

KTVU/KICU IS AN EQUAL OPPORTUNITY EMPLOYER

Coverage Period: August 1, 2020 – July 31, 2021

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

[illegible]

Total Number of Persons Interviewed During Applicable Period: 47

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-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	KSAZ-TV/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-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	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
KCPQ/KZJO	WTTG/WDCA	KTBC
1813 Westlake Avenue N	5151 Wisconsin Ave NW	119 E 10 th St
Seattle, WA 98109	Washington DC 20016	Dallas, TX 78701
WOGX	Fox Station Sales	KTVU/KICU-TV
1551 SW 37 th St	810 7 th Ave #7	2 Jack London Square
Ocala, FL 34474	New York, NY 10019	Oakland, CA 94607
WITI		
9001 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
Station Website: www.ktvu.com 2 Jack London Square Oakland, CA 94607 M. Toy (510) 834-1212	2	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
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 & California Employment Development Dept		All Positions

www.caljobs.ca.gov (800) 758-0398		
Fox Careers website	12	All Positions
Center for Independent Living * 3075 Adeline Street, Suite 110 Berkeley, CA 94703 Paul Cortopassi 510-841-4776 pcortopassi@cilberkeley.org		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		Broadcast Technician, News Producer
Eastbay Works Career Center (Nova) 4071 Port Chicago Highway, Suite 250 Concord, CA 94520 Claire Marchiano (925) 671-4500 business@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		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
La Opinion (Natl Assoc Hispanic Journalists) * 700 S Flower Street, Suite 3000 Los Angeles, CA 90017-4217 Antonio Rentas (213) 896-2333		Broadcast Technician, News Producer, News Reporter, Director of Engineering, Maintenance Technician
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		All Positions

900 Fallon Street, Room 300 Oakland, CA 94607 Elissa Jaw, (510) 834-5740 mleech@peralta.edu rzion@peralta.edu		
Media Line 1209 Wood Valley Road Augusta, CA 30909 Rich Everitt/Don Matthews (706) 364-7564 jobs@medialinetalent.com		All Positions
Merritt College Workability III, T30C 12500 Campus Drive, Bldg R-4 Oakland, CA 94619 Ron Nelson (510) 436-2429		All Positions
Mission Language Vocational School 2929 19 th Street San Francisco, CA 94110 Elsy Tadeo (415) 648-5220 Elsy.mlvs@gmail.com		All Positions
NATAS Nor Cal Chapter * 4317 Camden Avenue San Mateo, CA 94403-5007 Daryl Compton (650) 341-7786 office@emmysf.tv		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
Port of Oakland * 530 Water Street Oakland, CA 94607 (510) 627-1100 msandifur@portoakland.com		All Positions
Business Round Table * 8517 Earhart Road Oakland, CA 94621 (510) 568-6302 bashcraft@BABRT.org		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		All Positions

journalism@sjsu.edu		
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 Teresa Livingston (415) 252-2570 tlivingston@stp-sf.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		Broadcast Technician, News Producer, News Reporter
The No Whining Talent Group * Carolyn Kane (817) 987-3600 carolynkane@thenwtgroup.com		News Reporter
Napoli Management 8844 W. Olympic Blvd Suite 100 Beverly Hills, CA 90211-3697 (310) 385-8222 nqm@tvtalent.com		News Reporter
The David Crane Agency 124 Ammons Drive Raleigh, NC 27615-6501 Steve Swienckowski		News Reporter
N.S. Beinstock 250 W. 57 th Street New York, NY 10107		News Reporter
Abrams Artists Agency 275 7 th Avenue, 26 th Floor New York, NY 10001 Mark Turner		News Reporter
Collective Talent * bille@michaelsmedia.com		News Reporter
Association of LGBT Journalists 2120 L Street NW Suite 850 Washington, DC 20037 (202) 588-9888 info@nlgja.org		All Positions
www.indeed.com 177 Broad Street, 16 th floor Stamford, CT 06901	9	No postings : This organization scrapes from other postings.
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		All Positions

866-268-6206		
Internal Applicants	7	All Positions
Employee Referral	12	All Positions
TV Jobs P.O. Box 4116 Oceanside, CA 92052 (760) 754-8177		All Positions
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		Broadcast Technician, News Producer
San Francisco State University College of Liberal & Creative Arts 1600 Holloway San Francisco, CA 94132 jour@sfsu.edu		All Positions
Sierra/Job Train Works 1200 O'Brien Drive Menlo Park, CA 94025 sbott@jobtrainworks.org		All Positions
Linked In	4	No postings – this organization scrapes from other postings
Glassdoor	1	No postings – this organization scrapes from other postings

