

**Annual EEO Public File Report
KSAZ-TV/Fox 10 & KUTP/Fox10 Xtra IS AN EQUAL OPPORTUNITY EMPLOYER**

Coverage Period: June 1, 2021 - May 31, 2022

Station's Comprising Station Employment Unit: KSAZ-TV (herein "KSAZ")/Fox 10 & KUTP/Fox10 Xtra (herein "KUTP"), Phoenix, AZ

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hiree
Reporter/Anchor	6/21/2021	Agency Referral – NS Bienstock
Producer	7/06/2021	Linked In
*Associate Producer	7/12/2021	Indeed.com
+Assignment Editor	7/21/2021	Fox Careers
+Assignment Editor	7/21/2021	Employee Referral
Content Creator/Weekend Producer	7/21/2021	Employee Referral
Traffic Coordinator	8/2/2021	Fox Careers
FLX Account Executive	8/9/2021	Fox Careers
^^Account Executive	8/30/2021	Employee Referral
Photographer	9/13/2021	Current Employee
FLX Sales Assistant	9/21/2021	University Recruiting
Senior Producer	10/04/2021	Linked In
**Maintenance Engineer	11/04/2021	Current Employee
Photographer/ENG Editor	11/15/2021	Employee Referral
*Associate Producer	11/22/2021	Fox Careers
Photographer	12/14/2021	Fox Careers
Sales Coordinator	1/03/2022	Fox Careers
*Associate Producer	1/10/2022	Industry Referral
^^Account Executive	1/10/2022	Employee Referral
**Maintenance Engineer	1/31/2022	Employee Referral
^Assignment Editor	1/31/2022	Fox Careers
ELC Director	2/07/2022	Indeed.com
^Assignment Editor	2/14/2022	Fox Careers
Reporter	2/28/2022	Linked In
ELC Director	3/07/2022	Fox Careers
++Senior Producer	4/04/2022	Linked In
++Producer	4/04/2022	Fox10Phoenix.com
Information Systems Technician	4/11/2022	Indeed.com
VP of Engineering	4/4/2022	Current Employee
^^Account Executive	4/11/2022	Fox Careers
Sales Assistant	4/18/2022	Indeed.com
Promo Photographer/Editor	5/02/2022	Employee Referral
Graphic Artist	5/16/2022	Indeed.com
Associate Producer	5/16/2022	Fox10Phoenix.com
Sports Producer/MMJ	5/25/2022	FoxCareers.com
*Positions shared applicants		
+Positions shared applicants		
**Positions shared applicants		
^Positions shared applicants		

++Positions shared applicants		
^^Positions shared applicants		

Total Number of Persons Interviewed During Applicable Period: 117

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 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	WTTG /WDCA 5151 Wisconsin Ave, NW Washington, DC 20016	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	KDFW/KDFI 400 N Griffin St Dallas, TX 75202	KTVU/KICU-TV 2 Jack London Square Oakland, CA 94607
KSAZ-TV/KUTP 511 W Adams St Phoenix, AZ 85003	KTBC 119 E 10 th St Austin, TX 78701	WTVT 3213 W Kennedy Blvd Tampa, FL 33609
WOGX 1551 SW 37 th St Ocala, FL 34474	KCPQ/KZJO 1 Westlake Avenue Seattle, WA 98109	WITI 9 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
Fox10Phoenix.com	6	All Positions
Collective Talent 1721 Richardson Pl, Tampa, FL 33606 Bille@michaelsmedia.com		All Positions except Producer (7/6/21), Content Creator/Weekend Producer (7/21/21), Traffic Coordinator (8/2/2021), Maintenance Engineer (11/4/21 & 1/31/22), Sales Coordinator (1/3/22),
DeVry Technical Institute 2149 W. Dunlap Ave. Phoenix, AZ 85021		Maintenance Engineer (11/4/21 and 1/31/22)

