

WABC-TV
Annual EEO Report
February 1, 2012

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, 2011 to January 31, 2012, and it will be placed in the station's public file, and on the station's website as of February 1, 2012.

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 once a month 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 several pages of its website, www.7online.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 August 2011.

In addition, ABC Media Networks 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, 2011 to January 31, 2012, the Station filled 15 full-time jobs. Every job vacancy, except one which is described in greater detail below, was publicized in the following manner. Jobs were posted on the Disney careers/Disney jobs website and the following periodicals: *Amsterdam News*, the *World Journal* (or the *China Times*), 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 – www.7online.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.

Marci Gonzalez was initially hired as a freelance general assignment reporter in June 2011. She had previously been interviewed as a candidate for a full-time reporter position in 2009 for which the Station's usual recruiting process was undertaken. She was also interviewed as a candidate for a full-time reporter position later in 2011, for which the Station's usual recruiting process was again undertaken. In 2011, the Station was facing a pressing need for additional reporters due to the addition of an hour of news on weekdays, additional news programming on Saturday and Sunday, and an increase in the number of reporters on leave, but it lacked the budget to add a full-time position. Ms. Gonzalez helped to fill this expanding need through her work as a freelance reporter.

Eventually, Ms. Gonzalez was working the equivalent of full-time hours, and it was therefore determined that she should be promoted to the full-time position of General Assignment Reporter, which she was on January 9, 2012.

The Station did not perform its usual recruiting because the Station did not have a full-time opening for that position, and it viewed the move as an internal promotion. The Station has now been reminded that when it is considering converting a part-time position to a full-time position, it is obligated to engage in its full recruitment process.

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 Night – The events were held in New York on April 7, 2011 and November 9, 2011. 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.

Fordham University Career and Internship Fair – On February 9, 2011 Fordham University held its annual career and internship fair on its Rose Hill Campus. Sandra Thomas, VP of Community Affairs, represented WABC-TV.

National Association of Black Journalist Convention and Career Fair – NABJ is an organization of journalists, students and media-related professional 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. This year’s event was held in Philadelphia, PA on August 3-5, 2011. Kenny Plotnik, VP and News Director represented WABC-TV at the Career Fair on August 4, 2011.

St. Francis College Career Fair – On April 13, 2011, St. Francis College hosted its annual “Bridge to Your Dreams” Career Fair. Saundra Thomas, VP of Community Affairs represented WABC-TV.

Job Readiness & Career Day – Services for the Underserved – On May 10, 2011, WABC-TV partnered with Services of the Underserved and the Health & Human Services Committee of Bronx Community Board #5 to provide community members with the resources to prepare and equip them for work and make them aware of training, volunteer and employment opportunities. The event was held at St. Francis of Assisi Church Community Center and Saundra Thomas, VP of Community Affairs represented WABC-TV.

City Career Fair Annual Diversity Employment Day Career Fair – This annual event is produced by CityCareerFair.com and hosted by the DiversityRecruitersNetwork.org to coincide with the “Diversity Employment Day” proclaimed by the City of New York. Top corporations, government agencies and non-profit organizations in New York participate. With a focus on candidates from the multicultural and diverse communities, the event encourages all qualified candidates to attend. This year’s event was held at the Holiday Inn in New York, NY on September 30, 2011. Saundra Thomas, VP of Community Affairs and Rebecca Ressay, Human Resources Manager, represented WABC-TV.

2. Internship Program – 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 169 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 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 Bowdoin College.

