

**Annual EEO Public File Report  
KSAZ-TV/Fox 10 & KUTP/Fox10 Xtra IS AN EQUAL OPPORTUNITY EMPLOYER**

**Coverage Period:** June 1, 2022 - May 31, 2023

**Station's Comprising Station Employment Unit:** KSAZ-TV (herein "KSAZ")/Fox 10 & KUTP/Fox10 Xtra (herein "KUTP"), 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>
Account Executive	6/13/2022	Social Media
Maintenance Engineer*	6/16/2022	Employee Referral
Weather Anchor	7/11/2022	LinkedIn
Photographer	7/25/2022	Internal promotion
Executive Producer	7/25/2022	LinkedIn
Senior Producer	8/1/2022	LinkedIn
VP of Creative Services	8/1/2022	LinkedIn
Maintenance Engineer*	8/29/2022	Employee Referral
News Editor^^	9/6/2022	Recruiter
Assignment Editor	9/7/2022	Fox10Phoenix.com
News Photographer	9/12/2022	Indeed
Digital Sales Assistant	9/19/2022	LinkedIn
Research Analyst	9/26/2022	LinkedIn
News Reporter^	10/5/2022	FoxCareers.com
News Editor^^	10/17/2022	FoxCareers.com
FLX Account Executive	10/17/2022	Employee Referral
Reporter/Fill-in Anchor^	10/31/2022	Employee Referral
Associate Producer	12/12/2022	LinkedIn
Producer	2/20/2023	Internal
Photographer	2/21/2023	KSAZ website
Promotions Manager	3/6/2023	Former Employee Referral
Sales Coordinator	4/3/2023	Fox Careers
Account Executive**	5/8/2023	KSAZ Website
Account Executive**	5/15/2023	LinkedIn
*positions shared applicant pool/posting		
^ positions shared applicant pool/posting		
^^ positions shared applicant pool/posting		
** positions shared applicant pool/posting		

**Total Number of Persons Interviewed During Applicable Period: 93**

**Job Postings** – When a position becomes available, it is the general practice of the station to send the job openings to the Human Resources contact for each owned and operated Fox Television Stations nationwide as well as Fox Stations Sales. These job opportunity/postings are also sent to various community outreach groups, and schools. In addition, station openings are automatically sent to www.Foxcareers.com when the position is created in Workday.

**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 /WDCA 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/KTXH 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-TV 2 Jack London Square Oakland, CA 94607
KSAZ-TV/KUTP 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	KCPQ/KZJO 1 Westlake Avenue Seattle, WA 98109	WITI 9 N. Green Bay Road Milwaukee, WI 53209

**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	8	All positions except Photographer hired 7/25/2022, Senior Producer hired 8/1/2022 and Reporter/Fill-in Anchor hired 10/31/2022.
Arizona State University		Executive Producer hired 7/25/2022, Maintenance Engineer hired 8/29/2022, News Editor hired 9/6/2022, News Photographer hired 9/12/2022, Digital Sales Assistant hired 9/19/2022, Research Assistant hired 9/26/2022, News Editor hired 10/17/2022, FLX Account Executive hired 10/17/2022, Reporter/Fill-in Anchor hired 10/31/2022, Associate Producer hired 12/12/2022, Producer hired 2/20/2023, Photographer hired 2/21/2023, Promotions Manager hired 3/6/2023, Sales Coordinator hired 4/3/2023
Collective Talent 1721 Richardson Pl, Tampa, FL 33606 Bille@michaelsmedia.com		All positions except Account Executive hired 5/8/2023
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 Account Executive hired 5/8/2023
LinkedIn Corporation Attn: Agreement Matters (Legal) 2029 Stierlin Court	26	Executive Producer hired 7/25/2022, Maintenance Engineer hired 8/29/2022, Assignment Editor hired

