

## **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, 2019 through August 1, 2020, 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](http://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, 2019 – August 1, 2020)**

**We have filled 9 positions from August 1, 2019 through August 1, 2020.** 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 titled *Job Vacancies Filled*. In general, we publicize 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, organizations included in our Job Posting Sources, and all jobs posted on the Disney careers site are also posted by Disney to the organizations listed on the Job Alliances list.

### **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 in most cases are 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.

**Interns - Fall 2019 - Summer 2020**

<b>Name</b>	<b>Dept</b>	<b>School</b>	<b>Term</b>	<b>Year</b>
Brijea, Daniel	News	UNC	Fall	2019
Ashley Moran	News	Elon	Fall	2019
Caroline Bowyer	News	UNC	Fall	2019
Ashley Hicks	News	NCCU	Fall	2019
Ashley Hicks	News	NCCU	Spring	2020
Shandel Menezes	News	UNC	Spring	2020
Marcus Moore	News	East Carolina	Spring	2020

No summer interns—due to pandemic

WTVD also partners with Historically Black Colleges and Universities in our viewing area as well as other universities. Members of our newsroom team visited several Universities and led discussions with students regarding their career paths and day-to-day responsibilities. The meetings concluded with Q&A sessions. More than 120 students enrolled in the Journalism and Communications Departments participated. The universities and ABC11 participants are listed below:

**Fayetteville State University (February 13, 2020)**

- Nicole Hare, Exec. Producer; Chris Hemric, Videographer/Editor; Glenn Proto, Research Director; Michael Lozano, Reporter

**St. Augustine's College (February 18, 2020)**

- Derek Rowles, Assistant News Director; Joel Brown, Reporter/Anchor; Jeff Janca, Videographer/Editor; Robin Moore, News Producer

**North Carolina Central University (February 25, 2020)**

- Tom Donahue, Assignment Manager; Morgan Norwood, Reporter; Jim Schumacher, Videographer/Editor; Cameron Clinard, Web Producer

**UNC Chapel Hill (March 4, 2020)**

- Courtney Danser, Digital Exec. Producer; Morgan Norwood, Reporter; Mark Falgout, News Producer

**Meredith College (March 20, 2020)**

- Patsy O'Donnell, Exec. Producer; Maggie Green, Data Journalist; Paul Furr, Videographer/Editor; Andrea Blanford, Anchor/Reporter; Darren Pieh, General Sales Manager; TJ Dula, Digital Marketing Director

WTVD listed all of its full-time 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.

(see Job Posting Sources List for details regarding the organizations).

WTVD continues to participate in minority journalists conferences with the help of our ABC corporate office. This year's UNITY conference was originally scheduled for July 7 – 12, but was canceled and rescheduled for August 3 – 6 due to COVID-19. ABC organizes and sets up a booth for all the owned stations to participate as recruiters at these conferences. However, this year, the UNITY conference, a joint venture of the National Association of Black Journalists and the National Association of Hispanic Journalists, will be a virtual event that ABC11 news managers and representatives are planning to attend.

On Saturday, October 19, 2020, from 9:30 am to 12:30 pm, the WTVD Minority Advisory Committee held its annual event entitled, "Turbulent Times in America: The Role of Journalists in a Time of Change." WTVD ABC 11 anchor/reporter Joel Brown keynote speaker and shared his career path, experiences and insights regarding the topic of the day. He was joined by WTVD ABC11 anchor Steve Daniels; Reporters Jonah Kaplan and Gloria Rodriguez; and anchor/reporter DeJuan Hoggard for a panel discussion. Resume reviews and additional industry tips were also provided for all of the college students who participated.

WTVD created the Minority Advisory Committee in 1971, to provide a forum for minority points of view. Station representatives meet with the Committee at least bi-monthly, or as necessary throughout the year.

## **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 25 times between August 1<sup>st</sup>, 2019 and August 1<sup>st</sup>, 2020.

