

**Alien Ownership and Control**

Fox Television Stations, Inc. ("FTS"), as a wholly owned subsidiary of Fox Television Holdings, Inc. ("Holdings"), is indirectly controlled by Rupert Murdoch. Holdings has two classes of stock: (1) redeemable preferred stock with a fixed return representing 76 percent of the total votes. All of the preferred stock (7,600 shares) of Holdings is owned and voted personally by Mr. Murdoch, who also is Holding's Chairman and Chief Operating Officer. All of Holdings common stock (2,400 shares), representing substantially all of the equity of Holdings, is owned by NAI Sub, a subsidiary of News America Incorporation ("NAI"). NAI is an indirect subsidiary and the principal U.S. operating company of The News Corporation Limited ("News Corp"), a company organized under the laws of South Australia.

In *Fox Television Stations, Inc.*, 10 FCC Rcd 8452 (May 4, 1995) ("Fox I"), the Commission found that News Corp's indirect ownership of approximately 99 percent of the equity capital contributed to Holdings (then known as "Twentieth Holdings Corporation") exceeded the 25 percent "capital stock" benchmark applicable to a licensee, such as FTS, that is "directly or indirectly controlled by any other corporation." See 47 U.S.C. § 310(b)(4). In a *Second Memorandum Opinion and Order* issued in the same proceeding, 11 FCC Rcd 5714 (July 28, 1995) ("Fox II"), the Commission found the FTS ownership structure described above to be consistent with the public interest, based principally on the equities involved and the fact that Rupert Murdoch, a U.S. citizen, has continuously exercised both *de jure* and *de facto* control of

**Fox Television Stations, Inc.**  
**Exhibit No. 5, FCC Form 314**  
**Section III (Assignee), Question 9**  
**September 2000**

FTS by virtue of his controlling voting interest in Holdings. The Commission therefore held that FTS's indirect alien ownership would be deemed to be 24 percent for purposes of determining compliance with the statutory limitation on alien equity ownership. The Commission further determined that FTS, as structured, could continue to acquire additional broadcast stations. *Id.*, para. 34.

In 1998, the Commission approved a short-form assignment of the stations licensed to FTS and its subsidiaries to a newly-formed subsidiary which was re-named "FTS."<sup>1</sup> The company formerly known as "FTS" was re-named "Fox Television Holdings, Inc." and Twentieth Holdings Corporation was re-named "Fox Entertainment Group, Inc." ("Fox Entertainment"). Approximately 82 percent of Fox Entertainment is owned indirectly by News Corp, and the remaining 18 percent is publicly traded.

With respect to the proposed transaction, as is currently the case with television stations licensed to FTS, separate entities will hold the station licenses and the non-license cooperating assets. Specifically, as described in Assignee's Exhibit 1, Fox Entertainment will acquire through a newly created subsidiary ("Newco") all of the assets of the Chris-Craft Stations and, concurrently therewith, all of the licenses of the Chris-Craft Stations will be transferred to FTS. FTS will have complete control of the station licenses and complete access to the operating

<sup>1</sup> See File Nos. BALCT-980727LE, KM-KU, granted August 26, 1998.

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assets of the stations held by Newco. See form of Stations Operating Agreement attached hereto as part of Assignee's Exhibit 1.

Because FTS will be the licensee of the newly acquired Chris-Craft Stations and Fox Entertainment will continue to hold virtually all of the equity of the Chris-Craft Stations, this proposed structure maintains the ownership structure and level of alien ownership of Holdings previously approved by the Commission.<sup>2</sup>

<sup>2</sup> As previously indicated, the Commission approved News Corp's ownership of approximately 99 percent of the equity of FTS's parent. That level of ownership by News Corp. decreased to approximately 82 percent as a result of the 1998 public offering of Fox Entertainment shares. Because shareholders of the Chris-Craft entities will receive shares of News Corp stock, Fox Entertainment will issue additional shares upstream to a News Corp subsidiary and News Corp's indirect ownership of Fox Entertainment is expected to increase to approximately 85.25 percent, well below the 99 percent level approved by the Commission in 1995.

## BROADCAST EQUAL EMPLOYMENT OPPORTUNITY MODEL PROGRAM REPORT

Legal Name of the Applicant Fox Television Stations, Inc.		
Mailing Address 5151 Wisconsin Avenue, N.W.		
City Washington	State or Country (if foreign address) District of Columbia	ZIP Code 20016
Telephone Number (include area code) (202) 895-3088	E-Mail Address (if available) mollyp@foxinc.com	
	Facility ID Number 33742	Call Sign KCOP-TV

Application for Construction Permit for New Station                       Application for Assignment of License

Application for Transfer of Control

a. Service Type:     AM     FM     TV     Other (specify) \_\_\_\_\_

b. Community of License:    

City Los Angeles	State CA
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### INSTRUCTIONS

Applicants seeking authority to construct a new commercial, noncommercial or international broadcast station, applicants seeking authority to obtain assignment of the construction permit or license of such a station, and applicants seeking authority to acquire control of an entity holding such construction permit or license are required to afford equal employment opportunity to all qualified persons and to refrain from discrimination in employment and related benefits on the basis of race, color, religion, national origin or sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, an applicant who proposes to employ five or more full-time employees must establish a program designed to assure equal employment opportunity for women and minority groups (that is, Blacks not of Hispanic origin, Asians or Pacific Islanders, American Indians or Alaskan Natives and Hispanics). This is submitted to the Commission as the Model EEO Program. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

**Guidelines for a Model EEO Program and a Model EEO Program are attached.**

NOTE: Check appropriate box, sign the certification below and return to FCC:

- Station employment unit will employ fewer than 5 full-time employees; therefore no written program is being submitted
- Station employment unit will employ 5 or more full-time employees. Our Model EEO Program is attached. (You must complete all sections of this form.)

