

Exhibit A

Annual EEO Report
WTVD-TV Durham
August 1, 2014 – August 1, 2015

Introduction

This annual EEO Report is filed on behalf of WTVD-TV Durham, NC, (licensee/owner WTVD Television, LLC), in compliance with the FCC's EEO reporting requirements. This report includes information from August 1, 2014 through August 1, 2015, and it will be placed in WTVD's public files and on the WTVD website.

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. It is also our policy is to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

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

Internal Record Keeping and Job Vacancy Postings

WTVD is an Equal Opportunity Employer, which endeavors to disseminate information about job vacancies as widely as possible.

All full-time job vacancies are generally posted with several sources including national and local minority organizations, schools and newspapers. In addition,

employment vacancies at WTVD are generally posted online at www.abc11.com.

Descriptions and requirements are listed along with contact and application information.

In compliance with the EEO record keeping requirements, WTVD has created a file for each new position to be filled. The file contains, among other items, copies of the job listing for all sources used to recruit interviewees for the position. WTVD procedure requires approval by the President and General Manager and the applicable Department Head prior to extending a job offer. In addition, WTVD documents its supplemental outreach initiatives.

Full-time Positions Filled (August 1, 2014 – August 1, 2015)

We have filled 8 positions from August 1, 2014 through August 1, 2015. The details regarding these filled as well as additional open positions (including recruitment information for each position, interviewees, and referral sources) are included in the attached chart-Full Time Job Vacancies. In general, we publicized our openings internally, on DisneyCareers.com and on our abc11.com website. In addition, in general we sent notices to colleges/universities, and agencies/minority organizations, and organizations included in our Job Posting Sources. (See attachment - *Job Posting Sources*, and the section below on Notification of Future Job Opportunities to Community Groups).

Long-Term Recruitment Measures

WTVD has established a paid college Internship Program designed to assist qualified students in acquiring skills needed for employment in the broadcast industry,

while allowing the students to gain college credit. WTVD conducts a program each semester, selecting 3 to 4 interns, during the Spring, Summer and Fall semesters. Each session spans 10 to 12 weeks depending upon the length of the semester. Interns are paid and assigned to the News Department to work with the Investigative Reporting Team. They work 10 hours per week and their duties range from researching stories, to assisting with promotional shoots, to field producing, and helping to prepare scripts.

WTVD listed all of its upper-level openings in the job banks of media trade groups with a broad-based membership that includes women and minorities, including the following organizations: National Association of Black Journalists-Triangle Chapter, Alliance for Women in Media, and the National Association of Hispanic Journalists. The upper level positions listed were: Investigative Reporter, News Producer, Director of Digital Strategy & Operations, Digital Producer, and Digital Sales and Marketing Director. (see Job Posting Sources List for details regarding the organizations).

Notification of Future Job Opportunities to Community Groups

WTVD's list of recruitment sources is updated regularly and the organizations on the list have generally been notified of every full-time vacancy since March 10, 2003. (See attachment --*Job Posting Sources*--for a list of the organizations, and the attached Full Time Job Vacancies chart for notification details).

Additionally, an on-air 15 second public service announcement soliciting the names of organizations that regularly distribute employment information and wish to be included on WTVD's recruitment sources list in order to receive updates regarding

employment opportunities from WTVD aired 9 times between August 1st, 2014 and July 31st, 2015.

Job Vacancies Filled

Full-time job vacancies filled, 8/1/14 - 7/31/15, (*identity of candidates not hired but interviewed has been kept confidential)

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed	Hired (H) or Not (NH)	Date Hired	Referral Sources for Interviewees
7/7/2014	Investigative Reporter	News	10/27/2014	1. Stephanie Lopez	H	1/5/2015	internal candidate
	Posted on disneycareers.com, abc11.com, ire.com as well as the community organizations and local agencies on the job posting source sheet that are listed as receiving information regarding all full-time job openings.						
7/23/2014	ENG/SNG Media Coordinator (2)	News	8/28/2014	1. Travis Lane	H	9/24/2014	disneycareers.com
			8/15/2014	2. Jasper Drake	H	10/27/2014	Internal candidate
			8/21/2014	3. *	NH		Internal candidate
			8/21/2014	4. *	NH		Internal candidate
			9/19/2014	5. *	NH		Internal candidate
			9/19/2014	6. *	NH		Internal candidate
			8/27/2014	7. *	NH		Internal candidate
			8/26/2014	8. *	NH		Internal candidate
			8/28/2014	9. *	NH		Internal candidate
			8/26/2014	10. *	NH		Internal candidate
	Posted on disneycareers.com, abc11.com as well as the community organizations and local agencies on the job posting source sheet that are listed as receiving information regarding all full-time job openings.						
8/29/2014	News Producer	News	9/21/2014	1. Justine Borst	H	11/3/2014	referral from industry colleague
			9/22/2014	2. *	NH		referral from industry colleague
			9/10/2014	3. *	NH		abc11.com website
			9/10/2014	4. *	NH		abc11.com website
			9/24/2014	5. *	NH		referral from industry colleague
	Posted on disneycareers.com, abc11.com as well as the community organizations and local agencies on the job posting source sheet that are listed as receiving information regarding all full-time job openings.						
8/29/2014	Photographer/Editor (2)	News	9/23/2014	1. Curtis Adams	H	10/20/2014	disneycareers.com
			10/13/2014	2. Adolfo Ibarra	H	11/17/2014	disneycareers.com
			9/18/2014	3. *	NH		disneycareers.com
	Posted on disneycareers.com, abc11.com as well as the community organizations and local agencies on the job posting source sheet that are listed as receiving information regarding all full-time job openings.						

Job Vacancies Filled

Full-time job vacancies filled, 8/1/14 - 7/31/15, (*identity of candidates not hired but interviewed has been kept confidential)

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed	Hired (H) or Not (NH)	Date Hired	Referral Sources for Interviewees
10/31/2014	Director of Digital Strategy and Operations	Web (Digital)	12/9/2014	1. John Kunza IV	H	4/20/2015	disneycareers.com
			11/18/2014	2*	NH		disneycareers.com
			11/20/2014	3*	NH		disneycareers.com
			11/20/2014	4*	NH		disneycareers.com
			11/25/2014	5*	NH		disneycareers.com
			11/26/2014	6*	NH		disneycareers.com
			12/3/2014	7*	NH		disneycareers.com
			12/3/2014	8*	NH		disneycareers.com
			12/8/2014	9*	NH		disneycareers.com
			12/9/2014	10*	NH		disneycareers.com
			12/10/2014	11*	NH		disneycareers.com
			12/16/2014	12*	NH		disneycareers.com
			12/16/2014	13*	NH		disneycareers.com
			12/17/2014	14*	NH		disneycareers.com
			1/5/2015	15*	NH		disneycareers.com
			1/7/2015	16*	NH		disneycareers.com
			1/7/2015	17*	NH		disneycareers.com
			1/7/2015	18*	NH		disneycareers.com
			1/8/2015	19*	NH		disneycareers.com
			1/27/2015	20*	NH		disneycareers.com
			1/27/2015	21*	NH		disneycareers.com
			2/13/2015	22*	NH		disneycareers.com
			2/13/2015	23*	NH		disneycareers.com
			2/18/2015	24*	NH		disneycareers.com
			2/19/2015	25*	NH		disneycareers.com
	Posted on disneycareers.com, abc11.com, tvnewscheck.com, ONA (Online News Association), monster.com, mediabistro as well as the community organizations and local agencies on the job posting source sheet that are listed as receiving information regarding all full-time job openings.						
12/1/2014	Sales Service Administrator	Sales	12/8/2014	1. Lynn Sundberg	H	1/19/2015	internal candidate
			12/10/2014	2.*	NH		internal candidate
	Posted on disneycareers.com, abc11.com, as well as the community organizations and local agencies on the job posting source sheet that are listed as receiving information regarding all full-time job openings.						

