

KTVU/KICU IS AN EQUAL OPPORTUNITY EMPLOYER

Coverage Period: August 1, 2021 – July 31, 2022

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 Hire
Assistant Director	8/9/2021	Internal Hire
Local Sales Manager	9/6/2021	Internal Hire
News Photographer	9/8/2021	Internal Hire
Account Executive	9/13/2021	Industry Contact Referral
Sales Assistant	9/20/2021	Facebook.com
Account Executive	9/28/2021	Linked In
Executive Producer	10/4/2021	Internal Hire
Senior Producer	10/6/2021	Internal Hire
Assistant News Director	10/13/2021	Internal Hire
Associate Producer	10/18/2021	KTVU-KICU Website
Digital Sales Coordinator	11/1/2021	FOXCareers.com
Senior Film/Tape Editor	11/15/2021	TVJobs
News Producer	11/15/2021	Social Media (Other)
News Photographer	12/1/2021	Internal Hire
Manager National Sales	1/3/2022	KTVU-KICU Website
Maintenance Technician	1/5/2022	Internal Hire
Newscast Director	1/10/2022	Employee Referral
Manager National Sales	1/18/2022	Employee Referral
News Producer	1/24/2022	Internal Hire
Managing Editor	3/14/2022	KTVU-KICU Website
News Producer	3/14/2022	Employee Referral
News Photographer	3/21/2022	Internal Hire
Graphic Designer	4/4/2022	Internal Hire
Human Resources Director	4/4/2022	Linked In
Sales Assistant	4/18/2022	Industry Contact Referral
News Reporter	5/2/2022	FOXCareers.com
Sports Anchor/Reporter	5/2/2022	Internal Hire
Account Executive	5/16/2022	Linked In
Administrative Assistant	5/16/2022	FOXCareers.com
Creative Services Coordinator	5/16/2022	Linked In
Segment Producer	5/16/2022	Linked In
Traffic Assistant	5/17/2022	FOXCareers.com
Account Executive	5/31/2022	Employee Referral
Facilities Manager	6/13/2022	Linked In
Newscast Director	6/13/2022	Employee Referral
Digital Content Creator	7/11/2022	FOXCareers.com
News Writer	7/11/2022	LinkedIn
Newscast Director	7/11/2022	FOXCareers.com

Total Number of Persons Interviewed During Applicable Period: 141

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	7	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	21	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 ngm@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@nljja.org		All Positions
www.indeed.com 177 Broad Street, 16 th floor Stamford, CT 06901	22	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	19	All Positions
Employee Referral	18	All Positions
TV Jobs P.O. Box 4116 Oceanside, CA 92052 (760) 754-8177	2	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	29	No postings – this organization scrapes from other postings
Glassdoor	1	No postings – this organization scrapes from other postings
Job Board	2	No postings – this organization scrapes from other postings
KTTV	2	Internal posting from parent company
Industry Contact	6	Not active posting source
Facebook	3	Not active posting source
Social Media	3	Not active posting source
Former Employee	4	Not active posting source
Twitter	2	Not active posting source
Recruiter-Unknown	1	Not active posting source

* 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-TV (hereafter 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 within our group. During this reporting period KTVU/KICU participated in the following national job fairs:

- 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-TV), Tracey Rivers (KRIV/KTXH), Regina Davis (WAGA), Irida Morillo (WOFL/WRBW/WOGX), Nicole Robles (KDFW/KDFI), Heather Hanson (KSAZ-TV/KUTP), Kate

O'Hara (KMSP-TV/WFTC), Adrienne Pritchett (WTFX-TV) and VP News Directors Byron Harmon (WNYW/WWOR-TV), John Hoffman (WTVT), Jim Driscoll (WTFX-TV), Erica Hill (KTTV), Asst. News Director Emad Asghar (WNYW/WWOR-TV). 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-TV), Iraida Morillo (WOFL/WRBW/WOGX), Heather Hanson (KSAZ-TV/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.
- Emma Bowen Foundation Minority Interests in Media Virtual Conference & Career Fair – Held on June 16, 2022. Attended by FTS Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Roselyn Barranda (WNYW/WWOR-TV), Iraida Morillo (WOFL/WRBW/WOGX), Nicole Robles (KDFW/KDFI), Heather Hanson (KSAZ-TV/KUTP), Danielle Houston (KTVU/KICU), Murphy Baker (WTTG/WDCA), Alexa Maldonado (FSS), and Adrienne Pritchett (WTFX-TV). Recruitment for all FTS O&O's.

