

KTVU/KICU IS AN EQUAL OPPORTUNITY EMPLOYER

Coverage Period: August 1, 2017 – July 31, 2018

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
Assistant News Director	8/7/17	FOX Career Website
Sales Assistant	8/14/17	FOX Career Website
Traffic Assistant	8/14/17	Employee referral
National Sales Manager	8/28/17	Intracompany Transfer
Web Producer	8/28/17	Employee referral
Writer	8/28/17	Employee referral
Investigative Reporter	9/11/17	TV Jobs
Promotion Assistant	9/11/17	Employee referral
Photographer	12/18/17	Employee referral
Stage Manager	1/1/18	Internal Hire
Anchor/Reporter	1/16/18	FOX Career Website
Director of Creative Services	2/26/18	Intracompany Transfer
News Producer	3/21/18	Employee referral
Local Sales Manager	3/26/18	Employee referral
Traffic Assistant	3/26/18	KTVU Website
Broadcast Technician	6/4/18	Internal Hire
Executive News Producer	6/11/18	TV Jobs
News Producer	7/2/18	Employee referral
Photographer	7/18/18	Linked In

Total Number of Persons Interviewed During Applicable Period: 97

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 and Foxcareers.com when the position is posted to the www.ktvu.com or www.kicu.com websites.

WNYW/WWOR	WAGA	KMSP/WFTC
205 E 67 th 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 th St
Charlotte, NC 28214	Washington DC 20016	Dallas, TX 78701
WOGX	Fox Station Sales	KTVU/KICU
1551 SW 37 th St	810 7 th 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: www.ktvu.com 2 Jack London Square Oakland, CA 94607 L. Dyste (510) 834-1212	37	All Positions
Alameda County Youth Development * 1651 Adeline Street, 2 nd 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		Traffic Assistant, Local Sales Manager, Sales 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 &		All Positions

California Employment Development Dept www.caljobs.ca.gov (800) 758-0398		
Fox Careers website	5	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 casocar@sfsu.edu		VP/Creative Services Director, Stage Manager, Traffic Assistant, Web Producer, Photographer, Producer, Studio Technician, Executive Producer
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 info@filipinocc.org / darah@filipinocc.org		All Positions
Family Service Agency Senior Employment Program 24 Second Avenue San Mateo, CA 94401-3828 Brenda Brown (650) 403-4300		All Positions.

bbrown@peninsulafamilyservice.org		
Foothill Community College Internships & Apprenticeships 12345 El Monte Road Los Altos Hills, CA 94022 Phuong Tran (650) 949-7777 tranphuong@foothill.edu		All Positions.
Gaylor 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 Elissa Jaw, (510) 834-5740 mleech@peralta.edu rzion@peralta.edu		All Positions.
Media Line 1209 Wood Valley Road Augusta, CA 30909 Rich Everitt/Don Matthews (706) 364-7564 medialine@medialinecom		All Positions.
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 2699 Monument Blvd, Unit G Concord, CA 94520 Janeth Cortez (925) 682-8248		All Positions.
Mission Language Vocational School 2929 19 th Street San Francisco, CA 94110		All Positions.

Elsy Tadeo (415) 648-5220 Elsy.mlvs@gmail.com		
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.
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 rttcalmin@rttc.us		All Positions.
SF State University 1600 Holloway Avenue, SF 94132 (415) 338-1761 Nicole Trinidad Taylor telleon@sfsu.edu		All Positions.
Services for Brain Injury * 60 Daggett Drive San Jose, CA 95134-2108 Karen Strasilla (408) 715-2205 kstrasilla@sbicare.org		All Positions.
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.		All Positions.

Suisun, CA 94585 careercenter@solano.edu (Zafer Sun)		
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 employment@stp-sf.org / Jessie Xenakis		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		Assistant News Director, Sales Assistant, Traffic Assistant, Web Producer, Writer, Investigative Reporter, Promotion Assistant, Photographer, Stage Manager, Anchor/Reporter, VP/Creative Services, News Producer, Local Sales Manager, Studio Technician, Executive Producer
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 carolynkane@thenwtgroup.com		Investigative Reporter, Anchor/Reporter
Napoli Management 8844 W. Olympic Blvd Suite 100 Beverly Hills, CA 90211-3697 (310) 385-8222 nqm@tvtalent.com		Investigative Reporter, Anchor/Reporter
The David Crane Agency 124 Ammons Drive Raleigh, NC 27615-6501 Steve Swienckowski		Investigative Reporter, Anchor/Reporter
N.S. Beinstock 250 W. 57 th Street New York, NY 10107		Investigative Reporter, Anchor/Reporter
Abrams Artists Agency 275 7 th Avenue, 26 th Floor New York, NY 10001 Mark Turner		Investigative Reporter, Anchor/Reporter
Collective Talent * bille@michaelsmedia.com		Investigative Reporter, 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		All Positions