RSC-PHX-Career@DeVry.com SSwyter@devry.edu		
Emma Bowen - Foundation for Minority Interests in Media 524 W. 57 th St. New York, NY 10019 Michael.Barham@nbcuni.com		All Positions
LinkedIn Corporation Attn: Agreement Matters (Legal) 2029 Stierlin Court Mountain View CA 94043	11	Producer (7/06/21), FLX Account Executive (8/9/21). And Photographer (9/13/21)
Maricopa Community Colleges 2411 West 14 th Street Tempe, AZ 85281		Traffic Coordinator (8/2/2021), Sales Coordinator (1/3/2022)
Marketing IdeaNet 5577 Marita Ln., Columbus, OH 43235 slizik@602communications.com		All Positions
The National Academy of Television Arts & Sciences (NATAS) 111 West 57th Street #600 New York, NY 10019 (212) 586-8424 capitalemmys@aol.com www.emmyonline.org www.jobbank.emmyonline.org		All Positions but Reporter/Anchor (6/21/2021), Producer (7/6/21), Associate Producer (7/12/21), Assignment Editor (7/21/21-2 positions), Content Creator/Weekend Producer (7/21/21), Traffic Coordinator (8/2/2021), FLX Account Executive (8/9/21), Account Executive (9/13/21)
Phoenix Indian Center 4520 N. Central Ave., #250 Phoenix, AZ 85012 bdeweaver@phxindcenter.org		Reporter/Anchor (6/21/2021), Producer (7/6/21), Associate Producer (7/12/21, 11/22/21, 1/10/22, 5/16/22), Assignment Editor (7/21/21-2 positions), Content Creator/Weekend Producer (7/21/21), Traffic Coordinator (8/2/2021), FLX Account Executive (8/9/21), FLX Sales Assistant (9/21/21), Sales Coordinator (1/3/22), Sports Producer/MMJ (5/25/2022)
Society for Broadcast Engineers www.sbe.org		Maintenance Engineer (11/4/21, 1/31/22), VP of Engineering (4/4/22)
Spots 'n' Dots -SND Publishing, LLC 600 West Peachtree Street, NW #350 Atlanta, GA 30308 www.spotsndots.com		Account Executive
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		Reporter/Anchor (6/21/2021), Producer (7/6/21), Associate Producer (7/12/21, 11/22/21, 1/10/22, 5/16/22), Assignment Editor (7/21/21-2 positions), Content Creator/Weekend Producer (7/21/21), Traffic Coordinator (8/2/2021), FLX Account Executive (8/9/21), FLX Sales Assistant (9/21/21), Sales Coordinator (1/3/22), Sports Producer/MMJ (5/25/2022)
Women in Film 8857 W. Olympic Blvd., #201 Beverly Hills, CA 90211 mlinker-estes@wif.org		All Positions except Reporter/Anchor (6/21/2021), Producer (7/6/21), Associate Producer (7/12/21), Assignment Editor (7/21/21-2 positions), Content Creator/Weekend Producer (7/21/21), Traffic Coordinator (8/2/2021), FLX Account Executive (8/9/21), Account Executive (9/13/21)
Fox Station Sales New York, NY (212) 452-4873		All Positions

www.FoxCareers.com (Workday)	35	All Positions
Employee Referral	25	Producer (7/6/21), Assignment Editor (7/21/21), Content Creator/Weekend Producer (7/21/21), FLX Account Executive (8/30/21), Account Executive (8/30/21 & 1/10/22), Photographer (9/13/21 & 12/14/21), FLX Sales Assistant (9/21/21), Photographer/ENG Editor (11/15/21), Maintenance Engineer (11/4/21 & 1/31/22), Sales Coordinator (1/3/22), ELC Director (2/7/22), Sr. Producer (4/4/22), VP Engineering (4/4/22), Promo Photographer/Editor (5/2/22), Associate Producer (5/16/22), Sports Producer/MMJ (5/25/22)
Internal Employee	8	Content Creator/Weekend Producer (7/21/21), Photographer/ENG Editor (11/15/21), Maintenance Engineer (11/4/21 & 1/31/22), ELC Director (3/7/22), VP Engineering (4/4/22), Promo Photographer/Editor (5/2/22)

Additional interviewees from jobs aggregators/unsolicited sources: NS Bienstock Agency (1), Headline Media Management (1), Indeed.com (14), Industry Contact Referral (4), Twitter (1), KTTV website (1), Recruiter (1), University Recruiting (2), Former Intern (1), Job Board (other) (1), Broadcasting & Cable (1), Career Fair (1), Personal Association (1), Arizona Republic (2)

