

Annual EEO Public File Report

KCPQ-TV, KZJO IS AN EQUAL OPPORTUNITY EMPLOYER

Coverage Period: March 2, 2020 to September 30, 2020

Station's Comprising Station Employment Unit: KCPQ-TV, KZJO in Seattle, WA

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hire
News Director	03/02/2020	Talent Agency
Producer	03/03/2020	Website
Digital Producer	06/02/2020	Employee Referral
Producer	06/08/2020	Foxcareers.com
Senior Staff Accountant	08/03/2020	Employee Referral
Assistant News Director	08/31/2020	Foxcareers.com

Total Number of Persons Interviewed During Applicable Period: 30

Q13FOX.com is the website for Q13 FOX (KCPQ) and JOETv (KZJO), these stations are licensed to the Seattle-Tacoma DMA and serve all of Western Washington.

Station information on the web includes: contact information, contest rules, current job listings, and Public File information. Q13FOX.com attracts 5 – 9 million page views per month and more than 2 million active visitors each month on desktop and mobile platforms.

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
Q13 Fox Website 1813 Westlake Ave. N. Seattle, WA 98109 Tyler Slauson 206-674-1313 www.q13fox.com	0	Digital Producer, Assistant News Director, Producer, and Senior Staff Accountant
Fox Station Sales 205 East 67th St New York, NY 10065 Bonnie Yuen 212-332-9239 Bonnie.Yuen@foxtv.com	0	Digital Producer, Assistant News Director, Producer, and Senior Staff Accountant
Fox Careers www.foxcareers.com	5	Digital Producer, Producer, Senior Staff Accountant, and Assistant News Director
Rick Gevers & Associates 355 E. Ohio St. #303 Indianapolis, IN 46204 317-635-7912	1	News Director

www.rickgevers.com		
Emma Bowen Foundation 300 New Jersey Avenue, N.W., Suite 700 Washington, DC 20001 Michael Barham michael.barham@nbcuni.com	0	Digital Producer, Producer, and Senior Staff Accountant
Medialine medialine@medialine.com 1209 Wood Valley Road Augusta, GA 30909 rich@medialine.com	0	Digital Producer, Producer, and Senior Staff Accountant
Graeme Newell Marketing Idea Net 602 Communications Portland, Oregon 919-280-8224 slizik@602communications.co	0	Digital Producer, Producer, and Senior Staff Accountant
TVJobs/Broadcast Employment Services P. O. Box 4116 Oceanside, CA 92052 www.tvjobs.com jobs@tvjobs.com	1	Digital Producer, Producer, and Senior Staff Accountant
Veterans Employment Services West Robert.Mortenson@va.gov 206-554-1491		Digital Producer, Producer, and Senior Staff Accountant

Additional interviewees from other sources: 4 Employee Referrals, 14 Website*, 3 Indeed.com**, and 2 LinkedIn.com**.

*14 Website refers to Nexstar Website, and thus was not in use after Fox Corporation's acquisition of the stations on March 2, 2020.

**Indeed.com, and LinkedIn.com aggregate job announcements posted on other websites.

Job Postings

When a position becomes available, it is the general practice of the Station to post the job opportunity notice at appropriate locations throughout the Station so the employees are aware of current openings and may apply for consideration for those positions. The notices list the titles and requirements for the positions. These job opportunities / postings are also sent to other Fox Owned & Operated Stations across the country.

Fox O & O Stations:

WNYW/WWOR-TV 205 E 67 th St New York, NY 10065	WTTG/WDCA 5151 Wisconsin Ave NW Washington, DC 20016	KMSP-TV/WFTC 11358 Viking Drive Eden Prairie, MN 55344
KTTV/KCOP-TV 1999 S Bundy Drive Los Angeles, CA 90025	KRIV/KTXH 4261 Southwest Freeway Houston, TX 77027	WOFL/WRBW 35 Skyline Dr. Lake Mary, FL 32746
WFLD/WPWR-TV 205 N Michigan Ave Chicago, IL 60601	WAGA-TV 1551 Briarcliff Rd, NE Atlanta, GA 30306	KCPQ/KZJO (eff. 3/2/20) 1813 Westlake Ave Seattle, WA, 98109
WTFX-TV 330 Market St	WJBK 16550 W Nine Mile Rd	KTBC 119 E 10 th St

