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

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 licensec, 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." 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

See File Nos. BALCT-980727LE, KM-KU, granted August 26, 1998.

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

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.²

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.

Federal Communications Commission Washington, D. C. 20554

Approved to 10MB (Control 20)

BROADCAST EQUAL EMPLOYMENT OPPORTUNITY MODEL PROGRAM REPORT

	•			
Legal Name of the Applicant Fox Television Stations, Inc	•			
Mailing Address 5151 Wisconsin Avenue, N.	W.			
City State or Country (if foreign address		State or Country (if foreign address) District of Columbia	ZIP Code 20016	
Telephone Number (include area (202) 895-3088	code)	E-Mail Address (if available) mollyp @foxinc.com		
	Facility ID Nun 33742		Call Sign KCOP-TV	
Application for Construction	Permit for New Station	X Application for Assignment of	of License	
Application for Transfer of C	ontrol			
a. Service Type: AM	FM X TV Oth	er (specify)		
b. Community of License:	City Los Angeles	State CA		
	INSTR	RUCTIONS		
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.				
Guideli	nes for a Model EEO Program	and a Model EEO Program are atta	iched.	
NOTE: Check appropriate box, significant	gn the certification below and re	eturn to FCC:		
[X] 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 Mame of Respondent Molly Pauker				
Title Vice President		Date 4 13 00		
		11 1		

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

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:

L 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 FFO 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

1. 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:

H. 1	RESPONSIBILITY FOR IMPLEMENTATION
Nan	ne/Title neral Manager
will resp	be responsible for the administration and implementation of our Equal Employment Opportunity Program. It will also be the consibility of all persons making employment decisions with respect to the recruitment, evaluation, selection, promotion, pensation, training and termination of employees to ensure that our policy and program is adhered to and that no person is riminated against in employment because of race, color, religion, national origin or sex.
Ш.	POLICY DISSEMINATION
To a	ssure that all members of the staff are cognizant of our equal employment opportunity policy and their individual responsibilities in ving out this policy, the following communication efforts will be made:
X	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.
X	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.
X	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. R	ECRUTMENT
To en sourc	sure that information concerning each full-time vacancy is widely disseminated, we propose to use the following list of recruitment es consistent with the requirements of 47 C.F.R. Section 73.2080:
Busi Cali Asia Dev	rnational Radio & Television; Daily Variety; Electronic Media; Los Angeles Times; National iness Employment Weekly; Wall Street Journal; Loyola Marymount University; University of fornia Los Angeles; California State University; National Association of Black Journalists; n American Journalist Association; Los Angeles Urban League; Asian American Economic elopment Enterprises; California Chicano News Media Association; IMAGEN; National ociation of Hispanic Journalists.
V. RI	CRUITMENT ELECTION
Please	indicate which option the station will utilize for the next two years.
X St	applemental Recruitment Measures (Option A) Alternative Recruitment Option (Option B)

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 Enited States Covernment, 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 C

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.

Washington, D. C. 20554

2023717842

T-551 P 002/002 F-635

Approved by Own.

3060-0120

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 Num 69618		Call Sign KMOL-TV	
Application for Construction Permit fo	r New Station	X Application for Assignment of	of License	
Application for Transfer of Control				
a. Service Type: AM FM	TV Oth	вг (specify)		
b. Community of License: City San Ar	ntonio	State TX		
	INSTR	UCTIONS		
to obtain assignment of the construction persisted holding such construction permit or license from discrimination in employment and resection 73.2080. Pursuant to these requirem program designed to assure equal employme or Pacific Islanders, American Indians or A Program. For purposes of this form, a station share at least one employee.	are required to afford elated benefits on the ents, an applicant who nt opportunity for won Alaskan Natives and I	equal employment opportunity to all basis of race, color, religion, national proposes to employ five or more full- tion and minority groups (that is, Black Hispanics). This is submitted to the C	qualified persons and to refrain al origin or sex. See 47 C.F.R time employees must establish a is not of Hispanic origin, Asians Commission as the Model EEC	
Guidelines for a I	Model EEO Program	and a Model EEO Program are atta	ched.	
NOTE: Check appropriate box, sign the cert	ification below and rea	turn 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 faith.	e true, complete, and c	orrect to the best of my knowledge an	nd belief, and are made in good	
Signed Muy Pa	duk en	Name of Respondent Molly Pauker		
Title Vice President		Date 9/15/00		

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).