Job Vacancies Filled

Full-time job vacancies filled, 8/1/14 - 7/31/15. (*identity of candidates not hired but interviewed has been kept confidential)

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed	Hired (H) or Not (NH)	Date Hired	Referral Sources for Interviewees
2/9/2015	Digital Producer	News	2/5/2015 2/4/2015	1. Courtney Harrington 2. *	H NH	3/16/2015	abc11.com website abc11.com website
	Posted on disneycareers.com, abc11.com, as well as the community organizations and local agencies on the job posting source sheet that are listed as receiving information regarding all full-time job openings.						
4/21/2015	Digital Sales & Marketing Director	Sales	4/27/2015	1. Caitlin Barnard	H	5/18/2015	internal candidate
			5/6/2015	2. *	NH		abc11.com website
			4/28/2015	3. *	NH		abc11.com website
			5/6/2015	4. *	NH		abc11.com website
	Posted on disneycareers.com, abc11.com, as well as the community organizations and local agencies on the job posting source sheet that are listed as receiving information regarding all full-time job openings.						

JOB POSTING SOURCES EEO – revised 5/29/2015

WTVD post all job openings on the following internal websites:

<u>PUBLICATION:</u>	<u>FAX #:</u>	<u>PHONE #:</u>	<u>CONTACT:</u>
Disneycareers.com Job Listings		919-683-1111	Michelle Gaddy

WEBSITE:

WTVD ABC 11/www.abc11.com		919-683-1111	Andrea Epps
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WTVD sends a current job listing to all of the following organizations:

COLLEGE/UNIVERSITIES

<u>PUBLICATION:</u>	<u>FAX #:</u>	<u>PHONE #:</u>	<u>CONTACT:</u>
North Carolina Central University P.O. Box 19585 Alex Dunn Bldg. Durham, NC 27707 (Historically Black College)	EMAIL	919-530-6803	Felecia Casey-Hicks
University of North Carolina- Chapel Hill 211 Hanes Hall CB # 5140	919-962-2197	919-962-6507 (Part-time) 800-999-8725 (Full-time)	Jeff Sackaroff
UNC Career Services		919-843-0844	Emily Strader
North Carolina State University University Career Center Campus Box 7303 Raleigh, NC 27695	919-515-4210	919-515-2396	Woody Catoe
St. Augustine's College 118 E. South Street Raleigh, NC 27601 (Historically Black College)		919-516-4092	Debra Fields careerservices@st-aug.edu
Fayetteville State University Career Services Suite 230/ SBE Building 1200 Murchison Road Fayetteville, NC 28301	910-672-1684	910-672-1205	Marquita Smith
Duke University Career Services Box 90950 Durham, NC 27708	919-660-1071	919-660-1053	Sara London career-employer@studentaffairs.duke.edu

COLLEGE/UNIVERSITIES

PUBLICATION:	FAX #:	PHONE #:	CONTACT:
Shaw University Office of Career Services 118 E. South Street Raleigh, NC 27601 (Historically Black College)		919-278-2672	Nikeshia Rollack Career Development or Cassandra Mithcell, Chair Mass Communications
Durham Technical Community College 1637 Lawson Street Durham, NC 27703	919-686-3396	919-686-3610	Tom Russo, Coordinator jobboard@durhamtech.edu
Campbell University Department of Mass Communications POB 130 Buies Creek, North Carolina 27506		910-893-1520	Cheryl Cruickshank

LOCAL AGENCIES

FAX#	PHONE#	CONTACT:
NAACP POB 3312 Durham, NC 27702	919-682-4930	Fred Foster
Durham Literacy Council 1410 Duke Univ. Rd. Durham, NC 27701	919-489-7637	919-489-1456 Reginald Hodges
Women's Center PO Box 1057 Chapel Hill, NC 27514	919-932-3125	919-968-4610 Shuly Caywood www.womenspace.org
Disability Awareness Council 503 W. Franklin Street, #114 Chapel Hill, NC 27516		919-969-3032 Melinda Marsh
Durham Rescue Mission PO Box 118 58 Durham, NC 27703	919-688-3117	919-688-9641 Kristi Z
Salvation Army Life Sufficiency Program P.O. Box 1330 Durham, NC 27702	919-688-3437	919-688-7306 Debbie Avolin
Durham Crisis Response Center Coalition for Battered Women PO Box 688 Durham, NC 27702	919-490-9726	919-403-9425 Ada Gregory

<u>LOCAL AGENCIES</u>	<u>FAX#</u>	<u>PHONE#</u>	<u>CONTACT:</u>
Employment Security Commission 1105 S. Briggs Rd Durham, NC 27703	919-560-3387	919-560-6880	Linzie B. Atkins, III
Urban Ministries of Durham (UMD) 410 Liberty St. Durham, NC 27701		919-682-0538	Scott Bishop
Delta Sigma Theta, Inc Raleigh Chapter PO Box 27414 Raleigh, NC 27611-7414			Jane Foxlong
St. Andrews Church Apex, NC		919-387-0144	Paul Dean
Mt. Calvary Lighthouse of Faith 500 N. Drier Street Durham, NC 27703		919-688-7670	Kenya Meyers

NATIONAL

<u>MINORITY PUBLICATIONS</u>	<u>FAX#:</u>	<u>PHONE#:</u>	<u>CONTACT:</u>
NABJ (Triangle Chapter) PO Box 311 Durham, NC 27701		919-539-8235	Gayle D. Hurd and Ken Smith
Alliance for Women in Media 1595 Spring Hill Rd. Ste. 330 Vienna, VA 22182	703-506-3266	703-506-3290	Michelle Spencer www.allwomeninmedia.org (post listings under careerline)
National Association of Hispanic Journalists (NAHJ) (editorial postings only)		202-662-7145	Kevin Olivas

WTVD sends job postings to the following websites per the hiring manager's request:

ON-LINE SOURCES/EMAIL

American Asian Journalist Association Accepts postings through e-mail only Post@aaaja.org		415-346-2051	Albert Lee
Journalismjobs.com is the website Send email to: ads@journalismjobs.com		510-524-2007	Dan Rohn

Monster.com

Mediabistro.com

Indeed.com

ON-LINE SOURCES/EMAIL

Spots 'n' Dots
167 Oakdake Road
Johnson City, NY 13790

800-978-7635

Emily McKay
sales@spotsndots.com

Graeme Newell's Marketing Ideanet
(Promotions only)

704-543-1426

Graeme Newell
www.602communications.com

TVJOBS.COM

TRIANGLEHELPWANTED.COM

BROADCAST CABLE FINANCIAL MANAGEMENT ASSOCIATION
BCFM.com

NCACPA.org

POYNTER
Careers.poynter.org

POYNTER
Careers.poynter.org

IRE website (Investigative Reporters and Editors)
www.ire.org/jobs/post-job / jobposting@nicar.org 573-882-2042

WTVD sends job postings to the following newspapers per the hiring manager's request:

<u>PUBLICATION:</u>	<u>FAX #:</u>	<u>PHONE #:</u>	<u>CONTACT:</u>
Durham Herald Sun 2828 Pickett Road PO Box 2092 Durham, NC 27702	919-419-6773	919-419-6997	Theresa Ellis
News & Observer 215 S. McDowell Street Raleigh, NC 27601	919-829-4489	919-829-8970	Brookie Holloway
Fayetteville Observer PO Box 849 Fayetteville, NC 28302	910-323-1451	910-609-0668	Iris Mitchell www.fayettevillenc.com/classifieds
The Chapel Hill News PO Box 870 Chapel Hill, NC 27514	919-968-4953	919-932-2000	Martha Collins
The Chapel Hill Herald 2828 Pickett Road PO Box 2092 Durham, NC 27702	919-419-6773	919-967-6581	Classified Denise Ellis
Richmond Times Dispatch 300 E. Franklin Street Richmond, Va 23219	804-819-5556	804-643-4414	Judith Harris

