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

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.k

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	WTXF
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 37th 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		
Social Enviolential Social 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		AU D
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
,		All Publicins
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

www.ealibos.ca.gov (800) 758-0398 Fox Careers website Conter for Independent Living * 3075 Adeline Street. Suite 110 Berkeley, CA 94703 Paul Cortopassi 510-941-4776 Paul Cortopassi 510-941-4776 Paul Cortopassi 510-941-4776 Paul Cortopassi 510-941-4776 Paul Cortopassi Stroet, CA 94702 Centre for Integration & Improvement of Journalism at S.F. State University 1600 Holloway Avenue Son Francisco, CA 94132 Assistant, Web Producer, Photographer, Producer, Cassocar@State, Galley State St	California Employment Development Dept		
(800) TSR 0.398 Sacration			
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San Mateo, CA 94401-3828			
Brenda Brown (650) 403-4300 All Positions.	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.
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	All Decitions
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.
	All Fositions.
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	All Desitions
medialine@medialinecom	All Positions.
Merritt College Career Center	
12500 Campus Drive Oakland, CA 94619	
(510) 531-4911	All Positions.
Merritt College Workability III, T30C	MI I OSILIOTIS.
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 19th Street	
San Francisco, CA 94110	All Positions.
	<u> </u>

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	7 ti i i contorio.
43600 Mission Blvd	
Fremont, CA 94539	
Gary Kauf (510) 659-6000	All Positions.
	MI FUSILIUTIS.
One Stop Career Center *	
(Private Industry Council)	
1212 Broadway, Suite 300	
Oakland, CA 94612	
M Norman (510) 383-3602	All Dov's
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	
rttccalmin@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@sbicares.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.
1000 Odiodii valioy Diva.	r til i Oditorio.

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	Assistant News Director, Sales Assistant, Traffic
Dept. of Media Studies	Assistant, Web Producer, Writer, Investigative Reporter,
2130 Fulton Street	Promotion Assistant, Photographer, Stage Manager,
San Francisco, CA 94117	Anchor/Reporter, VP/Creative Services, News
Lydia Fedulow	Producer, Local Sales Manager, Studio Technician,
media.studies@usfca.edu	Executive Producer
George Mason University *	
Dept of Communications/Robinson A, 121A	
4400 University Drive, MS 3D6	
Fairfax, VA 22030	All Do 19
Beth Jannery	All Positions.
The No Whining Talent Group *	
Carolyn Kane	
(817) 987-3600	lace at a street Demontor Analysis (Demontor
carolynkane@thenwtgroup.com	Investigative Reporter, Anchor/Reporter
Napoli Management	
8844 W. Olympic Blvd Suite 100	
Beverly Hills, CA 90211-3697 (310) 385-8222	
ngm@tvtalent.com	Investigative Reporter, Anchor/Reporter
	investigative Reporter, Anchor/Reporter
The David Crane Agency 124 Ammons Drive	
Raleigh, NC 27615-6501	
Steve Swienckowski	Investigative Reporter, Anchor/Reporter
N.S. Beinstock	investigative reporter, Anchon/reporter
250 W. 57th Street	
New York, NY 10107	Investigative Reporter, Anchor/Reporter
Abrams Artists Agency	investigative reporter, Anchon/reporter
275 7th Avenue, 26th Floor	
New York, NY 10001	
Mark Turner	Investigative Reporter, Anchor/Reporter
Collective Talent *	investigative responder, Americanteporter
bille@michaelsmedia.com	Investigative Reporter, Anchor/Reporter
Association of LGBT Journalists	investigative reporter, Andrion/reporter
2120 L Street NW Suite 850	
Washington, DC 20037	
(202) 588-9888	
info@nlgja.org	All Positions.
Latino Journalists of California	rui i contono.
ASU Walter Cronkite School of Journalism &	
Mass Communication	
725 Arizona Ave Suite 206	All Positions
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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		, and the second
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, 16th floor		No postings – this website "scrapes" from other
Stamford, CT 06901	13	websites.
Veterans Job Exchange		
187 Ballardvale St #B110		All D
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.
	1	All Fositions.
Internal Applicants Employee Referral	26	
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Intracompany Transfer	1	
		Assistant News Director, Sales Assistant, National
		Sales Manager, Web Producer, Writer, Investigative
TV Jobs		Reporter, Promotion Assistant, Photographer, Stage
P.O. Box 4116		Manager, Anchor/Reporter, VP/Creative Services,
Oceanside, CA 92052 (760) 754-8177	6	Producer, Local Sales Manager, Traffic Assistant, Studio Technician, Executive Producer
(700) 734-0177	0	Studio Technician, Executive Floudcei
Caminar for Mental Health *		
2600 El Camino Real, Suite 200		
San Mateo, CA 94403		Web Producer, Photographer, Stage Manager,
Mark Gavartin 650-393-8952		VP/Creative Services, Producer, Traffic Assistant,
markg@caminar.org		Studio Technician, Executive Producer
Northwestern University/Medill		
Career Services		
1845 Sheridan Road		
Evanston, IL 60208		
John Donahue		All Desitions
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.

<u>WWW.KTVU.COM</u> and <u>WWW.KICU.COM</u> 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.