

**Annual EEO Public File Report  
KTVU/KICU IS AN EQUAL OPPORTUNITY EMPLOYER**

**Coverage Period:** October 8, 2014 – July 31, 2015

**Station's Comprising Station Employment Unit:** KTVU/Fox 2 & KICU-TV – Oakland, CA

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hiree
Vice President of Finance	12/08/14	Glassdoor.com
Traffic Assistant	12/18/14	Employee referral
Local Sales Manager	12/19/14	Internal Hire (Promotion)
Assignment Editor	03/11/15	Employee referral
Account Executive	05/11/15	Employee referral
News Producer	06/09/15	www.ktvu.com
Anchor/Reporter	06/17/15	Employee referral
Executive Producer Sports	07/01/15	Employee referral
Newscast Director	07/01/15	Fox Television Career Site
Director of Finance	7/15/15	Fox Television Career Site

**Total Number of Persons Interviewed During Applicable Period: 43**

**Job Postings** - When a position becomes available, it is the general practice of the Station to internally post the job opportunity for all station personnel so they may apply for consideration for these positions. The notices list the titles and requirements for the positions. These job opportunity/postings are also sent to various community outreach groups, schools, and universities as well as other FOX Owned & Operated Stations across the country. In addition, station openings are sent to [www.21CF.com/careers](http://www.21CF.com/careers) and [Foxcareers.com](http://Foxcareers.com) when the position is posted to the [www.ktvu.com](http://www.ktvu.com) or [www.kicu.com](http://www.kicu.com) websites.

WNYW/WWOR 205 E 67 <sup>th</sup> St New York, NY 10065	WAGA 1551 Briarcliff Rd, NE Atlanta, GA 30306	KMSP/WFTC 11358 Viking Dr Eden Prairie, MN 55344
KTTV/KCOP 1999 S Bundy Dr Los Angeles, CA 90025	KSAZ/KUTP 511 W Adams St Phoenix, AZ 85003	WOFL/WRBW 35 Skyline Lake Mary, FL 32746
WFLD/WPWR 205 N Michigan Ave Chicago, IL 60601	KRIV/KTXH 4261 Southwest Freeway Houston, TX 77027	WTFX 330 Market St Philadelphia, PA 19106
WJBK 16550 W Nine Mile Rd Southfield, MI 48075	WTVT 3213 W Kennedy Blvd Tampa, FL 33609	KDFW/KDFI 400 N Griffin St Dallas, TX 75202
WJZY/WMYT	WTTG/WDCA	KTBC

3501 Performance Rd Charlotte, NC 28214	5151 Wisconsin Ave NW Washington DC 20016	119 E 10 <sup>th</sup> St Dallas, TX 78701
WOGX 1551 SW 37 <sup>th</sup> St Ocala, FL 34474	Fox Station Sales 810 7 <sup>th</sup> Ave #7 New York, NY 10019	

## Section 2: Recruitment Source Information

Recruitment Source (Company, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During this Period (If Any)	Full-time Positions For Which Source Was Utilized
Station Website: <a href="http://www.ktvu.com">www.ktvu.com</a> 2 Jack London Square Oakland, CA 94607 W. Murray (510) 834-1212	9	All positions
Alameda County Youth Development * 1651 Adeline Street, 2 <sup>nd</sup> floor Oakland, CA 94607 Felicia Nelson (510) 832-4544		All positions
Art Institute of California * 1170 Market Street San Francisco, CA 94102 Attn. Isabelle (415) 865-0198		All positions
Berkeley City College * Career & Transition Center 2050 Center Street Berkeley, CA 94704-1205 Paula Coil (510) 981-2811		All positions
Bay Area Black Journalists 1714 Franklin Street, #100-260 Oakland, CA 94612 Ellison Horne (510) 464-1000		All positions
California Broadcasters Association 915 L Street, Suite 1150 Sacramento, CA 95814		All positions
California Chicano News Media Assoc. USC Annenberg School of Journalism 725 Arizona Avenue, Suite 102 Santa Monica, CA 90401-1734 Sylvia Wells (213) 821-0075		All positions
Cal JOBS & California Employment Development Dept <a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a> (800) 758-0398		Account Executive, Director of Finance, Executive Producer of Sports, Anchor/Reporter, News Producer, Newscast Director
Carrington Valley College Career Services 6201 San Ignacio Avenue San Jose, CA 95119 Jasminemarie Soller (877) 206-2106		All positions

