

**Annual EEO Public File Report  
IS AN EQUAL OPPORTUNITY EMPLOYER**



**Coverage Period: August 1, 2021 – July 31, 2022**

**Station's Comprising Station Employment Unit: KTTV FOX 11/KCOP-TV My13, Los Angeles, CA (hereafter KTTV/KCOP)**

**Section 1: Vacancy Information**

<b>Full-time Positions Filled by Job Title</b>	<b>Date of Hire</b>	<b>Recruitment Source of Hire</b>
Broadcast Technician Microvan	8/9/21	Employee Referral
Administrative Assistant	8/9/21	FoxCareers.com
Broadcast Technician Level B	8/16/21	Internal Promotion
News Producer	8/16/21	Internal Promotion
Anchor/Reporter	8/26/21	Internal Promotion
Executive Producer	9/1/21	Internal Transfer
Chief Sports Anchor	9/1/21	External Referral
Copy Coordinator	9/13/21	LinkedIn.com
Assignment Editor	9/13/21	External Referral
News Writer	9/20/21	Internal Promotion
Newscast Director	10/11/21	FoxCareers.com
Digital Sales Coordinator	11/1/21	Internal Promotion
Digital Content Creator	11/29/21	Employee Referral
VP, Engineering & Chief Engineer	12/6/21	Employee Referral
Broadcast Technician Microvan	12/13/21	Internal Promotion
Broadcast Technician Microvan	12/27/21	Internal Promotion
News Cameraperson	2/7/22	Internal Promotion
Promotions Coordinator	2/14/22	Employee Referral
News Producer	2/28/22	Employee Referral
Digital Content Creator	3/7/22	LinkedIn.com
Sports Reporter/Anchor	3/14/22	Internal Promotion
National Sales Coordinator	3/14/22	FoxCareers.com
Level B Technician	3/28/22	Internal Promotion
Local Sales Manager	5/2/22	Internal Promotion

**Total Number of Persons Interviewed During Applicable Period: 106**

**Job Postings** – When a position becomes available, it is the general practice of the Station to post the job opportunity notice in the company’s lunch area so that employees are aware of current openings and may apply for consideration for those positions. The postings list the titles, description and requirements for the positions. These job opportunities/postings are also sent to other Fox Owned & Operated Stations across the country.

**All Fox O & O Stations:**

WNYW/WWOR-TV 205 E 67 <sup>th</sup> Street New York, NY 10021	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 7272 Wisconsin Ave, NW Washington, DC 20016	WOFL/WRBW/WOGX 35 Skyline Lake Mary, FL 32746
WFLD/WPWR-TV 205 N Michigan Ave Chicago, IL 60601	KRIV/KTXH 4261 Southwest Freeway Houston, TX 77027	KTBC 119 E 10 <sup>th</sup> Street Austin, TX 78701
WTFX-TV 330 Market Street Philadelphia, PA 19106	WJBK 16550 W Nine Mile Rd Southfield, MI 48075	KTVU/KICU-TV 2 Jack London Square Oakland, CA 94607
KDFW/KDFI 400 N Griffin Street Dallas, TX 75202	KSAZ-TV/KUTP 511 W Adams Street Phoenix, AZ 85003	WITI 9001 N. Green Bay Road Milwaukee, WI 53209
WTVT 3213 W. Kennedy Blvd. Tampa, FL 33609	KCPQ/KZJO 1813 Westlake Ave. N. Seattle, WA 98109	Fox Station Sales 205 East 67 <sup>th</sup> Street New York, NY 10065

**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
Website (foxla.com)	4	All Positions
Website (FoxCareers.com)	10	All Positions
Indeed.com (Unsolicited)	7	Promotion Coordinator, Newscast Director, Executive Producer, Digital Content Creator, National Sales Coordinator