I certify that the statements made herein are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

Signed <i>Molly Pauker</i>	Name of Respondent Molly Pauker
Title Vice President	Date <i>9/13/00</i>

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT  
(U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503)

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## GUIDELINES TO THE MODEL EEO PROGRAM

The model EEO program adopted by the Commission for construction permit applicants, assignees, and transferees contains five sections designed to assist the applicant in establishing an effective EEO program for its station. The specific elements which should be addressed are as follows:

### I. GENERAL POLICY

The first section of the program should contain a statement by the applicant that it will afford equal employment opportunity in all personnel actions without regard to race, color, religion, national origin or sex, and that it has adopted an EEO program which is designed to fully utilize the skills of qualified persons.

### II. RESPONSIBILITY FOR IMPLEMENTATION

This section calls for the name (if known) and title of the official who will be designated by the applicant to have responsibility for implementing the station's program.

### III. POLICY DISSEMINATION

The purpose of this section is to disclose the manner in which the station's EEO policy will be communicated to employees and prospective employees. The applicant's program should indicate whether it: (a) intends to utilize an employment application form which contains a notice informing job applicants that discrimination is prohibited and that persons who believe that they have been discriminated against may notify appropriate governmental agencies; (b) will post a notice which informs job applicants and employees that the applicant is an equal opportunity employer and that they may notify appropriate governmental authorities if they believe that they have been discriminated against; and (c) will seek the cooperation of labor unions, if represented at the station, in the implementation of its EEO program and in the inclusion of nondiscrimination provisions in union contracts. The applicant should also set forth any other methods it proposes to utilize in conveying its EEO policy (e.g., orientation materials, on-air announcements, station newsletter) to employees and prospective employees.

### IV. RECRUITMENT

The applicant should specify the recruitment sources and other techniques it proposes to use to attract qualified job applicants. The purpose of the listing is to assist the applicant in developing specialized referral sources to ensure wide dissemination of vacancy information as job opportunities occur. Sources which subsequently prove to be nonproductive should not be relied on and new sources should be sought.

### V. RECRUITMENT ELECTION

Our EEO Rule requires broadcasters to select from two approaches how they will choose to ensure the success of their outreach. Specifically, as one option, broadcasters may adopt two supplemental recruitment measures specified in Section 73.2080 of the Commission's Rules. As a second option, broadcasters may forego the supplemental recruitment measures and design their own broad and inclusive outreach program, as long as they are able to demonstrate success in achieving broad outreach to all segments of the community, including minorities and females, based upon an analysis of the recruitment source, race, national origin, and gender of applicants attracted by their outreach efforts. See 47 C.F.R. Section 73.2080.

## MODEL EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

### I. GENERAL POLICY

It will be our policy to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

It will also be our policy to promote the realization of equal employment opportunity through a positive, continuing program of specific practices designed to ensure the full realization of equal employment opportunity without regard to race, color, religion, national origin or sex.

To make this policy effective, and to ensure conformance with the Rules and Regulations of the Federal Communications Commission, we have adopted an Equal Employment Opportunity Program which includes the following elements:

## II. RESPONSIBILITY FOR IMPLEMENTATION

Name/Title  
General Manager

will be responsible for the administration and implementation of our Equal Employment Opportunity Program. It will also be the responsibility of all persons making employment decisions with respect to the recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that our policy and program is adhered to and that no person is discriminated against in employment because of race, color, religion, national origin or sex.

## III. POLICY DISSEMINATION

To assure that all members of the staff are cognizant of our equal employment opportunity policy and their individual responsibilities in carrying out this policy, the following communication efforts will be made:

- The station's employment application forms will contain a notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited and that they may notify the appropriate local, State or Federal agency if they believe they have been the victims of discrimination.
- Appropriate notices will be posted informing applicants and employees that the station is an Equal Opportunity Employer and of their right to notify an appropriate local, State or Federal agency if they believe they have been the victims of discrimination.
- We will seek the cooperation of unions, if represented at the station, to help implement our EEO program and all union contracts will contain a nondiscrimination clause.
- Other (specify)

## IV. RECRUITMENT

To ensure that information concerning each full-time vacancy is widely disseminated, we propose to use the following list of recruitment sources consistent with the requirements of 47 C.F.R. Section 73.2080:

International Radio & Television; Daily Variety; Electronic Media; Los Angeles Times; National Business Employment Weekly; Wall Street Journal; Loyola Marymount University; University of California Los Angeles; California State University; National Association of Black Journalists; Asian American Journalist Association; Los Angeles Urban League; Asian American Economic Development Enterprises; California Chicano News Media Association; IMAGEN; National Association of Hispanic Journalists.

## V. RECRUITMENT ELECTION

Please indicate which option the station will utilize for the next two years.

- Supplemental Recruitment Measures (Option A)       Alternative Recruitment Option (Option B)

**FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT**

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC, or (b) any employee of the FCC, or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. If you do not provide the information requested on this report, the report may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Your response is required to obtain the requested authority. We have estimated that each response to this collection of information will average 1 hour. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMID-PERM, Paperwork Reduction Project (3060-0120), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to [jboley@fcc.gov](mailto:jboley@fcc.gov). Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0120.

**THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.**

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Application for Construction Permit for New Station       Application for Assignment of License

Application for Transfer of Control

a. Service Type:     AM     FM     TV     Other (specify) \_\_\_\_\_

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City San Antonio	State TX
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Signed <i>Molly Pauker</i>	Name of Respondent Molly Pauker
Title Vice President	Date 9/15/00

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Other (specify)

## IV. RECRUITMENT

To ensure that information concerning each full-time vacancy is widely disseminated, we propose to use the following list of recruitment sources consistent with the requirements of 47 C.F.R. Section 73.2080:

Texas Association of Broadcasters Weekly; KMOL-TV Internet Web Page; University of Texas at San Antonio-Job Placement; St. Mary's University-Placement Office; Texas Workforce Commission; Vista Vocational Resources; KMOL Jobline; KMOL Bulletin Board; Mexican American Unity Council; NAACP/Job Bank; League of United Latin American Citizens.

## V. RECRUITMENT ELECTION

Please indicate which option the station will utilize for the next two years.

Supplemental Recruitment Measures (Option A)       Alternative Recruitment Option (Option B)

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- a. Service Type:     AM     FM     TV     Other (specify) \_\_\_\_\_
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City Minneapolis	State MN
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Star Tribune; Pioneer Press; Broadcasting and Cable; Electronic Media; Minnesota Women's Press; Iowa State University; Spokesman; Insight News; American Women in Radio and Television; Asian Journalists Association.

## V. RECRUITMENT ELECTION

Please indicate which option the station will utilize for the next two years.

- Supplemental Recruitment Measures (Option A)       Alternative Recruitment Option (Option B)

**FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT**

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC, or (b) any employee of the FCC, or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. If you do not provide the information requested on this report, the report may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Your response is required to obtain the requested authority. We have estimated that each response to this collection of information will average 1 hour. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0120), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to [jboley@fcc.gov](mailto:jboley@fcc.gov). Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0120.

**THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.**

## BROADCAST EQUAL EMPLOYMENT OPPORTUNITY MODEL PROGRAM REPORT

Legal Name of the Applicant Fox Television Stations, Inc.		
Mailing Address 5151 Wisconsin Avenue, N.W.		
City Washington	State or Country (if foreign address) District of Columbia	ZIP Code 20016
Telephone Number (include area code) (202) 895-3088	E-Mail Address (if available) mollyp@foxinc.com	
	Facility ID Number 50633	Call Sign KPTV(TV)

Application for Construction Permit for New Station       Application for Assignment of License

Application for Transfer of Control

a. Service Type:     AM     FM     TV     Other (specify) \_\_\_\_\_

b. Community of License:    

City Portland	State OR
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### INSTRUCTIONS

Applicants seeking authority to construct a new commercial, noncommercial or international broadcast station, applicants seeking authority to obtain assignment of the construction permit or license of such a station, and applicants seeking authority to acquire control of an entity holding such construction permit or license are required to afford equal employment opportunity to all qualified persons and to refrain from discrimination in employment and related benefits on the basis of race, color, religion, national origin or sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, an applicant who proposes to employ five or more full-time employees must establish a program designed to assure equal employment opportunity for women and minority groups (that is, Blacks not of Hispanic origin, Asians or Pacific Islanders, American Indians or Alaskan Natives and Hispanics). This is submitted to the Commission as the Model EEO Program. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

**Guidelines for a Model EEO Program and a Model EEO Program are attached.**

NOTE: Check appropriate box, sign the certification below and return to FCC:

Station employment unit will employ fewer than 5 full-time employees; therefore no written program is being submitted.

Station employment unit will employ 5 or more full-time employees. Our Model EEO Program is attached. (You must complete all sections of this form.)

I certify that the statements made herein are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

Signed <i>Molly Pauker</i>	Name of Respondent Molly Pauker
Title Vice President	Date <i>9/13/00</i>

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).



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## **GUIDELINES TO THE MODEL EEO PROGRAM**

The model EEO program adopted by the Commission for construction permit applicants, assignees, and transferees contains five sections designed to assist the applicant in establishing an effective EEO program for its station. The specific elements which should be addressed are as follows:

### **I. GENERAL POLICY**

The first section of the program should contain a statement by the applicant that it will afford equal employment opportunity in all personnel actions without regard to race, color, religion, national origin or sex, and that it has adopted an EEO program which is designed to fully utilize the skills of qualified persons.

### **II. RESPONSIBILITY FOR IMPLEMENTATION**

This section calls for the name (if known) and title of the official who will be designated by the applicant to have responsibility for implementing the station's program.

### **III. POLICY DISSEMINATION**

The purpose of this section is to disclose the manner in which the station's EEO policy will be communicated to employees and prospective employees. The applicant's program should indicate whether it: (a) intends to utilize an employment application form which contains a notice informing job applicants that discrimination is prohibited and that persons who believe that they have been discriminated against may notify appropriate governmental agencies; (b) will post a notice which informs job applicants and employees that the applicant is an equal opportunity employer and that they may notify appropriate governmental authorities if they believe that they have been discriminated against; and (c) will seek the cooperation of labor unions, if represented at the station, in the implementation of its EEO program and in the inclusion of nondiscrimination provisions in union contracts. The applicant should also set forth any other methods it proposes to utilize in conveying its EEO policy (e.g., orientation materials, on-air announcements, station newsletter) to employees and prospective employees.