Santa Monica, CA 90401 (424) 229-9482 ccnmainfo@ccnma.org		
Media Recruiter 9457 S University Blvd #303 Highlands Ranch, CO 80216 (303) 400-5150 Art Scott		Local Sales Manager
Spots n Dots, SND Publishing LLC 600 W Peachtree St NW Suite 350 Atlanta, GA 30308 (888) 884-2630 Gene McKay ads@spotsndots.com		Local Sales Manager
Monster.com 978-461-8000		Local Sales Manager
www.indeed.com 177 Broad Street, 16 th floor Stamford, CT 06901	13	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	1	
Employee Referral	26	
Intracompany Transfer	1	
TV Jobs P.O. Box 4116 Oceanside, CA 92052 (760) 754-8177	6	Assistant News Director, Sales Assistant, National Sales Manager, Web Producer, Writer, Investigative Reporter, Promotion Assistant, Photographer, Stage Manager, Anchor/Reporter, VP/Creative Services, Producer, Local Sales Manager, Traffic Assistant, Studio Technician, Executive Producer
Caminar for Mental Health * 2600 El Camino Real, Suite 200 San Mateo, CA 94403 Mark Gavartin 650-393-8952 markg@caminar.org		Web Producer, Photographer, Stage Manager, VP/Creative Services, Producer, Traffic Assistant, Studio Technician, Executive Producer
Northwestern University/Medill Career Services 1845 Sheridan Road Evanston, IL 60208 John Donahue medillcareerservices@northwestern.edu		All Positions.
YWCA of Silicon Valley 375 S. 3 rd Street San Jose, CA 95112 Jocelyn Flores 408-295-4011 HR@ywca-sv.org		All Positions
TV News Check 610-420-6003 24 W. Lancaster Avenue, Suite 205 Ardmore, PA 19003		Investigative Reporter

* 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.

We also interviewed 8 candidates from an outside employment agency, Linked In, Broadcasting & Cable and Entertainment Careers.

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: 8/9-8/11/17: The National Association of Black Journalists Convention & Job Fair in New Orleans was attended by FTS O&O Group Regional Human Resources Director, Iris Sierra, KRIV/KTXH Human Resources Director, Tracey Rivers, KRIV/KTXH VP/News Director, John Hoffman. 9/7-9/9/17: The Excellence in Journalism Conference (organized by RTNDA, SPJ and NAHJ) in Anaheim was attended by FTS O&O Group VP of Human Resources, Annie Buranasakorn, KTTV/KCOP Executive HR Director, Tonia Carter, KTTV/KCOP Sr. HR Manager, Denise Rosas, KTTV/KCOP VP/News Director, Kris Knutsen and KTTVU Managing Editor, Peter Wilgoren. 10/26/17: The Howard University Career Fair in Washington DC was attended by WTTG/WDCA HR Director, Theresa Wilson, WTTG/WDCA VP Finance, Sue Diviney and WTTG/WDC Director of News Projects & Partnership, Terri Tolliver. 6/26/18: The Emma Bowen Career Fair in New York was attended by FTS O&O Group Human Resources Director, Heather Frascella and WNYW/WWOR Human Resources Director, Roselyn Barranda. 7/18-2018: National Association of Hispanic Journalists conference in Miami was attended by, FTS O&O Group Regional Human Resources Director, Iris Sierra, WTVT News Director, John Hoffman, and WNYW/WWOR VP News Director, Byron Harmon.

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 and Community Affairs. During the reporting period, the Stations' Human Resources Manager, Chris Nohr and Program Administrator, Lisa Yokota, provided internships for 21 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: Underground storage tank system training by Epic Compliance for Maintenance Engineers, CPR/First Aid and Defibrillator safety training, fire safety training by Cal Fire for Photographers and Reporters, topical promotion training and how to promote investigative and other special news reports for Promotion Producers at Promax.

“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 10 tours were conducted during this reporting period with a total of over 154 outside participants. Attendees included students and teachers from Roots International Academy (middle school) in Oakland, California Press Information Officials, a high school student interested in TV Production, a group from Leadership Oakland for Media Day, a class of students from St. Joseph's, a middle school student interested in TV Journalism, a group from Leadership San Leandro, a group of youth residents (age 16-19) and administrators from Covenant Homeless Shelter in Oakland, and cinematography and production students from Laney College in Oakland.

“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 events held at local schools/colleges/community group events and 17 employees presented information about the television industry and career opportunities in broadcasting. A few of the major events participated in by KTVU were the State of Black America panel by African American Organization Making Connections, Berkeley City College commencement, Madera High School career presentation, “Excellence in Education” gala to benefit the Fremont Education Association providing education grants, Seven Hills School Career Pathways presentation to middle school students re Journalism careers, TV career presentation to Benicia High School students, Hewlett Packard “Black Employees Black History Month” event, Girls Achieving in Non-Traditional Subjects (GAINS) at Wilcox High School, Redwood High School Alumni Speaker Day, Career Day at Wilson School, California Scholarship Federation event at St. Ignatius College Prep with 200 Bay Area high school & junior high attendees to foster service and academic excellence and speaking to a class of Mass Media students at Laney College.

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 3.2 million page views and over 1.2 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) and on the National NATAS Education Scholarship Committee. A KTVU employee is on the Advisory Committee for Youth Beat Radio, a Peabody award winning non-profit media production company and learning institute that prepares diverse young people for the 21st century digital workplace. TVHO HR President, Jean Fuentes, is on the Board for the Emma Bowen Foundation.