

**Annual EEO Public File Report  
IS AN EQUAL OPPORTUNITY EMPLOYER**



**Coverage Period: August 1, 2017 – July 31, 2018**

**Station's Comprising Station Employment Unit: KTTV FOX 11/KCOP My13, Los Angeles, CA**

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hiree
Promotions Coordinator	08/28/17	Linked In
Sales Assistant	08/28/17	Employee Referral
Sales Assistant	10/02/17	Employee Referral
Broadcast Technician	11/15/17	Employee Referral
Continuity Coordinator	11/20/17	Indeed.com
Anchor	12/12/17	Inter-company Transfer
Sales Assistant	12/26/17	Fox11LA.com
Anchor	01/15/18	External Referral
Anchor	01/15/18	Employee Referral
Local Sales Manager	01/22/18	Employee Referral
National Sales Assistant	02/20/18	External Referral
Promotions Producer	02/21/18	Fox11LA.com
Account Executive	05/03/18	External Referral
Executive Producer	05/23/18	Employee Referral
Assignment Manager	05/28/18	Internal
Assignment Editor	06/04/18	Fox11LA.com
Broadcast Technician	07/16/18	Fox11LA.com

**Total Number of Persons Interviewed During Applicable Period: 97**

**Job Postings** – When a position becomes available, it is the general practice of the Station to post the job opportunity notice in the company's lunch area so that employees are aware of current openings and may apply for consideration for those positions. The postings list the titles, description and requirements for the positions. These job opportunities/postings are also sent to other Fox Owned & Operated Stations across the country.

**All Fox O & O Stations:**

WNYW/WWOR 205 E 67 <sup>th</sup> St New York, NY 10021	WAGA 1551 Briarcliff Rd, NE Atlanta, GA 30306	KMSP/WFTC 11358 Viking Dr Eden Prairie, MN 55344	KTVU/KICU 2 Jack London Square Oakland, CA 94607
KTTV/KCOP 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 205 N Michigan Ave Chicago, IL 60601	KRIV/KTXH 4261 Southwest Freeway Houston, TX 77027	WOGX 4727 NW 53 <sup>rd</sup> Ave, Suite A Gainesville, FL 32653	
WTFX-TV 330 Market St Philadelphia, PA 19106	WJBK 16550 W Nine Mile Rd Southfield, MI 48075	KTBC 119 E 10 <sup>th</sup> St Austin, TX 78701	

KDFW/KDFI	KSAZ/KUTP		
400 N Griffin St	511 W Adams St		
Dallas, TX 75202	Phoenix, AZ 85003		
WTVT	WJZY/WMYT		
3213 W. Kennedy Blvd.	3501 Performance Rd.		
Tampa, FL 33609	Charlotte, NC 28214		

## 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
Website (FoxLA.com)	10	All Positions
Website Indeed.com (Unsolicited)	3	Sales Assistant, Copy Coordinator, Promotions Coordinator, Promotion Producer, Broadcast Technician, Anchor Reporter, Copy Coordinator
Website LinkedIn.com (Unsolicited)	2	Executive Producer, Promotion Coordinator
Website Intercollegiate Network(Unsolicited)	1	Sales Assistant
Website Glassdoor (Unsolicited)	1	Promotion Coordinator
Website TVNewscheck.com (Unsolicited)	1	Executive Producer
Cal State University, Northridge Career Center – Job Fair 18111 Nordhoff Street Northridge, CA 91330-8241 818/677-1200	1	Promotion Coordinator
Job Postings (including Employee Referrals/Transfers & Internal Applicants)	51	Executive Producer, Assignment Manager, Broadcast Technician, Sales Account Executive, Anchor Reporter, Assignment Editor, Local Sales Manager, Promotion Producer, Operations Manager
External Referrals (including Agents & External Colleagues, word of mouth)	27	Sales Assistant, Assignment Manager, Sales Account Executive, Anchor/Reporter, Assignment Editor, Local Sales Manager,

- Asterisk notes recruitment sources which requested job notification announcements.

KTTV Fox 11/KCOP My13 regularly participates in local and 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 KTTV Fox 11/KCOP My13 participated in job fairs. Examples for this past year national job fairs and local job fairs include:

