

Annual EEO Public File Report

KCPQ-TV, KZJO IS AN EQUAL OPPORTUNITY EMPLOYER

Coverage Period: October 1, 2020 to September 30, 2021

Station's Comprising Station Employment Unit: KCPQ and KZJO in Seattle, WA

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hire
Executive Producer	10/05/2020	Foxcareers.com
Manager, Information Systems	10/05/2020	Recruiter/Staffing Agency
Master Control Technician	10/05/2020	Foxcareers.com
Chief Meteorologist	10/05/2020	Foxcareers.com
Newscast Director	10/05/2020	Employee Referral
Senior Producer	10/12/2020	Employee Referral
Maintenance Supervisor	10/26/2020	Foxcareers.com
Newscast Director	11/26/2020	Employee Referral
Producer	11/23/2020	Foxcareers.com
Producer	12/14/2020	Current Employee
Digital Content Creator	01/04/2021	Foxcareers.com
Associate Producer	02/22/2021	Indeed.com
Promotions Producer	03/29/2021	Foxcareers.com
Associate Producer	05/05/2021	Job Board
Weekend Sports Anchor/Reporter	06/01/2021	Employee Referral
Reporter/Anchor	06/07/2021	Staffing Agency
Executive Assistant	07/12/2021	Indeed.com
Producer	07/26/2021	Employee Referral
Maintenance Engineer	08/23/2021	Indeed.com
Assignment Editor	08/31/2021	Employee Referral
Human Resources Director	08/31/2021	Indeed.com
Digital Content Creator	09/13/2021	Employee Referral
Assignment Manager	09/13/2021	Employee Referral
Digital Content Creator	09/20/2021	Employee Referral

Total Number of Persons Interviewed During Applicable Period: 111

Q13FOX.com is the website for Q13 FOX (KCPQ) and JOETv (KZJO), these stations are licensed to the Seattle-Tacoma DMA and serve all of Western Washington.

Station information on the web includes: contact information, contest rules, current job listings, and Public File information. Q13FOX.com attracts 5 – 9 million page views per month and more than 2 million active visitors each month on desktop and mobile platforms.

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
Q13 Fox Website 1813 Westlake Ave. N. Seattle, WA 98109 Tyler Slauson 206-674-1313 www.q13fox.com	0	Executive Producer, Manager, Information Systems, Master Control Technician, Newscast Director, Senior Producer, Maintenance Supervisor, Newscast Director, Producer, Digital Content Creator, Assignment Manager, Producer, Digital Content Creator, Associate Producer, Promotions Producer, Reporter/Anchor, Associate Producer, Weekend Sports Anchor/Reporter, Producer, Maintenance Engineer, Assignment Editor, Human Resources Director, Digital Content Creator
Fox Station Sales 205 East 67th St New York, NY 10065 Bonnie.Yuen@fox.com	0	Executive Producer, Manager, Information Systems, Master Control Technician, Newscast Director, Senior Producer, Newscast Director, Producer, Digital Content Creator, Assignment Manager, Producer, Digital Content Creator, Associate Producer, Promotions Producer, Reporter/Anchor, Associate Producer, Weekend Sports Anchor/Reporter, Producer, Maintenance Engineer, Assignment Editor, Human Resources Director, Digital Content Creator
Fox Careers www.foxcareers.com	39	All Positions
Asian American Journalist Association – San Francisco 5 3 rd St #1108 San Francisco, CA 94103 aajasanfrancisco@gmail.com	0	Executive Producer, Manager, Information Systems, Master Control Technician, Newscast Director, Senior Producer
Asian American Journalist Association – Seattle P. O. Box 9698 Seattle WA 98109 info@aajaseattle.org	0	Executive Producer, Manager, Information Systems, Master Control Technician, Newscast Director, Senior Producer, Maintenance Supervisor, Newscast Director, Producer, Assignment Manager, Producer, Digital Content Creator, Associate Producer, Promotions Producer, Reporter/Anchor, Associate Producer, Weekend Sports Anchor/Reporter, Producer, Maintenance Engineer, Assignment Editor, Human Resources Director
California Chicano News Media Association 725 Arizona Ave., Suite 404 Santa Monica, CA 90401-1734 ccnmainfo@ccnma.org	0	Executive Producer, Manager, Information Systems, Master Control Technician, Newscast Director, Senior Producer, Maintenance Supervisor, Newscast Director, Producer, Assignment Manager, Producer, Digital Content Creator, Associate Producer, Promotions Producer, Reporter/Anchor, Associate Producer, Weekend Sports Anchor/Reporter, Producer, Maintenance Engineer, Assignment Editor, Human Resources Director
Center for Asian American Media 145 Ninth St. Suite 350 San Francisco, CA 94013 llola@caamedia.org	0	Executive Producer, Maintenance Supervisor, Newscast Director, Producer,

