Alien Ownership and Control

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

In Fox Television Stations, Inc., 10 FCC Rcd 8452 (May 4, 1995) ("Fox I"), the Commission found that News Corp’s indirect ownership of approximately 99 percent of the equity capital contributed to Holdings (then known as “Twentieth Holdings Corporation”) exceeded the 25 percent “capital stock” benchmark applicable to a licensee, such as FTS, that is “directly or indirectly controlled by any other corporation.” See 47 U.S.C. § 310(b)(4). In a Second Memorandum Opinion and Order issued in the same proceeding, 11 FCC Rcd 5714 (July 28, 1995) ("Fox II"), the Commission found the FTS ownership structure described above to be consistent with the public interest, based principally on the equities involved and the fact that Rupert Murdoch, a U.S. citizen, has continuously exercised both de jure and de facto control of
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.”1 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

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1 See File Nos. BALCT-980727LE, KM-KU, granted August 26, 1998.
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. 3

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3 As previously indicated, the Commission approved News Corp’s ownership of approximately 99 percent of the equity of FTS’s parent. That level of ownership by News Corp. decreased to approximately 82 percent as a result of the 1998 public offering of Fox Entertainment shares. Because shareholders of the Chris-Craft entities will receive shares of News Corp stock, Fox Entertainment will issue additional shares upstream to a News Corp subsidiary and News Corp’s indirect ownership of Fox Entertainment is expected to increase to approximately 85.25 percent, well below the 99 percent level approved by the Commission in 1995.
BROADCAST EQUAL EMPLOYMENT OPPORTUNITY
MODEL PROGRAM REPORT

<table>
<thead>
<tr>
<th>Legal Name of the Applicant</th>
<th>Fox Television Stations, Inc.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mailing Address</td>
<td>5151 Wisconsin Avenue, N.W.</td>
</tr>
<tr>
<td>City</td>
<td>Washington</td>
</tr>
<tr>
<td>Telephone Number</td>
<td>(202) 895-3088</td>
</tr>
<tr>
<td>Facility ID Number</td>
<td>33742</td>
</tr>
<tr>
<td>E-Mail Address</td>
<td><a href="mailto:mollyp@foxtvinc.com">mollyp@foxtvinc.com</a></td>
</tr>
<tr>
<td>Call Sign</td>
<td>KCOP-TV</td>
</tr>
</tbody>
</table>

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

☐ Application for Transfer of Control

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

b. Community of License:
<table>
<thead>
<tr>
<th>City</th>
<th>State</th>
</tr>
</thead>
<tbody>
<tr>
<td>Los Angeles</td>
<td>CA</td>
</tr>
</tbody>
</table>

INSTRUCTIONS

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

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

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

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

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

I certify that the statements made hereon 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

WILLFULLY FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT
(U.S. Code, Title 18, Section 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT
(U.S. Code, Title 47, Section 312(a)(1)), AND/OR FORFEITURE (U.S. Code, Title 47, Section 503)
GUIDELINES TO THE MODEL EEO PROGRAM

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

I. GENERAL POLICY

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

II. RESPONSIBILITY FOR IMPLEMENTATION

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

III. POLICY DISSEMINATION

The purpose of this section is to disclose the manner in which the station's EEO policy will be communicated to employees and prospective employees. The applicant's program should indicate whether it: (a) intends to utilize an employment application form which contains a notice informing job applicants that discrimination is prohibited and that people 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 forgo the supplemental recruitment measures and design their own broad and inclusive outreach program, as long as they are able to demonstrate success in achieving broad outreach to all segments of the community, including minorities and females, based upon an analysis of the recruitment source, race, national origin, and gender of applicants attracted by their outreach efforts. See 47 C.F.R. Section 73.2080.

MODEL EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

I. GENERAL POLICY

It will be our policy to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.
It will also be our policy to promote the realization of equal employment opportunity through a positive, continuing program of specific practices designed to ensure the full realization of equal employment opportunity without regard to race, color, religion, national origin or sex.