LinkedIn.com (Unsolicited)	7	News Writer, Copy Coordinator, Digital Content Creator, News Producer, National Sales Coordinator, Digital Sales Coordinator
Employee Referrals	8	Promotion Coordinator, VP, Engineering & Chief Engineer, Digital Content Creator, News Producer, Broadcast Technician Microvan
Transfers/Internal Applicants	43	News Writer, Executive Producer, Sports Anchor, Chief Sports Anchor, Assignment Editor, Sales Manager, News Producer, News Photographer, Digital Sales Coordinator, Level B Technician, Broadcast Technician Level B, Broadcast Technician Microvan, Anchor/Reporter
External Referrals (External Colleagues, Word of Mouth)	27	Newscast Director, Copy Coordinator, Sports Anchor, Chief Sports Anchor, Digital Content Creator, Assignment Editor, News Producer, News Photographer, National Sales Coordinator, Digital Sales Coordinator, Technician

**Section 3: Supplemental Outreach Activities – August 1, 2021 – July 31, 2022**

**Career/Job Fairs:** KTTV/KCOP regularly participates in local and 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 KTTV/KCOP participated in job fairs. Examples for this past year national job fairs and local job fairs include:

August 18, 2021 – August 20, 2021 - National Association of Black Journalists (NABJ) Virtual Convention & Career Fair Attended by FTS HR Regional Director Iris Sierra (TVHO, WTVT), FTS Human Resources Directors; Roselyn Barranda (WNYW/WWOR-TV), Tracey Rivers (KRIV/KTXH), Regina Davis (WAGA-TV), Iraida Morillo (WOFL/WRBW/WOGX), Nicole Robles (KDFW/KDFI), Heather Hanson (KSAZ-TV/KUTP), Kate O'Hara (KMSP-TV/WFTC), Adrienne Pritchett (WTFX) and VP News Directors Byron Harmon (WNYW/WWOR-TV), John Hoffman (WTVT), Jim Driscoll (WTFX-TV), Erica Hill Rodriguez (KTTV/KCOP), Asst. News Director Emad Asghar (WNYW/WWOR-TV); Recruitment for all FTS O&O's.

August 25, 2021-August 27, 2022 Asian American Journalists Association (AAJA) Virtual Career Job Fair, attended by FTS HR Regional Director Iris Sierra (TVHO, WTVT), FTS Human Resources Directors; Heather Hanson (KSAZ-TV/KUTP), Adrienne Pritchett (WTFX-TV), Regina Davis (WAGA-TV), Iraida Morillo (WOFL/WRBW/WOGX), Roselyn Barranda (WNYW/WWOR-TV), Murphy Baker (WTTG/WDCa), and VP News Directors; Erica Hill-Rodriguez (KTTV/KCOP), Paul McGonagle (WTTG), Byron Harmon (WNYW); Recruitment for all FTS O&O's.

October 20, 2021 - Temple University Virtual Career Fair; Attended by Human Resources Directors; Adrienne Pritchett (WTFX-TV), Bonnie Yuen (FSS) and VP News Director Jim Driscoll (WTFX-TV). Recruitment for all FTS O&O's.

06/16/22 - Emma Bowen Annual Career Virtual Fair, (FTS Human Resources Directors); Recruitment for all FTS O&O's.

July 27, 2022 – July 30, 2022 - Asian American Journalists Association (AAJA), attended by FTS Human Resources Directors; Heather Hanson (KSAZ-TV/KUTP), Denise Rosas (KTTV/KCOP) and VP News Director, Doug Bannard (KSAZ); Managing Editor, George Kiriya (KTVU); Recruitment for all FTS O&O's.

**Internship Program:** KTTV/KCOP has an internship program, which provides opportunities for individuals enrolled in accredited colleges and universities to receive academic credit for work at KTTV/KCOP. 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 Department managed 01 interns.

**"Career Awareness;" Station Tours:** Throughout the reporting period, KTTV/KCOP, conducted station tours: No station tours due to the global Covid-19 pandemic.

**Public Engagements:** KTTV/KCOP is dedicated to community involvement and promoting higher education and diversity. Ongoing outreach efforts 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.