Central Area Motivation Program www.seattleworks.org	0	Executive Producer, Manager, Information Systems, Master Control Technician, Newscast Director, Senior Producer
Centro Latino Amicano Centrolatinoamericano.org	0	Executive Producer, Manager, Information Systems, Master Control Technician, Newscast Director, Senior Producer
Cynthia Turner's Synopsis Access Intelligence 9211 Corporate Blvd., 4 th Floor Rockville, MD 20850 cynopsis@optonline.net	0	Executive Producer, Manager, Information Systems, Master Control Technician, Newscast Director, Senior Producer, Maintenance Supervisor, Newscast Director, Producer, Assignment Manager, Producer, Digital Content Creator, Associate Producer, Promotions Producer, Reporter/Anchor, Associate Producer, Weekend Sports Anchor/Reporter, Producer, Maintenance Engineer, Assignment Editor, Human Resources Director
Emma Bowen Foundation for Minority Interest in Media 300 New Jersey Avenue, N.W., Suite 700 Washington, DC 20001 Michael Barham michael.barham@nbcuni.com	0	Executive Producer, Manager, Information Systems, Master Control Technician, Newscast Director, Senior Producer, Maintenance Supervisor, Newscast Director, Producer, Assignment Manager, Producer, Digital Content Creator, Associate Producer, Promotions Producer, Reporter/Anchor, Associate Producer, Weekend Sports Anchor/Reporter, Producer, Maintenance Engineer, Assignment Editor, Human Resources Director
Ethnic Heritage Council Seattle Center 305 Harrison St. #304 Seattle, WA 98109 info@ethnicheritageconcil.org	0	Executive Producer, Manager, Information Systems, Master Control Technician, Newscast Director, Senior Producer, Maintenance Supervisor, Newscast Director, Producer, Assignment Manager, Producer, Digital Content Creator, Reporter/Anchor, Associate Producer, Promotions Producer, Associate Producer, Weekend Sports Anchor/Reporter, Producer, Maintenance Engineer, Assignment Editor, Human Resources Director
Goodwill Industries 700 Dearborn Place S Seattle, WA 98144 goodwill@seattlegoodwill.org	0	Executive Producer, Manager, Information Systems, Master Control Technician, Newscast Director, Senior Producer
Hispanic Metropolitan Chamber of Commerce 333 SW 5 th Ave #100 Portland, OR 97204 info@hmccoregon.com	0	Executive Producer, Manager, Information Systems, Master Control Technician, Newscast Director, Senior Producer, Maintenance Supervisor, Newscast Director, Producer, Assignment Manager, Producer, Digital Content Creator, Associate Producer, Promotions Producer, Reporter/Anchor, Associate Producer, Weekend Sports Anchor/Reporter, Producer, Maintenance Engineer, Assignment Editor, Human Resources Director
Medialine medialine@medialine.com 1209 Wood Valley Road	0	Maintenance Supervisor, Newscast Director, Producer, Assignment Manager, Producer, Digital Content Creator, Associate Producer, Promotions Producer,