### **IV. RECRUITMENT**

The applicant should specify the recruitment sources and other techniques it proposes to use to attract qualified job applicants. The purpose of the listing is to assist the applicant in developing specialized referral sources to ensure wide dissemination of vacancy information as job opportunities occur. Sources which subsequently prove to be nonproductive should not be relied on and new sources should be sought.

### **V. RECRUITMENT ELECTION**

Our EEO Rule requires broadcasters to select from two approaches how they will choose to ensure the success of their outreach. Specifically, as one option, broadcasters may adopt two supplemental recruitment measures specified in Section 73.2080 of the Commission's Rules. As a second option, broadcasters may forego the supplemental recruitment measures and design their own broad and inclusive outreach program, as long as they are able to demonstrate success in achieving broad outreach to all segments of the community, including minorities and females, based upon an analysis of the recruitment source, race, national origin, and gender of applicants attracted by their outreach efforts. See 47 C.F.R. Section 73.2080.

## **MODEL EQUAL EMPLOYMENT OPPORTUNITY PROGRAM**

### **I. GENERAL POLICY**

It will be our policy to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

It will also be our policy to promote the realization of equal employment opportunity through a positive, continuing program of specific practices designed to ensure the full realization of equal employment opportunity without regard to race, color, religion, national origin or sex.

To make this policy effective, and to ensure conformance with the Rules and Regulations of the Federal Communications Commission, we have adopted an Equal Employment Opportunity Program which includes the following elements:

## II. RESPONSIBILITY FOR IMPLEMENTATION

Name/Title General Manager
-------------------------------

will be responsible for the administration and implementation of our Equal Employment Opportunity Program. It will also be the responsibility of all persons making employment decisions with respect to the recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that our policy and program is adhered to and that no person is discriminated against in employment because of race, color, religion, national origin or sex.

## III. POLICY DISSEMINATION

To assure that all members of the staff are cognizant of our equal employment opportunity policy and their individual responsibilities in carrying out this policy, the following communication efforts will be made:

- The station's employment application forms will contain a notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited and that they may notify the appropriate local, State or Federal agency if they believe they have been the victims of discrimination.
- Appropriate notices will be posted informing applicants and employees that the station is an Equal Opportunity Employer and of their right to notify an appropriate local, State or Federal agency if they believe they have been the victims of discrimination.
- We will seek the cooperation of unions, if represented at the station, to help implement our EEO program and all union contracts will contain a nondiscrimination clause.

Other (specify)

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## IV. RECRUITMENT

To ensure that information concerning each full-time vacancy is widely disseminated, we propose to use the following list of recruitment sources consistent with the requirements of 47 C.F.R. Section 73.2080:

Media Line; Oregonian; Portland Advertising Federation; State Employment; RTNDA Job Bulletin; TV Jobs (Internet); Promax Jobline; University of Oregon; Business College Technical Institute; Portland State University; University of Portland; Brigham Young; Black Hills, SD State University; University of Santa Clara, CA; Oregon Council for Hispanic Advancement; Portland Private Industry; Urban League of Portland.

## V. RECRUITMENT ELECTION

Please indicate which option the station will utilize for the next two years.

- Supplemental Recruitment Measures (Option A)       Alternative Recruitment Option (Option B)

**FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT**

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## BROADCAST EQUAL EMPLOYMENT OPPORTUNITY MODEL PROGRAM REPORT

Legal Name of the Applicant Fox Television Stations, Inc.		
Mailing Address 5151 Wisconsin Avenue, N.W.		
City Washington	State or Country (if foreign address) District of Columbia	ZIP Code 20016
Telephone Number (include area code) (202) 895-3088	E-Mail Address (if available) mollyp@foxinc.com	
	Facility ID Number 68889	Call Sign KTVX(TV)

Application for Construction Permit for New Station                       Application for Assignment of License

Application for Transfer of Control

a. Service Type:     AM     FM     TV     Other (specify) \_\_\_\_\_

b. Community of License:

City Salt Lake City	State UT
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### INSTRUCTIONS

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**Guidelines for a Model EEO Program and a Model EEO Program are attached.**

NOTE: Check appropriate box, sign the certification below and return to FCC:

- Station employment unit will employ fewer than 5 full-time employees; therefore no written program is being submitted.
- Station employment unit will employ 5 or more full-time employees. Our Model EEO Program is attached. (You must complete all sections of this form.)

I certify that the statements made herein are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

Signed <i>Molly Pauker</i>	Name of Respondent Molly Pauker
Title Vice President	Date <i>9/13/00</i>

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This section calls for the name (if known) and title of the official who will be designated by the applicant to have responsibility for implementing the station's program.

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## MODEL EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

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## II. RESPONSIBILITY FOR IMPLEMENTATION

Name/Title General Manager
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- We will seek the cooperation of unions, if represented at the station, to help implement our EEO program and all union contracts will contain a nondiscrimination clause.

Other (specify)

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## IV. RECRUITMENT

To ensure that information concerning each full-time vacancy is widely disseminated, we propose to use the following list of recruitment sources consistent with the requirements of 47 C.F.R. Section 73.2080:

Salt Lake Tribune/Deseret News; Broadcasting & Cable; Electronic Media; Brigham Young University; College of Eastern Utah; Guadalupe Schools; LDS Business College; Salt Lake Community College; Southern Utah University; University of Utah; Utah State University; Weber State University; Asian American Journalists Association; Asian Association of Utah; National Association of Black Journalists; National Association of Hispanic Journalists; National Black Media Coalition; National Puerto Rican Forum; National Urban League; Utah Hispanic Women's Association.