* Asterisk notes recruitment sources that 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 and local job fairs: 8/5-8/7/20: The National Association of Black Journalists and National Association of Hispanic Journalists combined virtual Career Fair was attended by: WTVT Human Resources Manager, Iris Sierra and WTVT VP of News, John Hoffman, WNYW/WWOR Human Resources Manager, Roselyn Barranda and WNYW VP of News, Byron Harmon, KRIV/KTXH Human Resources Manager, Tracey Rivers and KRIV/KTXH VP of News, Susan Schiller, WAGA Human Resources Manager, Regina Davis, WOFL/WRBW Human Resources Manager, Iraida Morillo, KMSP/WFTC Human Resources Manager, Kate O'Hara, KDFW/KDFI Human Resources Manager, Nicole Robles and WFLD/WPWR VP of News, Matt Piacente. 8/12-8/14/20: The Asian American Journalists Association virtual Career Fair was attended by WAGA VP of News, Scott Stucky, WAGA Human Resources Director, Regina Davis, WTVT Human Resources Manager, Iris Sierra, WTVT VP of News, John Hoffman, WNYW/WWOR Human Resources Manager, Roselyn Barranda, KMSP/WFTC Human Resources Manager, Kate O'Hara, and KDFW/KDFI VP of News, Robin Whitmeyr. 4/7/21: The Asian American Journalists Association virtual networking event was attended by WAGA Human Resources Manager, Regina Davis. 4/17/21: The Cal Berkeley Journalism Department and local National Association of Black Journalists virtual Career Fair was attended by KTVU VP of News, Amber Eikel. 4/29/21: The Syracuse University virtual recruitment collective was attended by WTVT Human Resources Manager, Iris Sierra and WTTG/WDCA Human Resources Manager, Mary Baker. 6/30/21: The Emma Bowen Virtual Career Fair was attended by several of the FOX O&O Human Resource Directors.

Internship Program: KTVU/KICU has an internship program that 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 college internship program was placed on hiatus due to the Covid-19 pandemic. However, the station is providing a virtual, paid Digital Content internship at 40 hours per week to an Emma Bowen Foundation student in the summer of 2021 (July/August).

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: Copyright training provided by FOX legal department for 18 News and Creative Services employees; Newsroom Disaster Training provided by newsroom management was provided to 22 news department employees, including on-air talent, editors, producers, photographers and assignment desk; Management training was provided for our Digital Content Manager on how to be an effective manager and leadership; iNews “super user” training was provided to 11 employees in News and Engineering; Advanced digital audio matrix training (intercom system during live news) was provided by RTS Systems, Inc. to 7 news, engineering and IT department employees; Hazardous material business plan and spill prevention control/hazardous waste training was provided to 9 Engineering employees; FOX Premiere Management Development Program was started during the review period for a KTVU Newscast Director. Said Director was then promoted into a management position with FOX Sports. In addition, all employees have access to E-learning on a multitude of topics including diversity, unconscious bias, management skills, time management, computer skills, to name a few. While working remotely during the pandemic, many employees took advantage of the available on-line training.

“Career Awareness”/Station Tours: Generally, throughout all reporting periods, KTVU/KICU conducts station tours for various groups to explain television broadcast operations and careers. During this reporting period, our facility has been shut down to outside guests/visitors due to the Covid-19 pandemic so tours were not possible.

Mentorship Programs: During the review period, KTVU/KICU VP of Engineering is a participant in the FOX Mentor Match program as a mentor. A KTVU/KICU Producer/Planner is a participant in the Harvard Mentor Program through FOX as a mentee.

“Career Awareness”/Student & Community Outreach Program: Due to the Covid-19 pandemic, many schools were closed and community events that would have provided outreach did not take place. Nonetheless, KTVU/KICU was able to participate virtually in community and student outreach programs to various schools and community groups to promote broadcast objectives and broadcasting career opportunities. A few of the events participated in by KTVU were a KTVU Meteorologist spoke to students regarding weather and weather careers at: San Domenico, San Anselmo (6th graders), Mary E. Silveira Elementary School in San Rafael, Stuart Hall School for Boys in San Francisco, Springer School in Mountain View (3rd graders) and Convent Elementary School in San Francisco; a KTVU Reporter spoke to students as part of the Oakland/Fukuoka Sister City Student Exchange Program; a KTVU Anchor spoke to a class of students from Rancho Las Positas Elementary School in Livermore; a KTVU Reporter emceed the 54th Annual Northern CA Cherry Blossom Festival and another KTVU Meteorologist served as emcee of the American Cancer Society’s 2021 San Francisco and Silicon Valley Fireside Chat.

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 11 million page views and over 3 million unique visitors per month.

Community Board participation: KTVU/KICU participates, with other community leaders, on the following community boards: A KTVU Investigative Reporter serves on the Board of Governors for the northern California chapter of NATAS (National Association of Television Arts and Sciences); TVHO HR President, Jean Fuentes, is on the Board for the Emma Bowen Foundation.