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:

1. 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.

IL 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 LEO Rule requires broadcasters to select from two approaches how they will choose to ensure the success of their outreach. Specifically, is 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

L 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 of SCX

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:

H. NESI ONSI	DICELL FOR IM	PLEMENTATION	•			
				 	 	
Name/Title						

H. R	RESPONSIBILITY FOR IMPLEMENTATION
	e/Title neral Manager
resp comp	be responsible for the administration and implementation of our Equal Employment Opportunity Program. It will also be the onsibility of all persons making employment decisions with respect to the recruitment, evaluation, selection, promotion, pensation, training and termination of employees to ensure that our policy and program is adhered to and that no person is riminated against in employment because of race, color, religion, national origin or sex.
111. 1	POLICY DISSEMINATION
To as carry	ssure that all members of the staff are cognizant of our equal employment opportunity policy and their individual responsibilities in ing out this policy, the following communication efforts will be made:
X	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.
X	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.
X	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. R	ECRUTEMENT
To en source	sure that information concerning each full-time vacancy is widely disseminated, we propose to use the following list of recruitment es consistent with the requirements of 47 C.F.R. Section 73.2080:
: Anto Voc	as Association of Broadcasters Weekly; KMOL-TV Internet Web Page; University of Texas at San onio-Job Placement; St. Mary's University-Placement Office; Texas Workforce Commission; Vista ational Resources; KMOL Jobline; KMOL Bulletin Board; Mexican American Unity Council; NAACP/Job c: League of United Latin American Citizens.
V. RE	CRUITMENT ELECTION
Please	e indicate which option the station will utilize for the next two years.

[] Alternative Recruitment Option (Option B)

Xi Supplemental Recruitment Measures (Option A)

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

The LCC 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 it the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a LCC statute, regulation, rule or order, you request may be reterred to the Lederal, 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 LCC, or (b) any employee of the LCC, 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. It 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 ECC 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 I 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 Co

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 5528(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	S	tate or Countr District of Co	y (if foreign address) olumbia	ZIP Code 20016
Telephone Number (include area code) (202) 895-3088		-Mail Address nollyp@foxi	s (if available) nc.com	
	Facility ID Number 68883	•		Call Sign KMSP-TV
Application for Construction Permit for New	v Station	X Applica	tion for Assignment (of License
Application for Transfer of Control				
a. Service Type: AM FM	X TV Dther (specify)		
b. Community of License: City Minneapoli	S	State MN		
<u> </u>	INSTRUC	CTIONS		
to obtain assignment of the construction permit of holding such construction permit or license are a from discrimination in employment and related Section 73.2080. Pursuant to these requirements, program designed to assure equal employment op or Pacific Islanders, American Indians or Alask Program. For purposes of this form, a station emp share at least one employee.	required to afford eq I benefits on the ba an applicant who pr portunity for women can Natives and His	ual employme sis of race, co coposes to emp and minority panics). This	ent opportunity to all plor, religion, nation ploy five or more full- groups (that is, Black is submitted to the	qualified persons and to refrain al origin or sex. See 47 C.F.R. time employees must establish a ks not of Hispanic origin, Asians Commission as the Model EEO
Guidelines for a Mode	el EEO Program an	d a Model El	EO Program are att	ached.
NOTE: Check appropriate box, sign the certification	tion below and retur	n to FCC:		
X Station employment unit will employ fewer	r than 5 full-time em	iployees; there	fore no written prog	ram is being submitted.
Station employment unit will employ 5 or a sections of this form.)	nore full-time emple	yees. Our Mo	del EEO Program is a	attached. (You must complete all
I certify that the statements made herein are true faith.	r. complete, and corr	rect to the bes	t of my knowledge a	nd belief, and are made in good
Signed Molly Pauk	2	Name of Re Molly Pau		
Title Vice President		Date 9	13/00	

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

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:

L 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 FEO 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 LLO 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.E.R. Section 73.2080.