4. New York City Housing Authority (NYCHA) Achievers Program - WABC-TV participated as an internship site. A local college student spent 8 weeks in the program working as an intern at the television station under the guidance and supervision of the VP of Community Affairs.
5. John F. Kennedy High School Senior Experience Program – WABC-TV sponsored a student in the program who spent 3 weeks in the Sales and Marketing Department under the guidance and supervision of our Local Sales Manager and one of our Account Executives.
6. Mentoring Programs - This is a one-on-one mentoring program 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. For the past six years, the following WABC-TV employees were involved in the Disney VoluntEars Mentoring Program – Candy Martinez, Associate Director / Stage Manager, Nika Beamon, Newswriter, Carmen Biggs, Newswriter / Producer, and Matthew Luke, News Media Manager. In the reporting period, Candy Martinez, participated in the program and was the Coordinator for the ABC/Disney/ESPN Mentoring Program.
7. Get Reel With Your Dreams: The Inside Track – This is a program created by Sade Baderinwa, WABC-TV News Anchor. She partners with Disney, Lincoln Center Institute and New York Women in Film and Television for this project which exposes New York Inner City high school students to top professionals in film and television. 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 – over \$25,000 in college scholarships. This year’s initial event took place on March 26, 2011 at Lincoln Center, New York, NY. Besides, Ms Baderinwa, WABC-TV “insiders” included Jeff Pegues and Sandy Kenyon - reporters, Todd Pierce and Robert Cantwell – photographer / editors, and Bill McFarland, the Assistant News Director. On July 8, 2011, the Awards were presented to the top three winners by Sade Baderinwa.
8. 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>
Young Women’s Leadership School Career Day In Brooklyn	Sandra Thomas, VP Community Affairs 3/4/11
Mentor It Forward – career mentoring event ((in partnership with the Mayor’s Commission on Women & Barnard College)	Sandra Thomas, VP Community Affairs Kay Ponder, Asst Director of Creative Services 3/8/11

Elmsford High School Career Day	Saundra Thomas, VP Community Affairs 3/18/11
All Saints School – Women’s History Month Empowerment Day Career Day	Saundra Thomas, VP Community Affairs 3/24/11
NYU Journalism Panel	Saundra Thomas, VP Community Affairs 4/15/11
Eagle Academy Leadership Career Day	Saundra Thomas, VP Community Affairs 5/13/11
Gateway Intermediate School 364 Career Day	Saundra Thomas, VP Community Affairs 5/25/11
Fordham University Career Services Employer Breakfast	Saundra Thomas, VP Community Affairs 5/25/11
Pace University Lunch & Learn – Careers In Film and Television	Carolann Monroe, Director, Web Operations 10/19/11
New York Women in Communications Student Career Conference and Career Fair	Saundra Thomas, VP Community Affairs 11/19/11
<u>Station Tours</u>	
Columbia Grammar School, New York, NY	2/7/11
Boy Scouts, Ardsley, NY	2/18/11
TORCH School	2/24/11
All Saints School, New York, NY	3/10 & 3/17/11
Hudson County Montessori	4/12/11
Tenafly High School	5/18/11
Kingsborough College	5/20/11
RIMES Program	6/3 & 6/10/11
Yonkers Montessori School	6/7/11

Brooklyn Scholars Charter School	6/17/11
Cub Scouts, Ardsley	6/23/11
Barnard Pre-College Tour	7/13/11
Downtown Community Television	7/18/11
Annual Multicultural Business Youth Educational Services Embarkment Tour	8/24/11
Southern Adventist University Station Tour and Q&A	10/28/11
Great Neck High School	11/2/11
Fresh Air Fund	11/8/11
St. Francis College – Young Journalists in Training	11/15/11
Cold Spring Harbor Junior High School	11/17/11
PS/MS 219	11/29/11&1/9/12
Staten Island Girls Scouts	12/29/11
 <u>Job Shadows</u>	
Take Your Daughter to Work -- Job Shadow Day for 10 th Graders from the Young Women's Leadership School	1/14/11
TORCH (Together Our Resources Can Help) Shadow Day Week - 2011	2/23/11 -2/25/11
Junior Achievement Job Shadow and Tour	3/3/11

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.

In the past year, the Station has expanded its participation in job fairs and career-related events and it contacted specific organizations and was able to expand the list of those interested in becoming part of the mailing list for our job listings.