Fox Careers website	8	All positions
21st Century Fox Careers (global)		All positions
Center for Independent Living * 3075 Adeline Street, Suite 110 Berkeley, CA 94703 Clarice Houston (510) 841-4776		All positions
Center for Integration & Improvement of Journalism at S.F. State University 1600 Holloway Avenue San Francisco, CA 94132 Cristina Azocar (415) 338-2083		All positions
Central County Occupational Center 760 Hillsdale Avenue San Jose, CA 95136-1190 Lucy Ataide (408) 723-6400 x2		All positions
Centro de Servicios 525 H Street Union City, CA 94587 Maria Vivas (510) 489-4100		All positions
City College of San Francisco 50 Phelan Avenue San Francisco, CA 94112 msabella@ccsf.edu		Traffic Assistant, Local Sales Manager, Account Executive, News Producer, Newscast Director
College of Alameda Disabled Students Center 555 Atlantic Alameda, CA 94501 Larry Silver (510) 748-2328		All positions
Commission on Status of Women 25 Van Ness Avenue, Room 130 San Francisco, CA 94102 Cynthia Vazquez (415) 252-2570		All positions
Connections (Women in Business) * P.O. Box 11277 Santa Rosa, CA 95406-1277 M. Matson (707) 522-9399		All positions
DeAnza College Career Center 21250 Stevens Creek Blvd Cupertino, CA 95014 Cindy Lister (408) 864-5711		All positions
Eastbay Works Career Center 4071 Port Chicago Highway, Suite 250 Concord, CA 94520 Claire Marchiano (925) 671-4500		All positions
Evangel University * 1111 No. Glenstone Springfield, MI 65802 Donna Trower <a href="mailto:trowerd@evangel.edu">trowerd@evangel.edu</a>		All positions
Evergreen Valley College Job Placement Bank 3095 Yerba Buena Road San Jose, CA 95121 J Espinosa (408) 274-7900		All positions
Experience Unlimited * Employment Development Department 745 Franklin Street San Francisco, CA 94102 Sylvia Gonzales (415) 771-1776		All positions

Filipino Community Center 4681 Mission Street San Francisco, CA 94112 Mario Demira (415) 333-6267		All positions
Family Service Agency Senior Employment Program 24 Second Avenue San Mateo, CA 94401-3828 Brenda Brown (650) 403-4300		All positions
Foothill Community College Internships & Apprenticeships 12345 El Monte Road Los Altos Hills, CA 94022 Phuong Tran (650) 949-7777 internships@foothill.edu		All positions
Gaylord College of Journalism, Univ of OK Native American Journalists Association 395 W Lindsey Norman, OK 73019-4201 (405) 325-9008		All positions
Japanese American Citizens League * 1765 Sutter Street San Francisco, CA 94115 Patty Wada (415) 345-1075		All positions
Job Train * 1200 O'Brien Drive Menlo Park, CA 94025 Jasmine Baluyot (650) 330-6429		All positions
La Opinion (Natl Assoc Hispanic Journalists) * 700 S Flower Street, Suite 3000 Los Angeles, CA 90017-4217 Antonio Rentas (213) 896-2333		All positions
Laney College Disabled Students * Workability III Program, Room E-253 900 Fallon Street Oakland, CA 94607 Ben Tray (510) 464-3562		All positions
Laney College Student Employment Services Center 900 Fallon Street, Room 300 Oakland, CA 94607 Carlos McLean (510) 834-5740		All positions
Media Line 1209 Wood Valley Road Augusta, CA 30909 Rich Everitt (706) 364-7564		All positions
Merritt College Career Center 12500 Campus Drive Oakland, CA 94619 (510) 531-4911		All positions
Merritt College Workability III, T30C 12500 Campus Drive, Bldg R-4 Oakland, CA 94619 Ron Nelson (510) 436-2429		All positions
Michael Chavez Center for * Economic Opportunity 2699 Monument Blvd, Unit G Concord, CA 94520 Audrey McKee (925) 682-8248		All positions

Mission Language Vocational School 2929 19 <sup>th</sup> Street San Francisco, CA 94110 Elsy Tadeo (415) 648-5220 <a href="mailto:Elsy.mlvs@gmail.com">Elsy.mlvs@gmail.com</a>		All positions
Napa Valley College – Workability III 2277 Napa Vallejo Highway Napa, CA 94558 Gary Vann (707) 253-3000		All positions
NATAS Nor Cal Chapter * 4317 Camden Avenue San Mateo, CA 94403-5007 Daryl Compton (650) 341-7786		All positions
National Arab American Journalists P.O. Box 2127 Orlando Park, IL 60462 Ray Hanania		All positions
Oakland Chinese Community Council 168 Eleventh Street Oakland, CA 94607 Denver Yu (510) 839-2022		All positions
Ohlone College, TV Dept 43600 Mission Blvd Fremont, CA 94539 Gary Kauf (510) 659-6000		All positions
Ohlone College Workability III * 39399 Cherry Street, Room 1316 Newark, CA 94560 Dwayne Myers (510) 742-2352		All positions
One Stop Career Center * (Private Industry Council) 1212 Broadway, Suite 300 Oakland, CA 94612 M Deford (510) 383-3602		All positions
Patten College 2433 Coolidge Avenue Oakland, CA 94613 Sharon Barta (510) 261-8500		All positions
Peralta Colleges Television 900 Fallon Street Oakland, CA 94607 (510) 466-7200		All positions
Port of Oakland * 530 Water Street Oakland, CA 94607 Pamela Bell (510) 627-1100 <a href="mailto:pbell@portoakland.com">pbell@portoakland.com</a>		All positions
Regional Technical Training Center * 8517 Earhart Road Oakland, CA 94621 Evita Thornton (510) 444-6441		All positions
SF State University 1600 Holloway Avenue, SF 94132 (415) 338-1761		All positions
Services for Brain Injury * 60 Daggett Drive San Jose, CA 95134-2108 Angela Lucero (408) 434-2277		All positions