## V. RECRUITMENT ELECTION

Please indicate which option the station will utilize for the next two years.

Supplemental Recruitment Measures (Option A)       Alternative Recruitment Option (Option B)

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Mailing Address 5151 Wisconsin Avenue, N.W.		
City Washington	State or Country (if foreign address) District of Columbia	ZIP Code 20016
Telephone Number (include area code) (202) 895-3088	E-Mail Address (if available) molyp@foxinc.com	
	Facility ID Number 54940	Call Sign WRBW(TV)

- Application for Construction Permit for New Station       Application for Assignment of License
- Application for Transfer of Control
- a. Service Type:     AM     FM     TV     Other (specify) \_\_\_\_\_
- b. Community of License:    

City Orlando	State FL
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### INSTRUCTIONS

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Signed <i>Molly Pauker</i>	Name of Respondent Molly Pauker
Title Vice President	Date <i>9/13/00</i>

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## **MODEL EQUAL EMPLOYMENT OPPORTUNITY PROGRAM**

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## II. RESPONSIBILITY FOR IMPLEMENTATION

Name/Title  
General Manager

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- We will seek the cooperation of unions, if represented at the station, to help implement our EEO program and all union contracts will contain a nondiscrimination clause.

Other (specify)

## IV. RECRUITMENT

To ensure that information concerning each full-time vacancy is widely disseminated, we propose to use the following list of recruitment sources consistent with the requirements of 47 C.F.R. Section 73.2080:

National Black Media Coalition; NAACP; Hispanic Chamber of Commerce; Orlando National Organization for Women; Central Florida Association of Black Journalists & Broadcasters; ORBA Career Fair; Job Services of Florida; Professional Employment Network; Florida State Employment Service; Florida A&M University; Rollins College; Stetson University; University of Florida; University of Central Florida; Orlando Times; Orlando Sentinel.

## V. RECRUITMENT ELECTION

Please indicate which option the station will utilize for the next two years.

- Supplemental Recruitment Measures (Option A)       Alternative Recruitment Option (Option B)

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**THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.**

## BROADCAST EQUAL EMPLOYMENT OPPORTUNITY MODEL PROGRAM REPORT

Legal Name of the Applicant Fox Television Stations, Inc.		
Mailing Address 5151 Wisconsin Avenue, N.W.		
City Washington	State or Country (if foreign address) District of Columbia	ZIP Code 20016
Telephone Number (include area code) (202) 895-3088	E-Mail Address (if available) mollyp@foxinc.com	
	Facility ID Number 68886	Call Sign KUTP(TV)

Application for Construction Permit for New Station       Application for Assignment of License

Application for Transfer of Control

a. Service Type:     AM     FM     TV     Other (specify) \_\_\_\_\_

b. Community of License:

City Phoenix	State AZ
-----------------	-------------

### INSTRUCTIONS

Applicants seeking authority to construct a new commercial, noncommercial or international broadcast station, applicants seeking authority to obtain assignment of the construction permit or license of such a station, and applicants seeking authority to acquire control of an entity holding such construction permit or license are required to afford equal employment opportunity to all qualified persons and to refrain from discrimination in employment and related benefits on the basis of race, color, religion, national origin or sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, an applicant who proposes to employ five or more full-time employees must establish a program designed to assure equal employment opportunity for women and minority groups (that is, Blacks not of Hispanic origin, Asians or Pacific Islanders, American Indians or Alaskan Natives and Hispanics). This is submitted to the Commission as the Model EEO Program. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

**Guidelines for a Model EEO Program and a Model EEO Program are attached.**

NOTE: Check appropriate box, sign the certification below and return to FCC:

- Station employment unit will employ fewer than 5 full-time employees; therefore no written program is being submitted.
- Station employment unit will employ 5 or more full-time employees. Our Model EEO Program is attached. (You must complete all sections of this form.)

I certify that the statements made herein are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

Signed <i>Molly Pauker</i>	Name of Respondent Molly Pauker
Title Vice President	Date 9/13/00

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT  
(U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503)

## GUIDELINES TO THE MODEL EEO PROGRAM

The model EEO program adopted by the Commission for construction permit applicants, assignees, and transferees contains five sections designed to assist the applicant in establishing an effective EEO program for its station. The specific elements which should be addressed are as follows:

### I. GENERAL POLICY

The first section of the program should contain a statement by the applicant that it will afford equal employment opportunity in all personnel actions without regard to race, color, religion, national origin or sex, and that it has adopted an EEO program which is designed to fully utilize the skills of qualified persons.

### II. RESPONSIBILITY FOR IMPLEMENTATION

This section calls for the name (if known) and title of the official who will be designated by the applicant to have responsibility for implementing the station's program.

### III. POLICY DISSEMINATION

The purpose of this section is to disclose the manner in which the station's EEO policy will be communicated to employees and prospective employees. The applicant's program should indicate whether it: (a) intends to utilize an employment application form which contains a notice informing job applicants that discrimination is prohibited and that persons who believe that they have been discriminated against may notify appropriate governmental agencies; (b) will post a notice which informs job applicants and employees that the applicant is an equal opportunity employer and that they may notify appropriate governmental authorities if they believe that they have been discriminated against; and (c) will seek the cooperation of labor unions, if represented at the station, in the implementation of its EEO program and in the inclusion of nondiscrimination provisions in union contracts. The applicant should also set forth any other methods it proposes to utilize in conveying its EEO policy (e.g., orientation materials, on-air announcements, station newsletter) to employees and prospective employees.

