

WABC-TV
Annual EEO Report
February 1, 2017

This Annual EEO Report is filed on behalf of WABC-TV, New York, New York, in compliance with the FCC's EEO reporting requirements. WABC-TV, which is licensed to American Broadcasting Companies, Inc., serves a potential viewership of 20 million people living in the greater New York City region, New Jersey, and Connecticut. This report includes information from February 1, 2016 to January 31, 2017, and it will be placed in the station's public file, and on the station's website as of February 1, 2017.

WABC-TV is an equal opportunity employer and is committed to a policy that advances opportunities for all qualified individuals. It is our policy to promote the realization of equal employment opportunities through a positive, continuing program of specific recruitment, outreach, hiring, promotion, and other practices designed to ensure the full realization of equal employment opportunity.

To make this policy effective, and to ensure conformance with the requirements of the FCC, we have adopted an Equal Opportunity Program as described herein.

Job Vacancy Information

As an Equal Opportunity Employer, WABC-TV is committed to disseminating information about job vacancies as widely as possible.

Full-time job vacancies are posted internally within the Company, in trade publications and websites with a broad-based readership that includes women and minorities, and in local community newspapers. (See Attachment A - Job Sources). The Station also sends notices of full-time job vacancies to organizations on its mailing list. By broadcasting 30 second on-air announcements in rotating day parts, the station invites organizations that provide job information or referrals to contact us and place their names on our mailing list to receive notification of job vacancies. WABC-TV also posts this on its website, abc7NY.com.

Attachment B contains the contact information of organizations that have requested to be placed on our mailing list for job openings as a result of the above announcements, ads, and outreach. This list is periodically updated. The last update occurred in October, 2016.

In addition, the Disney-ABC Television Group Human Resources department has contracted with The Direct Employers Association to distribute notice of all full-time positions to Direct Employers' network of hundreds of organizations that cater to students, alumni, veterans, minorities, disabled individuals, and individuals seeking employment information.

Record Keeping

In compliance with EEO record keeping requirements, the Station creates a file for each full-time position to be filled. Each of these files contains a summary sheet with the job title, the date recruitment started, the total number of applicants, what recruitment sources were used for each opening, the date the job was filled, and the source that referred the hired individual. Station procedure requires approval by the President and General Manager and the applicable Department Head prior to extending a job offer. EEO requirements and management responsibility toward EEO are discussed regularly at management meetings.

From February 1, 2016 to January 31, 2017, the Station filled 8 full-time jobs. Every job vacancy was publicized in the following manner. Jobs were posted on the Disney careers website and the following periodicals: *Amsterdam News*, the *World Journal*, the *Korean News*, and *El Diario*. Job vacancies were also sent to all of the organizations in Attachment B. The openings were also advertised on the station's web site – abc7NY.com. The job vacancy may also been posted in additional sources that vary according to the job. Please see Attachment C for more recruitment details by position and candidate.

Supplemental Recruitment Activities

In addition to the specific job recruitment efforts mentioned above, the Station also engages in a variety of long-term initiatives designed to increase awareness of and develop qualifications for careers in broadcasting. During the reporting period, those included the following:

1. Job Fairs

WABC-TV Intern Nights - The event was held in New York on April 6, 2016 for the 2016 Summer and Fall Internships and on November 2, 2016 for the Spring 2017 Internship. In attendance were managers from all the departments at the television station. Students in their Junior or Senior Year of College, studying communications, journalism or other major related to broadcasting and reside or go to school in New York, New Jersey, or Connecticut are invited to interview with these managers and be selected for an internship at the television station.

Stony Brook University Career and Internship Fair - On February 26, 2016, Stony Brook University held its annual career / internship fair on its campus in Suffolk County, NY. Sandra Thomas, VP of Community Affairs and Rebecca Ressay, Manager of Human Resources represented WABC-TV.

National Association of Black Journalists / National Association of Hispanic Journalists Convention and Career Fair - NABJ is an organization of journalists, students and media-related professionals that provide quality programs and services to and advocates on behalf of black journalists worldwide. NABJ holds an annual convention and career fair each summer with sessions and workshops for professional development. NAHJ is an organization dedicated to the recognition and professional advancement of Hispanics in the news industry. They also hold an annual convention and career fair. In 2016, they hosted a joint convention - Unity: Journalists for Diversity. The event was held in Washington, DC from August 3 - 7, 2016. Camille Edwards, VP of News, Sandra Thomas, VP of Community Affairs represented WABC-TV.