*During this reporting period, the station participated in events and/or programs that relate to career opportunities/or community awareness in our industry:*

08/02/21 – Local Sales Manager, Tracey McCormack was a virtual guest speaker in the class "Intro to Marketing Communications" at Columbia University; 09/18/21 – Anchor, Marla Tellez emceed the Prostate Cancer 5k at Cal State Dominguez Hills; 10/19/21 – Anchor, Michaela Pereira was a guest speaker at the school of Journalism at Pepperdine University; 12/19/21 – Anchor, Marla Tellez hosted the Angel City Celebrity Wheelchair event for Angel City Sports at Los Angeles High School; 01/17/22 Per Diem Anchor, Mary Yoo conducted a Weather presentation and talked about being a Broadcaster to 3<sup>rd</sup> grade students at Garretson Elementary School in Corona; 03/25/22 – Local Sales Manager, Tracey McCormack was a guest Speaker for the organization called "She Runs it", media industry non-profit mentoring program for young women to support them as future leaders in media; 04/6/22 – Anchor, Michaela Pereira emceed the Long Beach Boys & Gils Club Youth of the Year event; 04/16/22 – Anchor, Michaela Pereira was a guest speaker at the Cincinnati Association of Black Journalists, she talked about her career and gave support; 04/22/22 – Anchor, Michaela Pereira emceed the Student Voice Awards for the School of Journalism at the University of Oregon; 05/05/22 – Anchor, Michaela Pereira emceed the Fulfillment Fund event at Sofi Stadium, this organization works to make college a reality for students growing up in educationally and economically under-resourced communities; 5/2022 – Anchor, Elex Michaelson worked with USC students to

co-host debate in the race for Mayor, they crafted questions for the debate, invited students to participate in the debate and see the process; 5/10/22 Per Diem Anchor, Mary Yoo conducted a Weather presentation and talked about being a Broadcaster to 1<sup>st</sup> grade students at Todd Academy School in Corona; 05/12/22 – Anchor, Michaela Pereira was a guest speaker at Latinatude for NAHREP L.A. Event, an annual empowering event that showcase a panel of women who are successful in their respective fields; 06/05/22 – Reporter, Gigi Graciette delivered the commencement address for Mi Genete Graduation Celebration, the Latino graduating class of all the Los Angeles Community Colleges, 6/6/22 – Reporter, Hailey Winslow emceed the Wonder Women of LA event - Honor extraordinary women of LA; 7/21/22 – Anchor, Michaela Pereira was a panelist for LAWA Women’s Association, she shared her professional and personal vantage points as well as challenges as a woman of color in our industry; 11/2022 Anchor, Tony McEwing Fed homeless for Thanksgiving in November at the Midnight Mission; (Ongoing) Anchor, Michaela Pereira, is a board member of the Optimist Youth Homes in Los Angeles, she mentors and participates in various activities/events with the youth; (Ongoing) Anchor, Michaela Pereira, is a board member of the Long Beach Boys & Girls Club; (Ongoing) Fox 11 News In Depth, our weekly community affairs show puts the spotlight on very important issues; (Ongoing) USC Center for the Political Future - Fox11 has partnered with the USC Center for the Political Future. We are working with next gen journalists on debates and other projects. We have also visited campus, spoken with faculty, about expanding student understanding of how local newsrooms work. In addition, the station during the reporting period collaborated with the following non-profit organizations; Foster Nation for a Holiday donation which works on behalf of foster youth; Wednesdays Child Fox11 continues its 25 year plus association with Wednesday’s Child helping local foster children find their forever families; Fox 11 has partnered with Fulfillment Fund which helps students in underserved communities get into college. Students are featured each morning on Good Day LA in graduation season.

**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. KTTV/KCOP last selected a senior in college to receive this opportunity and he has since graduated from California State University, Northridge. We are currently reviewing resumes/application for the next student intern.