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

II. RESPONSIBILITY FOR IMPLEMENTATION

Name/Title
General Manager

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

III. POLICY DISSEMINATION

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

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☐ Appropriate notices will be posted informing applicants and employees that the station is an Equal Opportunity Employer and of their right to notify an appropriate local, State or Federal agency if they believe they have been the victims of discrimination.

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

☐ Other (specify)

IV. RECRUITMENT

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

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

V. RECRUITMENT ELECTION

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

☐ Supplemental Recruitment Measures (Option A) ☐ Alternative Recruitment Option (Option B)
FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation of potential violation of 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 a United States agency, 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 in 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 authorizations. 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 1996-01, Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to paperperm@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number. This collection has been assigned an OMB control number of 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 Number
69618

Call Sign
KMOL-TV

☐ Application for Construction Permit for New Station

☐ Application for Transfer of Control

a. Service Type: ☐ AM ☐ FM ☒ TV ☐ Other (specify)

b. Community of License:

City San Antonio

State TX

INSTRUCTIONS

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

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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

Title Vice President

Name of Respondent Molly Pauker

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(s)(1)); AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 303).

FCC 396-A
April 2001
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V. RECRUITMENT ELICITATION

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

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☐ Other (specify)

IV. RECRUITMENT

To ensure that information concerning each full-time vacancy is widely disseminated, we propose to use the following list of recruitment sources consistent with the requirements of 17 C.F.R. Section 73.3580.

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

V. RECRUITMENT ELECTION

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

☐ Supplemental Recruitment Measures (Option A)
☐ Alternative Recruitment Option (Option B)
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 we 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 also be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC or anyone employee of the FCC acts as a United States government party in a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available to the public for inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. If you do not provide the information requested on this report, the report may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Your response is required to obtain the requested authority. We have estimated that each response to this collection of information will average 1 hour. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMI-PRM, Paperwork Reduction Project (3060-0120), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to privacypolicy@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3160-0120.

**BROADCAST EQUAL EMPLOYMENT OPPORTUNITY MODEL PROGRAM REPORT**

<table>
<thead>
<tr>
<th>Legal Name of the Applicant</th>
<th></th>
</tr>
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<tbody>
<tr>
<td>Fox Television Stations, Inc.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Mailing Address</th>
<th>State or Country (if foreign address)</th>
<th>ZIP Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>5151 Wisconsin Avenue, N.W.</td>
<td>District of Columbia</td>
<td>20016</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>City</th>
<th>E-Mail Address (if available)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Washington</td>
<td><a href="mailto:mollyp@foxinc.com">mollyp@foxinc.com</a></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Telephone Number (include area code)</th>
<th>Facility ID Number</th>
<th>Call Sign</th>
</tr>
</thead>
<tbody>
<tr>
<td>(202) 895-3088</td>
<td>68883</td>
<td>KMSP-TV</td>
</tr>
</tbody>
</table>

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

**Service Type:**
- AM
- FM
- TV
- Other (specify)

**Community of License:**
- City: Minneapolis
- State: MN

**INSTRUCTIONS**

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

**Signed**

[Signature]

**Name of Respondent**

Molly Pauker

**Title**

Vice President

**Date**

9/13/00

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 302a and b), AND OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).
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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.
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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

<table>
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<th>Name/Title</th>
<th>General Manager</th>
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</table>

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- Appropriate notices will be posted informing applicants and employees that the station is an Equal Opportunity Employer and of their right to notify an appropriate local, State or Federal agency if they believe they have been the victims of discrimination.

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

- Other (specify)  
  

IV. RECRUITMENT

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

- 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 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 or regulation in question. 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 debt due to the federal government, any information you provide may also be disclosed to the Department of the 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 those 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-PIRM, Paperwork Reduction Project (0512-0120), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to rulemaking@ntia.doc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor a collection of information, unless it displays a currently valid OMB control number. If you fail to provide you with this notice. This collection has been updated to OMB control number of 3160-0012.

