

**Annual EEO Public File Report  
KSAZ-TV/Fox 10 & KUTP/My45 IS AN EQUAL OPPORTUNITY EMPLOYER**

Coverage Period: June 1, 2019 - May 31, 2020

Station's Comprising Station Employment Unit: KSAZ-TV (herein "KSAZ")/Fox 10 & KUTP/My45, Phoenix, AZ

<b>Section 1: Vacancy Information</b>		
<b>Full-time Positions Filled by Job Title</b>	<b>Date of Hire</b>	<b>Recruitment Source of Hiree</b>
Digital Journalist	06/17/2019	www.foxcareers.com
** Associate Producer	06/24/2019	www.Fox10Phoenix.com
Reporter	07/08/2019	Adams Consulting
*Account Executive	07/08/2019	www.foxcareers.com
** Associate Producer	07/22/2019	www.Glassdoor.com
*Account Executive	08/05/2019	www.Fox10Phoenix.com
Senior Sales Coordinator	08/12/2019	Internal
+Sales Coordinator	08/12/2019	Employee Referral
Content Creator	08/12/2019	Internal
Associate MM Promotions Producer	08/19/2019	Linked In
+Sales Coordinator	09/09/2019	www.foxcareers.com
Staff Accountant/Analyst	09/09/2019	www.indeed.com
Executive Producer	10/21/2019	Internal
HR Director	11/18/2019	Employee Referral
Digital Content Creator	12/02/2019	Employee Referral
Producer	12/23/2019	www.indeed.com
IT Support Technician	12/23/2019	www.indeed.com
TV News Content Creator	01/13/2020	www.foxcareers.com
Reporter	01/13/2020	www.foxcareers.com
Account Executive	01/27/2020	Former Employee
Promotions Coordinator	02/03/2020	Employee Referral
ELC Director	02/10/2020	Employee Referral
Sports Anchor/Report	04/06/2020	Internal
Producer	04/13/2020	www.foxcareers.com
** Positions Shared Applicants		
* Positions Shared Applicants		
+ Positions Shared Applicants		

**Total Number of Persons Interviewed During Applicable Period:   81**

**Job Postings** – When a position becomes available, it is the general practice of the Station to email the job opportunity notice to all station personnel to inform employees of current openings so they may apply for consideration for those 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 other Fox Owned & Operated Stations across the country. In addition, station openings are automatically sent to www.Foxcareers.com when the position is posted to the Fox10Phoenix website. Job postings are also sent to Fox Stations Sales.

**All Fox O & O Stations:**

WNWY/WWOR-TV 205 E 67 <sup>th</sup> St New York, NY 10065	WAGA-TV 1551 Briarcliff Rd, NE Atlanta, GA 30306	KMSP-TV/WFTC 11358 Viking Dr Eden Prairie, MN 55344
KTTV/KCOP-TV 1999 S Bundy Dr Los Angeles, CA 90025	WTTG-DT/WDCB-DT 5151 Wisconsin Ave, NW Washington, DC 20016	WOFL/WRBW 35 Skyline Lake Mary, FL 32746
WFLD/WPWR-TV 205 N Michigan Ave Chicago, IL 60601	KRIV-DT/KTXH-DT 4261 Southwest Freeway Houston, TX 77027	WTFX-TV 330 Market St Philadelphia, PA 19106
WJBK 16550 W Nine Mile Rd Southfield, MI 48075	KDFW/KDFI 400 N Griffin St Dallas, TX 75202	KTVU/KICU 2 Jack London Square Oakland, CA 94607
KSAZ/-TVKUTP 511 W Adams St Phoenix, AZ 85003	KTBC 119 E 10 <sup>th</sup> St Austin, TX 78701	WTVT 3213 W Kennedy Blvd Tampa, FL 33609
WOGX 1551 SW 37 <sup>th</sup> St Ocala, FL 34474	WJZY/WMYT-TV (through 3/1/2020) 3501 Performance Rd Charlotte, NC 28214	WITI (effective 3/2/2020) 9 N. Green Bay Road Milwaukee, WI 53209
KCPQ/KZJO (effective 3/2/2020) 1 Westlake Avenue Seattle, WA 98109		

**Section 2: Recruitment Source Information**

<b>Recruitment Source</b> (Company, Address, Telephone #, Contact Person)	<b>Total Number of Interviewees</b> This Source Has Provided During this Period (If Any)	<b>Full-time Positions For Which Source Was Utilized</b>
Fox10Phoenix.com	10	All positions except HR Director
Arizona Job Bank Workforce Connection 200 W. Washington St., Flr 19 Phoenix, AZ 85003 Christina.quijada@phoenix.gov <a href="http://www.azjobconnection.gov/ada">www.azjobconnection.gov/ada</a>	1	Account Executive (3), Staff Accountant/Analyst, Digital Journalist, Reporter, Sales Coordinator (2), Associate Producer (2), IT Support Technician
Arizona Republic 200 East Van Buren Phoenix, AZ 85001 rhermann@gannett.com		Staff Accountant/Analyst
AZ Women's Education and Employment 914 W. Hatcher Rd. Phoenix, AZ 85021 (AWEE) <a href="mailto:Jaclyn.Boyes@awee.org">Jaclyn.Boyes@awee.org</a>		Staff Accountant/Analyst, Account Executive (2), Digital Journalist
*Canyon State EDU (VocRehab) 3550 N. Central Ave., #800 Phoenix, AZ 85012		Staff Accountant/Analyst, Digital Journalist, Account Executive (7/8/19 & 8/5/19)