PUBLICATION:	FAX #:	PHONE #:	CONTACT:
Roanoke Times PO Box 2491 Roanoke, Va 24010	540-981-3403	540-981-3311	Carol Allen
Wilmington Star News PO Box 840 Wilmington, NC 28402	910-343-2229	910-343-2353	Mary Lockfaw www.wilmingtonclassified@wilmingtonstar.com
Greenville Daily Reflector PO Box 1967 Greenville, NC 27835	252-752-9583	252-931-4200	Jessie Stanley GDRclassrep1@coxnews.com
Charlotte Observer PO Box 32188 Charlotte, NC 28232	704-358-5340	704-358-5324	Robin Collins
Asheville Citizens Times 14 O' Henry Avenue Ashville, NC 28801	828-258-8019	800-800-4204	Classified
Greensboro News & Record PO Box 20848 Greensboro, NC 27420	336-373-7043	336-373-7127	Shaquana Richardson
Herald Journal (Spartansburg, SC) PO Box 1657 Spartansburg, SC 29304	864-594-6394	864-582-4511	Sylvia classified.lineads@shj.com
Greenville News (Greenville SC) PO Box 1688 Greenville, SC 29602	864-298-4019	864-298-4100	Emma tviers@greenvillenews.com
The State (Columbia SC) PO Box 1333 Columbia, SC 29202	803-771-8363	803-771-8380	Camille
Burlington Times News (Graham / Mebane) PO Box 481 Burlington, NC 27216	336-228-1889	336-227-0131	Lindsay Frazier
Mebane Enterprise 106 N. Fourth Street Mebane, NC 27302 (weekly)	919-563-9242	919-563-3555	Lacey Bennett mebenter@mebtel.net
The Alamance News (Graham) PO. Box 431 (weekly) Graham, NC 27523	336-229-9602	336-228-7851	Chris alamancenews@mail.com
The Courier Times (Roxboro) (weekly)	336-597-2773	336-599-0162	Gail Foushee classified@roxboro-courier.com

<u>PUBLICATION:</u>	<u>FAX #:</u>	<u>PHONE #:</u>	<u>CONTACT:</u>
Independent Weekly	919 286 4274	800 229 4639	Leslie Land

WEEKLY/ MINORITY PUBLICATIONS

The Carolina Times		919 682 2913	Kenneth Edmonds
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WTVD sends job openings in the following trade publications per the hiring manager's request:

<u>PUBLICATION:</u>	<u>FAX #:</u>	<u>PHONE #:</u>	<u>CONTACT:</u>
Broadcasting & Cable/(NewBay Media) 28 E 28 th Street, 12 th Floor New York, NY 10016	212-378-0470	212-378-0400	Zahra Majma
Broadcast Engineering Intertec Publishing 17300 W. 119 th Street Olathe, KS. 66061	913-967-1735	800-896-9939	Jennifer Shafer
TVNewsCheck NewsCheck Media PO Box 565 Chatham, NJ 07928	610-896-1858	516-674-4914	Phil Kirk, Sales Manager classifieds@newscheckmedia.com or Pattie Hersh, Sales Director

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Descriptions and requirements are listed along with contact and application information.

In compliance with the EEO record keeping requirements, WTVD has created a file for each new position to be filled. The file contains, among other items, copies of the job listing for all sources used to recruit interviewees for the position. WTVD procedure requires approval by the President and General Manager and the applicable Department Head prior to extending a job offer. In addition, WTVD documents its supplemental outreach initiatives.

Full-time Positions Filled (August 1, 2015 – August 1, 2016)

We have filled 10 positions from August 1, 2015 through August 1, 2016. The details regarding these filled as well as additional open positions (including recruitment information for each position, interviewees, and referral sources) are included in the attached chart-Full Time Job Vacancies. In general, we publicized our openings internally, on DisneyCareers.com and on our abc11.com website. In addition, in general we sent notices to colleges/universities, and agencies/minority organizations, and organizations included in our Job Posting Sources. (See attachment - *Job Posting Sources*, and the section below on Notification of Future Job Opportunities to Community Groups).

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WTVD has established a paid college Internship Program designed to assist qualified students in acquiring skills needed for employment in the broadcast industry,

while allowing the students to gain college credit. WTVD conducts a program each semester, selecting 3 to 4 interns, during the Spring, Summer and Fall semesters. Each session spans 10 to 12 weeks depending upon the length of the semester. Interns are paid and assigned to the News Department to work with the Investigative Reporting Team. They work 10 hours per week and their duties range from researching stories, to assisting with promotional shoots, to field producing, and helping to prepare scripts.

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Notification of Future Job Opportunities to Community Groups

WTVD's list of recruitment sources is updated regularly and the organizations on the list have generally been notified of every full-time vacancy since March 10, 2003. (See attachment --*Job Posting Sources* --for a list of the organizations, and the attached Full Time Job Vacancies chart for notification details).

Additionally, an on-air 15 second public service announcement soliciting the names of organizations that regularly distribute employment information and wish to be included on WTVD's recruitment sources list in order to receive updates regarding

employment opportunities from WTVD aired 16 times between August 1st, 2015 and August 1st, 2016.

Job Vacancies Filled

Full-time job vacancies filled, 8/1/15 - 7/31/16, (*identity of candidates not hired but interviewed has been kept confidential)

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed	Hired (H) or Not (NH)	Date Hired	Referral Sources for Interviewees
5/13/2015	News Director	News	7/16/2015	1. Michelle Germano	H	9/17/2015	disneycareers.com
			5/15/2015	2. *	NH		internal candidate
			5/15/2015	3. *	NH		internal candidate
			5/18/2015	4. *	NH		disneycareers.com
			5/20/2015	5. *	NH		disneycareers.com
			5/22/2015	6. *	NH		disneycareers.com
			5/27/2015	7. *	NH		internal candidate
			6/11/2015	8. *	NH		internal candidate
				9. *	NH		internal candidate
	Posted on disneycareers.com, abc11.com, tvnewscheck, broadcast & cable, rick gevers & associates, as well as the community organizations and local agencies on the job posting source sheet that are listed as receiving information regarding all full-time job openings.						
5/29/2015	Reporter	News	6/18/2015	1. Gloria Rodriguez	H	9/1/2015	disneycareers.com
			6/22/2015	2. *	NH		
	Posted on disneycareers.com, abc11.com as well as the community organizations and local agencies on the job posting source sheet that are listed as receiving information regarding all full-time job openings.						
7/23/2015	Anchor/Reporter	News		1. DeJuan Hoggard	H	4/11/2016	
	Posted on disneycareers.com, abc11.com as well as the community organizations and local agencies on the job posting source sheet that are listed as receiving information regarding all full-time job openings.						
7/30/2015	Senior Web Producer	Web (Digital)		1. Luis Perez	H	12/3/2015	indeed.com
				2. *	NH		disneycareers.com
				3. *	NH		referral from industry colleague
				4. *	NH		internal candidate
				5. *	NH		linkedin
	Posted on disneycareers.com, abc11.com, mediabistro as well as the community organizations and local agencies on the job posting source sheet that are listed as receiving information regarding all full-time job openings.						

