

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

Coverage Period: June 1, 2016 - May 31, 2017

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
Digital/Social Media News Producer	06/13/16	Women in Film
Photographer	06/13/16	TVJobs.com
ELC Director	08/08/16	Indeed.com
** Maintenance Engineer	08/23/16	Intern Program
Digital Journalist	08/29/16	Indeed.com
ENG Editor/Photographer	08/30/16	Fox10.com
GA Reporter	09/26/16	21CF website
Associate Producer	10/17/16	Fox10.com
Weekend Anchor/Reporter	10/25/16	Indeed.com
Photographer	10/31/16	Employee Referral
Web News Producer	11/07/16	Fox10.com
Digital/Social Media News Producer	12/12/16	Indeed.com
IT Support Technician	01/09/17	AZ Republic CareerBuilder.com
** Maintenance Engineer	01/23/17	DeVry Technical Institute
ELC Director	02/13/17	TVJobs.com
GA Reporter	02/27/17	No Whining Talent Agency
Promotion Producer	03/06/17	Internal
Electronic Design Promotion Producer	04/03/17	Industry Referral
Associate Producer	04/10/17	Northern AZ University Facebook Page
Facilities Manager	04/10/17	AZ Republic CareerBuilder.com
ENG Editor	04/17/17	Fox10.com
** positions shared applicants		

Total Number of Persons Interviewed During Applicable Period: 74

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 automatically sent to www.21CF.com/careers and Foxcareers.com when the position is posted to the Fox10Phoenix website. Job postings are also sent to other Fox properties (Fox News, Fox Sports, NatGeo, Fox Stations Sales).

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	KDFW/KDFI 400 N Griffin St Dallas, TX 75202	KTVU/KICU 2 Jack London Square Oakland, CA 94607
KSAZ/KUTP 511 W Adams St Phoenix, AZ 85003	KTBC 119 E 10 th St Austin, TX 78701	WTVT 3213 W Kennedy Blvd Tampa, FL 33609
WOGX 1551 SW 37 th St Ocala, FL 34474	WJZY/WMYT 3501 Performance Rd Charlotte, NC 28214	

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
Fox10Phoenix.com	25	All positions
Arizona Art Institute 2233 W. Dunlap. Phoenix, AZ 85021 bludera@aia.edu	0	Electronic Design Promo Producer, Promotion Producer
Arizona Job Bank Workforce Connection 200 W. Washington St., Flr 19 Phoenix, AZ 85003 Christina.quijada@phoenix.gov www.azjobconnection.gov/ada	0	All positions
Arizona Republic CareerBuilder Newspaper and online site (888) 262-5477	3	Facilities Manager
AZ Women's Education and Employment 914 W. Hatcher Rd. Phoenix, AZ 85021 (AWEE) Jaclyn.Boyes@awee.org	0	All positions
Boston University School of Management amcbride@bu.edu	0	ENG Editor/Photographer, Photographer (2), Associate Producer, Digital/Social Media News Producer, Digital Journalist, Weekend Anchor/Reporter, Web News Producer, GA Reporter, ELC Director, Maintenance Engineer (2)
*Canyon State EDU (VocRehab) 3550 N. Central Ave., #800 Phoenix, AZ 85012 602-266-6630	0	All positions
Chicanos Por La Causa 1112 E. Buckeye Rd. Phoenix, AZ 85034 Evelyn.arredondo@cplc.org	0	All positions
*Collective Talent 1721 Richardson Pl, Tampa, FL 33606 Bille@michaelsmedia.com	0	Weekend Anchor/Reporter, GA Reporter (2), Photographer

DeVry Technical Institute 2149 W. Dunlap Ave. Phoenix, AZ 85021 SSwyter@devry.edu	1	All positions
Emma Bowen - Foundation for Minority Interests in Media 524 W. 57 th St. New York, NY 10019 Sandra.rice@nbcuni.com	0	All positions
Federation of Hispanic Organizations P.O. Box 25915 Baltimore, MD 21224 B. Pineyaro (410) 931-1640 www.hispanicfederation.org	0	All position
Friendly House James Montoya 802 S. 1 st Ave Phoenix, AZ 85003 jamesm@friendlyhouse.org	0	ENG Editor/Photographer, Photographer (2), Digital/Social Media News Producer, Digital Journalist, GA Reporter, ELC Director, IT Support Technician
George Mason University University Career Services 4400 University Drive SUB, Room #348, MSN 3B6 Fairfax, VA 22030 (703) 993-2370 http://careers.gmu.edu / recruit@gmu.edu	0	ENG Editor/Photographer, Photographer (2), Digital/Social Media News Producer, Digital Journalist, GA Reporter, ELC Director, IT Support Technician
*Goodwill Industries 2626 W. Beryl Ave. Phoenix, AZ 85021 602-535-4172 employerexperienceteam@goodwillaz.org	0	All position
Greater Phoenix Urban League 1402 S. 7 th Ave. Phoenix, AZ 85001 afisher@gphxul.org	0	All positions
HireVetsFirst.com 888-870-6608 cscottstrategies@gmail.com	0	ENG Editor/Photographer, Photographer, Associate Producer, Digital/Social Media News Producer, IT Support Technician
*Howard University 2400 Sixth Street, NW Washington, DC 20059 (202) 806-6100 Cdudley@howard.edu	0	All positions
www.indeed.com 177 Broad Street, 16th Floor Stamford, CT 06901	18	No postings – this website “scrapes” from 21CF.com
Japanese American Citizens League 1828 L Street, NW, Ste. 802 Washington, DC 20036 (202) 223-1240 www.jacl.org	0	ENG Editor/Photographer, Photographer (2), Digital/Social Media News Producer, Digital Journalist, GA Reporter, ELC Director, IT Support Technician, Maintenance Engineer (2)
LinkedIn Corporation Attn: Agreement Matters (Legal) 2029 Stierlin Court Mountain View CA 94043	2	All positions

