

Annual EEO Public File Report
KCPQ-TV, KZJO IS AN EQUAL OPPORTUNITY EMPLOYER

Coverage Period: October 1, 2022 to September 30, 2023
Station's Comprising Station Employment Unit: KCPQ, KZJO in Seattle, WA

Section 1: Vacancy Information

Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hire
Digital Marketing Producer	10/3/2022	Social Media (Other)
IT Support Technician	10/17/2022	Indeed
Facilities Maintenance Engineer	10/24/2022	Current Employee
News Anchor	10/24/2022	FOXCareers.com
Feature Reporter/Morning Show Host	10/31/2022	LinkedIn
Broadcast Maintenance Engineer	11/7/2022	Employee Referral
News Reporter	11/14/2022	FOXCareers.com
Production Technician	11/14/2022	Indeed
Segment Producer	11/28/2022	FOXCareers.com
Director of Human Resources	12/5/2022	LinkedIn
Multi-Media Producer	12/5/2022	Social Media (Other)
News Producer	1/3/2023	Employee Referral
Producer	1/3/2023	Employee Referral
Senior Producer	1/3/2023	Employee Referral
Staff Accountant	1/9/2023	LinkedIn
Investigative Executive Producer	1/23/2023	LinkedIn
Segment Producer	2/1/2023	Employee Referral
Account Executive – FLX	2/21/2023	LinkedIn
Associate Producer	2/21/2023	LinkedIn
Reporter	2/21/2023	FOXCareers.com
Production Technician/Editor	3/1/2023	Current Employee
Photographer	3/20/2023	Indeed
Producer	3/20/2023	Indeed
Assignment Editor	3/27/2023	Recruiter Contacted Me
Sales & Marketing Specialist	3/27/2023	Current Employee
Master Control Technician	4/3/2023	FOXCareers.com
Digital Sales Coordinator	4/24/2023	Indeed
Producer	6/12/2023	Current Employee
Reporter	6/19/2023	FOXCareers.com
Associate Producer	7/24/2023	Employee Referral
News Reporter	9/11/2023	Current Employee

Total Number of Persons Interviewed During Applicable Period: 105

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FOX13Seattle.com is the website for FOX 13 (KCPQ) and FOX 13+ (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. FOX13Seattle.com attracts 6 – 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

Job Postings

When a position becomes available, it is the general practice of the Station to internally post the job opportunity for all station personnel so they may apply for consideration for these 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 FOXCareers.com when the position is posted to the FOX13Seattle.com website.

Walk-In Hours

To maximize the Station's accessibility, the Station maintains regular hours for applicants to complete applications in person.

FOX Owned-and-Operated (O&O) Stations

In addition to the above recruitment source information, employment opportunities are sent to the Human Resources contact for each owned-and-operated (O&O) FOX Television Station nationwide in an effort to increase the opportunity for company internal promotions and expand the recruiting area. The stations are listed below.

FOX O & O Stations			
WNYW/WWOR-TV 205 E 67 th 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
KSAZ-TV/KUTP 511 W Adams St. Phoenix, AZ 85003	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	WTVT 3213 W Kennedy Blvd. Tampa, FL 33609	KDFW/KDFI 400 N Griffin St. Dallas, TX 75202
KCPQ/KZJO 1813 Westlake Ave. N Seattle, WA 98109	WTTG/WDCA 5151 Wisconsin Ave NW Washington DC 20016	KTBC 119 E 10 th St. Dallas, TX 78701	WOGX 1551 SW 37 th St. Ocala, FL 34474
FOX Station Sales 810 7 th Ave., #7 New York, NY 10019	KTVU/KICU-TV 2 Jack London Square Oakland, CA 94607	WITI 9001 N Green Bay Rd. Milwaukee, WI 53209	

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Recruitment Sources		
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
FOX13Seattle.com 1813 Westlake Ave. N. Seattle, WA 98109 206-674-1313 www.fox13seattle.com	0	All Positions
FOX Careers www.foxcareers.com	28	All Positions
Asian American Journalist Association – Seattle PO Box 9698 Seattle WA 98109 info@aaajaseattle.org	0	All Positions
California Chicano News Media Association 725 Arizona Ave., Suite 404 Santa Monica, CA 90401-1734 ccnmainfo@cnma.org	0	All Positions
Cynthia Turner’s Cynopsis Access Intelligence 9211 Corporate Blvd., 4 th Floor Rockville, MD 20850 cynopsis@optonline.net	0	All Positions
Emma Bowen Foundation 300 New Jersey Avenue, NW, Suite 700 Washington, DC 20001 Michael Barham michael.barham@nbcuni.com	0	All Positions
Ethnic Heritage Council 305 Harrison St., Suite #304 Seattle, WA 98109 info@ethnicheritageconcil.org	0	All Positions
MediaGigNow 5000 Crossmill Road McLeansville, NC 27301 customerservice@mediagignow.com	0	All Positions
Medialine 1209 Wood Valley Road Augusta, GA 30909 rich@medialine.com	0	All Positions
National Association of Black College Broadcasters lojelks@aol.com	0	All Positions