San Jose State University School of Journalism & Mass Comm One Washington Square San Jose, CA 95192-0055 Bob Rucker/Darla Belshe/Kenny Blasé (408) 924-1000		All positions
Services for Brain Injury * 60 Daggett Drive San Jose, CA 95134-2108 Angela Lucero (408) 434-2277		All positions
Spectrum Community Services * 2817 Barrington Court Hayward, CA 94545-1100 Benny Valles (510) 881-0300		All positions
Swords to Plowshares 1060 Howard Street San Francisco, CA 94103 Erica Trejo (415) 252-2570		All positions
The ARC San Francisco 1500 Howard Street San Francisco, CA 94103 Ashley Cowan (415) 255-7200		All positions
University of California – Berkeley Career Center 121 North Gate Hall Berkeley, CA 94720 Nancy McFarland (510) 642-0464		All positions
University of San Francisco Dept. of Media Studies 2130 Fulton Street San Francisco, CA 94117 Steven Runyon / John Higgins		All positions
Worklink 785 Market Street San Francisco, CA 94103 Ted Edwards (415) 979-9520		All positions
YWCA of Silicon Valley * <a href="mailto:HR@ywca-sv.org">HR@ywca-sv.org</a> Jocelyn Flores		All positions
The No Whining Talent Group * Carolyn Kane (817) 987-3600 carolynkane@thenwtgroup.com		Anchor/Reporter
Napoli Management 8844 W. Olympic Blvd Suite 100 Beverly Hills, CA 90211-3697 (310) 385-8222 <a href="mailto:ngm@tv talent.com">ngm@tv talent.com</a>		Anchor/Reporter
The David Crane Agency 124 Ammons Drive Raleigh, NC 27615-6501 Steve Swienckowski		Anchor/Reporter
N.S. Beinstock 250 W. 57 <sup>th</sup> Street New York, NY 10107		Anchor/Reporter
Abrams Artists Agency 275 7 <sup>th</sup> Avenue, 26 <sup>th</sup> Floor New York, NY 10001		Anchor/Reporter

Collective Talent * bille@michaelsmedia.com		Anchor/Reporter
NOVA Workforce Development * 505 W. Olive Ave Suite 550 Sunnyvale, CA 94086 (408) 730-7232 employerservices@novaworks.org		Local Sales Manager, Account Executive, News Producer, Newscast Director, Traffic Assistant
Association of LGBT Journalists 2120 L Street NW Suite 850 Washington, DC 20037 (202) 588-9888 info@nljja.org		Local Sales Manager, Assignment Editor, Account Executive, News Producer, Executive Producer of Sports, Newscast Director, Traffic Assistant
Latino Journalists of California ASU Walter Cronkite School of Journalism & Mass Communication 725 Arizona Ave Suite 206 Santa Monica, CA 90401 (424) 229-9482 ccnmainfo@ccnma.org		Local Sales Manager, Assignment Editor, Account Executive, News Producer, Executive Producer of Sports, Newscast Director, Traffic Assistant
Media Recruiter 9457 S University Blvd #303 Highlands Ranch, CO 80216 (303) 400-5150 Art Scott		Account Executive, Local Sales Manager
Monster (800) 666-7837 www.monster.com	2	Director of Finance, Newscast Director
Spots n Dots, SND Publishing LLC 600 W Peachtree St NW Suite 350 Atlanta, GA 30308 (888) 884-2630 Gene McKay ads@spotsndots.com		Local Sales Manager
<a href="http://www.indeed.com">www.indeed.com</a> 177 Broad Street, 16 <sup>th</sup> floor Stamford, CT 06901		No postings – this website “scrapes” from other websites.
<a href="http://www.glassdoor.com">www.glassdoor.com</a> (800) 918-3229	1	No postings – this website “scrapes” from other websites.
Veterans Job Exchange 187 Ballardvale St #B110 Wilmington, MA 01887		Account Executive, Director of Finance, Executive Producer of Sports, Anchor/Reporter, News Producer, Newscast Director
Vet Central (US Jobs) Direct Employers Association Inc 9002 N. Purdue Road Suite 100 Indianapolis, IN 46268 866-268-6206		Account Executive, Director of Finance, Executive Producer of Sports, Anchor/Reporter, News Producer, Newscast Director
Internal Applicants	7	
Employee Referral	11	
Industry Referral	5	

\* Asterisk notes recruitment sources which requested job notification announcements.