Mountain View CA 94043		9/7/2022, FLX Account Executive hired 10/17/2022, and Promotions Manager hired 3/6/2023
Maricopa Community Colleges 2411 West 14 <sup>th</sup> Street Tempe, AZ 85281		Sales Coordinator hired 3/6/2023
Marketing IdeaNet 5577 Marita Ln., Columbus, OH 43235 <a href="mailto:slizik@602communications.com">slizik@602communications.com</a>		All positions except Account Executive hired 5/8/2023
The National Academy of Television Arts & Sciences (NATAS) 111 West 57th Street #600 New York, NY 10019 (212) 586-8424 <a href="mailto:capitalemmys@aol.com">capitalemmys@aol.com</a> <a href="http://www.emmyonline.org">www.emmyonline.org</a> <a href="http://www.jobbank.emmyonline.org">www.jobbank.emmyonline.org</a>		All positions except Account Executive hired 5/8/2023
Phoenix Indian Center 4520 N. Central Ave., #250 Phoenix, AZ 85012 <a href="mailto:bdeweaver@phxindcenter.org">bdeweaver@phxindcenter.org</a>		All positions except Account Executive 6/13/2022, Weather Anchor hired 7/11/2022, Photographer hired 7/25/2022, Senior Producer hired 8/1/2022,
Society for Broadcast Engineers <a href="http://www.sbe.org">www.sbe.org</a>		Maintenance Engineer hired 6/16/2022
Promax <a href="http://www.promax.org">www.promax.org</a>		VP of Creative Services hired 8/1/2022, Promotions Manager hired 3/6/2023
TV Jobs/Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a> (800) 374-0119 <a href="http://www.tvjobs.com">www.tvjobs.com</a>		All positions except Account Executive hired 5/8/2023
Veteran Employment Services West <a href="mailto:Robert.Mortenson@va.gov">Robert.Mortenson@va.gov</a> 206-554-1491		All positions except Account Executive 6/13/2022, Weather Anchor hired 7/11/2022, Photographer hired 7/25/2022, Senior Producer hired 8/1/2022,
Women in Film 8857 W. Olympic Blvd., #201 Beverly Hills, CA 90211 <a href="mailto:mlinker-estes@wif.org">mlinker-estes@wif.org</a>		All positions except Account Executive hired 5/8/2023
Fox Station Sales New York, NY (212) 452-4873		All positions except Account Executive hired 5/8/2023
<a href="http://www.FoxCareers.com">www.FoxCareers.com</a> (Workday)	10	All positions except Account Executive hired 5/8/2023
Employee Referral	15	Maintenance Engineer hired 6/16/2022 and 8/29/2022, FLX Account Executive hired 10/17/2022, Reporter/Fill-in Anchor hired 10/31/2022,
Internal Employee		Photographer promoted 7/25/2022, Producer promoted 2/20/23

Additional interviewees from jobs aggregators/unsolicited sources: Indeed (7), Napoli Agency (2), NWT Group (1), Industry Referral/Contact (2), Career Builder (1), Current employee (3), Recruiter (2), Job Board – other (1), Family Service Agency (1), Connections (2), Career Fair (1), Facebook (1), KTBC website (1), Glassdoor (1), Former Employee (1), Social Media – Other (7)

## 1. Job Fairs

Our stations regularly participate 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 Bowen Foundation Minority Interests in Media Virtual Conference & Career Fair** – Held on June 16, 2022. Attended by FTS Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Roselyn Barranda (WNYW/WWOR-TV), Iraida Morillo (WOFL/WRBW/WOGX), Nicole Robles (KDFW/KDFI), Heather Hanson (KSAZ/KUTP), Danielle Houston (KTVU/KICU-TV), Adrienne Pritchett (WTFX-TV), Murphy Baker (WTTG/WDC) and Alexa Maldonado (Fox Station Sales). Recruitment for all FTS O&O's.
- **Asian American Journalists Association (AAJA) Convention** – Held July 27 – 30, 2022 in Los Angeles, CA. Attended by FTS HR Directors Heather Hanson (KSAZ/KUTP), Denise Rosas (KTTV), VP New Director Doug Bannard (KSAZ/KUTP), and Managing Editor George Kiriya (KTVU/KICU). Recruitment for all FTS O&O's.
- **Association of Black Journalists (NABJ)/National Associate of Hispanic Journalists (NAHJ) Convention & Career Fair** - Held on August 3 – 5, 2022 in Las Vegas, NV. Attended by FTS HR Regional Director Regina Davis (WAGA-TV), FTS HR Directors Roselyn Barranda (WNYW/WWOR-TV), Alexa Maldonado (Fox Station Sales) and VP News Directors Melissa Medalie (WOFL) and Jim Driscoll (WTFX-TV), Meteorologist/Reporter Tony Sadiku (WTVT). Recruitment for all FTS O&O's.
- **Howard University Cathy Hughes School of Communications Annual Job & Internship Career Fair** – Held virtually October 14, 2022. Attended by FTS HR Regional Director Iris Sierra and Regina Davis, FTS HR Directors Murphy Baker, Heather Hanson, Danielle Houston, Iraida Morillo, and Dalina Hayes.
- **Penn State University Nittany Lions 2022 COMM Careers in the Capital Career Fair** – November 9, 2022. Attended by FTS HR Director Murphy Baker. Recruitment for all FTS O&O's.
- **Full Sail Virtual Job Fair** – February 9, 2023. Attended by FTS Regional HR Director Iris Sierra and Tracey Rivers, FTS HR Directors Iraida Morillo, Nicole Robles, and Adrienne Pritchett. Recruitment for all FTS O&O's.
- **Penn State Bellisario College of Communications Job Expo** – February 24, 2023. Attended by FTS HR Director Murphy Baker. Recruitment for all FTS O&O's.
- **AAJA SXSW Recruiting Event** – March 11, 2023. Attended by FTS Regional HR Director Tracey Rivers. Recruitment for all FTS O&O's.
- **DC 2023 Journalism Job Fair** – April 1, 2023. Attended by FTS Regional HR Director Tracey Rivers, FTS HR Director Murphy Baker, and WTTG Executive Producer Jamie Hoskins. Recruitment for all FTS O&O's.

