

## ANNUAL EEO PUBLIC FILE REPORT 2021-2022

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

1. List all full-time job vacancies filled by WNBC and WNJU stations covered by this report during the past year from **February 1, 2021 – January 31, 2022**.

<b>WNBC AND WNJU HIRES</b>	
<b>Position Title</b>	<b>Employment Date</b>
Technical Operations Specialist, WNJU	3/29/2021
Chief Director, DGA	4/19/2021
Executive Producer	6/1/2021
Producer	6/1/2021
Producer	6/7/2021
Content Producer	7/12/2021
Field Reporter	8/9/2021
Executive Producer, Weather	8/30/2021
Digital Sales Manager	9/13/2021
Assignment Editor	11/8/2021
Producer	11/10/2021
Producer, WNJU	11/14/2021
Content Producer	11/22/2021
DGA Director, WNJU	12/1/2021
Producer, WNJU	1/10/2022

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Table.

**(See attached table)**

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

112 Interviews conducted for the period of:  
**February 1, 2021 – January 31, 2022**

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

<b>NAME OF RECRUITMENT SOURCES</b>	<b>TOTAL # OF INTERVIEWEES REFERRED DURING THE REPORTING PERIOD</b>
External	<b>13</b>
Referral	<b>19</b>
NBCU Daily Hires/Freelance	<b>7</b>
NBCU Former Employee	<b>15</b>
NBCU Internal Transfers	<b>4</b>
NBCU Current/Former Page	<b>1</b>
NBCU Current/Former Intern	<b>1</b>
NBCUNI Careers	<b>32</b>
LinkedIn	<b>9</b>
NBCU Staff Employees	<b>11</b>

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

During 2021, WNBC and WNJU remained committed to diversity, inclusion and equal employment and, although the pandemic directly affected our ability to recruit broadly and maintain historic levels of outreach, the stations participated in the following activities.

## **JOB FAIRS AND CAREER DAYS -WNBC, WNJU and Duopoly Events**

### **January 12, 2021**

NBC 4 New York Digital Reporter Kay Angrum participated in New Visions Charter High School for the Humanities III's virtual "Talk to Me Tuesday" event. She shared her experiences in the field and answered questions for approximately 20 journalism students grades 9 through 12. NVCHS Humanities III is in Brooklyn, NY.

### **February 3, 2021**

NBC 4 New York Reporter Tracie Strahan spoke at Syracuse University's Newhouse NYC Spring 2021 Orientation: Panel Discussion "How to Make the Best First Impression at Your Internship...Remotely. Newhouse NYC is a one-semester program that provides students with a unique opportunity to intern in media while taking specialized coursework in New York City.

### **March 15, 2021**

Ana Abreu, Human Resources Manager, attended a virtual career session at Lehman College to discuss career opportunities at WNBC/WNJU. College students had the opportunity to join small group sessions and ask questions regarding steps they needed to take to succeed in the news/media industry.

### **March 25, 2021**

Ana Abreu, Human Resources Manager, attended a virtual career fair at Seton Hall University to promote WNBC/WNJU's internship program and open positions and freelance opportunities.

### **May 14, 2021**

NBC 4 New York Investigative Reporter Pei-Sze Cheng and Telemundo 47 Weather and Traffic Anchor Tairy Ynoa joined 76 eighth grade students for a Virtual Career Day at Russel Sage Junior High School 190 in Forest Hills, NY. They discussed their backgrounds, education, and career paths and answered student's questions.

### **June 10, 2021**

NBC 4 New York Investigative Reporter Sarah Wallace participated in Englewood Public Library's "Careers: Women in Journalism" panel. Hosted by the City of Englewood, the discussion was the third in a series of chats intended for the youth and greater community. 100 attendees participated in the session.

### **August 31, 2021**

NBC 4 New York Digital Reporter Kay Angrum spoke to Prof. Fernando Hurtado's journalism students from the University of Southern California. Kay answered their inquiries about the journalism industry and working on the digital team at NBC 4.

### **October 5, 2021**

NBC 4 New York Reporter Tracie Strahan virtually spoke to students at Syracuse University's Newhouse School. The class, "New Media Management," is taught by Professor Shelley Palmer. Strahan led a Q&A following the presentation.

### **October 13, 2021**

NBC 4 New York Reporter Romney Smith served as a virtual guest speaker at Salisbury University in Salisbury, Maryland. Smith spoke to broadcast journalism students about her career, her experience and lessons learned in reporting and producing.