Sheri@canyonstateedu.com 602-266-6630		
*Collective Talent 1721 Richardson Pl, Tampa, FL 33606 Bille@michaelsmedia.com		Digital Journalist, Reporter, TV News Content Creator, Sports Anchor/Reporter
DeVry Technical Institute 2149 W. Dunlap Ave. Phoenix, AZ 85021 <a href="mailto:RSC-PHX-Career@DeVry.com">RSC-PHX-Career@DeVry.com</a> <a href="mailto:SSwyter@devry.edu">SSwyter@devry.edu</a>		Account Executive, Executive Producer, Digital Journalist, Senior Sales Coordinator, Sales Coordinator (2), Associate MM Promotion Producer, News Content Creator, Reporter, TV News Content Creator, IT Support Technician, Digital Content Creator, Producer (2), ELC Director, Promotions Coordinator, Sports Anchor/Reporter
Emma Bowen - Foundation for Minority Interests in Media 524 W. 57 <sup>th</sup> St. New York, NY 10019 <a href="mailto:Michael.Barham@nbcuni.com">Michael.Barham@nbcuni.com</a>		All positions except HR Director
*Goodwill Industries 2626 W. Beryl Ave. Phoenix, AZ 85021 602-535-4172 <a href="mailto:employerexperienceteam@goodwillaz.org">employerexperienceteam@goodwillaz.org</a>		Staff Accountant/Analyst, Account Executive (2), Digital Journalist
LinkedIn Corporation Attn: Agreement Matters (Legal) 2029 Stierlin Court Mountain View CA 94043	5	Account Executive (3), TV News Content Creator, IT Support Technician, ELC Director, Promotions Coordinator, Producer
Marketing IdeaNet 5577 Marita Ln., Columbus, OH 43235 <a href="mailto:slizik@602communications.com">slizik@602communications.com</a>		All positions except HR Director
Medialine P.O. Box 51909 Pacific Grove, CA 93950 M. Shilstone (800) 237-8073 <a href="http://www.medialine.com">www.medialine.com</a>		Staff Accountant/Analyst, Account Executive (2), Digital Journalist
*Phoenix Indian Center 4520 N. Central Ave., #250 Phoenix, AZ 85012 <a href="mailto:bdeweaver@phxindcenter.org">bdeweaver@phxindcenter.org</a>		All positions except HR Director
SW University of Visual Arts 2525 N. Country Club Dr. Tucson, AZ 85716 <a href="mailto:studentservices@SUVA.edu">studentservices@SUVA.edu</a>		Executive Producer, Associate MM Promotions Producer
TV Jobs/Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 jobs@tvjobs.com (800) 374-0119 <a href="http://www.tvjobs.com">www.tvjobs.com</a>		All positions except HR Director
US.Jobs National Veterans' Job Bank <a href="http://www.ebenefits.va.gov/jobs">www.ebenefits.va.gov/jobs</a> Veterans' Employment Center VetCentral		Staff Accountant/Analyst, Account Executive (2)
Veteran Employment Services West <a href="mailto:Robert.Mortenson@va.gov">Robert.Mortenson@va.gov</a> 206-554-1491		All positions except HR Director
Women in Film 8857 W. Olympic Blvd., #201		Staff Accountant/Analyst, Account Executive (2), Digital Journalist

Beverly Hills, CA 90211 <a href="mailto:mlinker-estes@wif.org">mlinker-estes@wif.org</a>		
Fox Station Sales New York, NY D. Kasuba (212) 452-4873		All positions except HR Director
<a href="http://www.FoxCareers.com">www.FoxCareers.com</a> (Workday)	11	All Positions
Employee Referral	10	HR Director, Sales Coordinator (08/12/2019), Digital Content Creator, ELC Director, Promotion Coordinator,
Internal Employee	4	Executive Producer, Senior Sales Coordinator, News Content Creator, Sports Anchor/Reporter

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

Additional interviewees from jobs aggregators/unsolicited sources: Former Employee (2), Website Unknown (2), Job Board (Other) (3), Indeed.com (24), Adams Broadcast Consulting (3), N.S. Bienstock (1), Other (3), Facebook (1), and Glassdoor (1).

