

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

Coverage Period: June 1, 2013-May 31, 2014

Station's Comprising Station Employment Unit: KSAZ/Fox 10 & KUTP/My45, Phoenix, AZ

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hiree
GA Reporter	9/17/13	Employee Referral
Account Executive*	1/6/14	Employee Referral
Sales Coordinator**	9/9/13	Internal (WJBK Detroit)
Sales Coordinator**	7/2/13	Intern Program
Photographer	8/8/13	Internet-Indeed.com
Traffic Coordinator	06/17/13	Employee Referral
Program Coordinator	9/30/13	Myfoxphoenix.com
ELC Director	10/23/13	Intern Program
Multimedia Promo Producer	7/31/13	Intern Program
Social Media & Engagement Manager	9/17/13	Employee Referral
Facilities Manager	12/2/13	Arizona Republic
Director of Finance	2/10/14	Arizona Republic
Content Creator***	3/31/14	TVJobs.com
Content Creator ***	3/31/14	TVJobs.com
Web News Producer	1/6/14	Myfoxphoenix.com
Account Executive *	1/21/14	Myfoxphoenix.com
Associate Producer****	2/3/14	Myfoxphoenix.com
Associate Producer ****	3/17/14	Employee Referral
Editor	7/08/13	Myfoxphoenix.com
Producer	08/26/13	Internal

- * shared the same interview pool
- ** shared the same interview pool
- *** shared the same interview pool
- **** shared the same interview pool

Total Number of Persons Interviewed During Applicable Period: 56

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 universities as well as other Fox Owned & Operated Stations across the country. In addition, station openings are sent to other Fox properties (Fox News, Fox Sports, 20C Television) and posted on the NewsCorp intranet site: OurNews.

All Fox O & O Stations:

WNWY/WWOR	WAGA	KMSP/WFTC
205 E 67 th St	1551 Briarcliff Rd, NE	11358 Viking Dr
New York, NY 10065	Atlanta, GA 30306	Eden Prairie, MN 55344
KTTV/KCOP	WTTG/WDCA	WOFL/WRBW
1999 S Bundy Dr	5151 Wisconsin Ave, NW	35 Skyline

Los Angeles, CA 90025	Washington, DC 20016	Lake Mary, FL 32746
WFLD/WPWR 205 N Michigan Ave Chicago, IL 60601	KRIV/KTXH 4261 Southwest Freeway Houston, TX 77027	WTFX-TV 330 Market St Philadelphia, PA 19106
WJBK 16550 W Nine Mile Rd Southfield, MI 48075	WHBQ-TV 485 S Highland Ave Memphis, TN 38111	KDFW/KDFI 400 N Griffin St Dallas, TX 75202
KSAZ/KUTP 511 W Adams St Phoenix, AZ 85003	KTBC 119 E 10 th St Austin, TX 78701	WFXT 25 Fox Dr Dedham, MA 02026
WTVT 3213 W Kennedy Blvd Tampa, FL 33609	WOGX 1551 SW 37 th St Ocala, FL 34474	

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
MyFoxPhoenix.com	19	All positions except Director of Finance
Arizona Art Institute 2233 W. Dunlap. Phoenix, AZ 85021 bludera@aia.edu	0	
TVJobs.com jobs@tvjobs.com	5	All positions except Director of Finance
Medialine.com mark@medialine.com	0	All positions except Director of Finance
Spotsndots.com ads@spotsndots.com	0	Account Executive
AARP Worksearch 5119 N. 19 th Ave Phoenix, AZ 85015 jmontini@aarp.org	0	All positions except Director of Finance
American Corporate Partners (ACP) Veteran Outreach 400 Madison Ave., 7A New York, NY 10017 www.ACP-AdvisorNet.org	0	Account Executive (2), Sales Coordinator (2), Photographer, Traffic Coordinator, Editor and Producer
AZ Women's Education and Employment 914 W. Hatcher Rd. Phoenix, AZ 85021 (AWEE) employmentteam@awee.org	0	All positions except Director of Finance
CA Chicano News Media Association USC School of Journalism 300 S. Grand Ave., #3950 Los Angeles, CA 90071 ccnmainfo@ccnma.org	0	All positions except Director of Finance
Data Entry Institute Sheri Carparelli (602) 620-0868 sheri@az.rmci.net	0	GA Reporter, Account Executive (2), Sales Coordinator (2), Photographer, Traffic Coordinator, ELC Director
Monster.com www.monster.com	0	