### **October 22, 2021**

Ana Abreu, Human Resources Manager, attended a virtual career fair at Craig Newmark, Graduate School to promote WNBC/WNJU's internship program and recruit for open positions and freelance opportunities.

## **WNBC News 4 and WNJU Telemundo 47 Internship Program**

WNBC News 4 and WNJU Telemundo 47 maintain an important pipeline Internship program, designed to give exposure to college students about careers in the broadcast industry.

Offering students real world experiences while becoming familiar with NBCUniversal's organization and corporate culture is a main goal of the program. Internships create the perfect way to learn about careers at News 4 New York or WNJU Telemundo 47 in New Jersey. Interns produce tangible results as they begin building their professional networks, and for many, it confirms their professional career paths and goals. We offer internship opportunities throughout the businesses.

WNBC and WNJU recruit students who are committed to a career in media/broadcasting through experiences in their major studies, college clubs, organizations, prior media-based internships or prior media work experience. Grade point average, community service, and leadership experience are also an important part

of the total assessment of student applicants. WNBC and WNJU work closely with local and out of state colleges and universities to build an active internship training program.

During the current annual reporting year, a total of 36 interns were placed in remote and on-site internships in the WNBC/WNJU Internship program. WNBC and WNJU have also participated in various on-site campus recruiting events such as career fairs and discussions. The NBCUniversal internship cycles coincide with the traditional university semester schedules, with cycles starting each spring, summer and fall designed to accommodate the students' schedules. Students are paid and may also receive college credits. Internships usually last between 13 to 22 weeks per semester, either part time or full time.

We provide college students with the opportunity to exhibit their many talents, which normally allows us to identify high potential talent for future staff or temporary hiring opportunities upon graduation. They also become part of a pipeline of opportunities in the following NBCUniversal Early Career programs: The NBCUniversal Page Program, News Associates, Program, Tim Russert Fellowship Program, Digital Tech Associate Program, Marketing Promo Producer Program, Newsroom Fellowship Program, Producer Development Program, Sales Associates Program, Media Tech Program, Talent Infusion Program, Global Talent Development & Inclusion Program, Production Associates Program, Technology Apprenticeship Program, and Act Two Program. These programs are currently on hiatus, as we deal with the pandemic.

Lynn Costa, VP, Human Resources oversees the program for WNBC and Ana Abreu, Human Resources Manager oversee the program for WNJU Telemundo.

## **THE EMMA BOWEN FOUNDATION**

WNBC News4, in conjunction with the NBCU Owned and Operated Stations Division, are proud sponsors of its longstanding partnership with the Emma Bowen Foundation in developing minority youth for opportunities in media. WNBC is the central hub location for the local stations and the New York DMA. The Emma Bowen Foundation was established to increase access to permanent job opportunities for minority students. The Foundation's program is unlike other internship programs in that students work for a partner company during summers and school breaks from their junior year until they graduate from college. During that period, students have an opportunity to learn many aspects of corporate operations and develop company-specific skills. WNBC has had the opportunity to guide and develop minority students with the option of permanent placement upon completion of their college degree. Students in the program receive an hourly wage, as well as compensation to help defray college tuition and expenses. Mentoring from selected staff in the sponsoring company is also a key element of the program. WNBC is proud to be the first local New York City television station in 1989 to work with the Emma Bowen Foundation. During the summer semesters, "Emma" students rotate through various WNBC departments while gaining experience in every

aspect of media. We look forward to continuing our work with Emma Bowen as we move through 2022.

Our new Emma Bowen Intern, Evan Jimenez, spent the summer of 2021 learning about all aspects of the Newsroom at WNBC. He worked in various capacities writing and producing for news programs. He also assisted with planning for events such as the mayoral debates and the September 11<sup>th</sup> anniversary coverage. Evan will return for another summer of experience and we hope to place him in our newsroom at WNBC after his graduation.

## **INTERNAL SKILLS ENHANCEMENT PROGRAMS**

The Owned and Operated Television Stations Division is fortunate to be supported in learning and development opportunities through various corporate programs that are available to employees. These internal programs are designed to enhance their ability to assume positions of greater responsibilities or skills and help shape and deliver the future of NBCUniversal.

The Talent Lab is NBCUniversal's suite of learning and development experiences that are uniquely designed to develop and engage our employees to deliver for the future. These sponsored programs focus on building personal leadership and business knowledge so that employees at all levels of the organization are equipped to meet the demands and expectations of our challenging, fast-paced, and evolving media and entertainment environment. We meet NBCUniversal talent where they are in their careers with experiences that align, build, accelerate and elevate what is needed for success from early-career professionals to executive-level leaders.