Job Vacancies Filled

Full-time job vacancies filled, 8/1/15 - 7/31/16, (*identity of candidates not hired but interviewed has been kept confidential)

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed	Hired (H) or Not (NH)	Date Hired	Referral Sources for Interviewees
8/3/2015	Reporter	News	12/1/2015	1. Timothy Pulliam	H	1/25/2016	agent
			11/24/2015	2. *	NH		employee
			12/11/2015	3. *	NH		agent
	Posted on disneycareers.com, abc11.com, as well as the community organizations and local agencies on the job posting source sheet that are listed as receiving information regarding all full-time job openings.						
9/18/2015	News Executive Producer	News	12/11/2015	1. Anne Davis	H	3/2/2016	disneycareers.com
			1/25/2016	2. *	NH		disneycareers.com
			1/25/2016	3. *	NH		disneycareers.com
	Posted on disneycareers.com, abc11.com, tvnewscheck.com, rick givers & associates as well as the community organizations and local agencies on the job posting source sheet that are listed as receiving information regarding all full-time job openings.						
11/3/2015	Video/Digital Journalist	News	3/4/2016	1. Jeremy Adkins	H	3/28/2016	disneycareers.com
			2/5/2016	2. *	NH		disneycareers.com
	Posted on disneycareers.com, abc11.com, as well as the community organizations and local agencies on the job posting source sheet that are listed as receiving information regarding all full-time job openings.						
1/1/2016	Producer	News	2/16/2016	1. Natasha Gilliam	H	3/23/2016	disneycareers.com
	Posted on disneycareers.com, abc11.com, as well as the community organizations and local agencies on the job posting source sheet that are listed as receiving information regarding all full-time job openings.						
1/5/2016	Creative Marketing Producer	Creative Svc/ Promo		1. Lenae Frazier	H	5/9/2016	internal candidate
	Posted on disneycareers.com, abc11.com, as well as the community organizations and local agencies on the job posting source sheet that are listed as receiving information regarding all full-time job openings.						
4/1/2016	Graphic Artist (Designer)	Creative Svc/Promo		1. Zachary Abrams	H	6/6/2016	
	Posted on disneycareers.com, abc11.com, as well as the community organizations and local agencies on the job posting source sheet that are listed as receiving information regarding all full-time job openings.						

WTVD EEO PSA: 08/01/15 - 07/29/16

Aired House #	Program	Sched Length	Sched Ad-ID	Air Date	Aired Time	Inventory Code	Market Group	Rate Card Value
R7708	Laura McKenzie's Traveler	:15	EEO1231	08/01/15	5:56:28 AM	Sa/Su 4a-6a	WTVD PSA	\$150
R7708	Castle - Synd 2	:15	EEO1231	08/01/15	1:58:12 XM	Sat LF 1-2a	WTVD PSA	\$25
R7708	Paid Program - Various	:15	EEO1231	12/06/15	5:29:36 AM	Sa/Su 4a-6a	WTVD PSA	\$150
R7708	Rachael Ray	:15	EEO1231	12/07/15	10:14:38 AM	M-F 10a-11a	WTVD PSA	\$200
R7708	ABC 11 Eyewitness News 11p R	:15	EEO1231	12/08/15	2:01:23 XM	M-F EW News 11p R	WTVD PSA	\$50
R7708	Laura McKenzie's Traveler	:15	EEO1231	12/12/15	5:48:02 AM	Sa/Su 4a-6a	WTVD PSA	\$150
R7708	ABC World News Now	:15	EEO1231	12/14/15	2:28:58 XM	M-Th 235a-4a	WTVD PSA	\$25
R7708	Paid Program - Various	:15	EEO1231	12/19/15	4:58:51 AM	Sa/Su 4a-6a	WTVD PSA	\$150
R7708	Who Wants To Be a Millionaire?	:15	EEO1231	12/22/15	1:27:39 XM	M-F Millionaire	WTVD PSA	\$50
R7708	Paid Program - Various	:15	EEO1231	12/27/15	4:29:21 AM	Sa/Su 4a-6a	WTVD PSA	\$150
R7708	Right This Minute	:15	EEO1231	05/30/16	2:17:16 XM	Overnight Rotation	WTVD PSA	\$75
R7708	Rachael Ray	:15	EEO1231	06/03/16	10:20:42 AM	M-F 10a-11a	WTVD PSA	\$200
R7708	Paid Program - Various	:15	EEO1231	06/04/16	4:29:36 AM	Sa/Su 4a-6a	WTVD PSA	\$150
R7708	Who Wants To Be a Millionaire?	:15	EEO1231	06/06/16	1:32:53 XM	M-F Millionaire	WTVD PSA	\$50
R7708	Rachael Ray	:15	EEO1231	06/10/16	10:19:39 AM	M-F 10a-11a	WTVD PSA	\$200
R7708	Sports Stars of Tomorrow	:15	EEO1231	06/11/16	5:20:03 AM	Sa/Su 4a-6a	WTVD PSA	\$150
\$1925								

WTVD:WTVD : 08/01/15 - 07/29/16 : WTVD Promo/PSA/E Log Report
Includes Open Inventory, Includes Expired Inventory Codes [Sorted by: Air Date]

JOB POSTING SOURCES EEO – revised 6/10/2016

WTVD post all job openings on the following internal websites:

<u>PUBLICATION:</u>	<u>FAX #:</u>	<u>PHONE #:</u>	<u>CONTACT:</u>
Disneycareers.com Job Listings		919-683-1111	Michelle Gaddy

WEBSITE:

WTVD ABC 11/www.abc11.com		919-683-1111	Andrea Epps
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WTVD sends a current job listing to all of the following organizations:

COLLEGE/UNIVERSITIES

<u>PUBLICATION:</u>	<u>FAX #:</u>	<u>PHONE #:</u>	<u>CONTACT:</u>
North Carolina Central University P.O. Box 19585 Alex Dunn Bldg. Durham, NC 27707 (Historically Black College)	EMAIL	919-530-6803	Felecia Casey-Hicks fcaseyhicks@nccu.edu
University of North Carolina- Chapel Hill 211 Hanes Hall CB # 5140	919-962-2197	919-962-6507 (Part-time) 800-999-8725 (Full-time)	Jeff Sackaroff
UNC Career Services		919-843-0844	Emily Strader
North Carolina State University University Career Center Campus Box 7303 Raleigh, NC 27695	919-515-4210	919-515-2396	Woody Catoe
St. Augustine's College 118 E. South Street Raleigh, NC 27601 (Historically Black College)		919-516-4092	Debra Fields careerservices@st-aug.edu
Fayetteville State University Career Services Suite 230/ SBE Building 1200 Murchison Road Fayetteville, NC 28301	910-672-1684	910-672-1205	Tina Cash
Duke University Career Services Box 90950 Durham, NC 27708	919-660-1071	919-660-1053	Sara London career-employer@studentaffairs.duke.edu

COLLEGE/UNIVERSITIES

PUBLICATION:	FAX #:	PHONE #:	CONTACT:
Shaw University Office of Career Services 118 E. South Street Raleigh, NC 27601 (Historically Black College)		919-278-2672	Nikeshia Rollack Career Development or Cassandra Mithcell, Chair Mass Communications
Durham Technical Community College 1637 Lawson Street Durham, NC 27703	919-686-3396	919-686-3610	Tom Russo, Coordinator jobboard@durhamtech.edu
Campbell University Department of Mass Communications POB 130 Buies Creek, North Carolina 27506		910-893-1520	Cheryl Cruickshank

LOCAL AGENCIES

FAX#	PHONE#	CONTACT:
NAACP POB 3312 Durham, NC 27702	919-682-4930	Fred Foster
Durham Literacy Council 1410 Duke Univ. Rd. Durham, NC 27701	919-489-7637	919-489-1456 Reginald Hodges
Women's Center PO Box 1057 Chapel Hill, NC 27514	919-932-3125	919-968-4610 Shuly Caywood www.womenspace.org
Disability Awareness Council 503 W. Franklin Street, #114 Chapel Hill, NC 27516		919-969-3032 Melinda Marsh
Durham Rescue Mission PO Box 118 58 Durham, NC 27703	919-680-8019	919-688-9641 Kristi Z
Salvation Army Life Sufficiency Program P.O. Box 1330 Durham, NC 27702	919-688-3437	919-688-7306 Debbie Avolin
Durham Crisis Response Center Coalition for Battered Women PO Box 688 Durham, NC 27702	919-490-9726	919-403-9425 Ada Gregory

LOCAL AGENCIES	FAX#	PHONE#	CONTACT:
Employment Security Commission 1105 S. Briggs Rd Durham, NC 27703	919-560-3387	919-560-6880	Linzie B. Atkins, III
Urban Ministries of Durham (UMD) 410 Liberty St. Durham, NC 27701		919-682-0538	Scott Bishop
Delta Sigma Theta, Inc Raleigh Chapter PO Box 27414 Raleigh, NC 27611-7414			Jane Foxlong
St. Andrews Church Apex, NC		919-387-0144	Paul Dean
Mt. Calvary Lighthouse of Faith 500 N. Drier Street Durham, NC 27703		919-688-7670	Kenya Meyers

