales Department is responsible for generating revenue via negotiations with commercial advertisers. Student intern(s) will provide administrative support to account executives and sales coordinators. Internship activities may include typing, faxing, filing, copying, etc. There will also be telephone interaction with clients and advertising agencies. There may be opportunities for the student intern(s) to spend time in the Traffic and Research departments as well. Student intern(s) must have a desire to work in Sales and enjoy working in a fast-paced environment.

IT: Under the supervision of the IT Manager, student interns will gain hands on IT experience helping provide basic level support to administrative and News staff on hardware/software, printers, client network connectivity problems and other interface peripherals; Student intern(s) will perform hardware/software testing and installation using Norton Ghost and assist with asset management. Student intern(s) should have good communication, client interface skills, and patient manner in dealing with user questions and problems required. Student intern should also possess good technical, multi-tasking and problem solving skills, along with superior oral and written communication skills and the ability to effectively use web applications and MS Office products.

ENGINEERING: If you enjoy the behind-the-scenes action, you will be interested in the technical side of news. Engineering technicians spend time both in the studio and out in the field working to bring T.V. newscasts to you! We have technicians in the studio listening on headsets as the directors call for camera shots and other studio elements such as master control and audio. Another aspect of working as a technician is speaking time in the field with a microwave or satellite "live" truck learning about what is required for a live shot and how an ENG/SNG truck operates. In this experience, you will have the opportunity to experience the many responsibilities of an Engineering technician.

FINANCE: Are you in school for accounting, economics, business or finance? If so, this internship would provide the opportunity to learn the many important functions of the Finance Department including the Accounts Receivable, Accounts Payable, Credit and Payroll divisions. Go through the log, reporting and month-end process. Learn how our employee appreciation committee budgets their monthly events to gain knowledge of the budgeting process.

MARKETING: KMSP FOX 9 / WFTC My 29 is seeking a student interested in learning the ins and outs of television marketing and promotions. This position will implement sales promotions and coordinate work events with FOX 9 and My 29 advertisers. During this internship students will have hands on experience with the full production of large scale marketing promotions and events. You will be exposed to the television sales environment. Must have strong Microsoft Office skills, great attention to detail, flexible schedule and an outgoing personality. Must be willing to work some evenings and weekends.

FOX PREPS/MyFoxHockey: FOXPreps.com and MyFoxHockey are one of a kind website designed for everything Preps and preps hockey returns for another season - bigger and better than ever. The future of high school sports resides on the web and we want you to be a part of it. Interns will receive hands on training and will have the opportunity to expand their base in photojournalism, directing, producing and roaming the sidelines at our events as a sideline reporter. **Photojournalist:** Your work paints the pictures for our viewers. Our live video streaming truly sets us apart in the industry. **Director/Producer:** Work with the latest state of the art equipment to build graphics and produce our games. **Sideline Reporter:** Gain valuable experience in a live environment. You interview the coaches and players of the games we do. Interested applicants must be available evenings and weekends and have reliable transportation.

Reporting Period Interns

Name: Kristin McKinnon
Department: Human Resources
Commencement Date: 1/24/2011
Completion Date: 5/13/2011

Name: Shanna Vah
Department: Sales/Marketing
Commencement Date: 8/12/2011
Completion Date: Still Active

Name: Jennifer Bondy
Department: Sales/Marketing
Commencement Date: 8/12/2011
Completion Date: Still Active

Name: Richard Konerza
Department: Human Resources
Commencement Date: 8/29/2011
Completion Date: Still Active

Name: Katelyn Babbitt
Department: Human Resources
Commencement Date: 8/29/2011
Completion Date: Still Active

Name: Kelsey Tape
Department: Sales/Marketing
Commencement Date: 8/22/2011
Completion Date: Still Active

Name: Katie Conroy
Department: Human Resources
Commencement Date: 5/30/2011
Completion Date: 8/17/2011

Name: Chelsie Stefano
Department: Sports
Commencement Date: 5/23/2011
Completion Date: 8/21/2011

Name: Christopher Matson
Department: Sports
Commencement Date: 5/31/2011
Completion Date: 8/9/2011

Name: Taylor Lindstrom
Department: Creative Services
Commencement Date: 5/17/2011
Completion Date: 8/26/2011

Name: Paul Hallett
Department: Creative Services
Commencement Date: 5/17/2011
Completion Date: 8/18/2011

Name: Lindsey LaBelle
Department: Creative Services
Commencement Date: 5/22/2011
Completion Date: 8/18/2011