Augusta, GA 30909 rich@medialine.com		Reporter/Anchor, Associate Producer, Weekend Sports Anchor/Reporter, Producer, Maintenance Engineer, Assignment Editor, Human Resources Director
Michael Bille bille@michaelsmedia.com Collective Talent 5134 Sandy Beach Ave Sarasota, FL 34242 info@michaelsmedia.com	0	Maintenance Supervisor, Newscast Director, Producer, Assignment Manager, Producer, Digital Content Creator, Associate Producer, Promotions Producer, Reporter/Anchor, Associate Producer, Weekend Sports Anchor/Reporter, Producer, Maintenance Engineer, Assignment Editor, Human Resources Director
National Academy of Television Arts & Sciences – Northwest Chapter 19540 International Blvd, Suite 105 SEATAC, WA 98188 northwest@emmyonline.tv	0	Executive Producer, Manager, Information Systems, Master Control Technician, Newscast Director, Senior Producer
National Association of Black College Broadcasters lojelks@aol.com	0	Executive Producer, Manager, Information Systems, Master Control Technician, Newscast Director, Senior Producer, Maintenance Supervisor, Newscast Director, Producer, Assignment Manager, Producer, Digital Content Creator, Associate Producer, Promotions Producer, Reporter/Anchor, Associate Producer, Weekend Sports Anchor/Reporter, Producer, Maintenance Engineer, Assignment Editor, Human Resources Director
National Association of Hispanic Journalist – UCLA Kch18@ucla.edu	0	Executive Producer, Manager, Information Systems, Master Control Technician, Newscast Director, Senior Producer, Maintenance Supervisor, Newscast Director, Producer, Assignment Manager, Producer, Digital Content Creator, Associate Producer, Promotions Producer, Reporter/Anchor, Associate Producer, Weekend Sports Anchor/Reporter, Producer, Maintenance Engineer, Assignment Editor, Human Resources Director
National Lesbian & Gay Journalist Association 2120 L Street, NW, Suite 850 Washington, DC 20037 info@nlqja.org	0	Executive Producer, Manager, Information Systems, Master Control Technician, Newscast Director, Senior Producer, Maintenance Supervisor, Newscast Director, Producer, Assignment Manager, Producer, Digital Content Creator, Associate Producer, Promotions Producer, Reporter/Anchor, Associate Producer, Weekend Sports Anchor/Reporter, Producer, Maintenance Engineer, Assignment Editor, Human Resources Director
Seattle Association of Black Journalists sabjchapter@outlook.com	0	Executive Producer, Manager, Information Systems, Master Control Technician, Newscast Director, Senior Producer, Maintenance Supervisor, Newscast Director, Producer, Assignment Manager, Producer, Digital Content Creator, Associate Producer, Promotions Producer, Reporter/Anchor, Associate Producer, Weekend Sports Anchor/Reporter, Producer, Maintenance Engineer, Assignment Editor, Human Resources Director

