

## KTVU/KICU IS AN EQUAL OPPORTUNITY EMPLOYER

**Coverage Period:** August 1, 2016 – July 31, 2017

**Station's Comprising Station Employment Unit:** KTVU/Fox 2 & KICU-TV – Oakland, CA

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hiree
Research Director	8/15/16	Employee referral
Promotion Assistant	8/15/16	Indeed.com
Producer	10/3/16	FOX Career Website
Anchor/Reporter	10/10/16	N.S. Beinstock (agent)
Senior Graphic Designer	10/10/16	KTVU Website
Senior Staff Accountant	11/28/16	Intracompany Transfer
Account Executive	11/29/16	Employee referral
Anchor Reporter	12/5/16	Internal Hire
Information Technology Manager	12/19/16	Internal Hire (Promotion)
Photographer	12/20/16	Employee referral
National Sales Manager	1/2/17	Intracompany Transfer (Promotion)
Editor	1/18/17	Internal Hire
Assignment Editor	1/18/17	Internal Hire (Promotion)
Maintenance Engineer	1/23/17	Internal Hire
Account Executive	1/30/17	Employee referral
Anchor/Reporter	2/6/17	FOX Career Website
Producer	2/7/17	FOX Career Website
Assignment Editor	2/13/17	Employee referral
National Sales Assistant	2/27/17	KTVU Website
Account Executive	3/13/17	Linked In
Promotion Producer	3/20/17	Internal Hire
Information Systems Analyst	4/3/17	KTVU Website
Vice President/News Director	4/13/17	Internal Hire (Promotion)
Photographer	4/18/17	Employee referral
Executive Assistant	5/8/17	Employee referral
Producer	5/8/17	Linked In
Executive Producer	5/22/17	TV Jobs
Web Producer	7/17/17	Employee referral

**Total Number of Persons Interviewed During Applicable Period: 112**

**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 [www.21CF.com/careers](http://www.21CF.com/careers) and [Foxcareers.com](http://Foxcareers.com) when the position is posted to the [www.ktvu.com](http://www.ktvu.com) or [www.kicu.com](http://www.kicu.com) websites.

WNYW/WWOR	WAGA	KMSP/WFTC
205 E 67 <sup>th</sup> St	1551 Briarcliff Rd, NE	11358 Viking Dr

New York, NY 10065	Atlanta, GA 30306	Eden Prairie, MN 55344
KTTV/KCOP	KSAZ/KUTP	WOFL/WRBW
1999 S Bundy Dr	511 W Adams St	35 Skyline
Los Angeles, CA 90025	Phoenix, AZ 85003	Lake Mary, FL 32746
WFLD/WPWR	KRIV/KTXH	WTFX
205 N Michigan Ave	4261 Southwest Freeway	330 Market St
Chicago, IL 60601	Houston, TX 77027	Philadelphia, PA 19106
WJBK	WTVT	KDFW/KDFI
16550 W Nine Mile Rd	3213 W Kennedy Blvd	400 N Griffin St
Southfield, MI 48075	Tampa, FL 33609	Dallas, TX 75202
WJZY/WMYT	WTTG/WDCA	KTBC
3501 Performance Rd	5151 Wisconsin Ave NW	119 E 10 <sup>th</sup> St
Charlotte, NC 28214	Washington DC 20016	Dallas, TX 78701
WOGX	Fox Station Sales	KTVU/KICU
1551 SW 37 <sup>th</sup> St	810 7 <sup>th</sup> Ave #7	2 Jack London Square
Ocala, FL 34474	New York, NY 10019	Oakland, CA 94607

## 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: <a href="http://www.ktvu.com">www.ktvu.com</a> 2 Jack London Square Oakland, CA 94607 L. Dyste (510) 834-1212	34	All positions
Alameda County Youth Development * 1651 Adeline Street, 2 <sup>nd</sup> floor Oakland, CA 94607 Felicia Nelson (510) 832-4544		All positions
Berkeley City College * Career & Transition Center 2050 Center Street Berkeley, CA 94704-1205 Paula Coil (510) 981-2811 pcoil@peralta.edu		All positions
Bay Area Black Journalists 1714 Franklin Street, #100-260 Oakland, CA 94612 Ellison Horne (510) 464-1000		All positions
Bay Area Star - Alicia Owsley 900 Front Street San Francisco, CA 94111 (707) 322-9212		Account Executive, National Sales Assistant, Executive Assistant
California Chicano News Media Assoc. USC Annenberg School of Journalism 725 Arizona Avenue, Suite 102 Santa Monica, CA 90401-1734 Sylvia Wells (213) 821-0075		All positions
Cal JOBS &		Research Director, Promotion Assistant, Producer,