### Section 3: Supplemental Outreach Activities – June 1, 2019 - May 31, 2020

**KSAZ/KUTP** 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 within our group. During this reporting period KSAZ/KUTP participated in the following national job fairs:

- **Emma L. Bowen Foundation – Career Fair** (New York, NY) – July 10, 2019  
Attended by Roselyn Barranda – WNYW/WWOR Human Resources Director, Bonnie Yuen – Fox Station Sales Human Resources Director, and Spencer Woods – Human Resources Intern.
- **Asian American Journalism Association Career Fair** (Atlanta, GA) – July 31, 2019 – August 2, 2019  
Attended by Roselyn Barranda – WNYW/WWOR Human Resources Director, Regina Davis – WAGA Human Resources Director, and Scott Stucky – WAGA VP News Director.
- **National Association of Black Journalists Convention and Job Fair** (Aventura, FL) – August 7, 2019 – August 9, 2019  
Attended by Iris Sierra, WTVT Regional Human Resources Director, Karen Bouldin, WJZY/WMYT Human Resources Director, and John Hoffman, WTVT VP News Director.
- **National Association of Hispanic Journalists Conference and Career Fair** (San Antonio, TX) – September 5, 2019 – September 7, 2019.  
Attended by Tracey Rivers, KRIV/KTXH Human Resources Director, Nicole Robles, KDFW/KDFI Human Resources Director, Susan Schiller – KRIV/KTXH VP News Director, and Pam Vaught – KTBC VP News Director.
- **Howard University 2019 Career Fair** (Washington, D.C.) October 25, 2019  
Attended by Murphy Baker, WTTG/WDCR Human Resources Director and Bonnie Yuen, Fox Station Sales Human Resources Director.
- **National Association of Black Journalist (NABJ) Media Career Fair** (Berkeley, CA) November 2, 2019  
Attended by Amber Eikel, KTVU/KTVU Plus News Director, Shareef Abul-Ela, KTVU/KTVU Plus Assistant News Director

**"Career Awareness;" Student Outreach Program:** Throughout the reporting period, KSAZ/KUTP, conducts student outreach programs to various elementary, high schools and colleges to promote broadcast objectives and careers opportunities. KSAZ/KUTP participated in three events held at local elementary to promote literacy-reading programs and broadcast careers, one News Anchor attended each event. In addition, a Producer spoke at an elementary school class about his job as a news producer.

**American Corporate Partners (ACP):** FOX participates in ACP's Veteran Mentoring Program connects Veteran Protégés with Corporate Mentors for a yearlong mentorship. Paired based on their career objectives and professional experience, Mentors and Protégés define the goals of their mentorship together and focus on a successful transition from the military to the civilian workforce through training, coaching and job development skills.

**Job Shadow Students Outreach Program:** KSAZ/KUTP hosts students, throughout the year, from various valley high schools or Colleges. The students spend the day(s) learning the operations of all the station's departments. They have an opportunity to view a "behind-the-scenes" production.

**Employee Enrichment/Training:** KSAZ/KUTP conducts employee training throughout the reporting cycle. This training included; Lithium Battery safety & handling, Share Rocket, CMS Introduction, Salesforce Email Newsletters, Chyron Prime training, and Live Truck training. Such training prepares employees with leading-edge industry technological advancements.

**"Career Awareness;" Station Tours:** Throughout the reporting period, KSAZ/KUTP, conducts station tours for various community/educational organizations to explain television broadcast operations. One tour of Arizona State University Walter Cronkite School of Journalism students was held during this reporting period.

**Minority Training/Scholarship Programs:** Emma L. Bowen Foundation for Minority Interests in Media – Established in 1989, the Emma L. Bowen Foundation for Minority Interests in Media is a non-profit organization whose mission is to create career opportunities in the media industry for minority youth through a program that focuses on scholastic achievement, direct work experience and professional development. Students in the program work in media companies each summer and during school breaks, from high school through college. The students earn both salaries and matching scholarship funds to be used for college tuition and related expenses. Over a period of up to five years, the students experience numerous aspects of corporate operation and develop professional and practical skills that will help prepare them for their careers, many of which begin at the companies where the students interned. Fox Television Stations have been a corporate partner in this program since its inception and two of the Company's executives are on the Foundation's Board. KSAZ/KUTP selected a college freshman to receive this opportunity. The student was hired during her freshman college year to work in various departments. The student was given an opportunity to work fulltime during the summers and part-time during the college school year, while still receiving training. KSAZ/KUTP matches all earned income and applies the same to the college tuition obligation for the student. The student works throughout her college years and has the opportunity to get a job at the station upon graduation, if available. The student during this reporting period was an Asian-American female in her senior year at Arizona State University. She was offered full-time employment with KSAZ in March 2020 and has since graduated from the program.

**Community Board participation:** KSAZ/KUTP regularly participates, with other community leaders, as part of the following community and non-profit boards:

- **Arizona State University Walter Cronkite Endowment Board**

**Fox10Phoenix.com** serves the community by providing 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 the website includes: employment opportunities listing, and the Annual EEO Public File Report. In addition, Fox10Phoenix.com attracts approximately 7 million page views per month.

**On Air Notice:** Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request **KSAZ/Fox 10 & KUTP/My45** to provide them with information about full-time openings at the station. Such requests must include the organization's name, mailing address, e-mail address if applicable, telephone number and contact person, and identify the category or categories of job openings for which it requests notices. Requests should be directed to **Fox Studios – HR, 511 W. Adams St., Phoenix, AZ 85003, or Fax to 602-262-5123**. We appreciate your organization's help in publicizing our job openings! **KSAZ/Fox 10 & KUTP/My45** is an Equal Opportunity Employer.