Section 3: Supplemental Outreach Activities – June 1, 2021 - May 31, 2022

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 Foundation Minority Interests in Media Virtual Conference & Career Fair – Held on June 30, 2021. Attended by FTS Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Roselyn Barranda (WNYW/WWOR), Iraida Morillo (WOFL/WRBW/WOGX), Nicole Robles (KDFW/KDFI), Heather Hanson (KSAZ/KUTP), and Lily Kanigher (FTS HR Trainee). Recruitment for all FTS O&O's.
- Association of Black Journalists (NABJ) Virtual Convention & Career Fair - Held on August 18, 2021 – August 20, 2021. Attended by FTS HR Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Roselyn Barranda (WNYW/WWOR), Tracey Rivers (KRIV/KTXH), Regina Davis (WAGA), Iraida Morillo (WOFL/WRBW/WOGX), Nicole Robles (KDFW/KDFI), Heather Hanson (KSAZ/KUTP), Kate O'Hara (KMSP/WFTC), Adrienne Pritchett (WTFX) and VP News Directors Byron Harmon (WNYW/WWOR), John Hoffman (WTVT), Jim Driscoll (WTFX), Erica Hill (KTTV), Asst. News Director Emad Asghar (WNYW/WWOR). Recruitment for all FTS O&O's.
- Asian American Journalists Association (AAJA) Virtual Convention – Held on August 25, 2021 – August 27, 2021. Attended by FTS HR Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Roselyn Barranda (WNYW/WWOR-TV), Regina Davis (WAGA), Iraida Morillo (WOFL/WRBW/WOGX), Heather Hanson (KSAZ/KUTP), Adrienne Pritchett (WTFX-TV), Murphy Baker (WTTG/WDCA) and VP News Directors Byron Harmon (WNYW/WWOR-TV), Paul McGonagle (WTTG/WDCA), Erica Hill (KTTV). Recruitment for all FTS O&O's.
- Temple University Virtual Career Fair – Held on October 20, 2021. Attended by HR Directors Adrienne Pritchett (WTFX-TV), Bonnie Yuen (FSS) and VP News Director Jim Driscoll (WTFX-TV). Recruitment for all FTS O&O's.

"Career Awareness;" Outreach Program: Throughout the reporting period, KSAZ/KUTP 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. KSAZ/KUTP participated in the following events during this reporting period:

- 9/25/2021 – Anchor Troy Hayden emceed a fundraiser for Phoenix Sister Cities
- 11/16/2021 at 11:30 AM– Anchor Syleste Rodriguez spoke to students at a local high school

- 2/12/2022 – Anchor Ron Hoon emceed the VNSA Charity Booksale
- 4/9/2022 9:30 AM – 3 PM – HR Director Heather Hanson participated in interviews for a local non-profit's (TGen) high school internship program
- 4/20/2022 11:30 AM – 12:30 PM – Anchor Ron Hoon presented at a local elementary school's career day
- 5/7/2022 2:30 PM – Anchor Troy Hayden emceed a gala for the Leukemia & Lymphoma Society
- 5/13/2022 6:30 PM – 9:30 PM – Anchor Ty Brennan emceed a fundraiser for the Down Syndrome Network

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.

Arizona State University Walter Cronkite School of Journalism – Media Professional Cronkite Mentor

Program: KSAZ/KUTP participates in the Walter Cronkite Media Professional Cronkite Mentor Program. As part of this program, staff mentors the school's first year undergraduate students and graduate students. Five members of our News staff were mentors to students during this reporting period-Sports Anchor/Reporter Siera Santos; Sports Producer Robby Baker; Report Matt Galka, Sports Anchor Richard Saenz, and Anchor Ellen McNamara.

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

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:

- 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
- Google Ads
- Canvas
- Chartbeat
- Aptivada
- Google Analytics
- FTS Graphics Hub Portal
- Rohde & Schwarz training on the VHF transmitter
- 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
- A3 Training
- Coupa Training
- Wide Orbit Program Production Upgrade
- Madhive training
- Box training
- Emotional Intelligence Training
- Finding your workflow in a Hybrid Work World
- The Culture Code: Secrets of Highly Effective Teams
- Excel Power Pivot training
- 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

- 5 OTT Trends to Know to Stand Out From Your Competition
- Entrepreneurial Strategic Thinking
- Email Writing Essentials; Communicating with Efficiency and Etiquette
- Driving Your Career – Laying the Groundwork for Growth
- Meetings that Matter: Leading Virtual Meetings that Encourage Engagement
- 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 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. KSAZ/KUTP had one student who began with the station in June 2021 for the summer. The student is a Hispanic female who was a recent college graduate from University of Arizona. 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.

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 7.3 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/Fox10 Xtra** is an Equal Opportunity Employer.