During 2021, The Talent Lab continued to offer its labs virtually.

## **NBCU's ERG Groups**

NBCUniversal's ten Affinity Groups are all voluntary organizations focused on building an inclusive culture at NBCUniversal by showcasing the diverse talents of our employees. NBCUniversal Affinity Group members have an opportunity to participate in activities focused on their professional development by creating opportunities for coaching, mentoring and networking with colleagues and senior management. They are a major force in driving recruitment and retention of top talent to our organization; and play a key role in driving diversity and inclusion at the company.

- *My Abilities Network@NBCUniversal* - The Abilities Network is an employee resource group that is dedicated to fostering an environment that recruits, retains, develops, and connects professionals of all abilities by creating unique and engaging experiences that will allow all employees to reach their maximum potential. The Network engages members through

increased exposure, leadership and mentoring opportunities and is open to all employees!

- *Asian Pacific Americans @NBCUniversal* - APA is a volunteer organization established to attract, promote, and retain Asian and Pacific Islander American talent at NBCUniversal. APA provides leadership, professional development, community outreach, cultural enrichment, and networking opportunities for its members. APA is open to all employees!
- *Black Employee Network @NBCUniversal* - BEN's mission is to strengthen African American employees at NBCUniversal through professional development, career management, mentoring, exposure, and networking, which enable retention and growth. BPA also strengthens linkages within the African American community in neighborhoods where our employees live and work, enhancing NBCUniversal's image as an Employer of Choice. BPA is open to all employees!
- *Women's Network @NBCUniversal* - The Women's Network is a voluntary organization with the mission of fostering professional women's development to help grow, attract and retain successful women throughout NBCUniversal. Development is focused on leadership, advancement, and career-broadening opportunities through a variety of tools including information, education and networking with other women to learn best practices. Women's Network is open to all employees!
- *Veterans Network @NBCUniversal* - Veteran's Network is a diverse group of volunteer employees from across NBCUniversal who are united in fellowship by a shared respect and commitment to the women and men who have proudly served and continue to serve in our nation's armed forces. Veterans Network strives to foster a business culture that recognizes supports, develops, and promotes the unique characteristics of veterans throughout all NBCUniversal and our communities. Veterans Network is open to all employees!
- *OUT @NBCUniversal* - OUT @NBCUniversal is a volunteer organization established to attract, develop, and retain Lesbian, Gay, Bisexual, Transgender, and Straight Ally employees and help our businesses effectively reach our community. OUT provides networking opportunities, learning & speaker series, access to senior leadership, and meaningful volunteer opportunities for its members. OUT is open to all employees.
- *Unidos @NBCUniversal* - Unidos serves as the premier resource for uniting, educating, and empowering accomplished and aspiring Hispanic professionals in a community experience that will assist in realizing professional goals. Unidos creates an environment in which the Hispanic culture is celebrated, shared, and embraced through professional development, volunteer opportunities, and cultural awareness. Unidos is open to all employees!
- *Young Professionals Network @NBCUniversal* – A volunteer organization built to foster early-in-career NBCUniversal employees. YPN aims to cultivate and retain these employees by providing professional

development opportunities, leadership skills and innovation-driving initiatives.

- *ICAN@NBCU International Cultural Awareness Network* – Serves to support and encourage inclusiveness and understanding of each other’s differences. To celebrate not only cultural diversity, but also age, gender, disability, politics and religion in our workforce and our content and to create a safe place where our employees feel comfortable bringing their whole selves to work.
- *Indigenous Peoples Network* – Serving the needs of indigenous employees throughout the country, this newest Employee Resource Group began in 2021 and provides learning, networking and mentoring opportunities.

**EQUAL EMPLOYMENT OPPORTUNITY TRAINING PROGRAM**

All Station employees of NBCUniversal continue to regularly offer training to employees addressing methods of ensuring equal employment opportunities and preventing discrimination. Training is offered to ensure 100% participation. These offerings include: Conflicts of Interest Questionnaire, Understanding our Code of Conduct, Code of Conduct Acknowledgement, Diversity and Inclusion in the Workplace, Preventing Workplace Violence, Gifts & Business Entertainment, Complying with Competition Laws, Political Activities, Cyber Security and You, Protecting our Creative Content, Environmental Health & Safety Awareness and Emergency Response Drill.