Seattle King County NAACP 715 23 rd Ave. Seattle, WA 98144 contact@seattlekingcountynaacp.org	0	Maintenance Supervisor, Newscast Director, Producer, Assignment Manager, Producer, Digital Content Creator, Associate Producer, Promotions Producer, Reporter/Anchor, Associate Producer, Weekend Sports Anchor/Reporter, Producer, Maintenance Engineer, Assignment Editor, Human Resources Director
Society of Professional Journalists – Western Washington Pro Chapter P. O. Box 30111 Seattle, WA 98113 spiwash@gmail.com	0	Maintenance Supervisor, Newscast Director, Producer, Assignment Manager, Producer, Digital Content Creator, Associate Producer, Promotions Producer, Reporter/Anchor, Associate Producer, Weekend Sports Anchor/Reporter, Producer, Maintenance Engineer, Assignment Editor, Human Resources Director
State of Washington Commission on Asian Pacific American Affairs P. O. Box 40925 Olympia, WA 98504-0925 capaa@capaa.wa.gov	0	Executive Producer, Manager, Information Systems, Master Control Technician, Newscast Director, Senior Producer, Maintenance Supervisor, Newscast Director, Producer, Assignment Manager, Producer, Digital Content Creator, Associate Producer, Promotions Producer, Reporter/Anchor, Associate Producer, Weekend Sports Anchor/Reporter, Producer, Maintenance Engineer, Assignment Editor, Human Resources Director
Tacoma Urban League 2550 South Yakima Ave. Ste. A Tacoma, WA 98405 cparker@thetacomaurbanleague.org	0	Executive Producer, Manager, Information Systems, Master Control Technician, Newscast Director, Senior Producer, Maintenance Supervisor, Newscast Director, Producer, Assignment Manager, Producer, Digital Content Creator, Associate Producer, Promotions Producer, Reporter/Anchor, Associate Producer, Weekend Sports Anchor/Reporter, Producer, Maintenance Engineer, Assignment Editor, Human Resources Director
TVJobs/Broadcast Employment Services P. O. Box 4116 Oceanside, CA 92052 www.tvjobs.com jobs@tvjobs.com	0	Assignment Manager, Producer, Digital Content Creator, Associate Producer, Promotions Producer, Reporter/Anchor, Associate Producer, Weekend Sports Anchor/Reporter, Producer, Maintenance Engineer, Assignment Editor, Human Resources Director
Veterans Employment Services West Robert.Mortenson@va.gov 206-554-1491	0	Assignment Manager, Producer, Digital Content Creator, Associate Producer, Promotions Producer, Reporter/Anchor, Associate Producer, Weekend Sports Anchor/Reporter, Producer, Maintenance Engineer, Assignment Editor, Human Resources Director
Greater Washington Hispanic Chamber of Commerce 800 Conneticut Ave. NW, Suite 300 Washington, DC 20006 info@gwhcc.org	0	Executive Producer, Manager, Information Systems, Master Control Technician, Newscast Director, Senior Producer, Maintenance Supervisor, Newscast Director, Producer, Assignment Manager, Producer, Digital Content Creator, Associate Producer, Promotions Producer, Reporter/Anchor, Associate Producer, Weekend Sports Anchor/Reporter, Producer, Maintenance Engineer, Assignment Editor, Human Resources Director
Women in Film Seattle	0	Maintenance Supervisor, Newscast Director, Producer,

1216 10 th Ave Seattle, WA 98122 wif@womeninfilmmseattle.org		Assignment Manager, Producer, Digital Content Creator, Associate Producer, Promotions Producer, Reporter/Anchor, Associate Producer, Weekend Sports Anchor/Reporter, Producer, Maintenance Engineer, Assignment Editor, Human Resources Director
www.mediagignow.com customerservice@mediagignow.com	0	Executive Producer, Manager, Information Systems, Master Control Technician, Newscast Director, Senior Producer, Maintenance Supervisor, Newscast Director, Producer, Assignment Manager, Producer, Digital Content Creator, Associate Producer, Promotions Producer, Reporter/Anchor, Associate Producer, Weekend Sports Anchor/Reporter, Producer, Maintenance Engineer, Assignment Editor, Human Resources Director

Additional interviewees from other sources: 19 Employee Referrals, 12 Current Employees, 2 Career Fairs, 2 Industry Contacts, 2 Staffing Agency, 1 NAHJ, 2 Former Employees, 1 Job Board, 21 Indeed.com*, 1 Monster.com* and 9 LinkedIn.com*.

*Indeed.com, Monster.com, and LinkedIn.com aggregate job announcements posted on other websites.

Job Postings

When a position becomes available, it is the general practice of the Station to post the job opportunity notice at appropriate locations throughout the Station so the employees are aware of current openings and may apply for consideration for those positions. The notices list the titles and requirements for the positions. These job opportunities / postings are also sent to other Fox Owned & Operated Stations across the country.

Fox O & O Stations:

WNYW/WWOR-TV	WTTG/WDCA	KMSP-TV/WFTC
205 E 67 th St	5151 Wisconsin Ave NW	11358 Viking Drive
New York, NY 10065	Washington, DC 20016	Eden Prairie, MN 55344
KTTV/KCOP-TV	KRIV/KTXH	WOFL/WRBW
1999 S Bundy Drive	4261 Southwest Freeway	35 Skyline Dr.
Los Angeles, CA 90025	Houston, TX 77027	Lake Mary, FL 32746
WFLD/WPWR-TV	WAGA-TV	KCPQ/KZJO
205 N Michigan Ave	1551 Briarcliff Rd, NE	1813 Westlake Ave
Chicago, IL 60601	Atlanta, GA 30306	Seattle, WA, 98109
WTFX-TV	WJBK	KTBC
330 Market St	16550 W Nine Mile Rd	119 E 10 th St
Philadelphia, PA 19106	Southfield, MI 48075	Austin, TX 78701
KDFW/KDFI	KSAZ-TV/KUTP	WOGX
400 N Griffin St	511 W Adams St	4739 NW 53 rd Ave. Ste. B
Dallas, TX 75202	Phoenix, AZ 85003	Gainesville, FL 32653
KTVU/KICU-TV	WTVT	WITI
2 Jack London Square	3213 W Kennedy Blvd	9001 N. Green Bay Rd.
Oakland, CA 94607	Tampa, FL 33609	Milwaukee, WI 53209

