

Total Number of Persons Interviewed During Applicable Period: 102

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 www.ktvu.com or www.kicu.com websites.

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 Avenue 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 Road Milwaukee, WI 53209		

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
Station Website: www.ktvu.com 2 Jack London Square Oakland, CA 94607 M. Toy (510) 834-1212	6	All Positions
Fox Careers website	30	All Positions
Center for Independent Living * 3075 Adeline Street, Suite 110 Berkeley, CA 94703 Paul Cortopassi 510-841-4776 pcortopassi@cilberkeley.org		All Positions except Digital Producer hired 3/20/2023 and News Writer hired 3/20/2023.
Commission on Status of Women 25 Van Ness Avenue, Room 130 San Francisco, CA 94102 dosw@sfgov.com Cynthia Vazquez (415) 252-2570		All Positions except Digital Producer hired 3/20/2023 and News Writer hired 3/20/2023.
Evangel University * 1111 No. Glenstone Springfield, MI 65802 Donna Trower careerservices@evangel.edu		All Positions except Digital Producer hired 3/20/2023 and News Writer hired 3/20/2023.
Filipino Community Center 4681 Mission Street San Francisco, CA 94112 Darah Macavaey (415) 333-6267 info@filipinocc.org		All Positions except Digital Producer hired 3/20/2023 and News Writer hired 3/20/2023.
Japanese American Citizens League * 1765 Sutter Street San Francisco, CA 94115 Patty Wada (415) 345-1075 sfjacl@yahoo.com		All Positions except Digital Producer hired 3/20/2023 and News Writer hired 3/20/2023.
900 Fallon Street, Room 300 Oakland, CA 94607 Elissa Jaw, (510) 834-5740 mleech@peralta.edu rzion@peralta.edu		All Positions except Digital Producer hired 3/20/2023 and News Writer hired 3/20/2023.
Media Line 1209 Wood Valley Road Augusta, CA 30909 Rich Everitt/Don Matthews (706) 364-7564 jobs@medialinetalent.com		All Positions except Digital Producer hired 3/20/2023 and News Writer hired 3/20/2023.
Mission Language Vocational School 2929 19 th Street San Francisco, CA 94110 Elsy Tadeo (415) 648-5220 Elsy.mlvs@gmail.com		All Positions except Digital Producer hired 3/20/2023 and News Writer hired 3/20/2023.

NATAS Nor Cal Chapter * 4317 Camden Avenue San Mateo, CA 94403-5007 Daryl Compton (650) 341-7786 office@emmysf.tv		All Positions except Digital Producer hired 3/20/2023 and News Writer hired 3/20/2023.
One Stop Career Center * (Private Industry Council) 1212 Broadway, Suite 300 Oakland, CA 94612 M Norman (510) 383-3602 mnorman@oaklandpic.org		All Positions except Digital Producer hired 3/20/2023 and News Writer hired 3/20/2023.
Port of Oakland * 530 Water Street Oakland, CA 94607 (510) 627-1100 msandifur@portoakland.com		All Positions except Digital Producer hired 3/20/2023 and News Writer hired 3/20/2023.
Business Round Table * 8517 Earhart Road Oakland, CA 94621 (510) 568-6302 bashcraft@BABRT.org		All Positions except Digital Producer hired 3/20/2023 and News Writer hired 3/20/2023.
Services for Brain Injury * 60 Daggett Drive San Jose, CA 95134-2108 Karen Strasilla (408) 715-2205 kstrasilla@sbicare.org		All Positions except Digital Producer hired 3/20/2023 and News Writer hired 3/20/2023.
San Jose State University School of Journalism & Mass Comm One Washington Square San Jose, CA 95192-0055 Bob Rucker/Darla Belshe/Kenny Blasé (408) 924-1000 journalism@sjsu.edu		All Positions except Digital Producer hired 3/20/2023 and News Writer hired 3/20/2023.
Swords to Plowshares 1060 Howard Street San Francisco, CA 94103 Teresa Livingston (415) 252-2570 tlivingston@stp-sf.org ,		All Positions except Digital Producer hired 3/20/2023 and News Writer hired 3/20/2023.
www.indeed.com 177 Broad Street, 16 th floor Stamford, CT 06901	10	No postings : This organization scrapes from other postings.
Internal Applicants	11	All Positions
Employee Referral	2	All Positions
TV Jobs P.O. Box 4116 Oceanside, CA 92052 (760) 754-8177	1	All Positions
San Francisco State University College of Liberal & Creative Arts 1600 Holloway San Francisco, CA 94132 jour@sfsu.edu		All Positions except Digital Producer hired 3/20/2023 and News Writer hired 3/20/2023.

Sierra/Job Train Works 1200 O'Brien Drive Menlo Park, CA 94025 sbott@jobtrainworks.org		All Positions except Digital Producer hired 3/20/2023 and News Writer hired 3/20/2023.
LinkedIn	25	All Positions
Glassdoor		No postings – this organization scrapes from other postings
Job Board- Unknown	1	No postings – this organization scrapes from other postings
Industry Contact	1	Not active posting source
Facebook		Not active posting source
Social Media- Unknown		Not active posting source
Former Employee	2	Not active posting source
Twitter	2	Not active posting source
Recruiter-Unknown	2	Not active posting source
Academy of Radio & TV Broadcasting	1	Not active posting source
Career Fair		Not active posting source
Former Intern	1	Not active posting source
I know someone that works here	7	Not active posting source

In addition to the above recruitment source information, employment opportunities are sent to the Human Resources contact for each owned and operated Fox Television Station nationwide in an effort to increase the opportunity for company internal promotions and expand the recruiting area.