### IV. RECRUITMENT

The applicant should specify the recruitment sources and other techniques it proposes to use to attract qualified job applicants. The purpose of the listing is to assist the applicant in developing specialized referral sources to ensure wide dissemination of vacancy information as job opportunities occur. Sources which subsequently prove to be nonproductive should not be relied on and new sources should be sought.

### V. RECRUITMENT ELECTION

Our EEO Rule requires broadcasters to select from two approaches how they will choose to ensure the success of their outreach. Specifically, as one option, broadcasters may adopt two supplemental recruitment measures specified in Section 73.2080 of the Commission's Rules. As a second option, broadcasters may forego the supplemental recruitment measures and design their own broad and inclusive outreach program, as long as they are able to demonstrate success in achieving broad outreach to all segments of the community, including minorities and females, based upon an analysis of the recruitment source, race, national origin, and gender of applicants attracted by their outreach efforts. See 47 C.F.R. Section 73.2080.

## MODEL EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

### I. GENERAL POLICY

It will be our policy to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

It will also be our policy to promote the realization of equal employment opportunity through a positive, continuing program of specific practices designed to ensure the full realization of equal employment opportunity without regard to race, color, religion, national origin or sex.

To make this policy effective, and to ensure conformance with the Rules and Regulations of the Federal Communications Commission, we have adopted an Equal Employment Opportunity Program which includes the following elements:

## II. RESPONSIBILITY FOR IMPLEMENTATION

Name/Title  
General Manager

will be responsible for the administration and implementation of our Equal Employment Opportunity Program. It will also be the responsibility of all persons making employment decisions with respect to the recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that our policy and program is adhered to and that no person is discriminated against in employment because of race, color, religion, national origin or sex.

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- Appropriate notices will be posted informing applicants and employees that the station is an Equal Opportunity Employer and of their right to notify an appropriate local, State or Federal agency if they believe they have been the victims of discrimination.
- We will seek the cooperation of unions, if represented at the station, to help implement our EEO program and all union contracts will contain a nondiscrimination clause.

Other (specify)

## IV. RECRUITMENT

To ensure that information concerning each full-time vacancy is widely disseminated, we propose to use the following list of recruitment sources consistent with the requirements of 47 C.F.R. Section 73.2080:

See Exhibit I.

## V. RECRUITMENT ELECTION

Please indicate which option the station will utilize for the next two years.

Supplemental Recruitment Measures (Option A)       Alternative Recruitment Option (Option B)

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**Media Advertisements**

Arizona Informant Newspaper  
Arizona Republic  
Asian Market Times  
Electronic Media  
Prensa Hispana  
TV y Mas

**Educational Institutions**

Academy of Radio & Television  
Arizona Art Institute  
Arizona State University  
Art Institute of Phoenix  
DeVry Institute of Technology  
Glendale Community College  
High Tech Institute  
Paradise Valley Community  
Phoenix Art Institute  
Phoenix Community College  
Scottsdale Community College  
University of Arizona  
Brigham Young University  
Columbia Business School  
Mankato State University  
Mississippi  
Syracuse University  
University of California, Berkley



**Minority and Women's Organizations**

Asian American Journalists Association  
International Radio & Television Society  
National Association of Black Journalists  
National Association of Hispanic Journalists  
NAACP  
American Women in Radio & Television (Phoenix Chapter)  
Arizona DES  
Center for New Directions  
Chicanos Por La Causa  
Phoenix Indian Center  
Women in Communications

## BROADCAST EQUAL EMPLOYMENT OPPORTUNITY MODEL PROGRAM REPORT

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Mailing Address 5151 Wisconsin Avenue, N.W.		
City Washington	State or Country (if foreign address) District of Columbia	ZIP Code 20016
Telephone Number (include area code) (202) 895-3088	E-Mail Address (if available) molyp@foxinc.com	
	Facility ID Number 69619	Call Sign KBIHK-TV

- Application for Construction Permit for New Station       Application for Assignment of License
- Application for Transfer of Control

a. Service Type:     AM     FM     TV     Other (specify) \_\_\_\_\_

b. Community of License:

City San Francisco	State CA
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Title Vice President	Date 9/13/00

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- Supplemental Recruitment Measures (Option A)       Alternative Recruitment Option (Option B)

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**Media Advertisements**

Asian Week  
Chinese Daily Newspaper  
Chinese Times  
The Post  
Sun Reporter  
El Mensajero  
Tiempo Latino  
San Francisco Chronicle/Examiner

**Educational Institutions**

California State - Hayward  
Chabot College  
City College of San Francisco  
College of Alameda  
College of San Mateo  
Golden Gate University  
Holy Names College  
Laney College  
Merritt College  
Mission Language/Vocational School  
Oakland Chinese Community College  
Peralta College  
St. Mary's College  
San Francisco State University  
San Jose State University  
University of California  
University of San Francisco

**Minority and Women's Organizations**

Arriba Juntos  
Asian American Journalist Association  
Asian Business League  
Asian, Inc.  
Asian Neighborhood Design  
Asian Resource Center  
Asian Women's Resource Center  
Asians for Job Opportunities  
American Women in Radio & Television  
Bay Area Black Media Coalition  
Broadcast Skills Bank  
Chinese Chamber of Commerce  
Chinese for Affirmative Action  
Chinese Newcomers Service  
East Bay Vietnamese Association  
FACA  
Fil-Am Employment & Training Center  
Filipino Chamber of Commerce  
Filipino Resource Center  
Filipinos for Affirmative Action  
Hispanic Media Group  
Japanese America Citizens League  
Japanese Community Youth Council  
Korean community Services Center  
La Raza Information Center  
Latinos in Communications  
Mission Hiring Hall  
NAACP  
National Asian American Telecom Association  
Vietnamese Chamber of Commerce

