

Annual EEO Public File Report

KCPQ-TV, KZJO IS AN EQUAL OPPORTUNITY EMPLOYER

Coverage Period: October 1, 2021 to September 30, 2022

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

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hire
Weather Anchor	10/04/2021	Employee Referral
Director of Human Resources	11/05/2021	Indeed.com
Photographer	11/08/2021	Employee Referral
Assignment Editor	11/08/2021	Industry Contact Referral
Anchor/Reporter	11/22/2021	Talent Agent
Manager Local Sales	12/01/2021	Employee Referral
Weather Anchor	12/08/2021	Employee Referral
Producer	12/27/2021	Employee Referral
Assistant News Director	01/03/2022	Employee Referral
Political Reporter	01/03/2022	Employee Referral
Producer	01/04/2022	Employee Referral
Evening Producer	01/04/2022	LinkedIn.com
Reporter	01/10/2022	FoxCareers.com
Reporter	01/10/2022	Employee Referral
Digital Coordinator	01/18/2022	Current Employee
Digital Sports Content Creator	02/14/2022	Employee Referral
News Reporter	03/07/2022	FoxCareers.com
Associate Producer	03/07/2022	FoxCareers.com
Associate Producer	03/28/2022	FoxCareers.com
Account Executive	03/28/2022	Industry Contact Referral
Master Control Technician	05/31/2022	FoxCareers.com
Photographer	07/11/2022	Industry Contact Referral
Maintenance Engineer	07/25/2022	LinkedIn.com
Editor	08/01/2022	Employee Referral
Associate Producer	08/01/2022	Employee Referral
Executive Assistant	08/08/2022	LinkedIn.com
Manager Information Systems	08/15/2022	Organization/Group
Director	08/22/2022	FoxCareers.com
Editor	08/23/2022	Former Employee
News Producer	08/29/2022	Indeed.com
Digital Sales Assistant	08/29/2022	Social Media (Other)
News Photographer	09/06/2022	Employee Referral

Total Number of Persons Interviewed During Applicable Period: 124

FOX13Seattle.com is the website for FOX 13 (KCPQ) and FOX 13+ (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.

FOX13Seattle.com attracts 6 – 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
Fox 13 Website 1813 Westlake Ave. N. Seattle, WA 98109 Tyler Slauson 206-674-1313 www.q13fox.com	0	All Positions
Fox Station Sales 205 East 67th St New York, NY 10065 Bonnie.Yuen@fox.com	0	All Positions
Fox Careers www.foxcareers.com	33	All Positions
Asian American Journalist Association – Seattle P. O. Box 9698 Seattle WA 98109 info@aaajaseattle.org	0	All Positions
California Chicano News Media Association 725 Arizona Ave., Suite 404 Santa Monica, CA 90401-1734 ccnmainfo@ccnma.org	0	All Positions
Cynthia Turner's Synopsis Access Intelligence 9211 Corporate Blvd., 4 th Floor Rockville, MD 20850 cynopsis@optonline.net	0	All Positions
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	All Positions
Ethnic Heritage Council Seattle Center 305 Harrison St. #304 Seattle, WA 98109 info@ethnicheritagecouncil.org	0	All Positions
Hispanic Metropolitan Chamber of Commerce 333 SW 5 th Ave #100 Portland, OR 97204 info@hmccoregon.com	0	All Positions

Medialine medialine@medialine.com 1209 Wood Valley Road Augusta, GA 30909 rich@medialine.com	0	All Positions
Michael Bille bille@michaelsmedia.com Collective Talent 5134 Sandy Beach Ave Sarasota, FL 34242 info@michaelsmedia.com	0	All Positions
National Association of Black College Broadcasters lojelks@aol.com	0	All Positions
National Association of Hispanic Journalist – UCLA Kch18@ucla.edu	0	All Positions
National Lesbian & Gay Journalist Association 2120 L Street, NW, Suite 850 Washington, DC 20037 info@nlgja.org jobboard@nlgja.org	0	All Positions
Seattle Association of Black Journalists sabjchapter@outlook.com	0	All Positions
Seattle King County NAACP 715 23 rd Ave. Seattle, WA 98144 contact@seattlekingcountynaacp.org	0	All Positions
Seattle Latino Metropolitan Chamber of Commerce 12858 NE 112 th Street Kirkland, WA 98104 info@seattlelatino.org		Reporter, Digital Coordinator, Digital Sports Content Creator, News Reporter, Associate Producer, Associate Producer, Account Executive, Master Control Technician, Photographer, Maintenance Engineer, Editor, Associate Producer, Executive Assistant, Manager Information Systems, Director, Editor, News Producer, Digital Sales Assistant, News Photographer
Society of Professional Journalists – Western Washington Pro Chapter P. O. Box 30111 Seattle, WA 98113 spjwash@gmail.com	0	All Positions
State of Washington Commission on Asian Pacific American Affairs P. O. Box 40925 Olympia, WA 98504-0925 capaa@capaa.wa.gov	0	All Positions
Tacoma Urban League 2550 South Yakima Ave. Ste. A	0	All Positions