**Training Programs:**

Throughout the reporting period, KTTV/KCOP, provide the following training programs to its employees, to include:

08/19/21 Digital Training (CTV Competitive Set), Sales personnel; 09/21/21 A3 Tanning Session, Finance personnel; 09/22/21 Digital Training (Selling Against Premium), Sales personnel; 10/5/21 Megaphone Polling Training, News personnel; 10/13/21 Digital Training (Creating a

Manual CRM/Managing your pipeline), Sales personnel; 10/22/21 FOX Cyber Security Breach Protocol Training, Research personnel; 10/25/21, 10/27/21, 10/28/21 Active Shooter Response Training, all station personnel; 10/26/21 Digital Sales Coordinator Training (FLX Product Basics), Sales personnel; 10/27/21 Digital Sales Coordinator Training (FLX Insights), Sales personnel; 10/29/21 Kantar Training, Research personnel; 10/29/21 Digital Sales Coordinator Training (RFS), Sales personnel; 11/05/21 Digital Sales Coordinator Training (Creative Services), Sales personnel; 11/12/21 Digital Sales Coordinator Training (Wide Orbit Digital Order Processing), Sales personnel; 11/16/21 Digital Sales Coordinator Training (Aptivada), Sales personnel; 11/17/21 Digital Sales Coordinator Training (Ad Ops), Sales personnel; 11/18/21 Digital Sales Coordinator Training (Forecasting), Sales personnel; 12/03/21 Digital Sales Coordinator Training (FLX Dashboard), Sales personnel; 12/09/21 File Exchange Training, Finance personnel; 12/22/21 Digital Sales Coordinator Training (FLX Competitive), Sales personnel; 01/05/22 Digital Sales Coordinator Training (DSC and FLX AE Time Management), Sales personnel; 01/11/22 Digital Sales Coordinator Training (Tubi News Training), Sales personnel; 01/12/22 Digital Training (Tubi FOX Local News), Sales personnel; 01/13/22 Nielsen Panel Update BBO, Research personnel; 01/18/22 2022 NY & CA Employment Law Developments Seminar, Fox Human Resources, Fox Legal personnel; 01/28/22 Coupa Supplier Onboarding Redesign, Finance personnel; 02/03/22 TVB Webinar Media Comparison Report, Research personnel; 02/03/22 Digital Sales Coordinator Training (Core Digital Product Training), Sales personnel; 02/09/22 Digital Training (New Digital Trends), Sales personnel; 02/17/22 Digital Sales Coordinator Training (Digital Segments/Sponsorship), Sales personnel; 02/24/22 Kantar Training, Research personnel; 02/28/22 Axis Graphics Training, News personnel; 3/3/22 5 Ways to Love Your Work Again, News personnel; 03/31/22 Nielsen Webinar PPM Wearables, Research personnel; 04/05/22, 04/06/22, 04/07/22, WSV3 Weather System Training, News personnel; 5/2-5/4/22 Producer training on new Chyron Prime Wall system, News personnel; 05/04/22 Digital Training (Prospecting Via Search), Sales personnel; 5/2-5/6/22 Graphics Training, News personnel; 05/09/22 Commitment Process Change Kickoff, Finance personnel; 5/18/22 ServiceNow trouble ticket reporting portal training, Engineering personnel; 06/08/22 Digital Training (Prospecting Via Social), Sales personnel; 06/10/22, 06/23/22, 06/28/22 Email Data Retention Tagging Training, all station personnel; 6/23/22 TVB Video Media Devices and Usage Webinar, Research personnel; 06/28/22 Digital Training (Streaming is the new cable), Sales personnel; 06/29/22 Gender Identity & Expression Overview Training, FOX Human Resources personnel 07/13/22 Digital Training (SEO and SEM), Sales personnel; Custom Sales Tips Content "Tips from Tracey" Videos (Ongoing), All FTS Digital and Sales personnel; iNews Training (Ongoing) News personnel; BitCentral (Ongoing), News personnel; Lucy Graphic Training (Ongoing); Workday Weekly Training Video Calls (Ongoing) FTS Human Resources personnel; Weekly Human Resources Support Calls (Ongoing) FTS Human Resources personnel; Workday Learning & Development Training (Ongoing); FOX Corporation offers Online Learning and Development Courses available (Ongoing); FOX Corporation Compliance Training (Ongoing); Fox Cybersecurity Awareness Training (On-going); Preventing Harassment, Discrimination and Retaliation Training (Ongoing); Employee Assistant Program offers workshops and seminars for all employees (Ongoing).

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

- Imagen Foundation