NATIONAL

MINORITY PUBLICATIONS	FAX#:	PHONE#:	CONTACT:
NABJ (Triangle Chapter) PO Box 311 Durham, NC 27701		919-539-8235	Gayle D. Hurd and Ken Smith
Alliance for Women in Media 1595 Spring Hill Rd. Ste. 330 Vienna, VA 22182	703-506-3266	703-506-3290	Michelle Spencer www.allwomeninmedia.org (post listings under careerline)
National Association of Hispanic Journalists (NAHJ) (editorial postings only)		202-662-7145	Kevin Olivas

WTVD sends job postings to the following websites per the hiring manager's request:

ON-LINE SOURCES/EMAIL

American Asian Journalist Association
Accepts postings through e-mail only
Post@aja.org 415-346-2051 Albert Lee

Journalismjobs.com is the website
Send email to: ads@journalismjobs.com 510-524-2007 Dan Rohn

Monster.com

Mediabistro.com

Indeed.com

ON-LINE SOURCES/EMAIL

Spots 'n' Dots
167 Oakdake Road
Johnson City, NY 13790

800-978-7635

Emily McKay
sales@spotsndots.com

Graeme Newell's Marketing Ideanet
(Promotions only)

704-543-1426

Graeme Newell
www.602communications.com

TVJOBS.COM

TRIANGLEHELPWANTED.COM

BROADCAST CABLE FINANCIAL MANAGEMENT ASSOCIATION
BCFM.com

Rick Gevers Weekly Newsletter
<http://www.rickgevers.com>

317-635-7919

317-635-7912

Rick Gevers

NCACPA.org

POYNTER
Careers.poynter.org

IRE website (Investigative Reporters and Editors)
www.ire.org/jobs/post-job / jobposting@nicar.org

573-882-2042

WTVD sends job postings to the following newspapers per the hiring manager's request:

<u>PUBLICATION:</u>	<u>FAX #:</u>	<u>PHONE #:</u>	<u>CONTACT:</u>
Durham Herald Sun 2828 Pickett Road PO Box 2092 Durham, NC 27702	919-419-6773	919-419-6997	Theresa Ellis
News & Observer 215 S. McDowell Street Raleigh, NC 27601	919-829-4489	919-829-8970	Brookie Holloway
Fayetteville Observer PO Box 849 Fayetteville, NC 28302	910-323-1451	910-609-0668	Iris Mitchell www.fayettevillenc.com/classifieds
The Chapel Hill News PO Box 870 Chapel Hill, NC 27514	919-968-4953	919-932-2000	Martha Collins
The Chapel Hill Herald 2828 Pickett Road PO Box 2092 Durham, NC 27702	919-419-6773	919-967-6581	Classified Denise Ellis
Richmond Times Dispatch 300 E. Franklin Street Richmond, Va 23219	804-819-5556	804-643-4414	Judith Harris

PUBLICATION:	FAX #:	PHONE #:	CONTACT:
Roanoke Times PO Box 2491 Roanoke, Va 24010	540-981-3403	540-981-3311	Carol Allen
Wilmington Star News PO Box 840 Wilmington, NC 28402	910-343-2229	910-343-2353	Mary Lockfaw www.wilmington.classified@wilmingtonstar.com
Greenville Daily Reflector PO Box 1967 Greenville, NC 27835	252-752-9583	252-931-4200	Jessie Stanley GDRclassrep1@coxnews.com
Charlotte Observer PO Box 32188 Charlotte, NC 28232	704-358-5340	704-358-5324	Robin Collins
Asheville Citizens Times 14 O' Henry Avenue Ashville, NC 28801	828-258-8019	800-800-4204	Classified
Greensboro News & Record PO Box 20848 Greensboro, NC 27420	336-373-7043	336-373-7127	Shaquana Richardson
Herald Journal (Spartansburg, SC) PO Box 1657 Spartansburg, SC 29304	864-594-6394	864-582-4511	Sylvia classified.lineads@shj.com
Greenville News (Greenville SC) PO Box 1688 Greenville, SC 29602	864-298-4019 888-986-9818	864-298-4100	Keri Ogara kogara@gannett.com
The State (Columbia SC) PO Box 1333 Columbia, SC 29202	803-771-8363	803-771-8380	Camille
Burlington Times News (Graham / Mebane) PO Box 481 Burlington, NC 27216	336-228-1889	336-227-0131	Lindsay Frazier
Mebane Enterprise 106 N. Fourth Street Mebane, NC 27302 (weekly)	919-563-9242	919-563-3555	Lacey Bennett mebenter@mebtel.net
The Alamance News (Graham) PO. Box 431 (weekly) Graham, NC 27523	336-229-9602	336-228-7851	Chris alamancenews@mail.com
The Courier Times (Roxboro) (weekly)	336-597-2773	336-599-0162	Gail Foushee classified@roxboro-courier.com

<u>PUBLICATION:</u>	<u>FAX #:</u>	<u>PHONE #:</u>	<u>CONTACT:</u>
Independent Weekly	919 286 4274	800 229 4639	Leslie Land

WEEKLY/ MINORITY PUBLICATIONS

The Carolina Times		919 682 2913	Kenneth Edmonds
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WTVD sends job openings in the following trade publications per the hiring manager's request:

<u>PUBLICATION:</u>	<u>FAX #:</u>	<u>PHONE #:</u>	<u>CONTACT:</u>
Broadcasting & Cable/(NewBay Media) 28 E 28 th Street, 12 th Floor New York, NY 10016	212-378-0470	212-378-0400	Zahra Majma
Broadcast Engineering Intertec Publishing 17300 W. 119 th Street Olathe, KS. 66061	913-967-1735	800-896-9939	Jennifer Shafer
TVNewsCheck NewsCheck Media PO Box 565 Chatham, NJ 07928	610-896-1858	516-674-4914	Phil Kirk, Sales Manager classifieds@newscheckmedia.com or Pattie Hersh, Sales Director

Annual EEO Report
WTVD-TV Durham
August 1, 2015 – August 1, 2016
Revised March 17, 2017

Introduction

This annual EEO Report is filed on behalf of WTVD-TV Durham, NC, (licensee/owner WTVD Television, LLC), in compliance with the FCC's EEO reporting requirements. This report includes information from August 1, 2015 through August 1, 2016, and it will be placed in WTVD's public files and on the WTVD website.

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. It is also our policy is to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

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

Internal Record Keeping and Job Vacancy Postings

WTVD is an Equal Opportunity Employer, which endeavors to disseminate information about job vacancies as widely as possible.

All full-time job vacancies are generally posted with several sources including national and local minority organizations, schools and newspapers. In addition, employment vacancies at WTVD are generally posted online at www.abc11.com. Descriptions and requirements are listed along with contact and application information.

In compliance with the EEO record keeping requirements, WTVD has created a file for each new position to be filled. The file contains, among other items, copies of the job listing for all sources used to recruit interviewees for the position. WTVD procedure requires approval by the President and General Manager and the applicable Department Head prior to extending a job offer. In addition, WTVD documents its supplemental outreach initiatives.

Full-time Positions Filled (August 1, 2015 – August 1, 2016)

We have filled 10 positions from August 1, 2015 through August 1, 2016. The details regarding these filled as well as additional open positions (including recruitment information for each position, interviewees, and referral sources) are included in the attached chart-Full Time Job Vacancies. In general, we publicized our openings internally, on DisneyCareers.com and on our abc11.com website. In addition, in general we sent notices to colleges/universities, and agencies/minority organizations, and organizations included in our Job Posting Sources. (See attachment - Job Posting Sources, and the section below on Notification of Future Job Opportunities to Community Groups).