Publications used for all job vacancies:

Amsterdam News
The World Journal
The Korean News
El Diario

Websites used for all postings:

www.7online.com - WABC-TV's website
www.disneyjobs.com / www.disneycareers.com

Other websites used:

www.tvjobs.com
www.journalismjobs.com
www.RTNDa.org
www.poynter.org
www.tvnewscheck.com
www.nahj.org
www.nabj.org
www.aaja.com
www.mediabistro.com
www.tvtechnology.com
www.broadcastengineering.com
www.broadcastingandcable.com
www.variety.com
www.lostremote.com
www.jamacareercenter.org
www.monster.com

Other Publications Used:

Long Island Newsday

Organization Name	Address	Telephone Number	Fax Number	E-mail address	Contact Name
1 Abyssinian Development Corp	4 West 125th Street, New York, NY 10027	(212) 368-4471	(646) 442-6598	ihoward@adcorp.org	India Howard, Exec Asst to the Pres & CEO
2 Brauner Foundation	250 South End Avenue, 15B, New York, NY 10280	(212) 945-2749		braunefh@nyc.rr.com	Betty Elam
3 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
4 Brooklyn Community Housing Service	105 Carlton Avenue, Brooklyn, NY 11205	(718) 625-4545	(718) 625-0635	dawni@bchands.org	Dawn Johnson, Administrative Assistant
5 Care Plus NJ Inc.	111 Lester Street, Wallington, NJ 07057	(973) 458-8304	(973) 574-0017	jillp@careplusnj.org	Jill Parisi
6 Ceceilyn Miller Institute	P.O. Box 1449, Clifton, NJ 07015	(973) 980-7977		leydag2011@gmail.com	Leyda Gonzalez, Admin Asst
7 Centre College				mindy_wilson@centre.edu	Mindy Wilson
8 Council of Jewish Organizations of Flatbush	1550 Coney Island Avenue, Brooklyn, NY 11205	(718) 377-2900	(718) 377-6089	bassiura@jewishcouncil.org	Alice Bassiura, Director, Employment Department
9 Florida International University	3000 N.E. 151st Street, ACU 320, North Miami, FL 33181	(305) 919-5625		bertdelgado@fiu.edu	Bert Delgado
10 Greater Chinatown Community Association	105 Mosco Street, New York, NY 10013	(212) 374-1311	(212) 374-1314	ayu@gccnyc.org	Andy Yu, Executive Director
11 Job connections				nhlcrtric@yahoo.com	John Sanful, Job Connections
12 Lincoln Square Neighborhood Center	250 West 65th Street, New York, NY 10023	(212) 874-0860	(212) 799-6574	andrewvacca@gmail.com	Andrew Vacca, Admin Coordinator
13 Manhattanville College	2900 Purchase Street, Purchase, NY 10577	(914) 323-5484	(914) 694-2946	rosalie.shemmer@mville.edu	Rosalie Shemmer
14 Medialine	P.O. Box 51909, Pacific Grove, CA 93950	(800) 237-8073		medialine@medialine.com	Mark Shilstone, Manager
15 Midtown Urban Renaissance Corporation	57 S. Main Street, Neptune, NJ 07753	(732) 775-1280	(732) 775-1110	daharris17@optonline.net	Dianna Howard, MURC President
16 New York, NY Employment Resource Center	125 Columbus Avenue, 2nd Fl, New York, NY 10023			wel-ec-newyork@ldschurch.org	
17 New York State Broadcasters Association	1805 Western Avenue, Albany, NY 12203	(518) 456-8888	(518) 456-8943	cjung@nysbroadcasters.org	Carolyn Jung
18 New York State Dept of Education				cantunes@MAIL.NYSED.GOV	Carol Ann Antunes, Job Developer
19 New York Urban League	204 West 138th Street, New York, NY 10030	(212) 926-8000	(212) 283-4948	wramadar@nyul.org	Wanda Ramadar, Director of Employment