**WNBC and WNJU Diversity Advisory Councils**

At WNBC, the purpose of the Council is to be a voice, a lens and a resource for the discussion, ideation, and implementation around diversity, equity and inclusion initiatives tied to our business, employees and community. The Council will also serve as an additional space where fellow employees are free to share ideas and recommendations in order to help our group collectively reach our diversity goals. We look forward to creating a similar group at WNJU in 2022.

**JOB VACANCY  
RECRUITMENT SOURCE DATA TABLE  
(See additional information for all recruitment sources in Appendix A)**

Station	Position	Date Position Filled	Recruitment Source of Ultimate Hire	Address of Recruitment Sources	Contact Person	Phone	Has this source requested
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WNJU	Technical Operations Specialist, WNJU	3/29/2021	NBCU Daily Hires/Freelance	N/A	N/A	N/A	N/A
WNBC	Chief Director, DGA	4/19/2021	NBCU Staff Employees	N/A	N/A	N/A	N/A
WNBC	Executive Producer	6/1/2021	NBCU Staff Employees	N/A	N/A	N/A	N/A
WNBC	Producer, I-Team	6/1/2021	NBCU Internal Transfer	N/A	N/A	N/A	N/A
WNBC	Producer	6/7/2021	NBCU Internal Transfer	N/A	N/A	N/A	N/A
WNBC	Content Producer	7/12/2021	LinkedIn	N/A	N/A	N/A	N/A
WNBC	Field Reporter	8/9/2021	NBCU Careers	N/A	N/A	N/A	N/A
WNBC	Executive Producer, Weather	8/30/2021	Referral	N/A	N/A	N/A	N/A
WNBC	Digital Sales Manager	9/13/2021	NBCU Staff Employees	N/A	N/A	N/A	N/A
WNBC	Assignment Editor	11/8/2021	Referral	N/A	N/A	N/A	N/A
WNBC	Producer	11/10/2021	NBCUniCareers	N/A	N/A	N/A	N/A
WNJU	Producer, WNJU	11/14/2021	NBCU Internal Transfer	N/A	N/A	N/A	N/A
WNBC	Content Producer	11/22/2021	NBCU Daily Hires/Freelance	N/A	N/A	N/A	N/A
WNJU	DGA Director, WNJU	12/1/2021	NBCU Staff Employees	N/A	N/A	N/A	N/A
WNJU	Producer, WNJU	1/10/2022	NBCU Former Employee	N/A	N/A	N/A	N/A

**APPENDIX A**  
**RECRUITMENT SOURCE LIST FOR WNBC and WNJU**  
(The following sources are used if/when vacancies arise)

<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a> <u>Has this source requested notices:</u> N/A	WNJU & WNBC Weekly Job Hotline 1/866-392-1028 <u>Has this resource requested notices:</u> N/A	Linked In <a href="http://www.linkedin.com">www.linkedin.com</a> <u>Has this resource requested notices:</u> No
Media Bistro <a href="http://www.mediabistro.com">www.mediabistro.com</a> <u>Has this resource requested notices:</u> No	WNBC/WNJU <a href="http://www.telemundo47.com">www.telemundo47.com</a> <a href="http://www.nbcnewyork.com">www.nbcnewyork.com</a> <u>Has this resource requested notices:</u> No	Indeed <a href="http://www.indeed.com">www.indeed.com</a> <u>Has this resource requested notices:</u> No
<a href="http://www.ona.org">Online News Association (ONA)</a> <a href="https://journalists.org/">https://journalists.org/</a> <u>Has this resource requested notices:</u> No	National Association of Hispanic Journalists <a href="http://www.nahj.org/">http://www.nahj.org/</a> <u>Has this resource requested notices:</u> No	TVJobs <a href="https://www.tvjobs.com">https://www.tvjobs.com</a> <u>Has this resource requested notices:</u> No
National Association of Black Journalists <a href="http://www.nabj.org/">http://www.nabj.org/</a> <u>Has this resource requested notices:</u> No	Society of Broadcast Engineers <a href="http://www.sbe.org">www.sbe.org</a> <u>Has this resource requested notices:</u> No	Glassdoor <a href="http://www.glassdoor.com">www.glassdoor.com</a> <u>Has this resource requested notices:</u> No
TVNewscheck <a href="http://www.tvnewscheck.com">www.tvnewscheck.com</a> <u>Has this resource requested notices:</u> No	Agile One <a href="http://www.agile-one.com">www.agile-one.com</a> <u>Has this resource requested notices:</u> No	Twitter <u>Has this resource requested notices:</u> No