MODEL EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

L 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:
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.
X 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 LCC 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 ECC 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 ECC, or (b) any employee of the ECC, 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 Freasury I manetal Management Service other federal agencies and/or your employer to offset your salary. IRS tax refund or other payments to collect that debt. The ECC 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 manitain 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 Co

HIE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(c)(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

<u></u>			
Legal Name of the Applicant Fox Television Stations, Inc.			
Mailing Address			
5151 Wisconsin Avenue, N.W.		State or Country (if foreign address)	ZIP Code
Washington		District of Columbia	20016
Telephone Number (include area code) (202) 895-3088		E-Mail Address (if available) mollyp@foxinc.com	
	Facility ID Num		Call Sign
	<u> </u>		KPTV(TV)
Application for Construction Permit for New	w Station	X Application for Assignment	of License
Application for Transfer of Control			
a. Service Type: AM FM	X TV Othe	er (specify)	
b. Community of License: City		State	
Portland		OR	
	INSTR	UCTIONS	
holding such construction permit or license are from discrimination in employment and related Section 73.2080. Pursuant to these requirements, program designed to assure equal employment or or Pacific Islanders, American Indians or Alasl Program. For purposes of this form, a station empshare at least one employee.	d benefits on the , an applicant who portunity for won kan Natives and I	basis of race, color, religion, nation proposes to employ five or more full- nen and minority groups (that is, Black- Hispanics). This is submitted to the G	nal origin or sex. See 47 C.F.R -time employees must establish a ks not of Hispanic origin, Asians Commission as the Model EEC
Guidelines for a Mode	el EEO Program	and a Model EEO Program are atta	ached.
NOTE: Check appropriate box, sign the certifica	tion below and re	turn to FCC:	
V: Station employment unit will employ fewe	r than 5 full-time	employees; therefore no written progr	ram is being submitted.
Station employment unit will employ 5 or (see) one of this form.)	more full-time em	ployees. Our Model EEO Program is a	attached. (You must complete al
Learnify that the statements made herein are true faith.	e, complete, and c	correct to the best of my knowledge a	and belief, and are made in good
Signed MMUx Pau	ken	Name of Respondent Molly Pauker	
Title Vice President		Date 9 13 100	

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

The model EFO 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. RECRUTIMENT ELECTION

Our LFO 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.E.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:

11.	RESPONSIBILITY	FOR IMPLEMENTATIO	N

	<u> </u>
	e/Title neral Manager
respo comp	be responsible for the administration and implementation of our Equal Employment Opportunity Program. It will also be the onsibility of all persons making employment decisions with respect to the recruitment, evaluation, selection, promotion, bensation, training and termination of employees to ensure that our policy and program is adhered to and that no person is iminated against in employment because of race, color, religion, national origin or sex.
Ш. Р	POLICY DISSEMINATION
	sure that all members of the staff are cognizant of our equal employment opportunity policy and their individual responsibilities in ing out this policy, the following communication efforts will be made:
[<u>X</u>]	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.
X	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.
X	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. R	ECRUFFMENT
To en- source	sure that information concerning each full-time vacancy is widely disseminated, we propose to use the following fist of recruitment is consistent with the requirements of 47 C.F.R. Section 73.2080;
TN J Portl Univ	ia Line: Oregonian; Portland Advertising Federation; State Employment; RTNDA Job Bulletin; Jobs (Internet); Promax Jobline; University of Oregon; Business College Technical Institute; and State University; University of Portland; Brigham Young; Black Hills, SD State University; ersity of Santa Clara, CA; Oregon Council for Hispanic Advancement; Portland Private Industry; in League of Portland.
V. RE	CRUITMENT ELECTION
Please	indicate which option the station will utilize for the next two years.
X' Su	pplemental 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 LCC 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 tor 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 I 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 C

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.

Lederal Communications Commission Washington, D. C. 20834

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 fo District of Columb	reign address) ZIP Code 20016		
Telephone Number (include area code) (202) 895-3088	E-Mail Address (if avamollyp@foxinc.com			
Facilit 6888	y ID Number	Call Sign KTVX(TV)		
Application for Construction Permit for New Statio	n X Application for	Assignment of License		
Application for Transfer of Control				
a. Service Type: AM FM X TV	Other (specify)			
b. Community of License: City Salt Lake City	.State UT			
	INSTRUCTIONS			
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 Pro	gram are attached.		
NOTE: Check appropriate box, sign the certification bel	ow and return to FCC:			
X 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 Molly Pauker Name of Respondent Molly Pauker				
Title Vice President	Date 9	13/00		

WILLEUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, THEE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, THEE 47, SECTION 312(a)(4)), AND/OR FORFEITURE (U.S. CODE, THEE 47, SECTION 503)

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:

L 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

L 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:

11.	RESPONSI	BILITY	FOR IMPL	EMENTATION

	e/Title eral Manager
respo comp	be responsible for the administration and implementation of our Equal Employment Opportunity Program. It will also be the unsibility of all persons making employment decisions with respect to the recruitment, evaluation, selection, promotion, bensation, training and termination of employees to ensure that our policy and program is adhered to and that no person is iminated against in employment because of race, color, religion, national origin or sex.
III. P	POLICY DISSEMINATION
To ass carryi	sure that all members of the staff are cognizant of our equal employment opportunity policy and their individual responsibilities in ing out this policy, the following communication efforts will be made:
X	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.
įΣ	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.
X	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. Ri	ECRUTTMENT
	sure that information concerning each full-time vacancy is widely disseminated, we propose to use the following list of recruitment es consistent with the requirements of 47 C.F.R. Section 73,2080:
Colle Sout Ame Journ	Lake Fribune/Deserct News; Broadcasting & Cable; Electronic Media; Brigham Young University; ege of Eastern Utah; Guadalupe Schools; LDS Business College; Salt Lake Community College; hern Utah University; University of Utah; Utah State University; Weber State University; Asian rican Journalists Association; Asian Association of Utah; National Association of Black malists; National Association of Hispanic Journalists; National Black Media Coalition; National to Rican Forum; National Urban League; Utah Hispanic Women's Association.
V. RE	CRUITMENT ELECTION
Please	indicate which option the station will utilize for the next two years.
X; Su	pplemental Recruitment Measures (Option A) [**] Alternative Recruitment Option (Option B)

ECC 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) have uniformation. 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 jholey a fee gov. Remember

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. City Washington		State or Country (if foreign address) District of Columbia	ZIP Code 20016	
Telephone Number (include area of (202) 895-3088	code)	E-Mail Address (if available) mollyp@foxinc.com		
	Facility ID Numb 54940			
Application for Construction	Permit for New Station	X Application for Assignment of	of License	
Application for Transfer of Co	ontrol			
a. Service Type: AM	FM X TV Other	(specify)		
b. Community of License:	City Orlando	State FL		
	INSTRU	CTIONS		
holding such construction permit of from discrimination in employme Section 73.2080. Pursuant to these program designed to assure equal e or Pacific Islanders, American Inc.	ction permit or license of such a stort license are required to afford entrand related benefits on the barequirements, an applicant who propertunity for wome dians or Alaskan Natives and Hi	nercial or international broadcast stat ation, and applicants seeking authori qual employment opportunity to all asis of race, color, religion, national proposes to employ five or more full- ten and minority groups (that is, Black spanics). This is submitted to the Cation or a group of commonly owned	ty to acquire control of an entity qualified persons and to refrain all origin or sex. See 47 C.F.R. time employees must establish a s not of Hispanic origin, Asians commission as the Model EEO	
Guidelin	es for a Model EEO Program ai	nd a Model EEO Program are atta	ched.	
NOTE: Check appropriate box, sig	n the certification below and retur	rn to FCC:		
[X]—Station employment unit will	employ fewer than 5 full-time er	nployees; therefore no written progra	um is being submitted.	
Station employment unit will sections of this form.)	employ 5 or more full-time employ	oyees. Our Model EEO Program is at	ttached. (You must complete all	
I certify that the statements made I futh.	nerein are true, complete, and cor	rect to the best of my knowledge an	d belief, and are made in good	
Signed MNUX	Panker	Name of Respondent Molly Pauker		
Title U Vice President		Date 9/13/20		

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).