Organizations that receive
WABC-TV job listings

2/1/12

Organization Name	Address	Telephone Number	Fax Number	E-mail address	Contact Name
20 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
21 Project Ready - St Joseph Social Service Center	118 Division Street, Elizabeth, NJ 07201	(908) 353-1045		projectreadyprog@yahoo.com	Jim McGurty
22 Ocean Bay Community Development Corp.	434 Beach 54th Street, Arverne, NY 11692	(718) 945-8640		obcdc2@nyc.rr.com	Bernadette Luina, Service Coordinator
23 Services for the Underserved	305 Seventh Avenue, 10th Floor, New York, NY	(212) 633-6900		gmonpleaise@sus.org	Geran Monpleaise
24 SUNY-Dehli	20 Sanford Hall, Dehli, NY 13753			lsmith@gmail.com	Lynne Smith, Asst. Professor
25 Young Adult Institute	460 West 34th Street, New York, NY 10001-2382	(212) 273-6182		brooke.decker@YAL.org	Brooke Decker, Asst Mgr, Corp Volunteer Program
26 Aquarius Media Corporation	P.O. Box 590, Englewood, NJ 07631				Harry Sloan
27 Catholic Charities Brooklyn & Queens Family Center	191 Joralemon Street, Brooklyn, NY 11201	(718) 722-6001	(718) 722-6045		Pamela Warren
28 East Harlem Council for Community Improvement, Inc.	413 120th Street, New York, NY 10035	(212) 410-7707 ext. 205			Mr. John B. Russell
29 Highbridge Unity Center	1465 Nelson Avenue, Suite B, Bronx, NY 10452	(718) 590-1760	(718) 590-0772		Liliam Rosa
30 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, 2011 - January 31, 2012

2/1/12

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed	Hired /		Date Hired	Referral Source	
					Not Hired	Hired			
12/6/2010	Managing Editor	News	01/25/11	John Stone	*	NH	2/7/2011	Internal word of mouth (current employee)	
			12/19/10						Referral by Current WLS-TV employee
			01/10/11						www.7online.com
			01/13/11						Referral by Current WABC-TV employee
			01/14/11						Referral by Current WABC-TV employee
			01/14/11						Referral by Current WABC-TV employee
			01/17/11						www.nahj.org
			01/17/11						Industry word of mouth
			01/17/11						www.journalismjobs.com
			01/18/11						www.journalismjobs.com
			01/18/11						www.7online.com
			01/18/11						www.nahj.org
			01/19/11						www.7online.com
02/01/11	Referral by Current WABC-TV employee								
02/03/11	Internal word of mouth (current employee)								
11/3/2010	Talent Booker	LIVE	12/10/10	William Cabral	*	NH	2/9/2011	Internal word of mouth (current employee)	
			12/13/10						Referral by Current GMA employee
			12/14/10						www.variety.com
			12/14/10						www.variety.com
			12/14/10						www.cynopsis.com
			12/16/10						www.disneycareers.com
			12/16/10						Referral by Current WABC-TV employee
			01/27/11						Referral by Current WABC-TV employee
			01/28/11						Referral by Current WABC-TV employee
			02/18/11						www.mediabistro.com
			01/14/11						www.7online.com
			01/19/11						www.7online.com
			01/21/11						Internal word of mouth (current employee)
01/24/11	www.7online.com								
01/27/11	www.mediabistro.com								
01/28/11	www.mediabistro.com								
02/04/11	Referral by Current WABC-TV employee								
02/15/11	www.mediabistro.com								
02/25/11	www.disneycareers.com								
Dec-10	Weekend Weather Anchor	News	02/15/11	Amy Freeze	*	NH	4/11/2011	www.tvjobs.com	
			12/16/10						Direct Contact
			12/22/10						Referred by Agent
			12/23/10						Referred by Agent
			12/24/10						Referred by Agent
			12/28/10						Referred by Current GMA employee
			01/17/11						Referred by Agent
			02/14/11						Referred by Agent
			02/17/11						Referred by Agent
			02/18/11						Referred by Agent
			02/18/11						www.tvjobs.com
			02/21/11						www.tvjobs.com
			03/02/11						www.7online.com
1/7/2011	Web Interactive Producer	Web	02/18/11	Stephen Schmidt	*	NH	3/15/2011	www.mediabistro.com	
			01/14/11						www.7online.com
			01/19/11						www.7online.com
			01/21/11						Internal word of mouth (current employee)
			01/24/11						www.7online.com
			01/27/11						www.mediabistro.com
			01/28/11						www.mediabistro.com
			02/04/11						Referral by Current WABC-TV employee
			02/15/11						www.mediabistro.com
			02/25/11						www.disneycareers.com

