

ANNUAL EEO PUBLIC FILE REPORT 2023-2024

**WNBC, New York, NY
WNJU, Linden, NJ**

1. List all full-time job vacancies filled by WNBC and WNJU stations covered by this report during the past year from **February 1, 2023 – January 31, 2024.**

WNBC AND WNJU HIRES	
Position Title	Employment Date
Content Producer	1/16/2023
DGA Director	6/26/2023
Systems Engineer	7/3/2023
Reporter	7/10/2023
Director, Multi-Platform	7/31/2023
Assignment Desk Editor	8/1/2023
Photographer	8/10/2023
Executive Producer	8/14/2023
Content Producer	8/10/2023
Content Producer	8/28/2023
Account Executive	9/4/2023
Manager, Field Operations	9/29/2023
Content Producer	10/2/2023
Assignment Desk Editor	10/16/2023
Content Producer	10/16/2023
Producer	12/11/2023
Director, Promotions	1/16/2024
Entertainment Anchor	1/29/2024

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Table.
(See Recruitment Source Data Table and Appendix A)

3. In total, how many interviewees did WNBC and WNJU interviewed for all the full-time job vacancies identified in response to Question 1?

146 Interviews conducted for the period of:

February 1, 2023 – January 31, 2024

4. In total, how many persons interviewed by WNBC and WNJU for any of the above-listed job vacancies was referred to the station from each of the recruitment sources used by the station?

NAME OF RECRUITMENT SOURCES	TOTAL # OF INTERVIEWEES REFERRED DURING THE REPORTING PERIOD
Indeed	0
Job Board	0
NBCU Internal Promotion	1
NBCU Internal Transfers	1
NBCUniCareers	74
Employee Portal	22
LinkedIn	32
YOH Conversion	2
NBCU Freelancer	6
Employee Referral	0
NBCU Staff Employees	5
Google Search	3

5. Please summarize WNBC’s and WNJU’s broad outreach initiatives during the past year. Please identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative; and a short summary of the nature and extent of the station’s participation in each initiative.

OUTREACH EVENTS/JOB FAIRS

February 15, 2023

WNBC News Anchor David Ushery emceed the New York Urban League’s annual “Champions of Diversity” luncheon in Manhattan. WNBC producer Tiffany Zeno and Director of Community and Communications Alexandra Trochanowski attended the event.

February 23, 2023

WNBC News Anchor and Reporter Pat Battle, WNJU Consumer Reporter Liz Gonzalez and Vice President of Digital Ben Berkowitz were panelists at a Montclair State University School of Media and Communication discussion on news literacy and combatting misinformation. The session was made available via stream to local schools and coincides with the launch of a new State of New Jersey law requiring News Literacy instruction in local schools.

In addition to participating in the panel, Ben Berkowitz was later joined by other WNBC and WNJU representatives in several meetings with Montclair State students, discussing career opportunities at NBCUniversal and sharing best practices.

March 3, 2023

John Durso, VP of Community and Communications and Alexandra Trochanowski, Director of Community and Communications met with Tonya Thomas, advisor to the Long Island Chapter of the National Association of Black Engineers. Long Island's "LI Links" Chapter includes more than a dozen young women interested in careers within the media arts.

March 16, 2023

WNBC and WNJU Digital Reporter Ashley Chaparro was a guest speaker at All Hallows High School in The Bronx. Chaparro spoke about her career and provided advice about seeking future opportunities in the media industry.

March 29, 2023

John Durso, VP of Community and Communications met with William Paterson University Associate Professor Nicholas Hirshon. Hirshon is a member of the Society of Professional Journalists and leads internship placements for communications and media students. The two discussed internship opportunities for William Paterson students and potential on-campus guest speakers.

April 11, 2023

NBCU's Local employees were panelists at a Montclair State University School of Media and Communication Panel event with NBCU. David Crossen, Christina Noval, John Gonzalez, and Gina Oliva-Pinto all participated.

June 15, 2023

WNJU News Director Alexa Rodriguez and WNJU Anchor Rosarina Breton spoke at Speak at Amistad Dual Language School's "Career Day" held at the Amistad Dual Language School in Manhattan, NY.

July 12, 2023

WNBC and WNJU Representatives Alexa Rodriguez, Cristina Schwarz, Rosarina Breton, Yessi Hernandez, Jannette Cruz, Cristian DeMarco, Veronica Contreras, John Durso, Alexandra Trochanowski, and Leslie Merchan participated in the Hispanic Student College Institute Workshop at Montclair State University.

September 21, 2023

Ana Abreu, Senior Manager, Human Resources, WNJU, and Cristina Schwarz, President & General Manager, WNJU, attended a Career Fair at Seton Hall University. Ana and Cristina met with and interviewed several students and alumni who were interested in beginning their careers in the Broadcast/Journalism field.