In addition to the above recruitment source information, employment opportunities are sent to the Human Resources contact for each owned and operated Fox Television Station nationwide in an effort to increase the opportunity for company internal promotions and expand the recruiting area.

### Section 3: Supplemental Outreach Activities – October 8, 2014 – July 31, 2015

**KTVU/KICU** regularly participates in national career/job fairs. Job Fairs provide applicants and potential candidates with the opportunity to learn about Fox Television Stations and the job opportunities and internship/mentoring programs available with our group. During this reporting period KTVU/KICU participated in the following national job fairs: 6/24/15: The Emma Bowen Foundation Career Fair attended by WNYW/WWOR HR Director Roselyn Barranda and Fox Station Sales HR Director Dorian Kasuba. Prior to the Career Fair, Fox Television Stations hosted a Networking Reception with Emma Bowen fellows. Present at the FTS Networking Reception was Jean Fuentes, Linda DiStefano, and Heather Frascella from TVHO HR as well as Roselyn Barranda, WNYW/WWOR HR Director.

**Internship Program:** KTVU/KICU has an internship program which provides opportunities for individuals enrolled in colleges and universities to receive academic credit for internships at KTVU/KICU. The program is structured to give students the opportunity to receive instructions and training from broadcasting professionals in an authentic work situation. The interns have the opportunity to participate in daily operations of various departments and develop skills that will be useful in their job search following graduation. The students work approximately 16 – 24 hours per week and receive college credit upon successful completion of their internship. Generally, internships are available in News and Community Affairs. During the reporting period, the Stations' Human Resources Manager, Chris Nohr and Program Administrator, Lisa Yokota, provided internships for 19 students.

**Employee Enrichment/Training:** KTVU/KICU conducts employee training throughout the reporting cycle to increase current skills and enable the staff to be more effective in their positions. This training included: HR 101; Safety Training and Satellite Training; Wide Orbit Sales and Traffic Training; Bit Central; News Legal Seminar; Social Media Best Practices; Writing for Social Media, "Trouble Shooting/Truck Review"; Chyron Axis, Premiere Pro, Typography, Adobe Premiere, Intro to After Effects, Final Cut Pro, Premiere Pro, Photoshop, Cinema Lighting, Creative Cloud, After Effects 3D and Video for Photographers – to name a few.

**"Career Awareness"/Station Tours:** Throughout the reporting period, KTVU/KICU conducts station tours for various groups to explain television broadcast operations. A total of six tours were conducted during this reporting period with a total of over 100 outside participants. Attendees included three different Cub Scout groups, a group of Laney College students, a group from Leadership San Leandro and a group of both high school and college interns from the Port of Oakland summer internship program.

**"Career Awareness"/Student & Community Outreach Program:** Throughout the reporting period, KTVU/KICU participated in student and community outreach programs to various elementary/middle and high schools; colleges and community groups to promote broadcast objectives and broadcasting career opportunities. KTVU/KICU participated in twenty-one events held at local schools/colleges/community group events and twenty-one employees presented information about the television industry and career opportunities in broadcasting. One of the major events participated in by KTVU was the Asian Business League's "Career Discovery Day for Youth" where a KTVU News Anchor/Reporter was part of a panel discussion for high school and college students.

[WWW.KTVU.COM](http://WWW.KTVU.COM) and [WWW.KICU.COM](http://WWW.KICU.COM) serve the community by providing Californians with the latest news, weather, and traffic information including breaking news, severe weather alerts and traffic jams. Through this vital and active tool, news and information is widely disseminated. Station information available on our websites includes: internship program, employment opportunities and the Annual EEO Public File Report. In addition, the website also has direct links to many national sites. Our websites attract approximately 11 million page views and over 3 million unique visitors per month.

**Community Board participation:** KTVU/KICU regularly participates, with other community leaders, on the following community boards: Kimochi, a Japanese-American non-profit organization and the local chapter of NATAS (National Association of Television Arts and Sciences).

**Mentoring:** A KTVU employee is participating in a year-long mentoring program through 21<sup>st</sup> Century Fox's collaboration with American Corporate Partners. This is a mentoring program for veterans.