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:

L 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 FEO 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:

H. 1	RESPONSIBILITY FOR IMPLEMENTATION
	ne/Title eneral Manager
res _}	be responsible for the administration and implementation of our Equal Employment Opportunity Program. It will also be the ponsibility of all persons making employment decisions with respect to the recruitment, evaluation, selection, promotion, apensation, training and termination of employees to ensure that our policy and program is adhered to and that no person is eriminated against in employment because of race, color, religion, national origin or sex.
111.	POLICY DISSEMINATION
To a carr	issure that all members of the staff are cognizant of our equal employment opportunity policy and their individual responsibilities in ying out this policy, the following communication efforts will be made:
[<u>X</u>]	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.
[X]	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.
X	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. F	RECRUITMENT
lo ei sourc	isure that information concerning each full-time vacancy is widely disseminated, we propose to use the following list of recruitment tes consistent with the requirements of 47 C.F.R. Section 73.2080:
lof loh A&	ional Black Media Coalition; NAACP: Hispanic Chamber of Commerce; Orlando National Organization Women; Central Florida Association of Black Journalists & Broadcasters; ORBA Career Fair; Services of Florida; Professional Employment Network; Florida State Employment Service; Forida M University; Rollins College; Stetson University, University of Florida; University of Central ida; Orlando Times; Orlando Sentine!
V. RI	CRUITMENT ELECTION
Please	e indicate which option the station will utilize for the next two years.
[X] Su	ipplemental Recruitment Measures (Option A) Alternative Recruitment Option (Option B)

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK RUDI CHON 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 LCC 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, tule, 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 LCC, 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 Freasury I mancial 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 I 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 C

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(c)(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			
City Washington	. vv .	State or Country (if foreign address) District of Columbia	ZIP Code 20016
Telephone Number (include area (202) 895-3088	code)	E-Mail Address (if available) mollyp@foxinc.com	[20016
	Facility ID Nun 68886		Call Sign KUTP(TV)
Application for Construction	Permit for New Station	X Application for Assignment	
Application for Transfer of C	'ontrol		
a. Service Type: AM	☐ FM X TV ☐ Oth	er (specify)	
b. Community of License:	City Phoenix	State AZ	
	INSTR	RUCTIONS	
Section 73.2080. Pursuant to these program designed to assure equal or Pacific Islanders, American In	ent and related benefits on the erequirements, an applicant who employment opportunity for wor dians or Alaskan Natives and	l equal employment opportunity to all basis of race, color, religion, nations opposes to employ five or more fullmen and minority groups (that is, Black Hispanics). This is submitted to the (station or a group of commonly owned)	al origin or sex. See 47 C.F.R. time employees must establish a cs not of Hispanic origin, Asians
Guidelia	ies for a Model EEO Program	and a Model EEO Program are atta	iched.
NOTH: Check appropriate box, sig	en the certification below and re	turn to FCC:	
X Station employment unit wi	Il employ fewer than 5 full-time	employees; therefore no written progr	am is being submitted.
Station employment unit wil sections of this form.)	Lemploy 5 or more full-time em	ployees. Our Model EEO Program is a	itached. (You must complete all
I certify that the statements made tauth.	herein are true, complete, and c	correct to the best of my knowledge ar	nd belief, and are made in good
Signed Molly	Pauxen	Name of Respondent Molly Pauker	
Vice President		Date 9/13/0()
		[]	

WILL FUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, 1111 E 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, 1111 E 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, 1111 E 47, SECTION 503)

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:

1. 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

L 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 of 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:

11. 1	RESPONSIBILITY FOR IMPLEMENTATION
	ne/Title neral Manager
will resp com	be responsible for the administration and implementation of our Equal Employment Opportunity Program. It will also be the consibility of all persons making employment decisions with respect to the recruitment, evaluation, selection, promotion pensation, training and termination of employees to ensure that our policy and program is adhered to and that no person is riminated against in employment because of race, color, religion, national origin or sex.
Ш.	POLICY DISSEMINATION
To a	issure that all members of the staff are cognizant of our equal employment opportunity policy and their individual responsibilities in ying out this policy, the following communication efforts will be made:
X	The station's employment application forms will contain a notice informing prospective employees that discrimination because o race, color, religion, national origin or sex is prohibited and that they may notify the appropriate local, State or Federal agency i they believe they have been the victims of discrimination.
X	Appropriate notices will be posted informing applicants and employees that the station is an Equal Opportunity Employer and o their right to notify an appropriate local, State or Federal agency if they believe they have been the victims of discrimination.
X	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. R	RECRUITMENT
Sourc	isure that information concerning each firll-time vacancy is widely disseminated, we propose to use the following list of recruitmentess consistent with the requirements of 47 C.F.R. Section 73.2080;
Sec	Exhibit I.
V RI	ECRUITMENT ELECTION
	e indicate which option the station will utilize for the next two years.
1 1000	Conditions where opinion the station will utilize for the next two years.