Tacoma, WA 98405 cparker@thetacomaurbanleague.org		
TVJobs/Broadcast Employment Services P. O. Box 4116 Oceanside, CA 92052 www.tvjobs.com jobs@tvjobs.com	0	All Positions
Veterans Employment Services West Robert.Mortenson@va.gov 206-554-1491	0	All Positions
Washington State Association of Broadcasters P. O. Box 18026 Spokane, WA 99228 Keith Shipman kshipman@wsab.org	0	All Positions
Women in Film Seattle 1216 10 th Ave Seattle, WA 98122 wif@womeninfilmseattle.org	0	All Positions
www.mediagignow.com customerservice@mediagignow.com	0	All Positions

Additional interviewees from other sources: 26 Employee Referrals, 5 Current Employees, 1 Talent Agent, 4 Social Media (Other), 2 Industry Contacts, 1 Staffing Agency, 1 Former Employee, 2 Organization/Group, 3 Job Board (Other), 24 Indeed.com*, 1 SimplyHired.com* and 21 LinkedIn.com*.

*Indeed.com, SimplyHired.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	7272 Wisconsin Ave, 8 th Floor	11358 Viking Drive
New York, NY 10065	Bethesda, MD 20814	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. Internship Program

KCPQ/KZJO sponsors internships for junior, senior and graduate level college students who are enrolled in classes related to the broadcast industry and/or business curriculums. The students work approximately sixteen (16) hours per week and receive college credit at the successful conclusion of the internship. Qualified students have the opportunity to work in all aspects of the station's operations. For our Summer 2022 semester, we had two students from Seattle Pacific University.

2. 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.

3. 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:

- 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 Summer Virtual Conference Career Fair. Held June 16, 2022, and was attended by Roselyn Barranda, HR Director, Alexa Maldonado, HR Director, Adrienne Pritchett, HR Director, Nicole Robles, HR Director, Danielle Houston, HR Director, Murphy Baker, HR Director, Iris Sierra, Regional HR Director, and Iraida Morillo, HR Director. Recruitment for all FTS O&Os.
- The Asian American Journalist Association National Convention & Career Fair. Held in Los Angeles, CA, on July 27, 2022 through July 30, 2022. Was attended by Denise Rosas, HR Director, Heather Hanson, HR Director, Doug Bannard, VP News Director and George Kiriama, Managing Editor. Recruitment for all FTS O&O's.
- The National Association of Black Journalists and The National Association of Hispanic Journalists Convention and Career Fair. Held in Las Vegas, NV on August 3, 2022, through August 7, 2022. Was attended by Regina Davis, Regional HR Director, Roselyn Barranda, HR Director, Alexa Maldonado, HR Director, Tony Sadiku, Meteorologist/Reporter and Melissa Medalie, VP News Director. Recruitment for all FTS O&O's.

4. Staff Training

KCPQ/KZJO conducts employee training throughout the reporting cycle to increase skills and enable the staff to be more productive in their positions.

- Fox Corporation Compliance Training: Employee Safety Orientation, Identifying Phishing Attempts, Online Preventing Harassment, Discrimination and Retaliation Training.
- Employment Law Seminar: New York and California
- Anti-Trust Training Module
- COUPA Training
- Box Training
- Wide Orbit Program Production Upgrade
- 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.

5. Mentorship Program

During the review period, KCPQ/KZJO Regional Human Resources Director is a participant in the Fox Mentor Match program as a mentor.

6. Community Outreach

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

Hana Kim, Anchor

04/26/2022 Emcee Junior Achievement of Washington Business Hall of Fame Event.

Brian Flores, Anchor

05/06/22 Emcee, Page Ahead Children's Literacy Program

08/08/22 Emcee, Filipino American National Historical Society

Mireya Garcia, Anchor

09/17/22 Emcee, Junior Achievement of Washington Dinner/Auction Fundraiser