September 28, 2023

Ana Abreu, Senior Manager, Human Resources, WNJU, attended a Career Fair at Kean University. Ana met with and interviewed several students and alumni who were interested in beginning their careers in the Broadcast/Journalism field.

October 2, 2023

WNBC Digital Reporter Kay Angrum discussed video production and script writing with students at City College of New York.

October 20, 2023

WNBC/WNJU Director of Multiplatform Content Brad Luck participated in several Montclair State University School of Media and Communications classes, discussing digital media, streaming platforms and the evolution of the newsroom. John Durso, WNBC/WNJU Vice President of Community and Communications was also in attendance.

WNBC News 4 and WNJU Telemundo 47 Internship Program

WNBC News 4 and WNJU Telemundo 47 worked together in 2023 to enhance the critical pipeline created when early career/college students join us for the year.

The program has become a Summer and, "Academic Year" internship program, providing experiences for students in the summer and fall/spring timeframes. WNBC/WNJU hosted over 30 interns, with shadowing experiences held at WNJU.

WNBC/WNJU recruit students who are committed to a career in media/broadcasting through experiences in their major studies, college clubs, organizations, prior media-based internships or prior media work experience. Grade point average, community service, and leadership experience are also an important part of the total assessment of student applicants. We identify high potential talent for future staff or temporary hiring opportunities upon graduation. They also become part of a pipeline for opportunities in a multitude of NBCUniversal Early Career programs, including but not limited to, the NBCUniversal Page Program, News Associates Program, Sales Associates Program and Media Tech Program.

Lynn Costa, VP, Human Resources oversees the program for WNBC with Ana Abreu, Sr Manager, Human Resources.

Montclair State University Partnership

NBC 4 New York and Telemundo 47 enjoy a formal partnership with Montclair State University's School of Media and Communications. The partnership established a pipeline for student internships and freelance opportunities. It has also led to the development of a new class on news production - featuring guest instructors from both WNJU and WNBC stations. The stations host periodic "office hours" for students, offering career advice and best practices. Representatives from the stations have also joined on-campus discussions on a variety of topics, including career development, news literacy and the Tri-State's Hispanic Market. Sessions have been listed in the calendar of events.

The EMMA BOWEN Foundation

WNBC News4, in conjunction with the NBCU Local Media Division, are proud sponsors of its longstanding partnership with the Emma Bowen Foundation in developing youth for opportunities in media.

WNBC has had the opportunity to guide and develop students with the option of permanent placement upon completion of their college degree. Students in the program receive an hourly wage, as well as compensation to help defray college tuition and expenses. Mentoring from selected staff is also a key element of the program. During the summer semesters, "Emma" students rotate through various WNBC/WNJU departments while gaining experience in every aspect of media. We look forward to continuing our work with Emma Bowen as we move through 2024.

In 2023, our EMMA BOWEN Intern, Allison Hog, joined us for summer and fall semesters at WNBC. She was assigned to the Newsroom and handled various responsibilities related to breaking news and event planning.

WNBC and WNJU Diversity Advisory Councils

At WNBC and WNJU, the purpose of our Councils is to be a voice, a lens and a resource for the discussion, ideation, and implementation of initiatives tied to our business, employees and community.

The Councils, in conjunction with the DEI arm of the division held sessions during Spring 2023 to begin and continue DEI conversations. 110 employees from WNJU and WNBC were in attendance. The two councils also started a monthly newsletter for the business highlighting various heritage months, community activities and important information about our own diversity, by highlighting employees and their experiences.

