

Annual EEO Public File Report

KSAZ-TV/Fox 10 & KUTP/My45 IS AN EQUAL OPPORTUNITY EMPLOYER

Coverage Period: June 1, 2020 - May 31, 2021

Station's Comprising Station Employment Unit: KSAZ-TV (herein "KSAZ")/Fox 10 & KUTP/My45, Phoenix, AZ

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hiree
Maintenance Engineer(8/31/2020)	8/31/2020	Linked In
Research Analyst (6/1/2020)	6/02/2020	Employee Referral
Reporter	9/28/2020	Agent (Adams Consulting)
Research Analyst (5/17/2021)	5/17/2021	LinkedIn
Maintenance Engineer 4/26/2021)	4/26/2021	Indeed.com
Producer	5/17/2021	Fox10Phoenix.com
Reporter/Fill-in Anchor	3/22/2021	Fox10Phoenix.com
Content Creator/Weekend Producer	4/19/2021	Internal Employee
Sports Producer	5/17/2021	Employee Referral
Account Executive	5/31/2021	Internal Employee

Total Number of Persons Interviewed During Applicable Period: 49

Job Postings – When a position becomes available, it is the general practice of the Station to email the job opportunity notice to all station personnel to inform employees of current openings so they may apply for consideration for those 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 other Fox Owned & Operated Stations across the country. In addition, station openings are automatically sent to www.Foxcareers.com when the position is posted to the Fox10Phoenix website. Job postings are also sent to Fox Stations Sales.

All Fox O & O Stations:

WNWY/WWOR-TV	WAGA-TV	KMSP-TV/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-TV	WTTG/WDCA	WOFL/WRBW
1999 S Bundy Dr	5151 Wisconsin Ave, NW	35 Skyline
Los Angeles, CA 90025	Washington, DC 20016	Lake Mary, FL 32746
WFLD/WPWR-TV	KRIV/KTXH	WTFX-TV
205 N Michigan Ave	4261 Southwest Freeway	330 Market St
Chicago, IL 60601	Houston, TX 77027	Philadelphia, PA 19106
WJBK	KDFW/KDFI	KTVU/KICU-TV
16550 W Nine Mile Rd	400 N Griffin St	2 Jack London Square
Southfield, MI 48075	Dallas, TX 75202	Oakland, CA 94607
KSAZ-TV/KUTP-TV	KTBC	WTVT
511 W Adams St	119 E 10 th St	3213 W Kennedy Blvd
Phoenix, AZ 85003	Austin, TX 78701	Tampa, FL 33609
WOGX	KCPQ/KZJO	WITI
1551 SW 37 th St	1 Westlake Avenue	9 N. Green Bay Road

Ocala, FL 34474	Seattle, WA 98109	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
Fox10Phoenix.com	4	All positions
Arizona Job Bank Workforce Connection 200 W. Washington St., Flr 19 Phoenix, AZ 85003 Christina.quijada@phoenix.gov www.azjobconnection.gov/ada		
Arizona Republic 200 East Van Buren Phoenix, AZ 85001 rhermann@gannett.com		
*Canyon State EDU (VocRehab) 3550 N. Central Ave., #800 Phoenix, AZ 85012 Sheri@canyonstateedu.com 602-266-6630		
*Collective Talent 1721 Richardson Pl, Tampa, FL 33606 Bille@michaelsmedia.com		
DeVry Technical Institute 2149 W. Dunlap Ave. Phoenix, AZ 85021 RSC-PHX-Career@DeVry.com SSwyter@devry.edu		All positions except Sports Producer
Emma Bowen - Foundation for Minority Interests in Media 524 W. 57 th St. New York, NY 10019 Michael.Barham@nbcuni.com		All positions
*Goodwill Industries 2626 W. Beryl Ave. Phoenix, AZ 85021 602-535-4172 employerexperienceteam@goodwillaz.org		
LinkedIn Corporation Attn: Agreement Matters (Legal) 2029 Stierlin Court Mountain View CA 94043	5	Producer, Content Creator/Weekend Producer, Maintenance Engineer (8/31/2020), Account Executive
Marketing IdeaNet 5577 Marita Ln., Columbus, OH 43235 slizik@602communications.com		All positions
Medialine P.O. Box 51909 Pacific Grove, CA 93950 M. Shilstone (800) 237-8073 www.medialine.com		

