

AN EQUAL OPPORTUNITY EMPLOYER



Coverage Period: August 1, 2022 – July 31, 2023

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

Section 1: Vacancy Information

Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hire
Level B Technician	09/26/22	External Referral
Newscast Director	10/10/22	Internal Promotion
Reporter	10/17/22	External Referral
SVP General Manager	10/26/22	External Referral
Assignment Editor	10/31/22	Internal Promotion
Sr. Graphic Artist	11/01/22	External Referral
Sales Assistant	12/05/22	LinkedIn.com
Level B Technician	01/02/23	Internal Promotion
News Producer	01/09/23	Internal Promotion
Anchor	01/30/23	Talent Agent - Ken Linder & Associates
Anchor	01/30/23	Talent Agent - Ken Linder & Associates
National Sales Coordinator	02/01/23	Employee Referral
Director Engineering	02/01/23	Employee Referral
Log Coordinator	02/22/23	Employee Referral
News Producer	03/06/23	Internal Promotion
Level B Technician	03/20/23	LinkedIn.com
News Producer	04/17/23	Foxla.com
Level B Technician	06/12/23	Indeed.com
VP, News Director	06/12/23	Foxla.com
Level B Technician	06/19/23	External Referral
Promotions Manager	07/10/23	LinkedIn.com

Total Number of Persons Interviewed During Applicable Period: 81

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 th Street 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 7272 Wisconsin Ave Bethesda, MD 20814	WOFL/WRBW/WOGX 35 Skyline Drive 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 th 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 th 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)	3	All Positions
Website (FoxCareers.com)	6	All Positions

Indeed.com (Unsolicited)	5	Newscast Director, Level B Technician, Promotions Manager
TV Jobs.com (unsolicited)	1	Reporter
LinkedIn.com (Unsolicited)	17	Reporter, Level B Technician, Local Sales Assistant, News Producer, Sr. Graphic Artist, National Sales Coordinator, Promotions Manager
Ken Linder & Associates – Talent Agent 1901 Avenue of the Stars, Ste. # 1010 Los Angeles, CA 90067	6	Anchor
Employee Referrals	12	News Producer, News Producer, Director of Engineering, National Sales Coordinator, Log Coordinator
Transfers/Internal Applicants	11	Reporter, Assignment Editor, News Producer, Level B Technician, Newscast Director, National Sales Coordinator, VP, News Director
External Referrals	20	SVP GM, Reporter, Level B Technician, Sr. Graphic Artist, News Producer, Director of Engineering, National Sales Coordinator, VP News Director

Section 3: Supplemental Outreach Activities – August 1, 2022 – July 31, 2023

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:

08/03/22 – 08/05/22 - National Association of Black Journalists (NABJ) & National Association of Hispanic Journalist (NAHJ) Convention & Career Fair Attended by FTS HR Directors; Roselyn Barranda (WNYW/WWOR-TV), Regina Davis (WAGA-TV), Alexa Maldonado (FSS), Meteorologist/Reporter, Tony Sadiku (WTVT) and VP, News Director, Melissa Medalie (WOFL) Recruitment for all FTS O&O's.

10/21/22 & 03/24/23 - Temple University Virtual Career Fairs; Attended by Human Resources Director; Adrienne Pritchett (WTFX-TV). Recruitment for all FTS O&O's.

10/14/22 Howard University Virtual Career Fair, Annual Job & Internship Fair, attended by FTS Human Resources Director, Murphy Baker (WTTG/WDCA). Recruitment for all FTS O&O's.

11/09/22 Penn State University Nittany Lions Careers in the Capitol – Held in Washington, DC. Attended by HR Director Murphy Baker (WTTG/WDCA). Recruitment for all FTS O&O's.

04/01/23 Georgetown University Career Fair, DC. Journalism Job Fair. Attended by FTS Human Resources Directors, Murphy Baker, (WTTG/WDCA), Tracey Rivers (KRIV) and Executive Producer Jaime Hoskins, (WTTG/WDCA). Recruitment for all FTS O&O's.

06/21/23 - Emma Bowen Virtual Career Fair & Conference, (FTS Human Resources Directors); 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 1 intern.

"Career Awareness;" Station Tours: Throughout the reporting period, KTTV/KCOP, conducted station tours: Two tours, this reporting period, 03/09/23 and 03/10/23 Saint Paul the Apostle Catholic Elementary School tour; 04/07/23 University of Southern California, Los Angeles, CA – Journalism Students to discuss journalism, producing and digital news gathering.

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:

08/27/22 Reporter, Sandra Endo emceed the 8th annual charity Glow Ride for Cystic Fibrosis for Claire's Place Foundation; 09/23/22 Anchor, Marla Tellez presented at Pepperdine University "Presentation Principles" for their broadcast journalism program in Malibu; 03/02/23 Reporter, Sandra Endo participated in read Across America and was a reader at Hermosa Beach Vista School in Hermosa Beach; 03/06/23 – Meteorologist, Soumada Smith was a guest speaker via zoom for an online Radio/Television class at Long Beach City College; 03/08/23 News Reporter, Hal Eisner is a mentor for Virtual APTRA Academy, the academy mentors aspiring news reporter and anchors at Pepperdine, Malibu CA; 03/09/23 Anchor, Christine Devine hosted a panel for LA84 Foundation promoting equity in sports for women's history month. Panel included soccer industry from pro to college to high school in Jefferson Park; 03/09/23 Reporter, Gigi Graciette was a guest speaker and moderator at the Los Angeles Women Police Officers and Associates event in Burbank; 03/22/23 Anchor, Christine Devine hosted a zoom panel for Arizona State university and medallion scholars for broadcasting college students; 04/03-04/04/23 Anchor, Christine Devine attended the board meeting for Arizona State University in Mesa and Temp;