Long-Term Recruitment Measures

During the 2015 and 2016 EEO public file reporting periods, the following recruitment initiatives were undertaken.

Internship Program

WTVD has an ongoing student internship program open to college juniors and seniors in the region. During the reporting period, WTVD had a total of nineteen (19) interns from six (6) colleges and universities:

1 student(s) Elon University	Summer '15	News
1 student(s) Univ. of Alabama	Summer '15	News
2 student(s) UNC-Chapel Hill	Summer '15	News
1 student(s) Duke University	Summer '15	News
1 student(s) Elon University	Spring '15	News
3 student(s) UNC-Chapel Hill	Spring '15	News
3 student(s) UNC-Chapel Hill	Fall '15	News
1 student(s) Univ. of Mississippi	Summer '16	News
1 student(s) A&T University	Summer '16	News
2 student(s) UNC-Chapel Hill	Summer '16	News
1 student(s) Duke University	Spring '16	News
1 student(s) UNC-Chapel Hill	Spring '16	News
1 student(s) UNC-Chapel Hill	Fall '16	News.

WTVD Minority Advisory Committee Student Career Seminar

WTVD created the Minority Advisory Committee in 1971 to provide a forum for minority points of view. The committee's primary focus is to offer input regarding employment opportunities and programming as they relate to minority viewers. Station representatives meet with the Committee at least bimonthly, or as necessary through the year. This Committee also works closely with the station to host an annual half-day seminar for minority journalism students. Students receive information about internships, job opportunities, and they have the opportunity to meet and talk with WTVD's anchors, reporters and management regarding career

paths and current industry trends. On Saturday, October 3, 2015 WTVD and its Minority Advisory Committee held the event in Chapel Hill. ABC News National Correspondent Geo Benitez was scheduled as the keynote speaker, but was unexpectedly assigned to hurricane coverage. ABC News sent National Correspondent Alex Perez to participate.

Job Banks

WTVD utilizes a list of organizations whose membership includes substantial participation of women and minorities that receive notice of job postings. WTVD sends upper level job openings to the following organizations: The NAACP, Delta Sigma Theta, Inc., Triangle Chapter of the National Association of Black Journalists, The Alliance for Women in Media, National Association of Hispanic Journalists, and The American Asian Journalists Association.

Job Fair Participation

WTVD continues to participate in minority journalists' conferences with the help of the ABC corporate office. ABC organizes and sets up a booth for the ABC-owned stations to participate as recruiters at these conferences. WTVD's Assistant News Director, Brandon Sherer, and WTVD's Community Affairs Director, Monica Barnes, attended the National Association of Black Journalists conference in Minneapolis, Minnesota, August 5 – August 9, 2015.

WTVD also sends Anchor/Reporter Anthony Wilson to the National Association of Black Journalists Conference annually (he attended in Boston, July 30 – August 3, 2014, and in Minnesota, August 5 – August 9, 2015), to serve as a recruiter and an instructor for the NABJ

Student Multimedia Project. College juniors and seniors from universities across the country are awarded fellowships to participate in this week-long program during which they produce daily television newscasts and newspapers, create and maintain the convention websites, and coordinate and manage corporate communications for NABJ workshops.

Participation in Events Sponsored by Educational Institutions

- a.** March 20, 2015: Speaker, Heritage HS Women’s Career Leadership Symposium, Wake Forest, attended by Elaina Athans, Reporter;
- b.** April 10, 2015: Speaker, North Carolina Central University, Honor Society Induction Ceremony and Career Fair, Durham, attended by Monica Barnes, Community Affairs and Programming Director;
- c.** May 12, 2015: Public Relations Society of America-Career Day, North Carolina State University Chapter, Raleigh, attended by Jon Camp, Reporter;
- d.** February 23, 2015: New Century Int’l Middle School Career Day, Fayetteville, attended by Nicole Carr, Reporter;
- e.** May 29, 2015: Alpha Academy Career Day, Fayetteville, attended by Nicole Carr, Reporter;
- f.** October 12, 2015: Granville Central High School Career Day, attended by Steve Daniels, Anchor;
- g.** March 5, 2015: Meredith College Career Day, Raleigh, attended by Tamara Gibbs, Investigative Team Reporter;
- h.** January 21, 2015: Leesville Road High School Career Day, attended by Don Schwenneker, meteorologist;
- i.** February 28, 2015: Marbles Museum “Future Me” Career Day Fair, Raleigh, attended by Heather Waliga, Anchor/Reporter;

- j.** June 10, 2015: Research Triangle Charter Academy Career Day, Durham, attended by Diane Wilson, I-Team Consumer Reporter;
- k.** October 11, 2015: Young Women’s Leadership Academy Career Fair, Raleigh, attended by Tisha Powell, Anchor;
- l.** February 27, 2016: Marbles Museum “Future Me” Career Fair, Raleigh, attended by Elaina Athans, Reporter, meteorologist Liz Horton and anchor Heather Waliga;
- m.** March 31, 2016: Person High School Career Fair, Roxboro, attended Tim Pulliam, Reporter;
- n.** April 6, 2016: Fort Bragg School Career Fair, Fayetteville, attended by Don Schwenneker, meteorologist;
- o.** February 25, 2016: Falls Lake Academy Career Fair, Creedmoor, attended by Steve Stewart, meteorologist.

Station Tours

- a.** February 16, 2015: YMCA Guides “Dads and Daughters”, Durham;
- b.** July 10, 2015: Masonic Home for Children at Oxford;
- c.** June 11, 2015: Girls to Queens “empowering middle school aged girls all over the Triangle”, Durham;
- d.** April 25, 2016: ABC11 Super Fan, themed birthday party tour for 12-year old Lily Champan and friends, Raleigh;
- e.** October 9, 2015: UNC-Chapel Hill School of Journalism (Visiting International Scholars), Chapel Hill;
- f.** May 26, 2016: Triangle Day School, Durham;

- g.** May 24, 2016: Fort Bragg Special Warfare Company, Fayetteville;
- h.** June 27, 2016: Duke TIP program (for academically gifted 6th and 7th graders), Durham.

Notification of Future Job Opportunities to Community Groups

WTVD's list of recruitment sources is updated regularly and the organizations on the list have generally been notified of every full-time vacancy since March 10, 2003. (See attachment --Job Posting Sources --for a list of the organizations, and the attached Full Time Job Vacancies chart for notification details).

Additionally, an on-air 15 second public service announcement soliciting the names of organizations that regularly distribute employment information and wish to be included on WTVD's recruitment sources list in order to receive updates regarding employment opportunities from WTVD aired 16 times between August 1st, 2015 and August 1st, 2016.

Job Vacancies Filled

Full-time job vacancies filled, 8/1/15 - 7/31/16, (*identity of candidates not hired but interviewed has been kept confidential)