Philadelphia, PA 19106	Southfield, MI 48075	Austin, TX 78701
KDFW/KDFI	KSAZ-TV/KUTP	WOGX
400 N Griffin St	511 W Adams St	4739 NW 53 rd Ave. Ste. B
Dallas, TX 75202	Phoenix, AZ 85003	Gainesville, FL 32653
KTVU/KICU-TV	WTVT	WITI (eff. 3/2/2020)
2 Jack London Square	3213 W Kennedy Blvd	9001 N. Green Bay Rd.
Oakland, CA 94607	Tampa, FL 33609	Milwaukee, WI 53209

Walk-in Hours

In order to maximize the Stations' accessibility, the Station maintains regular hours for applicants to complete applications in person.

Section 3: Supplemental Outreach Activities

1. Participation in Scholarship Programs

- **Emma L. Bowen Foundation for Minority Interests in Media, Inc.**

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 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, LLC, has been a corporate partner in this program since its inception.

2. Job Fairs

Our stations regularly participate career/job fairs. Job Fairs provide applicants and potential candidates with the opportunity to learn about Fox Television Stations, LLC, and the job opportunities and internship/mentoring programs available with our group. Job Fairs for period include:

- Emma Bowen Foundation for Minority Interest in Media Virtual Convention and Career Fair. Held July 13, 2020 through July 15, 2020, and was attended by Roselyn Barranda, HR Director, Iris Sierra, Regional HR Director, Bonnie Yuen, HR Director, Adrienne Pritchett, HR Director, Christine Nohr, HR Director, Cynthia Smith, HR Director, Denise, Rosas, HR Director, Heather Hanson, HR Director, Iraidia Morillo, HR Director, Kate O'Hara, HR Director, Lisa Cordes, HR Director, Murphy Baker, HR Director, Nicole Robles, HR Director, Regina Davis, HR Director, Sharming Scott-Nathan HR Director and Tracey Rivers, HR Director. Recruitment for all FTS O&Os.
- The National Association of Black Journalists and the National Association of Hispanic Journalists Virtual Convention & Career Fair. Held August 5, 2020, through August 7, 2020, and was attended by Iris Sierra, Regional HR Director, Roselyn Barranda, HR Director, Regina Davis, HR Director, Iraidia Morillo, HR Director, Nicole Robles, HR Director, Tracey Rivers, HR Director, John Hoffman, VP/News Director, Byron Harmon, VP/News Director, Matt Piacente, VP News Director, and Susan Schiller, VP/News Director. Recruitment for all FTS O&O's.
- The Asian American Journalist Association Virtual Convention & Career Fair. Held August 12, 2020 through August 14, 2020, and was attended by Iris Sierra, Regional HR Director, Roselyn Barranda, HR Director, Regina Davis, HR Director, Kate O'Hara, HR Director, John Hoffman, VP/News Director, Scott Stucky, VP/News Director, and Robin Whitmeyr, VP News Director. Recruitment for all FTS O&O's.

4. Staff Training

Fox Station 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.

KCPQ/KZJO also engages in on-site training which resulted in the following internal promotions: Part Time Weather Anchor to Full Time Weather Anchor/Reporter, Part Time Producer to Full Time Producer, and Part Time Photographer to Full Time Photographer.

5. Community Outreach

Participation in events sponsored by organizations representing groups present in the community interested in broadcast employment issues:

Travis Mayfield, Anchor

04/14/20 Panelist for Huntington University Broadcasting Class

Matthew Lorch, Anchor/Reporter

05/15/20 Participant Medina Elementary PTA

05/30/20 Participant St. Benedict School, Seattle WA

08/25/20 Participant Cherry Crest Elementary PTSA