Other

Alumnae Resources  
Bay Area S.T.A.R.  
California Broadcasters Association  
Community Career Education Center  
Employment Development Department  
Experience Unlimited  
Family School/Independent Living Skills  
Forty Plus of Northern California  
Goodwill Placement Center  
Jewish vocational Services  
Job Club/Department of Rehabilitation  
Jobs Consortium  
Media Alliance  
Media Line  
NAB Job Hotline  
NATPE Job Hot Line  
Private Industry Council  
PROMAX  
Pronet  
South of Market Employment Center  
Television Bureau of Advertising  
Veterans Assistance Center  
Workability III  
Young Community Developers



## BROADCAST EQUAL EMPLOYMENT OPPORTUNITY MODEL PROGRAM REPORT

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Mailing Address 5151 Wisconsin Avenue, N.W.		
City Washington	State or Country (if foreign address) District of Columbia	ZIP Code 20016
Telephone Number (include area code) (202) 895-3088	E-Mail Address (if available) mollyp@foxinc.com	
	Facility ID Number 60552	Call Sign WUTB(TV)

- Application for Construction Permit for New Station                       Application for Assignment of License
- Application for Transfer of Control
- a. Service Type:     AM     FM     TV     Other (specify) \_\_\_\_\_
- b. Community of License:
- |                   |             |
|-------------------|-------------|
| City<br>Baltimore | State<br>MD |
|-------------------|-------------|

### INSTRUCTIONS

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Title Vice President	Date 9/13/00

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## **MODEL EQUAL EMPLOYMENT OPPORTUNITY PROGRAM**

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It will also be our policy to promote the realization of equal employment opportunity through a positive, continuing program of specific practices designed to ensure the full realization of equal employment opportunity without regard to race, color, religion, national origin or sex.

To make this policy effective, and to ensure conformance with the Rules and Regulations of the Federal Communications Commission, we have adopted an Equal Employment Opportunity Program which includes the following elements:

## II. RESPONSIBILITY FOR IMPLEMENTATION

Name/Title  
General Manager

will be responsible for the administration and implementation of our Equal Employment Opportunity Program. It will also be the responsibility of all persons making employment decisions with respect to the recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that our policy and program is adhered to and that no person is discriminated against in employment because of race, color, religion, national origin or sex.

## III. POLICY DISSEMINATION

To assure that all members of the staff are cognizant of our equal employment opportunity policy and their individual responsibilities in carrying out this policy, the following communication efforts will be made:

- The station's employment application forms will contain a notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited and that they may notify the appropriate local, State or Federal agency if they believe they have been the victims of discrimination.
- Appropriate notices will be posted informing applicants and employees that the station is an Equal Opportunity Employer and of their right to notify an appropriate local, State or Federal agency if they believe they have been the victims of discrimination.
- We will seek the cooperation of unions, if represented at the station, to help implement our EEO program and all union contracts will contain a nondiscrimination clause.
- Other (specify)

## IV. RECRUITMENT

To ensure that information concerning each full-time vacancy is widely disseminated, we propose to use the following list of recruitment sources consistent with the requirements of 47 C.F.R. Section 73.2080:

See Exhibit I.

## V. RECRUITMENT ELECTION

Please indicate which option the station will utilize for the next two years.

- Supplemental Recruitment Measures (Option A)       Alternative Recruitment Option (Option B)

**FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT**

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC, or (b) any employee of the FCC, or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. If you do not provide the information requested on this report, the report may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Your response is required to obtain the requested authority. We have estimated that each response to this collection of information will average 1 hour. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0120), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to [jboley@fcc.gov](mailto:jboley@fcc.gov). Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0120.

**THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.**

**Media Advertisements**

Baltimore Sun  
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Electronic Media  
Entertainment Employment Journal  
MDCD Broadcasters Job Bank Newsletter

**Educational Institutions**

Howard University  
University of Maryland  
University of Baltimore  
Johns Hopkins University  
George Washington University  
Georgetown University  
American University  
Catholic University  
Loyola University

**Minority and Women's Organizations**

Foundation for Minority Interests in Media  
National Black Coalition  
National Association of Hispanic Journalists  
Native American Journalists Association  
National Association of Black Journalists  
State of Maryland Vocational Rehabilitation  
Broadcast Media Placement  
Asian American Journalist Association  
Veterans Administration  
Federation of Hispanic Organizations of Baltimore  
American Women in Radio & Television

**Other**

Maryland Department of Employment Training  
Mayor's Office of Manpower  
National Association of Broadcasters Employment Clearinghouse  
MDCD Broadcasters Association

## BROADCAST EQUAL EMPLOYMENT OPPORTUNITY MODEL PROGRAM REPORT

Legal Name of the Applicant Fox Television Stations, Inc.		
Mailing Address 5151 Wisconsin Avenue, N.W.		
City Washington	State or Country (if foreign address) District of Columbia	ZIP Code 20016
Telephone Number (include area code) (202) 895-3088	E-Mail Address (if available) mollyp@foxinc.com	
	Facility ID Number 74197	Call Sign WWOR-TV

- Application for Construction Permit for New Station       Application for Assignment of License
- Application for Transfer of Control
- a. Service Type:     AM     FM     TV     Other (specify) \_\_\_\_\_
- b. Community of License:    