California Employment Development Dept <a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a> (800) 758-0398		Anchor/Reporter, Sr Graphic Designer, Sr Staff Accountant, Account Executive, Information Technology Manager, Photographer, National Sales Manager, Assignment Editor, Maintenance Engineer, National Sales Assistant, Promotion Producer, Information Systems Analyst, Executive Assistant, Executive Producer, VP/News Director, Web Producer
Fox Careers website	10	All positions
21st Century Fox Careers (global)		All positions
Center for Independent Living * 3075 Adeline Street, Suite 110 Berkeley, CA 94703 Paul Cortopassi 510-841-4776 pcortopassi@cilberkeley.org		All positions
Center for Integration & Improvement of Journalism at S.F. State University 1600 Holloway Avenue San Francisco, CA 94132 Cristina Azocar (415) 338-2083 cazocar@sfsu.edu		All positions
Centro de Servicios 525 H Street Union City, CA 94587 Maria Vivas (510) 489-4100		All positions
College of Alameda Disabled Students Center 555 Atlantic Isilva@peralta.edu Alameda, CA 94501 Larry Silva (510) 748-2328		All positions
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
Connections (Women in Business) * P.O. Box 11277 Santa Rosa, CA 95406-1277 M. Matson (707) 522-9399 admin@connectionsca.com		All positions
Eastbay Works Career Center (Nova) 4071 Port Chicago Highway, Suite 250 Concord, CA 94520 Claire Marchiano (925) 671-4500 Employerservices@novaworks.org		All positions
Evangel University * 1111 No. Glenstone Springfield, MI 65802 Donna Trower careerservices@evangel.edu		All positions
Experience Unlimited * Employment Development Department 745 Franklin Street San Francisco, CA 94102 Sylvia Gonzales (415) 771-1776		All positions
Filipino Community Center 4681 Mission Street San Francisco, CA 94112 Darah Macavaey (415) 333-6267 darah@filipinocc.org		All positions

Family Service Agency Senior Employment Program 24 Second Avenue San Mateo, CA 94401-3828 Brenda Brown (650) 403-4300 bbrown@peninsulafamilyservice.org		All positions
Foothill Community College Internships & Apprenticeships 12345 El Monte Road Los Altos Hills, CA 94022 Phuong Tran (650) 949-7777 tranphuong@foothill.edu		All positions
Gaylord College of Journalism, Univ of OK Native American Journalists Association 395 W Lindsey Norman, OK 73019-4201 (405) 325-9008		All positions
Japanese American Citizens League * 1765 Sutter Street San Francisco, CA 94115 Patty Wada (415) 345-1075 sfjacl@yahoo.com		All positions
Job Train * 1200 O'Brien Drive Menlo Park, CA 94025 Jasmine Baluyot (650) 330-6429 jbaluyot@jobtrainworks.org		All positions
La Opinion (Natl Assoc Hispanic Journalists) * 700 S Flower Street, Suite 3000 Los Angeles, CA 90017-4217 Antonio Rentas (213) 896-2333		All positions
Laney College Disabled Students * Workability III Program, Room E-253 900 Fallon Street Oakland, CA 94607 Elissa Jaw (510) 464-3562		All positions
Laney College Student Employment Services Center 900 Fallon Street, Room 300 Oakland, CA 94607 Carlos McLean (510) 834-5740 <a href="mailto:mleech@peralta.edu">mleech@peralta.edu</a> <a href="mailto:rzion@peralta.edu">rzion@peralta.edu</a>		All positions
Media Line 1209 Wood Valley Road Augusta, CA 30909 Rich Everitt/Don Matthews (706) 364-7564 medialine@medialinecom		Sr Graphic Designer, Photographer, National Sales Manager, Editor, Assignment Editor, Maintenance Engineer, Account Executive, Producer, National Sales Assistant, Promotion Producer, VP News Director, Executive Assistant, Executive Producer, Information Technology Manager
Merritt College Career Center 12500 Campus Drive Oakland, CA 94619 (510) 531-4911		All positions
Merritt College Workability III, T30C 12500 Campus Drive, Bldg R-4 Oakland, CA 94619 Ron Nelson (510) 436-2429		All positions
Michael Chavez Center for * Economic Opportunity		All positions