2. Internship Programs - WABC-TV sponsors an internship program aimed at third and fourth year college students who attend school in the tri-state area. The purpose of this program is to enrich and supplement the education of local college students in the field of television. Although the program is open to all, we place special emphasis on seeking out and identifying female and minority students who are majoring in broadcasting. During the reporting period, the Station had a total of 91 interns. For a list of participating schools see Attachment D.

Students selected by the various department managers as a result of the intern recruitment nights described above gain first-hand experience at a television station and can also receive college credit. These internships also help students develop relationships with industry professionals who may be of assistance to them in their future careers. They often assist in finding employment in similar markets.

3. Emma Bowen Foundation for Minority Interests in Media Scholarship Program – WABC-TV is one of many communication companies that participate in this program which was developed to enhance the presence of minorities in the media by giving minority youth work experience during high school and college that will qualify them for jobs in the media. At the end of their third year of high school, students identified and chosen by the program on the basis of academics, recommendations, interviews and commitment to the program, enter the employment of WABC-TV. The student will have summer employment and possibly employment while school is in session, in addition to help with college expenses for the remainder of the student's high school and college years. WABC-TV is responsible for exposing the student to a broad range of education, training and experience needed to qualify the student and help them advance to management and executive level positions in the future. In the reporting period, WABC-TV employed a student from Northeastern University.
4. New York State Broadcaster's Association Intern Program – WABC-TV participated as an internship site. This 180 hour program is open to students who are at least 17 years old and either a resident of New York State or attending school in New York State. The intent is to provide students with the opportunity to witness and experience "first-hand" the operational procedures of a radio or television station. A local New York City student (attending St. Francis College in Brooklyn, NY) worked at the station from 9/29/16 – 12/14/16 under the guidance and supervision of Community Affairs.
5. Bellmore / John F. Kennedy High School Senior Experience Program - The program is designed to provide an alternative educational experience to graduating students which may be directed towards a career or social service. WABC-TV sponsored a student in the program from May 23 – June 7, 2016 in the Sales and Marketing Department under the guidance of our Local Sales Manager and one of our Account Executives.
6. Grace Institute On the Job Training Program – Grace Institute is one of three workforce development programs in NYC focused solely on women. It provides low-income and unemployed women from diverse backgrounds with skills training and job placement they need to become economically self-sufficient. WABC-TV hosted three interns in the Fall of 2016 and two interns in the Spring of 2017.
7. Opportunities for a Better Tomorrow – Young Adult Internship Program – OBT is a 33-year old non-profit organization operating out of multiple locations in New York City. The mission of OBT is to help disadvantaged youth and adults recognize their own self-worth and advance towards self-sufficiency and financial security through job training, academic reinforcement, improved life skills, job placement and support services. WABC-TV participated in the Young Adult Internship Program and hosted an intern from March 31 to June 10, 2016.

8. Mentoring Programs - This is a one-on-one mentoring program with LaGuardia High School in New York City dedicated to reducing school drop-out rates among inner city girls and helping them to attain their goal of attending college. The program runs October through June and the mentors spend 6-8 hours a month with their mentee, and contact their mentees via phone or email at least once a week. Candy Martinez, Associate Director /Stage Manager, participates in the program and is the Coordinator for the ABC/Disney/ESPN Mentoring Program. In the reporting period, an additional WABC-TV employee, (Operations Manager) joined the program.