**WABC-TV Full-Time Job Vacancies Filled
February 1, 2011 - January 31, 2012**

Attachment C

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed	Hired /		Date Hired	Referral Source
					Not Hired	Hired		
2/15/2011	11pm Executive Producer	News	04/06/11	Amy Morris		Hired	5/2/2011	Referral by Current WLS-TV employee
			03/07/11	*	NH		www.7online.com	
			03/08/11	*	NH		www.tvjobs.com	
			03/09/11	*	NH		www.tvjobs.com	
			03/10/11	*	NH		Advertisement (unspecified)	
			03/11/11	*	NH		www.tvjobs.com	
			03/14/11	*	NH		www.tvjobs.com	
			03/15/11	*	NH		www.tvjobs.com	
			03/16/11	*	NH		Referral by Current WABC-TV employee	
			03/17/11	*	NH		Departmental word of mouth (current freelance employee)	
			03/17/11	*	NH		Referral by Current WABC-TV employee	
			03/18/11	*	NH		Departmental word of mouth (current freelance employee)	
			03/18/11	*	NH		www.tvjobs.com	
			04/12/11	*	NH		www.tvjobs.com	
2/7/2011	Medical Reporter	News	03/30/11	Sapna Parikh		Hired	6/6/2011	www.tvjobs.com
			02/22/11	*	NH		Departmental word of mouth	
			03/04/11	*	NH		Departmental word of mouth	
			04/06/11	*	NH		www.7online.com	
			04/12/11	*	NH		www.journalismjobs.com	
			04/21/11	*	NH		www.7online.com	
			04/21/11	*	NH		www.7online.com	
			05/19/11	Jason Holder		Hired	6/20/2011	www.disneycareers.com
			04/21/01	*	NH		www.tvjobs.com	
			03/20/11	*	NH		Departmental word of mouth (current freelance employee)	
03/21/11	*	NH		Departmental word of mouth (current freelance employee)				
03/21/11	*	NH		Departmental word of mouth (current freelance employee)				
03/27/11	*	NH		Departmental word of mouth (current freelance employee)				
03/29/11	*	NH		www.disneycareers.com				
03/29/11	*	NH		Departmental word of mouth (current freelance employee)				
04/01/11	*	NH		Referral by Current WABC-TV employee				
04/20/11	*	NH		Referral by Current employee of ABC News				
04/21/11	*	NH		www.careerbuilder.com				
04/22/11	*	NH		www.tvjobs.com				
04/25/11	*	NH		Referral by Current WABC-TV employee				
04/26/11	*	NH		www.7online.com				
04/27/11	*	NH		Referral by Current WABC-TV employee				
04/29/11	*	NH		www.7online.com				
05/02/11	*	NH		Industry referral				
05/03/11	*	NH		www.7online.com				
05/06/11	*	NH		www.7online.com				
05/09/11	*	NH		Referral by Current WABC-TV employee				
05/16/11	*	NH		Company word of mouth				
06/02/11	*	NH		Referral by Current WABC-TV employee				