2699 Monument Blvd, Unit G Concord, CA 94520 Janeth Cortez (925) 682-8248		
Mission Language Vocational School 2929 19 <sup>th</sup> Street San Francisco, CA 94110 Elsy Tadeo (415) 648-5220 <a href="mailto:Elsy.mlvs@gmail.com">Elsy.mlvs@gmail.com</a>		All positions
NATAS Nor Cal Chapter * 4317 Camden Avenue San Mateo, CA 94403-5007 Daryl Compton (650) 341-7786 office@emmysf.tv		All positions
National Arab American Journalists P.O. Box 2127 Orlando Park, IL 60462 Ray Hanania		All positions
Oakland Chinese Community Council 168 Eleventh Street Oakland, CA 94607 Denver Yu (510) 839-2022		All positions
Ohlone College, TV Dept 43600 Mission Blvd Fremont, CA 94539 Gary Kauf (510) 659-6000		All positions
One Stop Career Center * (Private Industry Council) 1212 Broadway, Suite 300 Oakland, CA 94612 M Norman (510) 383-3602 mnorman@oaklandpic.org		All positions
Patten College 2433 Coolidge Avenue Oakland, CA 94613 Sharon Barta (510) 261-8500		Research Director, Promotion Assistant, Producer, Anchor/Reporter, Sr Staff Accountant, Account Executive, Reporter, Information Technology Manager, Assignment Editor, Sales Assistant, Information Systems Analyst
Peralta Colleges Television 900 Fallon Street Oakland, CA 94607 (510) 466-7200 pcrabtree@peralta.edu		All positions
Port of Oakland * 530 Water Street Oakland, CA 94607 (510) 627-1100 msandifur@portoakland.com		All positions
Regional Technical Training Center * 8517 Earhart Road Oakland, CA 94621 Evita Thornton (510) 444-6441 rtccalmin@rtc.us		All positions
SF State University 1600 Holloway Avenue, SF 94132 (415) 338-1761 Nicole Trinidad Taylor telleon@sfsu.edu	2	All positions
Services for Brain Injury * 60 Daggett Drive San Jose, CA 95134-2108		All positions

Karen Strasilla (408) 715-2205 kstrasilla@sbicare.org		
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
Solano Community College Career Center 4000 Suisun Valley Blvd. Suisun, CA 94585 <a href="mailto:careercenter@solano.edu">careercenter@solano.edu</a> (Zafer Sun)		All positions
Spectrum Community Services * 2817 Barrington Court Hayward, CA 94545-1100 Benny Valles (510) 881-0300		All positions
Swords to Plowshares 1060 Howard Street San Francisco, CA 94103 Erica Trejo (415) 252-2570 employmentservices@stp-sf.org	1	All positions
The ARC San Francisco 1500 Howard Street San Francisco, CA 94103 Kristen Hickey Pederson (415) 255-7200 khickey@thearcsf.org		All positions
University of San Francisco Dept. of Media Studies 2130 Fulton Street San Francisco, CA 94117 Lydia Fedulow media.studies@usfca.edu		All positions
George Mason University * Dept of Communications/Robinson A, 121A 4400 University Drive, MS 3D6 Fairfax, VA 22030 Beth Jannery		All positions
The No Whining Talent Group * Carolyn Kane (817) 987-3600 <a href="mailto:carolynkane@thenwtgroup.com">carolynkane@thenwtgroup.com</a>		Anchor/Reporter
Napoli Management 8844 W. Olympic Blvd Suite 100 Beverly Hills, CA 90211-3697 (310) 385-8222 <a href="mailto:nqm@tvtalent.com">nqm@tvtalent.com</a>		Anchor/Reporter
The David Crane Agency 124 Ammons Drive Raleigh, NC 27615-6501 Steve Swienckowski		Anchor/Reporter
N.S. Beinstock 250 W. 57 <sup>th</sup> Street New York, NY 10107	1	Anchor/Reporter
Abrams Artists Agency 275 7 <sup>th</sup> Avenue, 26 <sup>th</sup> Floor New York, NY 10001 Mark Turner		Anchor/Reporter