BROADCAST EQUAL EMPLOYMENT OPPORTUNITY
MODEL PROGRAM REPORT

Legal Name of the Applicant
FOX Television Stations, Inc.

Mailing Address
5151 Wisconsin Avenue, N.W.

City
Washington

State or Country (if foreign address)
District of Columbia

ZIP Code
20016

Telephone Number (include area code)
(202) 895-3088

E-Mail Address (if available)
mollyp@foxinc.com

Facility ID Number
50635

Call Sign
KPTV(TV)

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

a. Service Type: ☐ AM ☐ FM ☑ TV ☐ Other (specify)

b. Community of License:
City
Portland
State
OR

INSTRUCTIONS

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

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

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

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

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

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

[Signature]
Molly Pauker
Name of Respondent

[Title]
Vice President

[Date]
9/13/00

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

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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

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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:

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IV. RECRUITMENT

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

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

V. RECRUITMENT ELECTION

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

- [ ] Supplemental Recruitment Measures (Option A)
- [ ] Alternative Recruitment Option (Option B)
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 administrative 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 it's 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-PRM, Paperwork Reduction Project (3060-0120), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to policy@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0120.

**BROADCAST EQUAL EMPLOYMENT OPPORTUNITY**
**MODEL PROGRAM REPORT**

<table>
<thead>
<tr>
<th>Legal Name of the Applicant</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Fox Television Stations, Inc.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Mailing Address</th>
<th>State or Country (if foreign address)</th>
<th>ZIP Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>5151 Wisconsin Avenue, N.W.</td>
<td>District of Columbia</td>
<td>20016</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>City</th>
<th>E-Mail Address (if available)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Washington</td>
<td><a href="mailto:mollyp@foxinc.com">mollyp@foxinc.com</a></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Facility ID Number</th>
<th>Call Sign</th>
</tr>
</thead>
<tbody>
<tr>
<td>68889</td>
<td>KTVX(TV)</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Service Type</th>
<th>Community of License</th>
</tr>
</thead>
<tbody>
<tr>
<td>☐ AM</td>
<td>Salt Lake City</td>
</tr>
<tr>
<td>☐ FM</td>
<td>UT</td>
</tr>
<tr>
<td>☒ TV</td>
<td></td>
</tr>
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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

**Title**

Vice President

**Date**

9/13/00

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

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Other (specify)

IV. RECRUITMENT

To ensure that information concerning each full-time vacancy is widely disseminated, we propose to use the following list of recruitment sources consistent with the requirements of 47 C.F.R. Section 73.2089:

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

V. RECRUITMENT ELECTION

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

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BROADCAST EQUAL EMPLOYMENT OPPORTUNITY
MODEL PROGRAM REPORT

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Facility ID Number
54940

Call Sign
WRBW(TV)

☐ Application for Construction Permit for New Station
☐ Application for Transfer of Control
☒ Application for Assignment of License

a. Service Type: ☐ AM ☐ FM ☒ TV ☐ Other (specify)

b. Community of License:

City
Orlando

State
FL

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Name of Respondent
Molly Pauker

Title
Vice President

Date
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Name/Title  
General Manager

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[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. RECRUITMENT

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

National Black Media Coalition; NAACP; Hispanic Chamber of Commerce; Orlando National Organization for Women; Central Florida Association of Black Journalists & Broadcasters; ORBA Career Fair; 

Job Services of Florida; Professional Employment Network; Florida State Employment Service; Florida A&M University; Rollins College; Stetson University; University of Florida; University of Central Florida; Orlando Times; Orlando Sentinel.

V. RECRUITMENT ELECTION

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

[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 of 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) an 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 to 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 not be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the requested 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. The time required to prepare the information, 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 of the burden, please write the Federal Communications Commission, OMB-PFRM, Paperwork Reduction Project (0060-0120), Washington, D.C. 20554. We will accept your comments via the Internet if you send them to publicnotice@ftc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 0060-0120.