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

WABC-TV Full-Time Job Vacancies Filled
February 1, 2011 - January 31, 2012

2/11/12

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed	Hired /		Date Hired	Referral Source
					Not Hired	Hired		
3/15/2011	News Producer	News	05/16/11	Patrick Becker		Hired	6/27/2011	Company word of mouth
			04/21/01	*	NH		www.tvjobs.com	
			03/20/11	*	NH		Departmental word of mouth (current freelance employee)	
			03/21/11	*	NH		Departmental word of mouth (current freelance employee)	
			03/21/11	*	NH		Departmental word of mouth (current freelance employee)	
			03/27/11	*	NH		Departmental word of mouth (current freelance employee)	
			03/29/11	*	NH		www.disneycareers.com	
			03/29/11	*	NH		Departmental word of mouth (current freelance employee)	
			03/29/11	*	NH		Referral by Current WABC-TV employee	
			04/01/11	*	NH		Referral by Current employee of ABC News	
			04/20/11	*	NH		www.careerbuilder.com	
			04/21/11	*	NH		www.tvjobs.com	
			04/22/11	*	NH		Referral by Current WABC-TV employee	
			04/25/11	*	NH		www.7online.com	
			04/26/11	*	NH		Referral by Current WABC-TV employee	
			04/27/11	*	NH		www.7online.com	
			04/29/11	*	NH		Industry referral	
05/02/11	*	NH		www.7online.com				
05/03/11	*	NH		www.7online.com				
05/06/11	*	NH		Referral by Current WABC-TV employee				
05/09/11	*	NH		www.disneycareers.com				
05/16/11	*	NH		Referral by Current WABC-TV employee				
06/02/11	*	NH						
5/19/2011	News Media Manager	News	04/06/11	Janet Lawler		Hired	8/15/2011	Departmental word of mouth (current freelance employee)
			05/27/11	*	NH		www.mediabistro.com	
			05/31/11	*	NH		www.7online.com	
			06/01/11	*	NH		www.mediabistro.com	
			06/10/11	*	NH		www.mediabistro.com	
			06/10/11	*	NH		Industry referral	
3/15/2011	News Producer	News	08/10/11	Alexandra Reed		Hired	9/19/2011	NABJ Convention
			03/20/11	*	NH		Departmental word of mouth (current freelance employee)	
			03/21/11	*	NH		Departmental word of mouth (current freelance employee)	
			03/21/11	*	NH		Departmental word of mouth (current freelance employee)	
			03/27/11	*	NH		Departmental word of mouth (current freelance employee)	
			03/27/11	*	NH		www.disneycareers.com	
			03/29/11	*	NH		Departmental word of mouth (current freelance employee)	
			03/29/11	*	NH		Referral by Current WABC-TV employee	
			04/01/11	*	NH		Referral by current employee of ABC News	
			04/20/11	*	NH		www.tvjobs.com	
			04/21/11	*	NH		www.careerbuilder.com	
			04/21/11	*	NH		www.tvjobs.com	
			04/22/11	*	NH		Referral by Current WABC-TV employee	
			04/25/11	*	NH		www.7online.com	
			04/26/11	*	NH		Referral by Current WABC-TV employee	
			04/27/11	*	NH		www.7online.com	
			04/29/11	*	NH		Industry Referral	
05/02/11	*	NH		www.7online.com				
05/03/11	*	NH		www.7online.com				
05/06/11	*	NH		www.7online.com				
05/09/11	*	NH		Referral by Current WABC-TV employee				
06/02/11	*	NH		Referral by Current WABC-TV employee				
06/28/11	*	NH		Industry Referral				