Collective Talent * bille@michaelsmedia.com		Anchor/Reporter
Association of LGBT Journalists 2120 L Street NW Suite 850 Washington, DC 20037 (202) 588-9888 info@nljja.org		All positions
Latino Journalists of California ASU Walter Cronkite School of Journalism & Mass Communication 725 Arizona Ave Suite 206 Santa Monica, CA 90401 (424) 229-9482 ccnmainfo@ccnma.org		All positions
Media Recruiter 9457 S University Blvd #303 Highlands Ranch, CO 80216 (303) 400-5150 Art Scott		Research Director, Account Executive
Spots n Dots, SND Publishing LLC 600 W Peachtree St NW Suite 350 Atlanta, GA 30308 (888) 884-2630 Gene McKay ads@spotsndots.com	1	Research Director, Account Executive
<a href="http://www.indeed.com">www.indeed.com</a> 177 Broad Street, 16 <sup>th</sup> floor Stamford, CT 06901	15	No postings – this website “scrapes” from other websites.
Simply Hired www.simplyhired.com	1	No postings – this website “scrapes from other websites.
Veterans Job Exchange 187 Ballardvale St #B110 Wilmington, MA 01887		All positions
Vet Central (US Jobs) Direct Employers Association Inc 9002 N. Purdue Road Suite 100 Indianapolis, IN 46268 866-268-6206		All positions
Internal Applicants	10	
Employee Referral	26	
Industry Referral		
Rubicon Programs 2000 San Pablo Avenue Oakland, CA 94612 510-208-0912		Information Technology Manager
City College of San Francisco 50 Phelan Avenue San Francisco, CA 94112 415-239-3000		Information Technology Manager
University of California, Berkeley Career Center / Nancy McFarland 121 North Gate Hall Berkeley, CA 94720-5860		Information Technology Manager
Art Institute of California 1170 Market Street San Francisco, CA 94102 Attn: Isabelle		Information Technology Manager
Carrington Valley College Career Services		Information Technology Manager

6201 San Ignacio Avenue San Jose, CA 95119 Jasminemarie Soller		
Evergreen Valley College Job Placement Bank 3095 Yerba Buena Road San Jose, CA 95121 Janine Espinoza		Information Technology Manager
Central County Occupational Center 760 Hillsdale Avenue San Jose, CA 95136-190 Lucy Ataide		Information Technology Manager
Graeme Newell 1011 Lyndhurst Falls Lane Knightdale, NC 27545 919-217-4434	1	Sr Graphic Designer
Intracompany Transfer`	2	
Linked In	2	No postings – this website “scrapes from other websites.
TV Jobs P.O. Box 4116 Oceanside, CA 92052 (760) 754-8177	6	Producer, Assignment Editor, Maintenance Engineer, Photographer, National Sales Manager, Anchor/Reporter, Sr Staff Accountant, Sr Graphic Designer, National Sales Assistant, Promotion Assistant, Information Systems Analyst, Editor, Account Executive, Promotion Producer, VP/News Director, Web Producer, Executive Producer
Caminar for Mental Health * 2600 El Camino Real, Suite 200 San Mateo, CA 94403 Mark Gavartin 650-393-8952 <a href="mailto:markg@caminar.org">markg@caminar.org</a>		Web Producer
Northwestern University/Medill Career Services 1845 Sheridan Road Evanston, IL 60208 John Donahue Johndonahue1@northwestern.edu		All positions except Account Executive (11/29/16)
YWCA of Silicon Valley 375 S. 3 <sup>rd</sup> Street San Jose, CA 95112 Jocelyn Flores 408-295-4011 <a href="mailto:HR@ywca-sv.org">HR@ywca-sv.org</a>		All positions except Account Executive (11/29/16)
Bay Area Jobs 46 West Julian Street, Suite 229 San Jose, CA 95110 Scott Miller 408-469-4343		Information Technology Manager
TV News Check 610-420-6003 24 W. Lancaster Avenue, Suite 205 Ardmore, PA 19003		VP/News Director, Executive Producer

\* Asterisk notes recruitment sources which requested job notification announcements.