*Phoenix Indian Center 4520 N. Central Ave., #250 Phoenix, AZ 85012 bdeweaver@phxindcenter.org bblixt@phxindcenter.org myazzie@phxindcenter.org		All positions
Society for Broadcast Engineers www.sbe.org		Maintenance Engineer (8/31/2020); Maintenance Engineer (4/26/2021)
SW University of Visual Arts 2525 N. Country Club Dr. Tucson, AZ 85716 studentservices@SUVA.edu		Maintenance Engineer (8/31/2020)
TV Jobs/Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 jobs@tvjobs.com (800) 374-0119 www.tvjobs.com		All positions
Veteran Employment Services West Robert.Mortenson@va.gov 206-554-1491		All positions
Women in Film 8857 W. Olympic Blvd., #201 Beverly Hills, CA 90211 mlinker-estes@wif.org		
Fox Station Sales New York, NY D. Kasuba (212) 452-4873		All positions
www.FoxCareers.com (Workday)	8	All positions
Employee Referral	7	Research Analyst (6/1/2020) , Research Analyst (5/17/2021), Producer, Reporter, Sports Producer, Maintenance Engineer (4/26/2021) (8/31/2020)
Internal Employee	4	Content Creator/Weekend Producer, Reporter/Fill-in Anchor, Sports Producer, Account Executive

* Asterisk notes recruitment sources that requested job notification announcements. (none this period)

Additional interviewees from jobs aggregators/unsolicited sources: Indeed (13), Job Board (other) (4), No Whining Talent (NWT Group) (1), Adams Consulting (1), Industry Contact Referral (1) and Glassdoor (1)

Section 3: Supplemental Outreach Activities – June 1, 2020 - May 31, 2021

KSAZ/KUTP 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 KSAZ/KUTP participated in the following national job fairs:

- **Emma Bowen Virtual Career Fair** – Emma Bowen Minority Interest in Media held a Career Fair on July 15, 2020 and attended by all FTS HR Directors. Recruitment for all FTS O&O's.
- **National Association of Hispanic Journalists (NAHJ) & National Association of Black Journalists (NABJ) Virtual Convention & Career Fair** - Held on August 5, 2020 – August 7, 2020. Attended by FTS HR Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Roselyn Barranda (WNYW/WWOR), Tracey Rivers (KRIV/KTXH & KCPQ/KZJO), Regina Davis (WAGA), Iraidia Morillo (WOFL/WRBW/WOGX), Nicole Robles (KDFW/KDFI) and VP News Directors Byron Harmon(WNYW/WWOR), John Hoffman (WTVT), Matt Piacente (WFLD/WPWR), Susan Schiller (KRIV/KTXH). Recruitment for all FTS O&O's.

- **Asian American Journalists Association (AAJA) Virtual Trade Show** – Held on August 12, 2020 – August 14, 2020. Attended by FTS HR Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Roselyn Barranda (WNYW/WWOR), Kate O'Hara (KMSP/WFTC), Regina Davis (WAGA) and VP News Directors Scott Stucky (WAGA), John Hoffman (WTVT), Robin Whitmeyer (KDFW/KDFI). Recruitment for all FTS O&O's.
- **University of Florida's Fall 2020 Careers in Communication Fair** – Held October 13, 2020. Attended by FTS HR Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Iraida Morillo (WOFL/WRBW/WOGX) and Heather Hanson (KSAZ/KUTP).
- **Full Sail Virtual Career Fair** – Held November 12, 2020. Attended by HR Regional Director Iris Sierra (TVHO, WTVT), HR Director Nicole Robles (KDFW/KDFI), and Adam DePaul (WOFL/WRBW/WOGX).
- **Syracuse University Spring 2021 Newhouse Recruitment Collective** – held April 29, 2021. Attended by FTS HR Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Murphy Baker (WTTG/WDCA), and Iraida Morillo (WOFL/WRBW/WOGX).