JOB VACANCY RECRUITMENT SOURCE DATA TABLE

Station	Position	Date Position Filled	Recruitment Source of Ultimate Hire	Address of Recruitment Sources	Contact Person	Phone	Has this source requested notices?
WNBC	Content Producer	1/16/2023	YOH Conversion	N/A	N/A	N/A	N/A
WNJU	DGA Director	6/26/2023	NBCU Staff Employee	N/A	N/A	N/A	N/A
WNJU	Systems Engineer	7/3/2023	Employee Portal	N/A	N/A	N/A	N/A
WNJU	Reporter	7/10/2023	Internal Transfer	N/A	N/A	N/A	N/A
WNBC	Director, Multi-Platform	7/31/2023	NBCUniCareers	N/A	N/A	N/A	N/A
WNJU	Assignment Desk Editor	8/1/2023	NBCUniCareers	N/A	N/A	N/A	N/A
WNJU	Photographer	8/10/2023	LinkedIn	N/A	N/A	N/A	N/A
WNBC	Executive Producer	8/14/2023	NBCU Staff Employee	N/A	N/A	N/A	N/A
WNBC	Content Producer	8/10/2023	NBCUniCareers	N/A	N/A	N/A	N/A
WNJU	Content Producer	8/28/2023	YOH Conversion	N/A	N/A	N/A	N/A
WNBC	Account Executive	9/4/2023	NBCU Internal Promotion	N/A	N/A	N/A	N/A
WNBC	Manager, Field Operations	9/29/2023	NBCU Staff Employee	N/A	N/A	N/A	N/A
WNBC	Content Producer	10/2/2023	NBCUniCareers	N/A	N/A	N/A	N/A
WNBC	Assignment Desk Editor	10/16/2023	NBCUniCareers	N/A	N/A	N/A	N/A
WNBC	Content Producer	10/16/2023	NBCUniCareers	N/A	N/A	N/A	N/A
WNJU	Producer	12/11/2023	NBCUniCareers	N/A	N/A	N/A	N/A
WNBC	Director, Promotions	1/16/2024	NBCUniCareers	N/A	N/A	N/A	N/A
WNJU	Entertainment Anchor	1/29/2024	YOH Conversion	N/A	N/A	N/A	N/A

APPENDIX A
RECRUITMENT SOURCE LIST FOR WNBC AND WNJU
(Notice of all full-time vacancies are provided to the following recruitment sources)

<p style="text-align: center;">www.nbcunicareers.com Has this source requested notices: N/A</p>	<p style="text-align: center;">WNJU & WNBC Weekly Job Hotline 1/866-392-1028 Has this source requested notices: N/A</p>	<p style="text-align: center;">WNBC Careers & Jobs - Television promotional jobline PSA - Airs: 5-7 days per week Has this source requested notices: N/A</p>
<p style="text-align: center;">Direct Link https://www.directlink.com/careers/ Has this source requested notices: No</p>	<p style="text-align: center;">Monster Organic Listings https://www.monster.com/ Has this source requested notices: No</p>	<p style="text-align: center;">Crunchbase https://www.crunchbase.com/ Has this source requested notices: No</p>
<p style="text-align: center;">ZipRecruiterOrganic www.ziprecruiter.com/ Has this source requested notices: No</p>	<p style="text-align: center;">Resume-Library www.resume-library.com/ Has this source requested notices: No</p>	<p style="text-align: center;">Adzuna https://www.adzuna.com/ Has this source requested notices: No</p>
<p style="text-align: center;">About Jobs http://www.aboutjobs.com/ Has this source requested notices: No</p>	<p style="text-align: center;">Job Inventory http://www.jobinventory.com/ Has this source requested notices: No</p>	<p style="text-align: center;">Flex Jobs https://www.flexjobs.com/ Has this source requested notices: No</p>
<p>Job Rapido https://us.jobrapido.com/ Has this source requested notices: No</p>	<p style="text-align: center;">Cleverism https://www.cleverism.com/ Has this source requested notices: No</p>	<p style="text-align: center;">Trovit https://www.trovit.com/ Has this source requested notices: No</p>
<p style="text-align: center;">Way Up https://www.wayup.com/ Has this source requested notices: No</p>	<p style="text-align: center;">National Association of Hispanic Journalists http://www.nahj.org/ Has this resource requested notices: No</p>	<p style="text-align: center;">Zip Recruiter https://www.ziprecruiter.com/ Has this source requested notices: No</p>
<p style="text-align: center;">Jooble https://us.jooble.org/ Has this source requested notices: No</p>	<p style="text-align: center;">National Association of Black Journalists http://www.nabj.org/ Has this source requested notices: No</p>	<p style="text-align: center;">Indeed https://www.indeed.com/ Has this source requested notices: No</p>
<p>Careerjet http://www.careerjet.com/ Has this source requested notices: N/A</p>	<p style="text-align: center;">Linkedin (Limited Listings) https://www.linkedin.com/ Has this source requested notices: N/A</p>	<p style="text-align: center;">Recruit.net https://recruit.net/ Has this source requested notices: N/A</p>

APPENDIX A
RECRUITMENT SOURCE LIST FOR WNBC AND WNJU
(Notice of all full-time vacancies are provided to the following recruitment sources)

Nuevoo3 https://neuvoo.com/ Has this source requested notices: No	Juju https://www.juju.com/ Has this source requested notices: No	
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Recruitment

All positions are posted on nbcunicareers.com (the “Career Site”), a link to which is provided on the Stations’ websites. All positions posted on the Career Site are republished by numerous third-party online general audience job boards, including commonly used sites like LinkedIn, AboutJobs, Indeed, and ZipRecruiter. Additionally, NBCUniversal partners with Direct Employers, which disseminates Career Site postings to additional online job boards targeted to reach diversity-focused, military veteran, disabled, and federal government job seekers.