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

**WABC-TV Full-Time Job Vacancies Filled
February 1, 2011 - January 31, 2012**

Attachment C

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed	Hired /		Referral Source
					Not Hired	Date Hired	
8/25/2011	Director	News	06/30/11 *		NH		Referral by Current WABC-TV employee
			07/09/11 *		NH		NAHJ Convention
			08/12/11 *		NH		NABJ Convention
8/25/2011	Director	News	09/15/11	Ildefonso DeJesus	Hired	10/17/2011	www.disneycareers.com
			09/07/11 *		NH		Referral by Current WABC-TV employee
			09/08/11 *		NH		Departmental word of mouth (current freelance employee)
			09/13/11 *		NH		www.7online.com
			09/13/11 *		NH		www.tvjobs.com
			09/15/11 *		NH		Referral by Current ABC, Inc employee
			09/19/11 *		NH		Referral by Current WABC-TV employee
			09/22/11 *		NH		www.7online.com
			09/26/11 *		NH		Departmental word of mouth (current employee)
			10/13/11		NH		Industry word of mouth
8/25/2011	Engineering Project Manager	Engineering	08/12/11 *	Vojislav Radosavljevic	Hired	11/28/2011	Referral by Current WABC-TV employee
			09/07/11 *		NH		Direct Contact
			10/25/11 *		NH		www.disneycareers.com
8/25/2011	IT Specialist	Engineering	08/25/11	John Sargenti	Hired	12/26/2011	Staffing Agency
			08/25/11 *		NH		Staffing Agency
			08/25/11 *		NH		Staffing Agency
			09/08/11 *		NH		Direct Contact
			09/26/11 *		NH		www.disneycareers.com
			09/26/11 *		NH		Direct Contact
			10/03/11 *		NH		www.disneycareers.com
			10/04/11 *		NH		www.disneycareers.com
			10/12/11 *		NH		www.disneycareers.com
			10/14/11 *		NH		www.disneycareers.com
			10/31/11 *		NH		Referral by Current WABC-TV employee
			10/31/11 *		NH		www.disneycareers.com
			11/01/11 *		NH		Referral by Current WABC-TV employee
11/30/11 *		NH		www.disneycareers.com			
8/25/2011	GA Reporter	News	-	Marci Gonzalez	Hired	1/9/2012	Current freelance employee
11/22/2011	Long Island Reporter	News	12/17/11	Kristin Thorne	Hired	1/23/2012	Referred by Agent
			11/30/11 *		NH		www.journalismjobs.com
			11/30/11 *		NH		www.medialistpro.com
			11/30/11 *		NH		Departmental word of mouth (current freelance employee)
			12/02/11 *		NH		www.7online.com
			12/05/11 *		NH		www.journalismjobs.com
			12/06/11 *		NH		Referral by Current WABC-TV employee
			12/07/11 *		NH		www.tvjobs.com
			12/08/11 *		NH		Referred by Agent
			12/14/11 *		NH		www.journalismjobs.com
			12/15/11 *		NH		www.medialistpro.com
			12/15/11 *		NH		Referral by Current WABC-TV employee
			12/16/11 *		NH		www.7online.com
01/03/12 *		NH		Referral by Current WABC-TV employee			
01/06/12 *		NH		www.journalismjobs.com			

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

Adelphi University
Baruch College
BMCC (Borough of Manhattan Community College)
Brookdale Community College
Brooklyn College
City College
Colgate University
College of Mt St. Vincent
College of New Rochelle
College of Staten Island
Concordia College of New York
CW Post Long Island University
Delaware State University
Fairfield University
Fairleigh Dickinson University
FIT
Fordham University
Hofstra University
Hunter College
Indiana University
Iona College
Kean University
LaSalle University
Lehman College
LIU
Lyndon State College
Manhattanville College
Malloy College
Marist College
Marymount Manhattan College
Mercy College
Middlesex County College
Monmouth University
Montclair State University
NJ City University
New York Institute of Technology
NYU
Pace University
Queens College
Quinnipiac University
Penn State University
Ramapo College
Rider University
Rutgers University
Seton Hall University
St Francis College
St John's University
St Peter College
St Thomas Aquinas College
School of Visual Arts
Stony Brook University
SUNY - Albany
SUNY - New Paltz
SUNY - Old Westbury
SUNY - Purchase

Temple University
University of Bridgeport
University of Delaware
University of Maryland
University of Pittsburgh
University of Scranton
William Patterson University
York College