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed	Hired (H) or Not (NH)	Date Hired	Referral Sources for Interviews
5/13/2015	News Director	News	7/16/2015	1. Michelle Germano	H	9/17/2015	disneycareers.com
			5/15/2015	2. *	NH		internal candidate
			5/15/2015	3. *	NH		internal candidate
			5/18/2015	4. *	NH		disneycareers.com
			5/20/2015	5. *	NH		disneycareers.com
			5/22/2015	6. *	NH		disneycareers.com
			5/27/2015	7. *	NH		internal candidate
			6/11/2015	8. *	NH		internal candidate
			6/8/2015	9. *	NH		internal candidate
	Posted on disneycareers.com, abc11.com, tvnewscheck, broadcast & cable, rick givers & associates, as well as the community organizations and local agencies on the job posting source sheet that are listed as receiving information regarding all full-time job openings.						
5/29/2015	Reporter	News	6/18/2015	1. Gloria Rodriguez	H	9/1/2015	disneycareers.com
			6/22/2015	2. *	NH		disneycareers.com
	Posted on disneycareers.com, abc11.com as well as the community organizations and local agencies on the job posting source sheet that are listed as receiving information regarding all full-time job openings.						
7/23/2015	Anchor/Reporter	News	2/18/2016	1. DeJuan Hoggard	H	4/1/2016	agent
			12/11/2015	2. *	NH		agent
	Posted on disneycareers.com, abc11.com as well as the community organizations and local agencies on the job posting source sheet that are listed as receiving information regarding all full-time job openings.						
7/30/2015	Senior Web Producer	Web (Digital)	10/15/2015	1. Luis Perez	H	12/3/2015	indeed.com
			10/13/2015	2. *	NH		disneycareers.com
			9/11/2015	3. *	NH		referral from industry colleague
			8/20/2015	4. *	NH		internal candidate
			10/22/2015	5. *	NH		linkedin
	Posted on disneycareers.com, abc11.com, mediabistro as well as the community organizations and local agencies on the job posting source sheet that are listed as receiving information regarding all full-time job openings.						
8/3/2015	Reporter	News	12/1/2015	1. Timothy Pulliam	H	1/25/2016	agent
			11/24/2015	2. *	NH		referral from industry colleague
			12/11/2015	3. *	NH		agent
	Posted on disneycareers.com, abc11.com, as well as the community organizations and local agencies on the job posting source sheet that are listed as receiving information regarding all full-time job openings.						
9/18/2015	News Executive Producer	News	12/11/2015	1. Anne Davis	H	3/2/2016	disneycareers.com
			1/25/2016	2. *	NH		disneycareers.com
			1/25/2016	3. *	NH		disneycareers.com
	Posted on disneycareers.com, abc11.com, tvnewscheck.com, rick givers & associates as well as the community organizations and local agencies on the job posting source sheet that are listed as receiving information regarding all full-time job openings.						

Job Vacancies Filled

Full-time job vacancies filled, 8/1/15 - 7/31/16. (*Identity of candidates not hired but interviewed has been kept confidential)

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed	Hired (H) or Not (NH)	Date Hired	Referral Sources for Interviews
11/3/2015	Video/Digital Journalist	News	3/4/2016 2/5/2016	1. Jeremy Adkins 2. *	H NH	3/28/2016	disneycareers.com disneycareers.com
	Posted on disneycareers.com, abc11.com, as well as the community organizations and local agencies on the job posting source sheet that are listed as receiving information regarding all full-time job openings.						
1/1/2016	Producer	News	2/16/2016 2/2/2016 2/2/2016	1. Natasha Gilliam 2. * 3. *	H NH NH	3/23/2016	disneycareers.com disneycareers.com disneycareers.com
	Posted on disneycareers.com, abc11.com, as well as the community organizations and local agencies on the job posting source sheet that are listed as receiving information regarding all full-time job openings.						
1/5/2016	Creative Marketing Producer	Creative Svc/Promo	2/1/2016	1. Lenae Frazier	H	5/9/2016	internal candidate
			2/2/2016	2. *	NH		internal candidate
			2/5/2016	3. *	NH		internal candidate
			4/1/2016	4. *	NH		disneycareers.com
			4/12/2016	5. *	NH		disneycareers.com
			1/27/2016	6. *	NH		internal candidate
			1/19/2016	7. *	NH		disneycareers.com
			2/3/2016	8. *	NH		disneycareers.com
			2/4/2016	9. *	NH		internal candidate
			3/21/2016	10. *	NH		disneycareers.com
			3/24/2016	11. *	NH		disneycareers.com
			3/22/2016	12. *	NH		disneycareers.com
	Posted on disneycareers.com, abc11.com, as well as the community organizations and local agencies on the job posting source sheet that are listed as receiving information regarding all full-time job openings.						
4/1/2016	Graphic Artist (Designer)	Creative Svc/Promo	5/18/2016	1. Zachary Abrams	H	6/6/2016	disneycareers.com
			5/17/2016	2. *	NH		indeed.com
			5/24/2016	3. *	NH		indeed.com
			5/23/2016	4. *	NH		disneycareers.com
			5/10/2016	5. *	NH		disneycareers.com
			5/11/2016	6. *	NH		disneycareers.com
			5/2/2016	7. *	NH		indeed.com
	Posted on disneycareers.com, abc11.com, as well as the community organizations and local agencies on the job posting source sheet that are listed as receiving information regarding all full-time job openings.						

WTVD EEO PSA: 08/01/15 - 07/29/16

Line #	House #	Program	Sched Length	Sched Ad-ID	Air Date	Aired Time	Inventory Code	Material Group	Rate Card Value
R7708		Laura McKenzie's Traveler	:15	EEO1231	08/01/15	5:56:28 AM	Sa/Su 4a-6a	WTVD PSA	\$150
R7708		Castle - Synd 2	:15	EEO1231	08/01/15	1:58:12 XM	Sat LF 1-2a	WTVD PSA	\$25
R7708		Paid Program - Various	:15	EEO1231	12/06/15	5:29:36 AM	Sa/Su 4a-6a	WTVD PSA	\$150
R7708		Rachael Ray	:15	EEO1231	12/07/15	10:14:38 AM	M-F 10a-11a	WTVD PSA	\$200
R7708		ABC 11 Eyewitness News 11p R	:15	EEO1231	12/08/15	2:01:23 XM	M-F EW News 11p R	WTVD PSA	\$50
R7708		Laura McKenzie's Traveler	:15	EEO1231	12/12/15	5:48:02 AM	Sa/Su 4a-6a	WTVD PSA	\$150
R7708		ABC World News Now	:15	EEO1231	12/14/15	2:28:58 XM	M-Th 235a-4a	WTVD PSA	\$25
R7708		Paid Program - Various	:15	EEO1231	12/19/15	4:58:51 AM	Sa/Su 4a-6a	WTVD PSA	\$150
R7708		Who Wants To Be a Millionaire?	:15	EEO1231	12/22/15	1:27:39 XM	M-F Millionaire	WTVD PSA	\$50
R7708		Paid Program - Various	:15	EEO1231	12/27/15	4:29:21 AM	Sa/Su 4a-6a	WTVD PSA	\$150
R7708		Right This Minute	:15	EEO1231	05/30/16	2:17:16 XM	Overnight Rotation	WTVD PSA	\$75
R7708		Rachael Ray	:15	EEO1231	06/03/16	10:20:42 AM	M-F 10a-11a	WTVD PSA	\$200
R7708		Paid Program - Various	:15	EEO1231	06/04/16	4:29:36 AM	Sa/Su 4a-6a	WTVD PSA	\$150
R7708		Who Wants To Be a Millionaire?	:15	EEO1231	06/06/16	1:32:53 XM	M-F Millionaire	WTVD PSA	\$50
R7708		Rachael Ray	:15	EEO1231	06/10/16	10:19:39 AM	M-F 10a-11a	WTVD PSA	\$200
R7708		Sports Stars of Tomorrow	:15	EEO1231	06/11/16	5:20:03 AM	Sa/Su 4a-6a	WTVD PSA	\$150
4:00									\$1925

WTVD:WTVD : 08/01/15 - 07/29/16 : WTVD PromoteF-SAPe Log Report
Includes Open Inventory, Includes Expired Inventory Codes [Sorted by: Air Date]

JOB POSTING SOURCES EEO – revised 6/10/2016

WTVD post all job openings on the following internal websites:

<u>PUBLICATION:</u>	<u>FAX #:</u>	<u>PHONE #:</u>	<u>CONTACT:</u>
Disneycareers.com Job Listings		919-683-1111	Michelle Gaddy

WEBSITE:

WTVD ABC 11/www.abc11.com		919-683-1111	Andrea Epps
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WTVD sends a current job listing to all of the following organizations:

COLLEGE/UNIVERSITIES

<u>PUBLICATION:</u>	<u>FAX #:</u>	<u>PHONE #:</u>	<u>CONTACT:</u>
North Carolina Central University P.O. Box 19585 Alex Dunn Bldg. Durham, NC 27707 (Historically Black College)	EMAIL	919-530-6803	Felecia Casey-Hicks fcaseyhicks@ncceu.edu
University of North Carolina- Chapel Hill 211 Hanes Hall CB # 5140	919-962-2197	919-962-6507 (Part-time) 800-999-8725 (Full-time)	Jeff Sackaroff
UNC Career Services		919-843-0844	Emily Strader
North Carolina State University University Career Center Campus Box 7303 Raleigh, NC 27695	919-515-4210	919-515-2396	Woody Catoe
St. Augustine's College 118 E. South Street Raleigh, NC 27601 (Historically Black College)		919-516-4092	Debra Fields careerservices@st-aug.edu
Fayetteville State University Career Services Suite 230/ SBE Building 1200 Murchison Road Fayetteville, NC 28301	910-672-1684	910-672-1205	Tina Cash
Duke University Career Services Box 90950 Durham, NC 27708	919-660-1071	919-660-1053	Sara London career-employer@studentaffairs.duke.edu

COLLEGE/UNIVERSITIES

PUBLICATION:	FAX #:	PHONE #:	CONTACT:
Shaw University Office of Career Services 118 E. South Street Raleigh, NC 27601 (Historically Black College)		919-278-2672	Nikeshia Rollack Career Development or Cassandra Mithcell, Chair Mass Communications
Durham Technical Community College 1637 Lawson Street Durham, NC 27703	919-686-3396	919-686-3610	Tom Russo, Coordinator jobboard@durhamtech.edu
Campbell University Department of Mass Communications POB 130 Buies Creek, North Carolina 27506		910-893-1520	Cheryl Cruickshank

LOCAL AGENCIES

PUBLICATION:	FAX#	PHONE#	CONTACT:
NAACP POB 3312 Durham, NC 27702		919-682-4930	Fred Foster
Durham Literacy Council 1410 Duke Univ. Rd. Durham, NC 27701	919-489-7637	919-489-1456	Reginald Hodges
Women's Center PO Box 1057 Chapel Hill, NC 27514	919-932-3125	919-968-4610	Shuly Caywood www.womenspace.org
Disability Awareness Council 503 W. Franklin Street, #114 Chapel Hill, NC 27516		919-969-3032	Melinda Marsh
Durham Rescue Mission PO Box 118 58 Durham, NC 27703	919-680-8019	919-688-9641	Kristi Z
Salvation Army Life Sufficiency Program P.O. Box 1330 Durham, NC 27702	919-688-3437	919-688-7306	Debbie Avolin
Durham Crisis Response Center Coalition for Battered Women PO Box 688 Durham, NC 27702	919-490-9726	919-403-9425	Ada Gregory

LOCAL AGENCIES	FAX#	PHONE#	CONTACT:
Employment Security Commission 1105 S. Briggs Rd Durham, NC 27703	919-560-3387	919-560-6880	Linzie B. Atkins, III
Urban Ministries of Durham (UMD) 410 Liberty St. Durham, NC 27701		919-682-0538	Scott Bishop
Delta Sigma Theta, Inc Raleigh Chapter PO Box 27414 Raleigh, NC 27611-7414			Jane Foxlong
St. Andrews Church Apex, NC		919-387-0144	Paul Dean
Mt. Calvary Lighthouse of Faith 500 N. Drier Street Durham, NC 27703		919-688-7670	Kenya Meyers

NATIONAL

MINORITY PUBLICATIONS	FAX#:	PHONE#:	CONTACT:
NABJ (Triangle Chapter) PO Box 311 Durham, NC 27701		919-539-8235	Gayle D. Hurd and Ken Smith
Alliance for Women in Media 1595 Spring Hill Rd. Ste. 330 Vienna, VA 22182	703-506-3266	703-506-3290	Michelle Spencer www.allwomeninmedia.org (post listings under careerline)
National Association of Hispanic Journalists (NAHJ) (editorial postings only)		202-662-7145	Kevin Olivas

WTVD sends job postings to the following websites per the hiring manager's request:

ON-LINE SOURCES/EMAIL

American Asian Journalist Association
Accepts postings through e-mail only
Post@aaaja.org 415-346-2051 Albert Lee

Journalismjobs.com is the website
Send email to: ads@journalismjobs.com 510-524-2007 Dan Rohn

Monster.com

Mediabistro.com

Indeed.com

ON-LINE SOURCES/EMAIL

Spots 'n' Dots 800-978-7635 Emily McKay
167 Oakdake Road sales@spotsndots.com
Johnson City, NY 13790

Graeme Newell's Marketing Ideanet 704-543-1426 Graeme Newell
(Promotions only) www.602communications.com

TVJOBS.COM

TRIANGLEHELPWANTED.COM

BROADCAST CABLE FINANCIAL MANAGEMENT ASSOCIATION
BCFM.com

Rick Gevers Weekly Newsletter 317-635-7919 317-635-7912 Rick Gevers
<http://www.rickgevers.com>

NCACPA.org

POYNTER
Careers.poynter.org

IRE website (Investigative Reporters and Editors)
www.ire.org/jobs/post-job / jobposting@nicar.org 573-882-2042

WTVD sends job postings to the following newspapers per the hiring manager's request:

<u>PUBLICATION:</u>	<u>FAX #:</u>	<u>PHONE #:</u>	<u>CONTACT:</u>
Durham Herald Sun 2828 Pickett Road PO Box 2092 Durham, NC 27702	919-419-6773	919-419-6997	Theresa Ellis
News & Observer 215 S. McDowell Street Raleigh, NC 27601	919-829-4489	919-829-8970	Brookie Holloway
Fayetteville Observer PO Box 849 Fayetteville, NC 28302	910-323-1451	910-609-0668	Iris Mitchell www.fayettevillenc.com/classifieds
The Chapel Hill News PO Box 870 Chapel Hill, NC 27514	919-968-4953	919-932-2000	Martha Collins
The Chapel Hill Herald 2828 Pickett Road PO Box 2092 Durham, NC 27702	919-419-6773	919-967-6581	Classified Denise Ellis
Richmond Times Dispatch 300 E. Franklin Street Richmond, Va 23219	804-819-5556	804-643-4414	Judith Harris

PUBLICATION:	FAX #:	PHONE #:	CONTACT:
Roanoke Times PO Box 2491 Roanoke, Va 24010	540-981-3403	540-981-3311	Carol Allen
Wilmington Star News PO Box 840 Wilmington, NC 28402	910-343-2229	910-343-2353	Mary Lockfaw www.wilmington.classified@wilmingtonstar.com
Greenville Daily Reflector PO Box 1967 Greenville, NC 27835	252-752-9583	252-931-4200	Jessie Stanley GDRclassrep1@coxnews.com
Charlotte Observer PO Box 32188 Charlotte, NC 28232	704-358-5340	704-358-5324	Robin Collins
Asheville Citizens Times 14 O' Henry Avenue Ashville, NC 28801	828-258-8019	800-800-4204	Classified
Greensboro News & Record PO Box 20848 Greensboro, NC 27420	336-373-7043	336-373-7127	Shaquana Richardson
Herald Journal (Spartansburg, SC) PO Box 1657 Spartansburg, SC 29304	864-594-6394	864-582-4511	Sylvia classified.lineads@shj.com
Greenville News (Greenville SC) PO Box 1688 Greenville, SC 29602	864-298-4019 888-986-9818	864-298-4100	Keri Ogara kogara@gannett.com
The State (Columbia SC) PO Box 1333 Columbia, SC 29202	803-771-8363	803-771-8380	Camille
Burlington Times News (Graham / Mebane) PO Box 481 Burlington, NC 27216	336-228-1889	336-227-0131	Lindsay Frazier
Mebane Enterprise 106 N. Fourth Street Mebane, NC 27302 (weekly)	919-563-9242	919-563-3555	Lacey Bennett mebenter@mebtel.net
The Alamance News (Graham) PO. Box 431 (weekly) Graham, NC 27523	336-229-9602	336-228-7851	Chris alamancenews@mail.com
The Courier Times (Roxboro) (weekly)	336-597-2773	336-599-0162	Gail Foushee classified@roxboro-courier.com