9. Get Reel With Your Dreams: The Inside Track – This is a program created by Sade Baderinwa, WABC-TV News Anchor, to expose New York Inner City high school students to top professionals in film and television. The program is open to students from the entire tri-state area. Qualifying students are invited to attend the initial event, to get “inside track” advice from these professionals who share their personal and professional stories, offer advice and exposure to new possibilities. They are encouraged to submit a self-produced Public Service Announcement and compete in the Reel Awards –\$25,000 in college scholarships. To complete their entry, they must also perform community service. This year’s initial event (panel and workshops) took place at the WABC-TV studios on May 14, 2016. A total of 127 students registered for the workshops. Besides, Ms Baderinwa, the “insiders” included the following WABC-TV employees: Eyewitness News Anchor David Novarro, Entertainment Reporter Sandy Kenyon, Promotion and Digital Brand Manager Kristie Gonzales. On June 29, 2016, the Awards were presented to the top three winners by Sade Baderinwa at the WABC-TV studios. The first place winner was from the High School of Art & Design in New York, NY. The second place winner was from The Frederick Douglass Academy in New York, NY, and the third place winner was from the Harry S. Truman High School, Bronx, NY. Since the beginning of this program, over \$175,000 in college scholarships has been awarded.

WABC-TV participates in job shadows, career days and events, speaking engagements in the Community and host tours of the Station throughout the year. Some examples include:

<u>Event</u>	<u>Participants</u>	<u>Date</u>
Black History / NABJ Panel at Columbia University	Camille Edwards, VP News	2/18/2016
Solomon Schechter School	AJ Ross, Reporter	2/18/2016
Metropolitan College of NY Graduate Info Session on Careers in Media	Sandra Thomas, VP Community Affairs	2/25/2016
Manhattan College	Jennifer Matarese	3/10/2016

Panelist - NYU's Women's Day celebration of "Leading Women in Media"	Saundra Thomas, VP Community Affairs	3/11/2016
Grace Institute - Food for Thought Luncheon	Saundra Thomas, VP Community Affairs	4/5/2016
Hofstra University Advertising Club	Scott Simensky, VP Sales and VP's of Marketing Janine DiCarlo and Alyson Rozner	4/6/2016
WABC-TV hosted group of female students from the Women in Communications course at Ithaca College	Art Moore, Programming Director, Christine Composto and Mariann Sabol, Producers at LIVE with Kelly, Nancy Kennedy, EP - Programming, Evelyn del Cerro, Operations Mgr and Jamie Nguyen, News Producer	4/11/2016
Panelist - Students at Staten Island Economic Development Corporation Conference	Saundra Thomas, VP Community Affairs	4/27/2016
Career Day PS258	Amy Freeze, Meteorologist	5/18/2016
Presenter at the Eddy Awards - for elementary and high school broadcasters from the Archdiocese of New York	Marcus Solis, Reporter	5/20/2016
Weather Presentation at PS19Q in Queens	Jeff Smith, Meteorologist	6/1/2016
Public Speaking Class - KALCA (Korean American League for Civic Action) Internship Students	CeFaan Kim, Reporter	6/20/2016

Writing Workshop - Fresh Air Fund - Career Awareness Program	Saundra Thomas, VP Community Affairs	7/9/2016
Media Day for 17 college-bound students from the Boys and Girls Clubs from the Northeast Region - hosted by WABC-TV	Nina Pineda, Reporter, Saundra Thomas, VP Community Affairs and Camille Edwards, VP News, prepped the youth; Dave Davis, Pres & Gen Mgr -was one of the judges	8/2/2016
KIDS FIRST! Film Critics Boot Camp @ Brooklyn Navy Yard	Sandy Kenyon, Entertainment Reporter	8/12/2016
Moxie Mentoring Foundation Annual Emerald Leadership Summit	Kristin Thorne, LI Reporter - Emcee and Moderator	10/27/2016
Fair Media Council Connection Day in Long Island	Josh Einiger, Reporter	10/21/2016
Co -Lecturer "Understanding Media Studies" @ The New School	Saundra Thomas, VP Community Affairs	10/24/2016
St. Francis College, Brooklyn, NY	Ken Rosato, News Anchor	11/1/2016
Grace Institute - Food for Thought Luncheon	Saundra Thomas, VP Community Affairs	11/15/2016
Columbia University - Journalism Students	Jamie Nguyen, News Producer	12/1/2016