"Career Awareness;" Student Outreach Program: Throughout the reporting period, KSAZ/KUTP, conducts student outreach programs to various elementary, high schools and colleges to promote broadcast objectives and careers opportunities. KSAZ/KUTP participated in three events during this reporting period: one anchor presented on weather to a local elementary school; one anchor spoke to Cal States Fullerton's Digital Reporting and Production class about her career and experience in the business; one anchor hosted the 7th Annual Champions in Education dinner event to honor economic education teachers & leaders, and promote financial and economic literacy in Arizona.

American Corporate Partners (ACP): FOX participates in ACP's Veteran Mentoring Program connects Veteran Protégés with Corporate Mentors for a yearlong mentorship. Paired based on their career objectives and professional experience, Mentors and Protégés define the goals of their mentorship together and focus on a successful transition from the military to the civilian workforce through training, coaching and job development skills.

Job Shadow Students Outreach Program: KSAZ/KUTP hosts students, throughout the year, from various valley high schools or Colleges. The students spend the day(s) learning the operations of all the station's departments. They have an opportunity to view a "behind-the-scenes" production.

Employee Enrichment/Training: KSAZ/KUTP conducts employee training throughout the reporting cycle. Such training prepares employees with leading-edge industry technological advancements. Trainings conducted during this reporting period included:

- OTT Sales Training for FLX product
- Virtual Selling for Sales Professionals – LinkedIn Learning
- Cultivating Creativity in Uncertain Times – Deconstructing Problem Solving, Creative Collaboration, and Adopting a Growth Mindset
- It's About Time – Purposeful Prioritizing and Planning, Managing Interruptions & Expectations, Facilitating Effective Meetings
- Managing Remotely: Fostering Connection and Community, Enabling Productivity
- Wide Orbit CAPI training
- Workday Financials training
- 'Finance Fundamentals' Fraud Detection, How to Handle a Difficult Situation, and Managing your Finance Career
- Worksite Access Personnel Training
- Sony Camera Training
- Gas masks/bump caps training for all reporters and photographers
- Adobe Analytics
- VMWare training
- Live Truck Safety
- RF Safety
- Forklift training
- FOX Corporation Compliance Training: Employee Safety Orientation, Identifying Phishing Attempts, Online Preventing Harassment, Discrimination and Retaliation Training,
- Google Ads and Google Analytics
- Sales Force Marketing Cloud

- Word Press
- Vantage Portal
- Facebook Ads Manager
- Aptivada
- Data Wrapper
- BOX 101
- The Voices for Change Committee training “How do we identify power and respond in ways that are both authentic and appropriate?”
- Skills for Inclusive Conversations
- Listen In: How the Incoming Administration Changes How We Talk About Diversity
- Employment Law Seminar: NY and CA

"Career Awareness;" Station Tours: Throughout the reporting period, KSAZ/KUTP, conducts station tours for various community/educational organizations to explain television broadcast operations. The program was limited this period due to the global Coronavirus pandemic.

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. The program was limited this period due to the global Coronavirus pandemic.

Community Board participation: KSAZ/KUTP regularly participates, with other community leaders, as part of the following community and non-profit boards:

- **Arizona State University Walter Cronkite Endowment Board**
- **Member of Peace Officer Memorial Board**

Fox10Phoenix.com serves the community by providing 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 the website includes: employment opportunities listing, and the Annual EEO Public File Report. In addition, Fox10Phoenix.com attracts approximately 9.2 million page views per month.

On Air Notice: Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request **KSAZ/Fox 10 & KUTP/My45** to provide them with information about full-time openings at the station. Such requests must include the organization's name, mailing address, e-mail address if applicable, telephone number and contact person, and identify the category or categories of job openings for which it requests notices. Requests should be directed to **Fox Studios – HR, 511 W. Adams St., Phoenix, AZ 85003, or Fax to 602-262-5123**. We appreciate your organization's help in publicizing our job openings! **KSAZ/Fox 10 & KUTP/My45** is an Equal Opportunity Employer.