Loyola University 4501 North Charles Street Baltimore, MD 21210 (410) 617-2000 www.loyola.edu MDemanss@loyola.edu	0	All positions
LULAC-League of United Latin American Citizens 1133 19 th Street NW, Ste 100 Washington DC 20036 (202)833-6130 www.lulac.org	0	All positions
Marketing IdeaNet 5577 Marita Ln., Columbus, OH 43235 slizik@602communications.com	0	All positions
Mexican-American Opportunity Foundation 972 S. Goodrich Blvd. Commerce, CA 90022 nvazquez@maof.org	0	All positions
Medialine P.O. Box 51909 Pacific Grove, CA 93950 M. Shilstone (800) 237-8073 www.medialine.com	0	All positions
Monster.com 133 Boston Post Road Weston, MA 02493 Phone: (978) 461-8000	5	Promotion Producer, ENG Editor, IT Support Technician
The National Academy of Television Arts & Sciences (NATAS) 111 West 57th Street, Ste. 600 New York, NY 10019 (212) 586-8424 www.emmyonline.org www.jobbank.emmyonline.org	0	Electronic Design Promo Producer, Promotion Producer, ENG Editor
National Association of Black Journalists 8701-A Adelphi Road Adelphi, MD (866) 479-6225 www.nabj.org sberry@nabj.org	0	ENG Editor/Photographer, Photographer (2), Associate Producer, Digital/Social Media News Producer, Digital Journalist, Weekend Anchor/Reporter, Web News Producer, GA Reporter, ELC Director, IT Support Technician, Maintenance Engineer (2)
National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, DC 20004 (202) 737-0120 www.ncnw.org	0	ENG Editor/Photographer, Photographer (2), Digital/Social Media News Producer, Digital Journalist, GA Reporter, ELC Director, IT Support Technician, Maintenance Engineer (2)
NAACP of Phoenix 1818 S. 16 th St. Phoenix, AZ 85034 tillmannaacp@aol.com	0	Electronic Design Promo Producer, Promotion Producer, ENG Editor/Photographer, Photographers (2), Associate Producers (2), Digital/Social Media News Producers (2), Digital Journalist, Weekend Anchor/Reporter, Web News Producer, GA Reporter (2), ELC Director (2), IT Support Technician, Maintenance Engineers (2)

NAZ/Northern AZ University Facebook Page	1	KSAZ/KUTP Did not post to this page
Native American Connections 4520 N. Central Ave., #600 Phoenix, AZ 85012 d.haskins@nativeconnections.org	0	All positions
National Association of Broadcasters 1771 N Street, NW Washington, DC 20036 (202) 429-5300 www.nab.org	0	All positions
National Hispanic Media Coalition 55 S. Grand Avenue Pasadena, CA 91105 A. Nogales (626) 792-6462 www.nhmc.org	0	All positions
National Lesbian & Gay Journalists Association 1420 K Street, NW, Ste. 910 Washington, DC 20005 (202) 588-9888 www.nlgia.org	0	All positions
*Phoenix Indian Center 4520 N. Central Ave., #250 Phoenix, AZ 85012 bdeweaver@phxindcenter.org	0	All positions
Society for Broadcast Engineers www.sbe.org	0	IT Support Technician, Maintenance Engineer (2)
Scottsdale Community College 9000 E Chaparral Rd, Scottsdale, AZ 85256 Chris Jensen (480) 423-6000	0	Electronic Design Promo Producer, Promotion Producer
SW University of Visual Arts 2525 N. Country Club Dr. Tucson, AZ 85716 studentservices@SUVA.edu	0	Electronic Design Promo Producer, Promotion Producer
TV Jobs/Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 M. Holloway (800) 374-0119 www.tvjobs.com	8	All positions
US.Jobs National Veterans' Job Bank www.ebenefits.va.gov/jobs Veterans' Employment Center VetCentral	0	All positions
Veteran Employment Services West Robert.Mortenson@va.gov 206-554-1491	0	All positions
VeteranJobListings.com Jobs@purpleplacement.com Purple Placement, Inc. 62 Greene St., #4 New York, NY 10012	0	ENG Editor/Photographer