[] Alternative Recruitment Option (Option B)

Xl Supplemental Recruitment Measures (Option A)

4¢ C NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The LCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request mithis 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 LCC statute, regulation, rule or order, you request may be reterred to the l'ederal, 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 C

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

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

Legal Name of the Applicant Fox Television Stations, Inc			-	
Mailing Address 5151 Wisconsin Avenue, N.				
City Washington	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	State or Country (if foreign address) District of Columbia	ZIP Code 20016	
Telephone Number (include area (202) 895-3088	code)	E-Mail Address (if available) mollyp@foxinc.com		
	Facility ID 69619		Call Sign KBHK-TV	
Application for Construction	Permit for New Station	X Application for Assignment	of License	
Application for Transfer of C	ontrol			
a. Service Type: AM	FM X TV	Other (specify)		
b. Community of License:	City San Francisco	State CA		
	IN	STRUCTIONS		
Section 73.2080. Pursuant to these program designed to assure equal or Pacific Islanders, American In	ent and related benefits on requirements, an applicant employment opportunity for dians or Alaskan Natives :	fford equal employment opportunity to all the basis of race, color, religion, nation twho proposes to employ five or more full-women and minority groups (that is, Black and Hispanics). This is submitted to the control is a station or a group of commonly owned	al origin or sex. See 47 C.F.R. time employees must establish a ks not of Hispanic origin, Asians Commission as the Model EEO	
Guidelin	es for a Model EEO Prog	ram and a Model EEO Program are atta	ached.	
NOTE: Check appropriate box, sig	n the certification below a	nd return to FCC:		
X Station employment unit wil	l employ fewer than 5 full-	time employees; therefore no written progr	ram is being submitted.	
Station employment unit wil sections of this form.)	l employ 5 or more full-tim	e employees. Our Model EEO Program is a	uttached. (You must complete all	
BHH.	herein are true, complete, a	and correct to the best of my knowledge ar	nd belief, and are made in good	
Signed Morring Pa	ukes	Name of Respondent Molly Pauker		
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).

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:

L 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.

IL 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 LFO 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:

ı	I.	RESP	ONSIBIL	ATY	FOR	IMPI	LEMENTATION
---	----	------	---------	-----	-----	------	-------------

	me/Title eneral Manager
con	I be responsible for the administration and implementation of our Equal Employment Opportunity Program. It will also be the ponsibility of all persons making employment decisions with respect to the recruitment, evaluation, selection, promotion, npensation, training and termination of employees to ensure that our policy and program is adhered to and that no person is criminated against in employment because of race, color, religion, national origin or sex.
Ш.	POLICY DISSEMINATION
To a	assure that all members of the staff are cognizant of our equal employment opportunity policy and their individual responsibilities in rying out this policy, the following communication efforts will be made:
X	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.
X	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.
X	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. I	RECRUTIMENT
701111	usure that information concerning each full-time vacancy is widely disseminated, we propose to use the following list of recruitment ces consistent with the requirements of 47 C.F.R. Section 73,2080:
See	Exhibit I.
V. RI	ECRUITMENT ELECTION
Pleas	se indicate which option the station will utilize for the next two years.
X Si	upplemental Recruitment Measures (Option A) [] Alternative Recruitment Option (Option B)

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

The LCC 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 LCC 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 LCC, or (c) the United States Covernment, 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. I 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 C

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

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

FCC Form 396-A KBHK-TV Exhibit I

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 Televison Bureau of Advertising Veterans Assistance Center Workability III Young Community Developers