## 2. Community Outreach

Throughout the reporting period, KSAZ/KUTP participates in ongoing outreach efforts which are supported by public speaking engagements by our staff which includes, but is not limited to schools, local college/universities, civic, non-profit organizations, and community events. KSAZ/KUTP participated in the following events during this reporting period:

- 10/15/2022 10 AM – 12:30 PM – Executive Producer George Obi presents at The Valley of the Sun Chapter of the Society of Professional Journalists presents the 19<sup>th</sup> Annual Valley Publicity Summit.
- 2/3/2023 4:30 – 5:30 PM – Weather Anchor Ty Brennan participated on a panel for Tempe Leadership Board speaking about the role of journalism today.
- 3/3/2023 10:30 AM – Noon – Anchor Ron Hoon spoke to students at Schnepf Elementary School for their career day

- 4/1/2023 – SVP/General Manager Michael Lewis spoke at the 2023 NABJ Region IV Conference regarding his career, being an executive for a number of years, and advice for Black journalists.
- 4/28/2023 – Weather Anchor Ty Brennan spoke to students at Camelview Elementary School for their career day.

### 3. Mentorship Program

#### **Arizona State University Walter Cronkite School of Journalism – Media Professional Cronkite Mentor**

**Program:** KSAZ/KUTP participates in the Walter Cronkite Media Professional Cronkite Mentor Program. As part of this program, staff mentors the school's first year undergraduate students and graduate students. Two members of our News staff were mentors to students during this reporting period-Sports Anchor/ Richard Saenz and Sports Anchor/Reporter Robby Baker.

### 4. Career Awareness

**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. We had one student shadow from Brophy High School during the reporting period on March 6, 2023.

**Station Tours:** Throughout the reporting period, KSAZ/KUTP, conducts station tours for various community/educational organizations to explain television broadcast operations.

- November 30, 2022 – Tour for ASU journalism students – 10 students total
- April 24, 2022 – Tour for ASU journalism students – 10 students total

### 5. Participation in Scholarship Program

**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.

As a result of KSAZ & KUTP's participation as a Media partner in the program, many students have obtained training and staff jobs as well as funding for the college and university education.

A virtual meet up was held with current EBF students within the FTS group via Zoom on July 12, 2022.

### 6. Staff Training

KSAZ/KUTP conducts employee training throughout the reporting cycle. Such training prepares employees with leading-edge industry technological advancements. Trainings conducted during this reporting period included:

- Live Truck Safety
- RF Safety
- FOX Corporation Compliance Training: Employee Safety Orientation, Identifying Phishing Attempts, Online Preventing Harassment, Discrimination and Retaliation Training, Insider Trading & Confidentiality
- Employment Law Seminar: NY and CA
- Active shooter training – all employees
- Fox Legal Seminar – all News and Creative Service employees
- FMLA Master Class: Gaining Critical Knowledge and Skills to Administer FMLA Leave
- Pivot Tables for Beginners
- Excel: You Can Do This
- Leading Others
- Managing your Boss,
- Video Media Devices Usage Study: The Search For Answers
- Broadcast + OTT Orthodontist Success Story
- Basics of Google Analytics 4
- Auto Market Charging Forward

- Evertz Mediator X
- Sony ELC & XVS-9000
- Rohde & Schwarz THU-X Transmission Systems
- Microsoft Excel Power Query – Level 1 and 2
- Microsoft Office – Tips/Tricks/New Features
- Leading Others – Harvard ManageMentor Certificate Program
- Biweekly Workday training calls
- FTS Customer Onboarding Training
- Fox Stations Sales, an in-house national sales organization, maintains a program to train new sales account executives. This program consists of both coursework and hands-on training. At the end of the program, individuals are assigned to the Company’s Television Stations and Sales offices throughout the United States.

**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 10.4 million page views per month.