Name: Stacey Weyandt
Department: Sales/Marketing
Commencement Date: 5/1/2011
Completion Date: 8/25/2011

Name: Nathan Hagemo
Department: Sales/Marketing
Commencement Date: 5/18/2011
Completion Date: 8/25/2011

Name: Chelsey Hancock
Department: Sales/Marketing
Commencement Date: 5/11/2011
Completion Date: 8/25/2011

Name: Michael Shockley
Department: Sales/Marketing
Commencement Date: 5/23/2011
Completion Date: 8/25/2011

Name: Heidi Peterson
Department: News
Commencement Date: 6/1/2011
Completion Date: 8/18/2011

Name: Henry Schneider
Department: Creative Services
Commencement Date: 12/15/2011
Completion Date: 2/23/2011

Name: Ashley Heinlein
Department: My Fox Hockey
Commencement Date: 11/17/2010
Completion Date: 2/19/2011

Name: Lydia Rivera
Department: My Fox Hockey
Commencement Date: 11/17/2010
Completion Date: 2/19/2011

Name: Kyle Jeske
Department: Sales/Marketing
Commencement Date: 1/4/2011
Completion Date: 5/6/2011

Name: Tara Harlander
Department: Sales/Marketing
Commencement Date: 1/13/2011
Completion Date: 5/5/2011

Name: Jodie Miller
Department: Sales/Marketing
Commencement Date: 1/12/2011
Completion Date: 5/13/2011

Work Study Scholarship Program

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. The Work Study Scholarship Program provides minorities, interested in pursuing careers in media, an opportunity to garner practical application work experience during their high school and college years to assist them in preparing to obtain jobs in the media.

In practice, KMSP/FOX 9 & WFTC/MY 29 selects a college bound high school student, preferably a junior or senior to work at the Station during their summer, semester and holiday break periods, through completion of a four-year undergraduate college program. Typically, the student is assigned to work in various departments, on rotation, for exposure to the various operations of the Station.

In addition to providing this paid opportunity, the Stations match the student's gross earning, placing the funds in an interest bearing account, to be used toward the student's college expenses.

Current Work Study Students: Luis Guitart, Joseph Dillard

Eligibility Requirements:

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

Other Internship/Job Shadow Opportunities:

Job Shadow: A job shadow experience allows junior high and high school age students to the opportunity to come into the station for a day and spend with a department of interest. The shadow experience will give students the opportunity for a one time experience in a work setting related to the broadcast industry.

Human Resources coordinate the job shadow experience with the department identified by the student. They will be paired with an employee and have the chance to follow that employee around during a normal day of work. The length of the job shadow will be dependent on the request from the student and availability of the department.

Native Media and Technology Network/Fox Summer Institute: In addition, each year FOX sponsors the FOX Summer Institute in Los Angeles, CA. This program is intended for Native American students across the country who have an interest in television production and filmmaking. This is a week long institute in which each student has an opportunity to learn more about television production through hands on experience and guidance from FOX employees.

To enrich this program, we have designed a local project in partnership with NMTN. This is a two phase project. Students identified to attend the FOX Summer Institute spend the week prior to the Institute at KMSP/WFTC. Each day the students circulate through departments which they have identified as areas of interest. They job shadow in these departments to prepare for the upcoming week in Los Angeles and to gain a better understanding of the operations of a television station. After the FOX Institute, the students have the opportunity to come back to KMSP/WFTC to spend an additional four days in an isolated area of interest. While this program still exists and the station is still actively involved with the NMTN coordinator, there were no local participants this year.

"Career Awareness;" Station Tours: Throughout the reporting period, KMSP/WFTC, conducted station tours for colleges, universities and other educational institutions to explain broadcast operations and a variety of career options available in broadcasting.

Training Management:

The Human Resources Department facilitates ongoing management development training to include Performance Management training, Recruitment and Retention Training, and Workplace Issues Training. These sessions are conducted throughout the year and include interactive information sessions, review of applicable policies and company practices, and a distribution of relevant materials. The intent of these training sessions is to enhance the skills and abilities of our management team.

In addition, throughout the reporting period, KMSP/WFTC, provided the following training programs to its employees, to include: Records and Retention Policy to all employees, Email Communication to all employees, Standard and Business Conduct to all employees and Enhanced Live-production Control System (ELC) to some union and non-union employees, and Miranda iTX (on-air automation) to some union employees.