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)
molyp@foxinc.com

Facility ID Number
68886

Call Sign
KUTP(TV)

☐ Application for Construction Permit for New Station
☐ Application for Transfer of Control
☒ Application for Assignment of License

a. Service Type: ☐ AM ☐ FM ☒ TV ☐ Other (specify)

b. Community of License:
   City
   Phoenix
   State
   AZ

INSTRUCTIONS

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

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

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

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

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

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

Signed: _________________________________
Name of Respondent
Molly Pauker

Title
Vice President

Date
9/13/00

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

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

I. GENERAL POLICY

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

II. RESPONSIBILITY FOR IMPLEMENTATION

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

III. POLICY DISSEMINATION

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

IV. RECRUITMENT

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

V. RECRUITMENT ELECTION

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

MODEL EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

I. GENERAL POLICY

It will be our policy to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.
It will also be our policy to promote the realization of equal employment opportunities through a positive, continuing program of specific practices designed to ensure the full realization of equal employment opportunity without regard to race, color, religion, national origin or sex.

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

II. RESPONSIBILITY FOR IMPLEMENTATION

| Name/Title | General Manager |

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

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- 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.

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:

- Supplemental Recruitment Measures (Option A)
- Alternative Recruitment Option (Option B)
THE FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

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Media Advertisements

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

Educational Institutions

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

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

Legal Name of the Applicant
Fox Television Stations, Inc.

Mailing Address
5151 Wisconsin Avenue, N.W.

City
Washington

State or Country (if foreign address)
District of Columbia

ZIP Code
20016

Telephone Number (include area code)
(202) 895-3088

E-Mail Address (if available)
mollyp@foxinc.com

Facility ID Number
69619

Call Sign
KBHK-TV

☐ Application for Construction Permit for New Station

X Application for Assignment of License

☐ Application for Transfer of Control

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

b. Community of License:

City
San Francisco

State
CA

INSTRUCTIONS

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

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

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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 Pauley

Name of Respondent
Molly Pauley

Title
Vice President

Date 9/13/00

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

11/14/99

Page 2 of 2
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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 forgive the supplemental recruitment measures and design their own broad and inclusive outreach programs, as long as they are able to demonstrate success in achieving broad outreach to all segments of the community, including minorities and females, based upon an analysis of the recruitment source, race, national origin, and gender of applicants attracted by their outreach efforts. See 47 C.F.R. Section 73.2080.

MODEL EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

I. GENERAL POLICY

It will be our policy to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training, and termination.
It will also be our policy to promote the realization of equal employment opportunity through a positive, continuing program of specific practices designed to ensure the full realization of equal employment opportunity without regard to race, color, religion, national origin or sex.

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

**II. RESPONSIBILITY FOR IMPLEMENTATION**

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>General Manager</td>
</tr>
</tbody>
</table>

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- Appropriate notices will be posted informing applicants and employees that the station is an Equal Opportunity Employer and of their right to notify an appropriate local, State or Federal agency if they believe they have been the victims of discrimination.

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

- Other (specify)

**IV. RECRUITMENT**

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

See Exhibit I.

**V. RECRUITMENT ELECTION**

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

- [x] Supplemental Recruitment Measures (Option A)
- [ ] Alternative Recruitment Option (Option B)
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 must 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, 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 form, 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-PURM, Paperwork Reduction Project (3060-0120), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to publicinfo@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection unless it displays a currently valid OMB control number. This collection has been assigned an OMB control number of 3160-0120.