Job Shadows

Young Women's Leadership School - Queens - A Day at Work	Camille Edwards, VP News, Jamie Nguyen, News Producer, Saundra Thomas, VP Community Affairs, Kristie Gonzales, Promotion & Digital Manager, Booby Bryant, Account Exec, Carolann Monroe, Web Director, Tracey Bagley, Producer, and Evelyn delCerro, Operations Manager	3/1/2016
New York Urban League Young Women's Empowerment Day	Saundra Thomas, VP Community Affairs, Dave Davis, Pres & Gen Mgr, and Sade Baderinwa, News Anchor	3/4/2016
New York Urban League Young Men's Empowerment Day	Saundra Thomas, VP Community Affairs, Dave Davis, Pres & Gen Mgr, and Sade Baderinwa, News Anchor	4/8/2016
Disney's Junior Achievement Job Shadow Day	Saundra Thomas VP Community Affairs, Carolann Monroe, Director of Web Operations, Gayland Garcia, Production Assistant	3/18/2016
Fresh Air Fund Job Shadow	Saundra Thomas, VP Community Affairs	11/1/2016

Station Tours

PS233Q, Queens	2/25/2016
Winston Prep Transitions	3/9/2016
SUNY New Paltz	3/16/2016
Concordia College Media Students	4/8/2016
St Aloysius School	4/11/2016
Touro College - Political Science Students	5/4/2016
Columbia School of Journalism	5/6/2016
St Aloysius School	5/20/2016

Hackensack Middle School	5/26/2016
Medgar Evers College Media Students	6/24/2016
St Aloysius School	7/7/2016
St Aloysius School	7/14/2016
PS197, Brooklyn	10/24/2016
PS 169, Brooklyn & PS1, Manhattan	10/17/2016
Stony Brook University - Journalism Class	10/28/2016
Brentwood High School, LI	11/4/2016
Berkeley College	11/17/2016
Summit High School, New Jersey	12/8/2016
Harlem Academy	1/12/2017

The Station will maintain a positive and continuing program of specific practices designed to ensure Equal Opportunity and non-discrimination in every aspect of station employment policy and practice. In addition, the Station will regularly assess and improve its recruitment and promotion methods and sources by analyzing their effectiveness and making changes as appropriate.

Publications used for all job vacancies:

Amsterdam News
The World Journal
The Korean News
El Diario

Websites used for all postings:

abc7NY.com - WABC-TV's website
www.disneyjobs.com / www.disneycareers.com

Other websites used:

www.tvjobs.com
www.journalismjobs.com
www.nahj.org
www.nabj.org
www.aaja.org
www.journalismnext.com
www.mediabistro.com
www.linkedin.com
www.spotsndots.com
www.tvtechnology.com
www.glassdoor.com