City Secaucus	State NJ
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### INSTRUCTIONS

Applicants seeking authority to construct a new commercial, noncommercial or international broadcast station, applicants seeking authority to obtain assignment of the construction permit or license of such a station, and applicants seeking authority to acquire control of an entity holding such construction permit or license are required to afford equal employment opportunity to all qualified persons and to refrain from discrimination in employment and related benefits on the basis of race, color, religion, national origin or sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, an applicant who proposes to employ five or more full-time employees must establish a program designed to assure equal employment opportunity for women and minority groups (that is, Blacks not of Hispanic origin, Asians or Pacific Islanders, American Indians or Alaskan Natives and Hispanics). This is submitted to the Commission as the Model EEO Program. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

**Guidelines for a Model EEO Program and a Model EEO Program are attached.**

NOTE: Check appropriate box, sign the certification below and return to FCC:

- Station employment unit will employ fewer than 5 full-time employees; therefore no written program is being submitted.
- Station employment unit will employ 5 or more full-time employees. Our Model EEO Program is attached. (You must complete all sections of this form.)

I certify that the statements made herein are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

Signed <i>Molly Pauker</i>	Name of Respondent Molly Pauker
Title Vice President	Date 9/13/00

WITFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT  
(U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

## **GUIDELINES TO THE MODEL EEO PROGRAM**

The model EEO program adopted by the Commission for construction permit applicants, assignees, and transferees contains five sections designed to assist the applicant in establishing an effective EEO program for its station. The specific elements which should be addressed are as follows:

### **I. GENERAL POLICY**

The first section of the program should contain a statement by the applicant that it will afford equal employment opportunity in all personnel actions without regard to race, color, religion, national origin or sex, and that it has adopted an EEO program which is designed to fully utilize the skills of qualified persons.

### **II. RESPONSIBILITY FOR IMPLEMENTATION**

This section calls for the name (if known) and title of the official who will be designated by the applicant to have responsibility for implementing the station's program.

### **III. POLICY DISSEMINATION**

The purpose of this section is to disclose the manner in which the station's EEO policy will be communicated to employees and prospective employees. The applicant's program should indicate whether it: (a) intends to utilize an employment application form which contains a notice informing job applicants that discrimination is prohibited and that persons who believe that they have been discriminated against may notify appropriate governmental agencies; (b) will post a notice which informs job applicants and employees that the applicant is an equal opportunity employer and that they may notify appropriate governmental authorities if they believe that they have been discriminated against; and (c) will seek the cooperation of labor unions, if represented at the station, in the implementation of its EEO program and in the inclusion of nondiscrimination provisions in union contracts. The applicant should also set forth any other methods it proposes to utilize in conveying its EEO policy (e.g., orientation materials, on-air announcements, station newsletter) to employees and prospective employees.

### **IV. RECRUITMENT**

The applicant should specify the recruitment sources and other techniques it proposes to use to attract qualified job applicants. The purpose of the listing is to assist the applicant in developing specialized referral sources to ensure wide dissemination of vacancy information as job opportunities occur. Sources which subsequently prove to be nonproductive should not be relied on and new sources should be sought.

### **V. RECRUITMENT ELECTION**

Our EEO Rule requires broadcasters to select from two approaches how they will choose to ensure the success of their outreach. Specifically, as one option, broadcasters may adopt two supplemental recruitment measures specified in Section 73.2080 of the Commission's Rules. As a second option, broadcasters may forego the supplemental recruitment measures and design their own broad and inclusive outreach program, as long as they are able to demonstrate success in achieving broad outreach to all segments of the community, including minorities and females, based upon an analysis of the recruitment source, race, national origin, and gender of applicants attracted by their outreach efforts. See 47 C.F.R. Section 73.2080.

## **MODEL EQUAL EMPLOYMENT OPPORTUNITY PROGRAM**

### **I. GENERAL POLICY**

It will be our policy to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.



It will also be our policy to promote the realization of equal employment opportunity through a positive, continuing program of specific practices designed to ensure the full realization of equal employment opportunity without regard to race, color, religion, national origin or sex.

To make this policy effective, and to ensure conformance with the Rules and Regulations of the Federal Communications Commission, we have adopted an Equal Employment Opportunity Program which includes the following elements:

## II. RESPONSIBILITY FOR IMPLEMENTATION

Name/Title  
General Manager

will be responsible for the administration and implementation of our Equal Employment Opportunity Program. It will also be the responsibility of all persons making employment decisions with respect to the recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that our policy and program is adhered to and that no person is discriminated against in employment because of race, color, religion, national origin or sex.

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Other (specify)

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Barnard College  
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Hunter College  
John Madison University  
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Kingsborough College  
Lehman College  
Manhattan College  
New York Institute of Technology  
New York University  
Queens College  
St. John's University  
SUNY

**Minority and Women's Organizations**

Black Citizens for a Fair Media  
Fountain House  
New York State Department of Commerce - Minority & Women's Business Division  
American Women in Radio & Television  
ASPIRA  
Chinatown Planning Council  
Asian American Employment Center  
New York Job Tap Center  
Foundation for Minority Interests in Media, Inc.  
Hispanic Labor Committee  
National Association of Hispanic Journalists  
New York Women in Cable  
Congress of Racial Equality - Job Bank  
National Urban League  
Hispanic Academy of Media Arts and Sciences  
Cutting Edge, Inc.  
New York State Department of Labor  
Estrellas  
American Indian Community House  
National Black Media Coalition  
National Puerto Rican Forum  
New York Urban League