Minority & Women Referral Sources

KMSP/FOX 9 & WFTC/MY 29 maintains a current list of job opportunities. These opportunities are regularly sent to minority and women organizations (listed below) as part of its recruitment initiatives designed to increase the pool of minority and female applicants. These opportunity lists are sent monthly or more frequently as available positions change.

JOB OPPORTUNITIES DISTRIBUTION LIST

* Exhibit B

<u>Recruitment Source</u>	<u>Address</u>	<u>Contact</u>	<u>E-Mail Address</u>
AWRT	1595 Spring Hill Rd., Ste. 330 Vienna, VA 22182	Michelle Spencer	
AWRT-Local Job Mart	3415 University Ave. St. Paul, MN 55114	Erin Fitzgerald (Dir.) North Central Area 500 N. Michigan Ave, Suite 800 Chicago, IL 60611	alotz@awrt.org
American Indian Bus. Development	1113 Franklin Ave. E Minneapolis, MN 55404-2922	Linda Weinmann	lindaweinMann@ainde.com
American Indian Center	1530 Franklin Ave. S Minneapolis, MN 55404	Monica MN American Indian Chamber of Commerce (612) 870-4533	amartinez@maicnet.org
American Indian LRC/Univ. of MN	106 Pleasant St. SE 125 Fraser Hall Minneapolis, MN 55407		garri012@umn.edu
American Indian OIC	1845 E. Franklin Avenue Minneapolis, MN 55404	Beverly	info@AIOIC.org
American Indian Services	2200 Park Avenue South Minneapolis, MN 55404	Linda	
Asian/Pacific American Lrng. Resource	185 Klaeber Ct. 320 16th Ave SE Minneapolis, MN 55455		
Brown College	1440 Northland Drive Mendota Heights, MN 55120	Carol	tmiller@browncollege.edu
Cecil Newman Career Resource Center	703 Emerson Ave. N. Minneapolis, MN 55114		
Center for Asians & Pacific Islanders	3702 E. Lake St., Ste. 101 Minneapolis, MN 55406-2156	Sue	service@itbtranslation.com
Centro Cultural Chicano	1915 Chicago Avenue		infocenter@centromn.org

	Minneapolis, MN 55404-1904		
Chicanos Latinos University	220 S. Robert Street, #103 St. Paul, MN 55101	Cindy	armij001@umn.edu
Counseling & Career Services	Univ. of St. Thomas, Mail 5020 2115 Summit Ave. St. Paul, MN 55105		www.stthomas.edu/careerdevelopment/post
Courage Center	3915 Golden Valley Road Minneapolis, MN 55422	Human Resources Robinson Nancy	sara.fundeen@courage.org
Eastside Neighborhood Services	1929 Second St. NE Minneapolis, MN 55418	Ann Oliver	olivba@esns.org
Employment Action Center	6715 Minnetonka Blvd. Suite 212 St. Louis Park, MN 55426	Human Resources	
Hennepin Technical College	9200 Flying Cloud Drive Eden Prairie, MN 55347		jobs@hte.mnscu.edu
Inroads Minneapolis/St. Paul, Inc.	2550 University Ave. W St. Paul, MN 55114-1052	Debbie	www.inroads.org
International & Cultural Program	College of St. Catherine 2004 Randolph Avenue St. Paul, MN 55105	Mai Yang	
KMOJ Radio	555 Girard Ter Minneapolis, MN 55405	General Mgr.	
Lutheran Social Services	2414 Park Avenue Minneapolis, MN 55404	Hamas	helmasry@lss.mn.org
Medialine	(FREE) 390 N. Robert Street St. Paul, MN 55101	Mark Shilstone	mark@medialine.com
Minneapolis American Indian Center	1530 Franklin Ave. E Minneapolis, MN 55404	Francis Fairbanks	dclark@maicnet.org
Minneapolis Urban League	Employment Training Program 2100 Plymouth Ave. N Minneapolis, MN 55411	Adult Placement	www.mul.org
MN Broadcasters Association	3033 Excelsior Blvd. Minneapolis, MN 55416	Michelle Theis	www.minnesota-broadcaster.com
Minnesota Council of Churches	122 W. Franklin, Ste. 100 Minneapolis, MN 55404	Patricia Sample	samplep@mnchurches.org
MN Dept. of Human Services	658 Cedar Street St. Paul, MN 55155		