Attachment B

Organizations that receive WABC-TV job listings

2/1/2017

Organization Name	Address	Telephone Number	Fax Number	E-mail address	Contact Name
1 Brauner Foundation	250 South End Avenue, 15B, New York, NY 10280	(212) 945-2749		Braunerh@nyc.rr.com	Betty Elam
2 Brand New Day	176 Front Street, Elizabeth, NJ 07206	(908) 282-0781	(908) 282-0788	nadeigelp@gmail.com	Nadeige B. Louis-Pierre, Exec Asst / Office Mgr
3 Brooklyn Community Housing Service	105 Carlton Avenue, Brooklyn, NY 11205	(718) 625-4545	(718) 625-0635	dawnj@bchands.org	Dawn Johnson, Administrative Assistant
4 Ceceilyn Miller Institute	P.O. Box 1449, Clifton, NJ 07015	(973) 980-7977		leydag2011@gmail.com	Leyda Gonzalez, Admin Asst
5 Centre College	600 W. Walnut St., Danville, KY 40422	(859) 238-8792		mindy_wilson@centre.edu	Mindy Wilson
6 Connecticut School of Broadcasting	611 Route 46, Suite 102, Hasbrouck Heights, NJ 07604	(201) 288-7900	(201) 288-7901	efierstein@gocsb.com	Erica Fierstein
7 Florida International University	3000 N.E. 151st Street, ACU 320, North Miami, FL 33181	(305) 919-5625		bertdelgado@fiu.edu	Bert Delgado
8 Haitian Women for Haitian Refugees	208 Parkside Avenue, 2nd Floor, Brooklyn, NY 11226	(718) 462-0791		haitianwomen@aol.com	
9 Job connections				nhcritic@yahoo.com	John Sanful, Job Connections
10 Lincoln Square Neighborhood Center	250 West 65th Street, New York, NY 10023	(212) 874-0860	(212) 799-6574	andrewvacca@gmail.com	Anndrew Vacca, Admin Coordinator
11 Manhattanville College	2900 Purchase Street, Purchase, NY 10577	(914) 323-5484	(914) 694-2946	careers@mville.edu	Laura Montoya-Urbe, Asst. Director, Employer Relations
12 Corporation	57 S. Main Street, Neptune, NJ 07753	(732) 775-1280	(732) 775-1110	daharris17@optonline.net	Dianna Howard, MURC President
New York State Broadcasters 13 Association	1805 Western Avenue, Albany, NY 12203	(518) 456-8888	(518) 456-8943	cjung@nysbroadcasters.org	Carolyn Jung
14 Occupational Center of Union County	301 Cox Street, Roselle, NJ 07203	(908) 241-7200	(908) 241-2025	lboyko@ocucnj.com	Lynn Boyko, Employment Services Coordinator
Project Ready - St Joseph Social 15 Service Center	118 Division Street, Elizabeth, NJ 07201	(908) 353-1045		projectreadyprog@yahoo.com	Jim McGurty
16 Services for the Underserved	305 Seventh Avenue, 10th Floor, New York, NY	(212) 633-6900		gmonpleaise@sus.org	Geran Monpleaise
Southeast Bronx Neighborhood Centers, 17 Inc.		(917) 557-1885		Cthompson@sebnrc.org	Clyde Thompson
18 SUNY-Dehli	20 Sanford Hall, Dehli, NY 13753			lsmith@gmail.com	Lynne Smith, Asst. Professor
19 Aquarius Media Corporation	P.O. Box 590, Englewood, NJ 07631				Harry Sloan

2/1/2017

Organizations that receive WABC-TV job listings

Attachment B

Organization Name	Address	Telephone Number	Fax Number	E-mail address	Contact Name
20 Catholic Charities Brooklyn & Queens Family Center	191 Joralemon Street, Brooklyn, NY 11201	(718) 722-6001	(718) 722-6045		Pamela Warren
21 East Harlem Council for Community Improvement, Inc.	413 120th Street, New York, NY 10035	(212) 410-7707 ext. 205			Mr. John B. Russell
22 Highbridge Unity Center	1465 Nelson Avenue, Suite B, Bronx, NY 10452	(718) 590-1760	(718) 590-0772		Liliam Rosa
23 Mid-Brooklyn Civic Association	2720 Foster Avenue, Suite B4, Brooklyn, NY 11210	(212) 743-6063			James Connolly

**WABC-TV Full-Time Job Vacancies Filled
February 1, 2016 - January 31, 2017**

2/1/17

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed	Hired / Not Hired	Date Hired	Referral Source
11/20/2015	Executive Assistant	News	01/02/16	Alexa Gomez	Hired	2/22/2016	www.disneycareers.com (via Internet Search)
			12/17/15	*	NH		Company Word of Mouth (current temp employee at ESPN)
			12/31/15	*	NH		www.disneycareers.com (via Internet Search)
			01/04/16	*	NH		Internet Search / Job Board
			01/13/16	*	NH		Company Word of Mouth (current temp employee at ABC)
5/1/2015	Reporter	News	01/19/16	*	NH		Internal Department Knowledge (current temp employee at WABC)
			01/15/16	Diana Rocco	Hired	3/14/2016	Referred by Agent
			04/07/15	*	NH		Internal Department Knowledge (current WABC-TV FL Employee)
			05/28/15	*	NH		Internal Department Knowledge (current WABC-TV FL Employee)
			08/06/15	*	NH		Internal Department Knowledge (current WABC-TV FL Employee)
12/9/2015	Digital / New Business Account Executive	Sales/Marketing	01/20/16	*	NH		Referred by Agent
			01/20/16	*	NH		Referred by Agent
			01/20/16	*	NH		Referred by Agent
			01/21/16	*	NH		Referred by Agent
			02/08/16	*	NH		Referred by Agent
			02/12/16	Thomas Molinari	Hired	4/18/2016	Internet search / social media
			01/06/16	*	NH		Company Word of Mouth (current NTVS employee)
			01/11/16	*	NH		Industry Word of Mouth
			01/12/16	*	NH		Referred by WABC-TV employee
			01/13/16	*	NH		Online Advertisement
* 5/25/2016	Promotion Producer	Creative Services	01/27/16	*	NH		Online Advertisement
			02/09/16	*	NH		Referred by ESPN employee
			03/16/16	*	NH		Industry Word of Mouth
			07/19/16	Emily Sowa	Hired	9/12/2016	Company Word of Mouth (current ESPN employee)
			06/14/16	*	NH		www.linkedin.com
			07/05/16	*	NH		www.tvnewscheck.com
			07/08/16	*	NH		Referred by WABC-TV employee (former WABC-TV FL employee)
			07/12/16	*	NH		www.disneycareers.com
			07/18/16	*	NH		www.disneycareers.com (via Internet Search)
			07/20/16	*	NH		www.disneycareers.com (via Internet Search)
* 5/25/2016	Promotion Producer	Creative Services	07/26/16	*	NH		www.linkedin.com
			07/28/16	*	NH		Referred by WABC-TV employee