Section 3: Supplemental Outreach Activities

KTVU/KICU-TV (hereafter KTVU/KICU) 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 KTVU/KICU participated in the following national job fairs:

- Association of Black Journalists (NABJ)/National Associate of Hispanic Journalists (NAHJ) Convention & Career Fair - Held on August 3 – 5, 2022 in Las Vegas, NV. Attended by FTS HR Regional Director Regina Davis (WAGA-TV), FTS HR Directors Roselyn Barranda (WNYW/WWOR-TV), Alexa Maldonado (Fox Station Sales) and VP News Directors Melissa Medalie (WOFL) and Jim Driscoll (WTFX-TV), Meteorologist/Reporter Tony Sadiku (WTVT). Recruitment for all FTS O&O's.
- 2023 D.C. Journalism Job Fair – Held April 1, 2023 at Georgetown University School of Continuing Studies. Attended by Murphy Baker – Human Resources Director, WTTG/WDCB; Tracey Rivers – Regional Human Resources Director, KRIV; Jamie Hoskins – Executive Producer, WTTG/WDCB. Recruitment for all FTS O&O's.
- Howard University Cathy Hughes School of Communications Annual Job & Internship Career Fair – Held virtually October 14, 2022. Attended by FTS HR Regional Director Iris Sierra and Regina Davis, FTS HR Directors Murphy Baker, Heather Hanson, Danielle Houston, Iraida Morillo, and Dalina Hayes.
- Emma Bowen Foundation Minority Interests in Media Virtual Conference & Career Fair – Held on June 21, 2023. Attended by FTS Regional 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&O's.

Employee Enrichment/Training: KTVU/KICU conducts employee training throughout the reporting cycle to increase current skills and enable the staff to be more effective in their positions.

- Live Truck Safety
- RF Safety
- Forklift training
- FOX Corporation Compliance Training: Employee Safety Orientation, Identifying Phishing Attempts, Online Preventing Harassment, Discrimination and Retaliation Training
- Employment Law Seminar: NY and CA
- Sony Switcher Training
- Anti-Trust training module
- Active shooter training
- FTS Graphics Hub Portal
- Workday Training including Billing Management, Cash Management, Lease Accounting - Lessee, Write-offs/Adjustments, Collections/Agings, T&E expense, Capital Projects request, Fixed Asset set up
- Coupa Training
- Box training
- Emotional Intelligence Training
- Core Skills for New Managers
- The Culture Code: Secrets of Highly Effective Teams
- Harvard Manage Mentor: Leading Others
- Discovering Sales Growth Opportunities
- Managing Sales Growth Opportunities
- Managing Sales Performance Growth
- Winning with Key Accounts
- Sales Negotiation to Maximize Value
- Fox Stations 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.

“Career Awareness”/Station Tours: Throughout all reporting periods, KTVU/KICU conducts station tours for various groups to explain television broadcast operations and careers.

- October 27, 2022: Vallejo High School multi-media classes- 14 people total
- October 29, 2022: Hayward Police Department- 5 people Total
- March 6, 2023: Oakland School of Performing Arts- 35 people total
- March 15, 2023: Terra Nova High School journalism class- 30 people total
- April 12, 2023: Benicia Middle School Viking TV- 29 people total
- April 20, 2023: Oakland School of the Arts- 26 people total
- April 20, 2023: Bay Area Public Information Officers- 20 people total
- May 12, 2023: Oakland Chamber of Commerce- 25 People total
- May 19, 2023: San Leandro Leadership- 25 People total
- July 6, 2023: Oakland Fire Department- 20 People total

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. KTVU/KICU had one student who began with the station in June 2023 for the summer. The student is an Asian female who attends California State University, Berkeley. During her summer internship with us, our student worked with our digital news team to adapt news stories presented on-air and build upon it with more information to meet the needs of our digital audience. The student also searched for original content stories to write for our website.

Mentorship Programs: During the review period, KTVU/KICU VP of Creative Services is a participant in the FOX Mentor Match program as a mentor.

“Career Awareness”/Student & Community Outreach Program: Throughout the reporting period, KTVU/KICU participates in ongoing outreach efforts which 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. KTVU/KICU participated in the following events during this reporting period:

February 6, 2023

10:47am- 12:49pm

Reporter-Claudine Wong

Guest Speaker, Benicia High School Career Exploration

Spoke to high school seniors about careers in journalism.

April 14, 2023

9:00am – 1:00pm

News Director-Amber Eikel

Career Fair Panelist

Virtual job fair for journalism students hosted by Berkeley Journalism and NABJ at the University of California, Berkeley. Shared insights with students on topics related to broadcast journalism, local news, and working for large media corporations such as FOX.

April 20, 2023- April 22, 2023

9:00am – 2:00pm

Reporter- LaMonica Peters

Speaker for the Spring JEA/NSPA National High School Journalism Convention

Presented an educational session called The Basics of Broadcast News Writing in which students were shown how to construct a News Package.

WWW.KTVU.COM and WWW.KICU.COM serve the community by providing Californians with 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 our websites includes: internship program, employment opportunities and the Annual EEO Public File Report. In addition, the website also has direct links to many national sites. Our websites attract approximately 13 million page views and over 3 million unique visitors per month.

Community Board participation: KTVU/KICU participates, with other community leaders, on the following community boards: A KTVU Investigative Reporter serves on the Board of Governors for the northern California chapter of NATAS (National Association of Television Arts and Sciences); TVHO HR President, Jean Fuentes, is on the Board for the Emma Bowen Foundation.