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.

- 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
- FTS Graphics Hub Portal
- 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
- Coupa Training
- Wide Orbit Program Production Upgrade
- 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
- 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: Generally, throughout all reporting periods, KTVU/KICU conducts station tours for various groups to explain television broadcast operations and careers. During this reporting period, the program was limited due to the Coronavirus Pandemic.

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, there was a paid Digital Content internship at 40 hours per week to an Emma Bowen Foundation student in June of 2022.

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. KTVU/KICU had one student who began with the station in June 2021 for the summer. The student is an Asian 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.

Mentorship Programs: During the review period, KTVU/KICU VP of Engineering is a participant in the FOX Mentor Match program as a mentor.

“Career Awareness”/Student & Community Outreach Program: Throughout the reporting period, KTVU/KICU 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. KTVU/KICU participated in the following events during this reporting period:

September 9, 2021

4:00pm – 6:00pm

Reporter-Jana Katsuyama

Emcee, Warriors In the Community’s “Basketball Decoded” event:

High school students from Oakland and East Palo Alto will learn about ways technology is used in sports, business, and the world of gaming.

During the one-day event, a Warriors player will make a special appearance and take part in a Q&A, as well as support students through their experience in various breakout sessions led by community partners.

September 12, 2021

1:30pm – 3:30pm

Andre Senior

Judge, Close The Gap’s “Pitch Day”:

Earlier in the Summer, 70 high school fellows and mentors began a structured program to ideate and execute a social impact project to serve the students’ communities. Out of those 70 projects, Close the Gap has chosen 30 students to present their social impact project to a panel of industry leaders during “Pitch Day,” happening virtually on September 12. The top project will be awarded a \$1,000 Growth-Mindset Scholarship, and all students who present during Pitch Day will be awarded \$250 thanks to a donation from DoorDash.

October 7, 2021

12:50pm – 2:00pm

Greg Lee

Moderator, Los Altos Rotary Meeting

Serving as moderator for Los Altos Rotary meeting featuring San Francisco 49ers Director of Diversity, Equity and Inclusion, Christina

Jefferson. Jefferson has been a guest on Voices for Change. Via Zoom, will serve as moderator for a conversation with Jefferson then serve up a couple questions from audience to her.

December 10, 2021

1:00pm – 4:00pm

Sal Castaneda and Frank Mallicoat

Celebrity Red Kettle Bell Ringers, The Salvation Army – Golden State Division

The Salvation Army celebrated its 40th annual Celebrity Bell Ringing event in Union Square this year. Sal Castaneda and Frank Mallicoat volunteered as bell ringers at the SA collection kettle at Macy’s Union Square.

March 2, 2022

5:45pm-8pm

Amber Eikel

Coach, UC Berkeley Graduate School of Journalism

Coaching and Q&A session for journalism students hosted by UC Berkeley.

March 11, 2022

1:30pm – 2:30pm

Allie Rasmus

Speaker, Alameda County Office of Education and Earn & Learn Org.

Virtual career day webinar organized by Alameda County Office of Education and an organization called “Earn & Learn”. Q&A type format with students who want to learn about a “day in the life” and career path of a local news reporter.

April 25, 2022

4:00pm – 5:00pm

Rosemary Orozco

Emcee, American Cancer Society – ResearchHers Virtual Fireside Chat

Emcee for virtual event which would include the following:

- Opening w/ a “welcome for attending”
- Transitioning between the video messaging and the panel of researchers
- Assisting in asking questions to the panel from the chat and pre-planned questions

- Closing remarks

April 27, 2022

9:30am – 10:30am

Claudine Wong

Speaker, San Francisco State University

Spoke to a class about broadcast journalism writing.

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 13 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.