Chicanos Por La Causa 1112 E. Buckeye Rd. Phoenix, AZ 85034 Evelyn.arredondo@cplc.org	0	All positions except Director of Finance
Asian Pacific American Student Services USC, Student Union -University Park Los Angeles, CA 90089 apass@usc.edu	0	All positions except Director of Finance
Foundation for Minority Interests in Media 524 W. 57 th St. New York, NY 10019 sdrice@cbs.com	0	All positions except Director of Finance
Governor's Office of Equal Opportunity 1700 W. Washington St., #156 Phoenix, AZ 85007 iainfo@az.gov	0	All positions except Director of Finance
Hope VI Project 1150 S. 7 th Ave Phoenix, AZ 85007 Zona.pacaeco@phoenix.gov	0	All positions except Director of Finance
*Boston University School of Management amcbride@bu.edu	0	All positions except Director of Finance
Jobing.com www.jobing.com	0	Account Executive
LULAC National 2000 L St., #610 Washington DC 20036 jtrasmonte@LULAC.org	0	All positions except Director of Finance
Maricopa Skills Center 1245 E. Buckeye Rd. Phoenix, AZ 85034 adonis@gatewaycc.edu	0	All positions except Director of Finance
Mexican-American Opportunity Foundation 972 S. Goodrich Blvd. Commerce, CA 90022 nvazquez@maof.org	0	All positions except Director of Finance
National Academy of TV Arts & Sciences (NATAS) www.jobbank.emmyonline.org	0	GA Reporter, Editor
NAACP of Phoenix 1818 S. 16 th St. Phoenix, AZ 85034 tillmannaacp@aol.com	0	All positions except Director of Finance
Arizona Republic Careerbuilders.com	10	Finance Director, Facilities Manager
Native American Connections 4520 N. Central Ave., #600 Phoenix, AZ 85012 d.haskins@nativeconnections.org	0	All positions except Director of Finance
National Urban League 120 Wall St. New York, NY 10005 info@nulexplre.org	0	All positions except Director of Finance
Greater Phoenix Urban League 1402 S. 7 th Ave. Phoenix, AZ 85001 afisher@gphxul.org	0	All positions except Director of Finance
Goodwill Industries 2626 W. Beryl Ave. Phoenix, AZ 85021	0	All positions except Director of Finance

Mark.sander@goodwillaz.org		
Friendly House James Montoya 802 S. 1st Ave Phoenix, AZ 85003 jamesm@friendlyhouse.org	0	All positions except Director of Finance
Phoenix Indian Center 4520 N. Central Ave., #250 Phoenix, AZ 85012 kthorne@phxindcenter.org	0	All positions except Director of Finance
Phoenix Job Corp 518 S. 3rd St. Phoenix, AZ Retzer.jim@jobcorps.org	0	All positions except Director of Finance
Phoenix OIC Reaching out for Minority Personnel 39 E. Jackson St. Phoenix, AZ 85004 Ronald.edwards@azoic.org	0	All positions except Director of Finance
Phoenix Workforce Connection 200 W. Washington St., Flr 19 Phoenix, AZ 85003 Christina.quijada@phoenix.gov	0	All positions except Director of Finance
WEDCO Employment Center 5151 N. 16th St., Ste E124 Phoenix, AZ 85003 Theresa@wedco.net	0	All positions except Director of Finance
Women in Film 8857 W. Olympic Blvd., #201 Beverly Hills, CA 90211 mlinker-estes@wif.org	0	All positions except Director of Finance
*Collective Talent 1721 Richardson Pl, Tampa, FL 33606 Bille@michaelsmedia.com	0	GA Reporter, Content Creator (2), Photographer, Web News Producer, Associate Producer (2), Editor, Producer
Marketing IdeaNet 5577 Marita Ln., Columbus, OH 43235 slizik@602communications.com	0	All positions except Director of Finance
Collins College 1140 S. Priest Dr. Tempe, AZ 85281 rstarks@collinscollege.edu	0	All positions except Director of Finance
www.creativejobscentral.com 222 East 34th Street 1205, New York, NY 10016 (646) 202-9535	0	Web News Producer
Lost Remote Social TV & Digital Jobs 475 Park Avenue South, 4th Floor New York, New York 10016 Phone: 212-389-2000 http://jobs.lostremote.com	0	
SW University of Visual Arts 2525 N. Country Club Dr. Tucson, AZ 85716 studentservices@SUVA.edu	0	All positions except Director of Finance
Indeed.com	5	No postings – this website "scrapes" from other websites
Craigslist.com	0	No postings – interviewee stated as the source
Linked In	1	No posting-interviewee stated as the source
Society for Broadcast Engineers	0	