Walk-in Hours

In order to maximize the Stations' accessibility, the Station maintains regular hours for applicants to complete applications in person.

Section 3: Supplemental Outreach Activities

1. Participation in Scholarship Programs

Emma L. Bowen Foundation for Minority Interests in Media, Inc.

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 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, LLC, has been a corporate partner in this program since its inception.

2. Career Fairs

Our stations regularly participate career/job fairs. Career Fairs provide applicants and potential candidates with the opportunity to learn about Fox Television Stations, LLC, and the job opportunities and internship/mentoring programs available with our group. Career Fairs for period include:

- T. Howard Foundation Virtual Coaching and Networking. Held May 26, 2021, and was attended by Roselyn Barranda, HR Director, Iris Sierra, Regional HR Director and Nicole Robles, HR Director. Recruitment for all FTS O&Os.
- Emma Bowen Foundation for Minority Interest in Media Virtual Convention and Career Fair. Held June 30, 2021, and was attended by Roselyn Barranda, HR Director, Iris Sierra, Regional HR Director, Heather Hanson, HR Director, Irida Morillo, HR Director, Nicole Robles, HR Director, and Lily Kanigher, FTS HR Trainee. Recruitment for all FTS O&Os.
- The National Association of Black Journalists Virtual Convention & Career Fair. Held August 18, 2021, through August 20, 2021, and was attended by Iris Sierra, Regional HR Director, Roselyn Barranda, HR Director, Regina Davis, HR Director, Heather Hanson, HR Director, Irida Morillo, HR Director, Nicole Robles, HR Director, Tracey Rivers, Regional HR Director, Adrienne Pritchett, HR Director, Kate O'Hara, HR Director, John Hoffman, VP/News Director, Byron Harmon, VP/News Director, Jim Driscoll, VP News Director, and Emad Asghar, Assistant News Director, Erica Hill, VP/News Director. Recruitment for all FTS O&O's.
- The Asian American Journalist Association Virtual Convention & Career Fair. Held August 25, 2021 through August 27, 2021, and was attended by Roselyn Barranda, HR Director, Adrienne Pritchett, HR Director, Murphy Baker, HR Director, Iris Sierra, Regional HR Director, Heather Hanson, HR Director, Irida Morillo, HR Director, Regina Davis, HR Director, Paul McGonagle, VP, News Director, Byron Harmon, VP, News Director, and Erika Hill, VP, News Director. Recruitment for all FTS O&O's.

4. Staff Training

Fox Station 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.

KCPQ/KZJO also engages in on-site training which resulted in the following internal promotions: Producer to Executive Producer, Digital Sales Assistant, to Digital Account Executive, Writer to Sports Producer and Executive Producer to Assistant News Director.

5. Community Outreach

Participation in events sponsored by organizations representing groups present in the community interested in broadcast employment issues:

Liz Dueweke, Anchor

07/10/21 Emcee, Woodland Park Zoo

Matthew Lorch, Anchor/Reporter

03/26/21 Master of Ceremony, The Evergreen School

Brandi Kruse, Anchor/Reporter

10/07/20 Moderator, Washington State Gubernatorial Debate

11/19/20 Panelist, Downtown Seattle Association Member Luncheon

05/21/21 Keynote Speaker, Washington Public Ports Association Annual Meeting

09/14/21 Keynote Speaker/Panelist, Washington Associated Builders and Contractors Annual Meeting