08/09/17-08/13/17 - The National Association of Black Journalists (NABJ) Convention & Career Fair, New Orleans, LA, Iris Sierra (Fox Television Stations, LLC – Regional Director Human Resources), Tracey Rivers (KRIV/KTXH – Human Resources Director) and John Hoffman (WTVT – VP/News Director); 08/25/17 – Asian American Economic Development, Job and Career Fair 2017, Alhambra, CA, Denise (KTTV/KCOP – Sr. Human Resources Manager); 09/07/17-09/09/17 – The Excellence in Journalism Conference (EIJ), Anaheim, CA, Annie Buranasakorn (FTS – VP/Human Resources), Tonia Carter, (KTTV/KCOP – Executive Director, Human Resources), Denise Rosas (KTTV/KCOP – Sr. Human Resources Manager), Kris Knutsen (KTTV/KCOP – VP/News Director) and Peter Wilgoren (KTTV/KCOP – Managing Editor); 10/06/17 - Howard University School of Communications Career Fair, Washington, DC. Theresa Foster (HR Director – WTTG/WDC), Sue Divine (VP Finance, and WTTG/WDC) and Terri Tolliver (Director of News Projects & Partnership); 10/24/17 – Vets to Work Job Fair, West Covina, CA, Denise Rosas (KTTV/KCOP – Sr. Human Resources Manager); 05/16/18 – Honor A Hero, Hire A Vet, Job & Resource Fair at Compton Community College, Compton, CA, Denise Rosas (KTTV/KCOP – Sr. Human Resources Manager); 05/22/18 - California State University, Northridge, Northridge, CA. Tonia Carter (KTTV/KCOP – Executive Director, Human Resources); 06/26/18 –Emma Bowen Career Fair, New York, NY, Roselyn Barranda, (WNYW/WWOR- Director, Human Resources) and Heather Frascella (FTS- Director, Human Resources); 07/18/18- 07/20/18 – NAHJ Conference Fair, Miami, FL, Iris Sierra (Fox Television Stations, LLC – Regional Human Resources Director), John Hoffman (WTVT- VP/News Director and Byron Harmon (WNYW-WWOR – VP/News Director); 07/26/18 – 07/29/18, The Asian American Journalist Association Convention & Career Fair, Philadelphia, PA, Roselyn Barranda (WNYW/WWOR – Human Resources Director), Dorian Kasuba (FSS- Human Resources Director), and James Driscoll (WTFX – VP/News Director)

**Internship Program:** KTTV Fox 11/KCOP My13 has an internship program which provides opportunities for individuals enrolled in accredited colleges and universities to receive academic credit for work at KTTV Fox 11/KCOP My13. 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 the daily operations of various departments and develop skills that will be useful in their job search following graduation. During the reporting period the Stations' Human Resources Department managed 02 interns.

**"Career Awareness;" Station Tours:** Throughout the reporting period, KTTV Fox 11/KCOP My13, conducted station tours:

Three tours, this reporting period, University of Southern California, Los Angeles, CA – Film Students, 03/08/18; Stacey Middle School, 8<sup>th</sup> grade Journalism class, Huntington Beach, 11/30/17; Operation Healing Forces, Director of Development, 07/12/18;

Also, during this reporting period station participated in events and/or programs that relate to career opportunities/awareness in our industry: (On-going) News Anchor, Tony McEwing teaches multiple times throughout the year classes on "How to make a great first impression on a job interview" at the Midnight Mission on skid row, Los Angeles, CA; (On-going) News Reporter, Hal Eisner is a mentor for APTRA Academy, the academy mentors aspiring news reporter and anchors at Pepperdine, Malibu CA;

**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. KTTV Fox 11/KCOP My13 selected a sophomore in college to receive this opportunity. The student is hired during his/her high school/college years to work in various departments. Upon graduation the student is given an opportunity to work fulltime during the summers and part-time during the school year, while still receiving training. KTTV Fox 11/KCOP My13 matches all earned income and applies the same to the college tuition obligation for the student. The student works throughout their college years and has the opportunity to get a job at the station upon graduation. The current student is an African American female in her sophomore year at Howard University and has been in the training program since 05/23/18.

**Training Programs:** Throughout the reporting period, KTTV Fox 11/KCOP My13, provide the following training programs to its employees, to include:

07/28 – 07/29/17 – On Air Training, Engineering personnel; 08/23/17 – UPS Bypass Training, Engineering personnel; 11/27-11/29/17 – NetApps Training, Engineering personnel; 01/11/18 ELC Training, News personnel; 02/26/18 – Matrix Training, Engineering and News personnel; 02/26/18 – ITX System Training, Engineering personnel; 03/06-03/08/18 - MV Training News personnel; 04/11/18 – Wide Orbit Training, Programming personnel; 04/12/18 – Nielsen NLTV Training, PPM Impact Data Dashboard, Research personnel; 04/19/18 – Nielsen Training, Reach and Frequency, Research personnel; 05/12-05/13/18- Lighting Board Training, Engineering personnel; 06/04/18 – Nielsen NLTV Training, Median Age, Research personnel; 06/06-06/08/18- Drone Training, Engineering and News personnel; 06/07/18, 06/21/18 & 07/10/18 – MV Safety Training, Engineering personnel; Ongoing-weekly - Live cut-in edit 7 training, Engineering personnel; Ongoing (two days a week) – Manual Technical Director, Camera & Audio Training for GDLA, Engineering personnel; Ongoing (Quarterly) - Air Chain Training, Engineering personnel.

06/05/18- Desktop Alert Emergency Notification System Training, Human Resources personnel, Engineering personnel & Security personnel; 04/21/18 - News Legal Training Seminar, News personnel. 2/13-2/16 - Workday Training, Human Resources personnel; Global Anti-Bribery and Anti-Corruption (On-going); Unlawful Harassment, Discrimination & Retaliation (On-going); Records Management Policy and Records Retention Schedule (On-going); Electronic Communications (On-going); Standard and Business Conduct (On-going); Annual Corporate Policy Certification (On-going); Preventing Sexual Harassment to all employees (On-going); 21st Century Fox Cyber Security Phishing (On-going); 21st Century Fox 2017 Annual Compliance Certification (On-going); 21st Century Fox 2017 Anti-Bribery and Anti-Corruption (On-going); 21st Century Fox Antitrust Basics (On-going).

**Community Board participation:** KTTV Fox11/KCOP My13 regularly participates, with other community leaders, as part of the following community and non-profit boards:

- o Imagen Foundation