* Identity of interviewed applicants who were not hired has been kept confidential

**WABC-TV Full-Time Job Vacancies Filled
February 1, 2016 - January 31, 2017**

2/1/17

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed	Hired / Not Hired	Date Hired	Referral Source
7/27/2016	IT Specialist	Engineering	08/05/16 08/05/16 08/25/16 08/25/16 09/01/16 09/06/16	Smil Mercedes * * * * * *	Hired NH NH NH NH NH	10/3/2016	Referred by WABC-TV employee Internal Department Knowledge (current WABC-TV PTEmployee) www.glassdoor.com www.disneycareers.com (current ESPN employee) www.indeed.com www.indeed.com
6/16/2016	Promotion & Digital Brand Manager	Creative Services	08/11/16 08/27/16 06/30/16 07/06/16 07/13/16 07/22/16 07/25/16 08/26/16 09/07/16 09/26/16	Brandon Nelson * * * * * * * * * *	Hired NH NH NH NH NH NH NH NH NH	10/10/2016	Internal Department Knowledge (current WABC-TV employee) www.disneycareers.com www.disneycareers.com (via Internet Search) Referred by ABC, Inc employee Referred by KABC-TV employee (current ESPN employee) www.disneycareers.com (via Internet Search) Referred by WABC-TV employee Industry Referral www.disneycareers.com (current WABC-TV FL employee) www.disneycareers.com (former WABC-TV employee)
5/20/2016	Sports Anchor/ Reporter	News	08/02/16 06/15/16 06/20/16 06/22/16 06/29/16 07/01/16 07/12/16 07/20/16 07/20/16 08/17/16	Ryan Field * * * * * * * * * *	Hired NH NH NH NH NH NH NH NH NH	10/24/2016	Referred by Agent Internal Department Knowledge (current WABC-TV employee) Referred By Agent Referred By Agent www.disneycareers.com (via Internet Search) Referred by WABC-TV employee Referred by ABC, Inc. employee Referred by Agent Internal Department Knowledge (current WABC-TV employee)
10/5/2016	IT Specialist	Engineering	10/21/16 10/18/16 10/18/16 10/21/16 10/21/16	Samantha Tilley * * * * *	Hired NH NH NH NH	10/31/2016	Internal Department Knowledge (current WABC-TV PT employee) www.disneycareers.com www.indeed.com Company Word of Mouth (current ESPN employee) www.linkedin.com

Adelphi University
Barnard College - Columbia University
Brooklyn College
City College of New York
College of Mt St. Vincent
College of Staten Island
Fashion Institute of Technology
Florida State University
Fordham University
George Mason University
Georgetown University
Hofstra University
Hunter College
Iona College
Ithaca College
James Madison University
Kean University
Lock Haven University
Manhattan College
Marist College
Montclair State University
New Jersey City University
NYU
Parsons The New School
Queen's College
Rutgers University
Sacred Heart University
St. John's University
Seton Hall University
Stony Brook University
SUNY - Old Westbury
Syracuse University
University of Connecticut
University of Delaware
University of Maryland
University of South Carolina
University of Wisconsin - Madison
William Patterson University