MN Workforce Center	1201 89th Avenue NE Blaine, MN 55434	Bonnie	bonnie.baumel@state.mn.us
NAACP	Sabathani Community Center 310 E. 38th St., Room 138 Minneapolis, MN 55409	Roger Clark	www.minneapolisnaacp.org
NEI Technical College	825 41st Avenue NE Columbia Heights, MN 55421	Eileen Weber	eweber@neicoltech.org
National American University	Mall of America 112 W. Market Bloomington, MN 55425	Jennifer	www.national.edu
National Black Media Coalition	1738 Elton Road, Ste. 314 Silver Spring, MD 20904		nbmc2000@aol.com
National Urban League	Black Executive Exchge. Prog. 120 Wall Street New York, NY 10005		recruitment@nul.org
National Hispanic Media Coalition	3550 Wilshire Blvd. Los Angeles, CA 90010		
Ramsey Action Program	Bigelow Bldg., Ste. 300 450 No. Syndicate Street St. Paul, MN 55104	HR	
SPRC	709 University Ave. W St. Paul, MN 55104	Peggy Chabez	andrea@lifetrackresources.org
St. Paul Technical College	235 Marshall Ave., Room 101 St. Paul, MN 55108	Curtis Groth	
St. Paul Urban Coalition	2610 University Ave. W. St. Paul, MN 55114	Office Manager	gen@urbancolalition.org
St. Paul Urban League	401 Selby Avenue St. Paul, MN 55102	Richard Rolle	
School of Communication Arts	3161 Park Ave. S Minneapolis, MN 55407	Lisa Bourdeaux	
southeast Asian Community Council	555 Girard Terrace N. Ste 110 Minneapolis, MN 55405-1307		info@seacc-mn.org
Summit Academy OIC	935 Olson Memorial Hwy. Minneapolis, MN 55405	Lois Welman	lwelman@saoic.org
J of M/Martin Luther King Program	19 Johnson Hall, 101 Plasant St. SE Minneapolis, MN 55455		mlk@class.cla.umn.edu
University of St. Thomas	2115 Summit Avenue P.O. Box 4002	Multicultural Student Svcs.	www.stthomas.edu/careerdevelopmnet/post

	St. Paul, MN 55105		
Women in Trades, Inc.	MN Women's Bldg. 550 Rice Street St. Paul, MN 55103		info@mnwomen.org
Women's Venture	2324 University Avenue St. Paul, MN 55114	Job Board	lpadilla@womenventure.org
Women's Advocate, Inc.	584 Grand Avenue St. Paul, MN 55114	Mary Brown	mbrown@wadvocates.org
Working Opportunities for Women	1295 Bandana Blvd. N., Stello St. Paul, MN 55108	Lori	
YWCA	1130 Nicollet Mall Minneapolis, MN 55403	Marge	

In addition to the above recruitment source information, employment opportunities 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. These announcements are sent when new opportunities become available and anytime available opportunities are updated.

Fox Television Stations O & O List **Exhibit C		
Station Information	Number of Interviewees During Reporting Period	Full-time Positions For Which Source Was Utilized
WNYW/WWOR 205 E. 67th Street New York, NY 10065 I. Sierra www.myfoxny.com	1	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 R. Meza www.myfoxchicago.com	0	All positions
WTFX 330 Market Street Philadelphia, PA 19106 A. Ali www.myfoxphilly.com	0	All positions

KDFW/KDFI 400 N. Griffin St. Dallas, TX 75202 C. Allison www.myfoxdallas.com	0	All positions
WFXT 25 Fox Drive Dedham, MA 02026 M. Kerr www.myfoxboston.com	0	All positions
WAGA 1551 Briarcliff Rd. NE Atlanta, GA 30306 R. Davis www.myfoxtlanta.com	0	All positions
KRIV/KTXH 4261 Southwest Freeway Houston, TX 77027 R. Hudson www.myfoxxhouston.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
WOFL/WRBE/WOGX 35 Skyline Dr. Lake Mary, FL 32746 J. Fromm www.myfoxorlando.com	0	All positions
WHBQ 485 S. Highland Memphis, TN 38111 R. Hudson www.myfoxmemphis.com	0	All positions
KTBC 119 E. 10th St. Austin, TX 78701 L. Cordes www.myfoxaustin.com	0	All positions

WTTG/WDC
5151 Wisconsin Ave. NW
Washington D.C., 20016
I. Henry
www.myfoxdc.com

0

All positions

Web Site

KMSP/FOX 9 & WFTC/MY 29 maintains and regularly updates a twenty-four (24) hour, seven (7) day a week web site that provides a brief description of the Station's current employment opportunities. The web site address is www.myfox9.com.