www.sbe.org		
DeVry Technical Institute 2149 W. Dunlap Ave. Phoenix, AZ 85021 gdames@devry.edu	0	All positions except Director of Finance
Fox News Channel brigitte.boyle@FOXNEWS.COM	0	All positions except Director of Finance
20C Television – Tonia Carter Tonia.Carter@fox.com	0	All positions except Director of Finance
Fox Sports - Shandy Arellano shandy.spinks-arellano@foxsports.net	0	All positions except Director of Finance
OurNews – Newscorp Intranet https://careers.ournews.com/admin	0	All positions except Director of Finance
Internal applicants Internal Email Job Posting	4	All positions except Director of Finance
KSAZ/KUTP Internship Program	3	All positions except Director of Finance
Employee Referral	7	
Former Employee-Rehire	1	
Industry/Former Employee Referral	1	
Adams Broadcasting Consulting Dana Adams 17350 Mallard Dr Sonoma CA 95476 707-938-8362	0	Agency submits applicants without station's recruitment. Applicants submitted for GA Reporter
The NWT Group (No Whining Talent) Nancy Shafran 817-987-3600 2110 Elmwood Bryan, TX 77802	0	Agency submits applicants without station's recruitment. Applicants submitted for GA Reporters and Anchor/Reporter
Napoli Management Group David Ahrendts 310-385-8224 8844 West Olympic Boulevard Suite 100 Beverly Hills, CA 90211-3697	0	Agency submits applicants without station's recruitment. Applicants submitted for GA Reporters and Anchor/Reporter

* Asterisk notes recruitment sources which requested job notification announcements.

Section 3: Supplemental Outreach Activities – June 1, 2012-May 31, 2013

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: 06/26/13 The Emma Bowen Foundation Career Fair attended by WNYW HR Director Roselyn Barranda and TVHO HR Director Heather Frascella (KSAZ positions recruited- Electronic News Gathering Editor/Photographer, Account Executive, and Photographer) 07/30/13-08/04/13 The National Association of Black Journalists (NABJ) Career Fair Orlando, FL attended by HR Director WOFL and two other FTS Managers (KSAZ positions recruited-Electronic News Gathering Editor/Photographer, Account Executive, Sales Coordinator, News Producer, Program Coordinator, ELC Director, MultiMedia Promotion Producer, Social Media & Engagement Manager, Facilities Manager), 10/17/13 The Howard University Job Fair attended by WTTG/WDCA HR Director (KSAZ positions recruited-Account Executive, Facilities Manager, Financial Analyst, GA Reporter, Content Creator(originally posted as Producer/Writer but reposted as Content Creator)).

Internship Program: KSAZ/KUTP has an internship program which provides opportunities for individuals enrolled in accredited colleges and universities to receive academic credit for work at KSAZ/KUTP. 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 the daily operations of various departments and develop skills that will be useful in their job search following graduation. During the reporting period the Stations' Human Resources Director, Diana Pike and Program Administrator, Heather Hanson, managed 10 interns.

"Career Awareness;" Student Outreach Program: Throughout the reporting period, KSAZ/KUTP, conducts student outreach programs to various elementary and high schools to promote broadcast objectives and careers opportunities. KSAZ/KUTP participated in ten events held at local elementary-Junior High schools to promote literacy-reading programs and "career" days, one of five News Anchors attended each event; four events were held at Arizona State University classes, one of three News Anchors attended each event.

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

"Career Awareness;" Station Tours: Throughout the reporting period, KSAZ/KUTP, conducts station tours for various community/educational organizations to explain television broadcast operations. Four tours, during this reporting period, include Arizona State University students, Boy Scouts, and Cub Scouts.

Benjamin L. Hooks Fellowship Award - Fox Television Stations, Inc. in conjunction with the New York University Tisch School of the Arts provides an annual monetary award to eight minority students who are majoring in a media-related field. This grant is used towards the cost of tuition.

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 high school junior to receive this opportunity. The student was hired during his 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 his college years and has the opportunity to get a job at the station upon graduation, if available. The current student is an Hispanic-American male in his Senior year at Arizona State University.

Arizona State University Walter Cronkite School of Journalism - Walter Cronkite Mentorship Program; KSAZ/KUTP participates in the Walter Cronkite Mentorship program. Five anchors/reporters are mentors and provided one-on-one guidance to freshmen from the Walter Cronkite School of Journalism. Station employees provide industry guidance throughout the students' beginning college experience.

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

- o Phoenix Workforce Connection Board; an organization that works to find employment for unemployed and displaced workers.
- o Walter Cronkite Endowment Board

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 email HR.phoenix@foxtv.com or Fax: **602-262-5123**. We appreciate your organization's help in publicizing our job openings! **KSAZ/Fox 10 & KUTP/My45** is an Equal Opportunity Employer.