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** 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 with our group. During this reporting period KTVU/KICU participated in the following national job fairs: 8/3-8/7/16: The National Association of Black Journalist and National Association of Hispanic Journalist Convention & Career Fair was attended by WFLD/WPWR HR Director, Sharming Nathan, WTXF Executive Producer, Lee Meier, WTTG/WDCa News Director, Paul McGonagle and Heather Frascella from TVHO HR. 8/10-8/13/16: The Asian American Journalism Association Convention was attended by KTVU/KICU Reporter, Azenith Smith, /KTXH HR Director, Tracey Rivers and KRIV/KTXH News Director, Doug Bannard. 10/27/16: The Howard University 2016 Communications Job & Internship Fair was attended by WTTG/WDCa HR Director, Theresa Foster and WTTG/WDCa Special Projects Producer, Terri Tolliver. 6/12 & 6/13/17: The Arizona State University, National Association of Broadcaster Education Foundation, Media Sales Institute Conference (Walter Cronkite School of Journalism & Mass Communication) was attended by KSAZ/KUTP Regional HR Director, Diane Pike and KSAZ/KUTP Director of Sales, Will Curran. 6/28/17: The Emma Bowen Power Networking & Mentoring event was attended by FSS HR Director, Dorian Kasuba and FSS VP Sales Training & Development, Liz Pritchard. 6/29/17: The Emma Bowen Career Fair was attended by WNYW/WWOR HR Director, Roselyn Barranda, FSS HR Director, Dorian Kasuba and Fox Regional HR Director, Iris Sierra. 7/26-7/29/17: The Asian American Journalists Convention & Career Fair was attended by WNYW/WWOR HR Director, Roselyn Baranda, FSS HR Director, Dorian Kasuba and WTXF News Director, James Driscoll.

**Internship Program:** KTVU/KICU has an internship program which provides opportunities for individuals enrolled in colleges and universities to receive academic credit for internships at KTVU/KICU. 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 daily operations of various departments and develop skills that will be useful in their job search following graduation. The students work approximately 16 – 24 hours per week and receive college credit upon successful completion of their internship. Generally, internships are available in News, Creative Services and Community Affairs. During the reporting period, the Stations' Human Resources Manager, Chris Nohr and Program Administrator, Lisa Yokota, provided internships for 30 students.

**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. This training included: Search Engine Optimization, Topic Pulse, Tagboard, Nielsen ratings system, Web, KANTAR, Broadcast: Consumer Investigations, Social Media Sleuthing, Immersion and undercover reporting, Interviews that stand out, Consumer investigations, Art of Investigative Storytelling, Employment law and relations for management– to name a few.

**“Career Awareness”/Station Tours:** Throughout the reporting period, KTVU/KICU conducts station tours for various groups to explain television broadcast operations and careers. A total of 14 tours were conducted during this reporting period with a total of over 200 outside participants. Attendees included teachers from Fremont High School's Media Academy, a group from Seven Hills School, a student from Burton Valley Elementary, students from San Francisco State University, a group of Singaporean students from The School of Film and Media Studies of Ngee Ann Polytechnic, students from MetWest High School, students and a teacher from Ningbo City College, China, a group from Leadership San Leandro, Port of Oakland high school and college summer interns, a group from Youth Radio, and a 4<sup>th</sup> grade class of students from Hidden Valley Elementary School.

**“Career Awareness”/Student & Community Outreach Program:** Throughout the reporting period, KTVU/KICU participated in student and community outreach programs to various elementary/middle and high schools; colleges and community groups to promote broadcast objectives and broadcasting career opportunities. KTVU/KICU participated in 22 events held at local schools/colleges/community group events and 21 employees presented information about the television industry and career opportunities in broadcasting. A few of the major events participated in by KTVU were the Bizworld Education fundraiser (attended by 180 people) for entrepreneurship education for elementary and middle school students, the Laney College “Herstory” Month Speaker Series where a KTVU News Anchor presented to a group of over 35 college students regarding broadcast careers and an appearance by a KTVU News Anchor to talk about journalism careers on Youth Radio, a radio talk show hosted by Oakland high school students.

[WWW.KTVU.COM](http://WWW.KTVU.COM) and [WWW.KICU.COM](http://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 4 million page views and over 1.5 million unique visitors per month.

**Community Board participation:** KTVU/KICU participates, with other community leaders, on the following community board: A KTVU employee is President of the local chapter of NATAS (National Association of Television Arts and Sciences). TVHO HR President, Jean Fuentes, is on the Board for the Emma Bowen Foundation.

**Mentoring:** A KTVU employee is participating in a year-long mentoring program through 21<sup>st</sup> Century Fox's collaboration with American Corporate Partners. This is a mentoring program for veterans.