WEDCO Employment Center 5151 N. 16 th St., Ste E124 Phoenix, AZ 85003 Theresa@wedco.net	0	All positions
Women in Film 8857 W. Olympic Blvd., #201 Beverly Hills, CA 90211 mlinker-estes@wif.org	1	ENG Editor/Photographer, Photographer (2), Digital/Social Media News Producer (2), Digital Journalist, Weekend Anchor/Reporter, Web News Producer, GA Reporter, ELC Director, IT Support Technician, Maintenance Engineer (2)
Fox National Geographic 1145 17 th St. NW Washington DC 20036 iangulo@natgeotv.com	0	All positions
Fox News Channel brigitte.boyle@FOXNEWS.COM liza.cohen@foxnews.com	0	All positions
Fox Sports – Anna Bramwell Anna.Bramwell@foxsports.net	0	All positions
Fox Station Sales New York, NY D. Kasuba (212) 452-4873		All positions
21CF.com/Careers	3	All positions
Employee Referral	3	
Industry Referral	1	
Intern Program	1	
Internal Employee	1	
The NWT Group 2110 Elmwood Bryan, TX 77802 561-310-7971	1	KSAZ/KUTP Did not post to this Agency

* Asterisk notes recruitment sources which requested job notification announcements.

Section 3: Supplemental Outreach Activities – June 1, 2016 - May 31, 2017

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:

06/17/16 The Emma Bowen Foundation Career Fair attended by WNYW and Fox Station Sales HR Directors (KSAZ positions recruited- IT Support Technician, Electronic News Gathering Editor, GA Reporter, Photographer); 08/03/16 - 08/07/16 The National Association of Black Journalists (NABJ) and National Association of Hispanic Journalists (NAHJ) Career Fair Washington DC attended by HR Directors from WFLD/WPWR and FTS, and two other FTS Managers (KSAZ positions recruited – Electronic News Gathering Editor, GA Reporter, Photographer, IT Support Technician, ELC Director, Maintenance Engineer, Digital Journalist); 08/10/16 - 08/13/16 The Asian American Journalist Association (AAJA) Career Fair Las Vegas, NV attended by HR Director from KRIV/KTXH one other FTS manager (KSAZ positions recruited- Electronic News Gathering Editor, GA Reporter, Photographer, IT Support Technician, ELC Director, Maintenance Engineer, Digital Journalist); 10/27/16 Howard University Career Fair Washington DC attended by the HR and Creative Services Directors from WTTG/WDCA (KSAZ positions recruited – Maintenance Engineer, Account Executive, Photographer and IT Support Technician).

"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 four events held at local elementary to promote literacy-reading programs, one News Anchor attended each event. One news anchor spoke at Arizona State University (ASU) – to Walter Cronkite students.

American Corporate Partners (ACP): 21st Century 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.

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' VP Engineering, managed 1 intern.

Job Shadow Students Outreach Program: KSAZ/KUTP hosts students, throughout the year, from various valley high schools or Colleges. 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.

Employee Enrichment/Training: KSAZ/KUTP conducts employee training throughout the reporting cycle. This training included; Nielsen Research, UAV Ground Drone School FAA Part 107 Test, TitanTV Media Star, Safety Training, Wave Relay Radios, Live Truck Training, Forklift Safety, Wide Orbit. 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. Five tours, during this reporting period, include Arizona State University Fellows, Girl Scouts, ASU Freshman and ASU Walter Cronkite students.

Arizona State University Walter Cronkite School of Journalism - Walter Cronkite Mentorship Program; KSAZ/KUTP participates in the Walter Cronkite Mentorship program. The Assistant News Director and an Executive Producer were mentors and provided one-on-one guidance to freshmen from the Walter Cronkite School of Journalism. Station employees provide industry guidance throughout the student's beginning college experience.

Arizona State University (ASU) Walter Cronkite School of Journalism - Walter Cronkite Diversity Committee; KSAZ/KUTP participated in the Walter Cronkite Diversity event for student organizations: The National Association of Black Journalists (NABJ), The National Association of Hispanic Journalists (NAHJ), and The Asian American Journalist Association (AAJA). The event provided interviewing skills and job coaching to ASU journalist students.

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 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.

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

- NATAS – Rocky Mountain Southwest Region
- Phoenix Innovation Foundation
- Courtney’s Place – Living with Disabilities
- Panacea Animal Wellness Sanctuary
- Peace Officers Memorial Board
- Insurance Company Charitable Foundation
- VNSA Charity Board
- Walter Cronkite Endowment Board
- Arizona State University Bio Design
- Dorothy Foundation – Fight Against Cancer

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 4 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.