04/15/23 Reporter/Anchor, Christina Pascussi organized an event for Foster youth from Friends LA in collaboration with the junior League of Los Angeles and the LA County Sheriffs department in Los Angeles; 04/20/23 Anchor, Christine Devine emceed the benefits gala for CASA (Court Appointment Special Advocated for Foster Youth) in Los Angeles; 04/23/23 Anchor, Christine Devine emceed the community awards dinner for Habitat for Humanity honoring outstanding high school students in Pomona; 05/02/23 Anchor, Christine Devine was a zoom guest lecturer at Cal State Los Angeles school of social work in East Los Angeles; 05/08/23 Anchor, Marla Tellez spoke to a Master's Class in Public Health at UCLA Fielding School of Public Health in Los Angeles; 05/09/23 – Anchor, Elex Michaelson was a speaker at Mann Elementary School in Glendale; 05/13/23 Reporter, Christina Pascussi spoke to foster youth at the wolf connection with Friends Los Angeles; 05/25/23 Reporter, Christina Pascussi emceed the Big Brothers Big Sisters gala; 05/25/23 Anchor, Christine Devine was a guest speaker at the Los Angeles Community College Foundation in East Hollywood; 06/10/23 Anchor, Araksya Karaptyan was a moderator at Woodbury University School of Business "Commemorates Armenian Success in First Annual Diverse Voices Rising Celebration" to address the significance of higher education in Burbank; 11/2022 Anchor, Tony McEwing Fed homeless for Thanksgiving in November at the Midnight Mission; (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; Concerned Black Men of Los Angeles for a Holiday donation; 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. 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:

08/02/22 Salesforce Newsletter Training, Creative Services personnel; 08/29/22 Scheduling and Cold Calls Training, Sales personnel; 09/21/22 Coupa Coding for Commitment Contracts Training, Finance personnel; 10/12/2022 Direct to Consumer Sales Training, Sales personnel;

10/13/22, 10/20/22, 10/27/23 Active Shooter Response Training, all station personnel; 10/14/22 Dr. Lucy Jones Virtual Training-How to cover an Earthquake, News personnel; 10/17/22 Sr. Graphic Artist Onboarding and Training, Creative Services personnel; 10/24/22 Axis Virtual Graphics Training, News personnel; 10/25/22 Improved Collaborative Communications, FTS Executives and Sales personnel; 10/25/22 Axis Bi-Annual Training, Creative Services personnel; 10/26/22 Tier 3 Auto Training, FTS Executives and Sales personnel; 12/14/22 Adobe Analytics Training, Creative Services and Digital personnel; 01/11/23 Employment Law Seminar: CA and NY Developments of 2022, Fox Human Resources and Fox Legal personnel; 01/19/23 Media Star/Titan training, Programming personnel; 01/25/23 Comscore Advantage Audience research, Research personnel; 01/30/23 FTS File Submission Training; Finance personnel; 02/15/23 FLX Forecast Re-Training, Sales personnel; 02/15/23 Conquering Objections for FLX and CTV, Sales personnel; 02/24/23 RSS Feed Overview and Training, FTS Digital and Creative Services personnel; 02/27/23 New OTT Rights, Programming personnel; 03/08/23 Chat GPT, Sales personnel; 03/09/23 WSI Training, News Managers & Anchors, GM and Creative Services personnel; 03/10/23 Megaphone Polling Training, News and Creative Services personnel; 04/05/23 Tier 3 Auto Training, Sales personnel; 04/05/23 Media Monitor Training, Sales personnel; 04/12/23 Loom Tech Training, Sales personnel; 04/13/23 Audience IO Training, GM and Creative Services personnel; 04/20/23 Nielsen NLTV: Enhanced Report Viewer-Preview available for Time Period & Pgm Custom Reports, Research personnel; 05/17/23 Reopardy!, Sales personnel; 06/04/23 ACR Training, Sales personnel; 05/23/23 Southwest FTS Customer Onboarding Training, Finance personnel; 05/27/23 Camio Training, FTS Graphicsm Creative Services and Engineering personnel; 05/31/23 & 06/26/23 Waymark Training, Creative Services and Sales personnel; 06/07/23 Nielsen NLTV: Enhanced Report Viewer-Addition of Time Period & Pgm Standard and Min x Min Ratings Reports, Research personnel; 06/13/23 Southwest FTS Customer Onboarding UAT, Finance personnel; 06/02/23 WSI Scene Graphics Training, News personnel; 07/10/23 New Hire Onboarding Training, Creative Services personnel; 07/17/23 CTV FOX LOCAL Dashboard Training, FTS Digital, KTTV Digital and Creative Services personnel; 07/19/23 Fox Incident Reporting, News, Engineering and Human Resources personnel; Custom Sales Tips Content "Tips from Tracey" Videos (Ongoing), All FTS Digital and Sales personnel; iNews Training (Ongoing) News personnel; Digital Team Strategy weekly Training (Ongoing); 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); Fox Phishing Training (Ongoing); 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
- Providence Saint Joseph Hospital