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Recruitment Sources		
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
National Association of Hispanic Journalists – UCLA Kch18@ucla.edu	0	All Positions
National Lesbian & Gay Journalist Association 2120 L Street, NW, Suite 850 Washington, DC 20037 info@nljja.org	0	All Positions
Seattle Association of Black Journalists sabjchapter@outlook.com	0	All Positions
Seattle King County NAACP 715 23 rd Ave. Seattle, WA 98144 contact@seattlekingcountynaacp.org	0	All Positions
Seattle Latino Metropolitan Chamber of Commerce 12858 NE 112 th Street Kirkland, WA 98104 info@seattlelatino.org	0	All Positions
Society of Professional Journalists, Western Washington Pro Chapter PO Box 30111 Seattle, WA 98113 spjwash@gmail.com	0	All Positions
State of Washington Commission on Asian Pacific American Affairs PO Box 40925 Olympia, WA 98504-0925 capaa@capaa.wa.gov	0	All Positions
Tacoma Urban League 2550 South Yakima Ave. Ste. A Tacoma, WA 98405 cparker@thetacomaurbanleague.org	0	All Positions
TVJobs/Broadcast Employment Services PO Box 4116 Oceanside, CA 92052 jobs@tvjobs.com	0	All Positions
Veterans Employment Services West Robert.Mortenson@va.gov 206-554-1491	0	All Positions

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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
Washington State Association of Broadcasters PO Box 18026 Spokane, WA 99228 Keith Shipman kshipman@wsab.org	0	All Positions
Women in Film Seattle 1216 10 th Ave Seattle, WA 98122 wif@womeninfilmmseattle.org	0	All Positions
Career Fair	1	No active posting source
Current Employees	6	No active posting source
Employee Referrals	17	No active posting source
Facebook	1	No active posting source
Indeed	15	No active posting source
Industry Contact Referral	1	No active posting source
Job Board (Other)	2	No active posting source
LinkedIn	25	No active posting source
Recruiter Contacted Me	1	No active posting source
Social Media (Other)	7	No active posting source
Twitter	1	No active posting source

Section 3: Supplemental Outreach Activities

- **Academic Internship Program**

KCPQ/KZJO sponsors academic internships for junior, senior, and graduate-level college students who are enrolled in classes related to the broadcast industry and/or business curriculums. The students work approximately sixteen (16) hours per week and receive college credit at the successful conclusion of the internship. Qualified students have the opportunity to work in all aspects of the station's operations. For our Summer 2023 semester, we had one (1) student from University of Missouri-Columbia.

- **Scholarship Program: 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 (5) 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. For our Summer 2023 semester, we had two (2) Emma L. Bowen interns – one (1) from Prairie View A&M University and one (1) from Seattle University.

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- **Career Fairs**

Our stations regularly participate in career/job fairs. Career 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. Career fairs for this period include the following.

- **October 14, 2022**

- Event: Howard University Cathy Hughes School of Communications Annual Job and Internship Career Fair
- Location: Virtual
- Attendees: FTS Regional HR Director Iris Sierra (TVHO, WTVT); FTS HR Directors Heather Hanson (KSAZ-TV/KUTP) and Adrienne Pritchett (WTFX-TV). Recruitment for all FTS O&Os.

- **October 21, 2022**

- Event: Temple University Fall 2022 Virtual Klein College Internship and Career Fair
- Location: Virtual
- Attendees: FTS Regional HR Director Regina Davis (WAGA-TV), FTS HR Directors Roselyn Barranda (WNYW/WWOR-TV), Alexa Maldonado (FOX Station Sales); VP News Directors Melissa Medalie (WOFL) and Jim Driscoll (WTFX-TV); Meteorologist/Reporter Tony Sadiku (WTVT). Recruitment for all FTS O&Os.

- **April 1, 2023**

- Event: Washington, D.C. Journalism Job Fair
- Location: Georgetown University School of Continuing Studies, Washington, D.C.
- Attendees: FTS HR Director Murphy Baker, (WTTG/WDCA); Regional HR Director Tracey Rivers (KRIV); Executive Producer Jamie Hoskins (WTTG/WDCA). Recruitment for all FTS O&Os.