Media Advertisements

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

Educational Institutions

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

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

Alumnae Resources
Bay Area S.T.A.R.
California Broadcasters Association
Community Career Education Center
Employment Development Department
Experience Unlimited
Family School/Independent Living Skills
Forty Plus of Northern California
Goodwill Placement Center
Jewish Vocational Services
Job Club/Department of Rehabilitation
Jobs Consortium
Media Alliance
Media Line
NAB Job Hotline
NATPE: Job Hot Line
Private Industry Council
PROMAX
Promet
South of Market Employment Center
Television 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
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City
Washington

State or Country (if foreign address)
District of Columbia

ZIP Code
20016

Telephone Number (include area code)
(202) 895-3088

E-Mail Address (if available)
mollyp@foxinc.com

Facility ID Number
60552

Call Sign
WUTB(TV)

☐ Application for Construction Permit for New Station
☐ Application for Transfer of Control
☒ Application for Assignment of License

Service Type:
☐ AM
☐ FM
☒ TV
☐ Other (specify)

Community of License:
City
Baltimore

State
MD

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Signed
Molly Pauker

Name of Respondent
Molly Pauker

Title
Vice President

Date
9/13/02

FEDERAL COMMUNICATIONS COMMISSION
WASHINGTON, D.C. 20554

Per 47 C.F.R. 1.4005(b), and the Commission's Policy Statement of June 26, 1981, all statements on this form are subject to perjury punishment. Falsification or making false statements on this form or the verification thereof may be punished by fine or imprisonment or any combination thereof.

APPROVED FOR USE
FEDERAL SECURITY AGENCY
APPROVAL NO. 0680-0034
REF. NO. 303
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MODEL EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

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II. RESPONSIBILITY FOR IMPLEMENTATION

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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.

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

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.

- [ ] Supplemental Recruitment Measures (Option A)
- [ ] Alternative Recruitment Option (Option B)
FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC or (b) any employee of the FCC or any United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. If you do not provide the information requested on this report, the report may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Your response is required to obtain the requested authority. We have estimated that each response to this collection of information will average 1 hour. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMG-PRM, Paperwork Reduction Project (3060-0020), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to obiec.ic.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number. Any collection has been assigned an OMB control number of 3060-0020.

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Minority and Women's Organizations

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

Other

Maryland Department of Employment Training
Mayor's Office of Manpower
National Association of Broadcasters Employment Clearinghouse
MDBC Broadcasters Association
BROADCAST EQUAL EMPLOYMENT OPPORTUNITY MODEL PROGRAM REPORT

Legal Name of the Applicant
Fox Television Stations, Inc.

Mailing Address
5151 Wisconsin Avenue, N.W.

City
Washington

State or Country (if foreign address)
District of Columbia

ZIP Code
20016

Telephone Number (include area code)
(202) 895-3088

E-Mail Address (if available)
molly@foxinc.com

Facility ID Number
74197

Call Sign
WWOR-TV

☐ Application for Construction Permit for New Station

☑ Application for Assignment of License

☐ Application for Transfer of Control

a. Service Type: ☐ AM ☐ FM ☑ TV ☐ Other (specify)

b. Community of License:

City
Secaucus

State
NJ

INSTRUCTIONS

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

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

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

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

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

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

Signed
Molly Pauker

Date
9/13/03

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 18, SECTION 503).
GUIDELINES TO THE MODEL EEO PROGRAM

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

I. GENERAL POLICY

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

II. RESPONSIBILITY FOR IMPLEMENTATION

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

III. POLICY DISSEMINATION

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

IV. RECRUITMENT

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

V. RECRUITMENT ELECTION

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

MODEL EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

I. GENERAL POLICY

It will be our policy to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.
It will also be our policy to promote the realization of equal employment opportunity through a positive, continuing program of specific practices designed to ensure the full realization of equal employment opportunity without regard to race, color, religion, national origin or sex.

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

II. RESPONSIBILITY FOR IMPLEMENTATION

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Kingsborough College
Lehman College
Manhattan College
New York Institute of Technology
New York University
Queens College
St. John's University
SUNY
Minority and Women's Organizations

Black Citizens for a Fair Media
Fountain House
New York State Department of Commerce - Minority & Women's Business Division
American Women in Radio & Television
ASPIRA
Chinatown Planning Council
Asian American Employment Center
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Foundation for Minority Interests in Media, Inc.
Hispanic Labor Committee
National Association of Hispanic Journalists
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