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	St D	ate or Country (if foreign address) istrict of Columbia	ZIP Code 20016
Telephone Number (include area code) (202) 895-3088	E-	-Mail Address (if available) collyp@foxinc.com	
	Facility ID Number 60552		Call Sign WUTB(TV)
Application for Construction Permit for New	v Station	X Application for Assignment of	of License
Application for Transfer of Control			
a. Service Type: AM FM	X TV Dther (s	specify)	
b. Community of License: City Baltimore		State MD	
	INSTRUC	TIONS	
holding such construction permit or license are from discrimination in employment and related Section 73.2080. Pursuant to these requirements, program designed to assure equal employment of or Pacific Islanders, American Indians or Alasl Program. For purposes of this form, a station empshare at least one employee.	d benefits on the bas , an applicant who pro oportunity for women kan Natives and Hisp	sis of race, color, religion, nations oposes to employ five or more full- and minority groups (that is, Black panics). This is submitted to the (al origin or sex. See 47 C.F.R. time employees must establish a ks not of Hispanic origin, Asians Commission as the Model EEO
Guidelines for a Mode	el EEO Program and	d a Model EEO Program are att:	iched.
NOTE: Check appropriate box, sign the certifica	tion below and return	r to FCC:	
X Station employment unit will employ fewer	r than 5 full-time em	ployees; therefore no written progr	ram is being submitted.
Station employment unit will employ 5 or i sections of this form a	more full-time emplo	yees. Our Model EEO Program is a	ittached. (You must complete all
I certify that the statements made herein are true faith.	e, complete, and corr	ect to the best of my knowledge at	nd belief, and are made in good
Signed Misthy facke	<u> </u>	Name of Respondent Molly Pauker	
Title () Vice President		Date 9/13/00	

WILLETT, FAEST STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, 11111, 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, 11111, 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:

L GENERA'L 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.

IL 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 LEO 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:

11.	RESPO	NSIBIL	JT.	Y	FOR	IMPL	EMEN'	TATION

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 o race, color, religion, national origin or sex is prohibited and that they may notify the appropriate local, State or Federal agency is 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 o 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.					
X 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 LCC 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. I 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

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

Media Advertisements

Baltimore Sun
Broadcasting & Cable Magazine
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

<u>Other</u>

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

Legal Name of the Applicant

BROADCAST EQUAL EMPLOYMENT OPPORTUNITY MODEL PROGRAM REPORT

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 (202) 895-3088	code)	E-Mail Address (if available) mollyp@foxinc.com			
	Facility ID Numb 74197		Call Sign WWOR-TV		
Application for Construction	Permit for New Station	X Application for Assignment of	of License		
Application for Transfer of C	ontrol				
a. Service Type: AM	FM X TV Othe	er (specify)			
b. Community of License:	City Secaucus	State NJ			
	INSTRI	UCTIONS			
from discrimination in employm Section 73.2080. Pursuant to these program designed to assure equal or Pacific Islanders, American In	ent and related benefits on the le requirements, an applicant who employment opportunity for wom adians or Alaskan Natives and I-	equal employment opportunity to all basis of race, color, religion, nation proposes to employ five or more full- tien and minority groups (that is, Black dispanics). This is submitted to the ob- station or a group of commonly owned	al origin or sex. See 47 C.F.R. time employees must establish a ks not of Hispanic origin, Asians Commission as the Model EEO		
Guidelii	nes for a Model EEO Program :	and a Model EEO Program are atta	ached.		
NOTE: Check appropriate box, sign	gn the certification below and ret	urn to FCC:			
[X] Station employment unit wi	Il employ fewer than 5 full-time (employees; therefore no written progr	ram is being submitted.		
Station employment unit wi sections of this form.)	ll employ 5 or more full-time emp	bloyees. Our Model EEO Program is a	attached. (You must complete all		
I certify that the statements made faith.	herein are true, complete, and co	orrect to the best of my knowledge a	nd belief, and are made in good		
Signed Milly Pa	a bee	Name of Respondent Molly Pauker			
Fitte Vice President		Date 9/13/C			

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

L 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.

H. 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 LFO 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

L 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:

П.	RESPONSIBIL	JTY	FOR	IMPLEMENTATION
	MEST CHOIDIL	411	LUK	THALL THE MATERIA SIMPLE SALE

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 1.
V RECRUITMENT ELECTION
Please indicate which option the station will utilize for the next two years.
X[Supplemental Recruitment Measures (Option A) [7] 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 ECC 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 ECC or (b) any employee of the ECC, 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 ECC 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 I 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 Com

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

Daily News New York Times El Diario

Educational Institutions

Barnard College Baruch College Brooklyn College Brooklyn Community College Buffalo State College Hofstra University Hunter College John Madison University Kean College 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