- **June 21, 2023**

- Event: 2023 Emma Bowen Foundation Minority Interests in Media Virtual Conference and Career Fair
- Location: Virtual
- Attendees: FTS Regional HR 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-TV/KUTP), Danielle Houston (KTVU/KICU), Shartrise Dixon (WFLD/WPWR), Hailey McCracken (KCPQ/KZJO), and Adrienne Pritchett (WTFX-TV). Recruitment for all FTS O&Os.

- **Employee Enrichment/Staff Training**

KCPQ/KZJO conducts employee training throughout the reporting cycle to increase skills and enable the staff to be more productive in their positions.

- FOX Corporation Compliance Training: Anti-Bribery & Anti-Corruption Training; Employee Safety Orientation; Identifying Phishing Attempts; Cyber Security Training; Preventing Discrimination, Harassment, Retaliation & Standards of Business Conduct
- FOX Corporation EAP Training: EAP Orientation, Diversity, Effective Collaboration
- FOX IT Security for New Hires Training Module
- FOX Insider Training & Confidentiality Training Module
- FOX Phishing Training Module
- FOX 2023 Onsite Leadership Workshop with Chris Evans, VP of Learning & Development
- Creating a Culture of Collaboration
- Harvard ManageMentor: Leading the Business
- Harvard ManageMentor: Leading Others
- Harvard ManageMentor: Leading Yourself
- Marketing Tools: Digital Marketing Tools and Services
- Practicing Diversity and Inclusion in Media and Entertainment
- Productivity Pointers: 10 tips to Make the Most of Your Time
- 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.

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- **“Career Awareness”, Station Tours, Community Outreach**

During the review period, KCPQ/KZJO participated in the below events sponsored by organizations representing groups in the community interested in broadcast employment issues.

 - **September 23, 2022**
 - Organization: Evergreen High School & Highline High School
 - Activity: 3rd Annual Race to the Finish Line event
 - Purpose: Motivational school year kick-off event for senior students
 - Employee in Attendance: Lisa Villegas, Chief Meteorologist – Keynote Speaker
 - **January 30, 2023**
 - Organization: Communities in Schools Federal Way, WNBA, and Seattle Storm Academy
 - Activity: Station Tour, Interview, and PSA for National Girls & Women in Sports Day
 - Purpose: Support school-based sports programs for youth most at risk of school failure
 - Employees in Attendance:
 - Host & Keynote Speaker: Alyssa Charlston, Sports Anchor/Reporter
 - Event Organizer & Tour Guide: Andrew Delgado, Promotions Manager
 - Photography Demonstration: Walker Anderson, Chief Photographer
 - Digital Demonstration: Tyler Slauson, Digital Executive Producer; Charmin Flojo, Digital Content Creator
 - “Good Day Seattle”/Morning Show Demonstration: Romy Ackerberg, Executive Producer
 - “Studio 13 Live” Demonstration: Mireya Garcia, Anchor; Carly Henderson, Anchor; Justine Baker, Digital Marketing Producer
 - Speakers & Q&A: Brian MacMillan, Weather Anchor; Abby Acone, Weather Anchor; Liz Dueweke, Anchor/Reporter; Jake Wiederrich, VP/News Director; Mike Seifert, VP, Sales; Sheila Oliver, SVP/GM
 - Control Room Demonstration: Paul Meaney, Newscast Director
 - **April 27, 2023**
 - Organization: Washington State University (WSU) Center for Entrepreneurship
 - Activity: WSU Business Plan Competition
 - Purpose: Competition for students to create business ideas as part of their coursework and compete for prize money
 - Employee in Attendance: Nikki Torres, Reporter – Emcee
 - **May 10, 2023**
 - Organization: Washington Homicide Investigators Association (WHIA)
 - Activity: 2023 WHIA Training Conference
 - Purpose: Annual multi-day, state-wide training conference for homicide investigators
 - Employee in Attendance: David Rose, Anchor/Reporter – Guest Speaker
 - **June 14, 2023**
 - Organization: Allied Global Marketing
 - Activity: Advance Screening of Disney and Pixar’s *Elemental* film
 - Purpose: Build excitement before film’s release in theaters on June 16, 2023
 - Employee in Attendance: Brian MacMillan, Weather Anchor – Emcee
- **Community Board Participation.**

TVHO HR President, Jean Fuentes, is on the Board for the Emma Bowen Foundation.