## Job Vacancies Filled

Full-time job vacancies filled, 8/2/17 - 7/31/18. (\*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
7/17/2019	Director	Production	7/19/2019	Hannah Long	H	8/8/2019	previous employee
			7/11/2019	2. *	NH		internal candidate
			7/19/2019	3. *	NH		employee referral
			7/18/2019	4. *	NH		disneycareers.com
			7/10/2019	5. *	NH		disneycareers.com
			7/10/2019	6. *	NH		disneycareers.com
			7/10/2019	7. *	NH		disneycareers.com
			7/10/2019	8. *	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.						
8/9/2020	Digital Producer	News	7/19/2019	Phillip (Ryan) Bisesi	H	8/26/2019	disneycareers.com
7/8/2020	Digital Producer	News	7/29/2019	Kelvin Whitehurst	H	9/2/2019	disneycareers.com
			6/9/2019	3. *	NH		disneycareers.com
			6/16/2019	4. *	NH		disneycareers.com
			7/14/2019	5. *	NH		disneycareers.com
			7/2/2019	6. *	NH		disneycareers.com
			7/23/2019	7. *	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.						
10/2/2020	Producer	News	12/4/2019	Jasmine Shepherd	H	1/13/2020	disneycareers.com
			11/25/2019	2. *	NH		employee referral
			12/9/2019	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.						
5/31/2019	Senior IT Analyst	Engineering	11/25/2019	Albert Green	H	1/13/2020	disneycareers.com
			11/21/2019	2. *	NH		disneycareers.com
			11/26/2019	3. *	NH		disneycareers.com
			12/3/2019	4. *	NH		disneycareers.com
			12/4/2019	5. *	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.						
5/1/2019	Meteorologist	News	12/9/2019	Robert Johnson	H	2/10/2020	OTV Recruiter
			8/19/2019	2. *	NH		Agent
			7/9/2019	3. *	NH		Agent
			8/6/2019	4. *	NH		Agent
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11/8/2019	Data Journalist	News	3/4/2020	Margaret (Maggie) Green	H	3/16/2020	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.						
11/20/2019	I-team Producer	News	1/6/2020	Samantha Kummerer	H	4/20/2020	disneycareers.com
			3/4/2020	2. *	NH		internal candidate
			1/29/2020	3. *	NH		Internal candidate
			12/21/2020	4. *	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.						
12/5/2019	News Operations Manager	News	2/12/2020	Deja LaPalmer	H	5/4/2020	Transfer from ESPN
			2/11/2020	2. *	NH		Disney Careers
			3/16/2020	3. *	NH		internal candidate
			1/2/2020	4. *	NH		Disney Careers
			3/6/2020	5. *	NH		internal candidate
			3/12/2020	6. *	NH		internal candidate



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			1/2/2020	4. *	NH		Disney Careers
			3/6/2020	5. *	NH		internal candidate
			3/12/2020	6. *	NH		internal candidate

**JOB POSTING SOURCES EEO – revised 07/17/2018**

**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		919-687-2248	Kaila Mitchell

**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:**

\*Disney Job Alliance is through Direct Employers Association Job Syndication Alliances. Once we post our jobs to Disneycareers.com, hundreds of other job sites are populated nationwide. We have included local organizations from the alliance on our list below.

**COLLEGE/UNIVERSITIES**

<u>PUBLICATION:</u>	<u>Method:</u>	<u>PHONE #:</u>	<u>CONTACT:</u>
North Carolina Central University P.O. Box 19585 Alex Dunn Bldg. Durham, NC 27707 (Historically Black College)	Disney Job Alliance	919-530-6803	Felecia Casey-Hicks fcaseyhicks@nccu.edu
University of North Carolina- Chapel Hill 211 Hanes Hall CB # 5140	Disney Job Alliance		
North Carolina State University University Career Center Campus Box 7303 Raleigh, NC 27695	Disney Job Alliance		
St. Augustine's College 118 E. South Street Raleigh, NC 27601 (Historically Black College)	Email	919-516-4092	Debra Fields careerservices@st-aug.edu
Fayetteville State University Career Services Suite 230/ SBE Building 1200 Murchison Road Fayetteville, NC 28301	Disney Job Alliance	910-672-1205	Tina Cash
Duke University Career Services Box 90950 Durham, NC 27708	Disney Job Alliance	919-660-1053	Sara London career-employer@studentaffairs.duke.edu
Cape Fear Community College High Point University University of North Carolina- Greensboro	Disney Job Alliance Disney Job Alliance Disney Job Alliance		

**COLLEGE/UNIVERSITIES**

<b>PUBLICATION:</b>	<b>Method:</b>	<b>PHONE #:</b>	<b>CONTACT:</b>
Shaw University Office of Career Services 118 E. South Street Raleigh, NC 27601 (Historically Black College)	Disney Job Alliance	919-278-2672	Nikesha Rollack Career Development or  Cassandra Mithcell, Chair Mass Communications
Durham Technical Community College 1637 Lawson Street Durham, NC 27703	Email	919-686-3610	Christy Walker, Director walkerc@durhamtech.edu
Campbell University	Disney Job Alliance	910-893-1520	Lisa Youngquist, Directro <a href="mailto:youngquist@campbell.org">youngquist@campbell.org</a>
Elizabeth City State University	Disney Job Alliance		
Elon University	Disney Job Alliance		
North Carolina A&T State	Disney Job Alliance		
University of North Carolina-Charlotte	Disney Job Alliance		
Wake Forest University	Disney Job Alliance		
Appalachian State University	Disney Job Alliance		
Duke University Sanford-School Of Public Policy	Disney Job Alliance		

<b>LOCAL AGENCIES</b>	<b>METHOD:</b>	<b>PHONE#</b>	<b>CONTACT:</b>
Women's Center PO Box 1057 Chapel Hill, NC 27514	Email	919-968-4610	Lakiera Grimes, Director of Self-Sufficient Svcs <a href="mailto:stability@compassctr.org">stability@compassctr.org</a>
Disability Awareness Council 503 W. Franklin Street, #114 Chapel Hill, NC 27516	MAIL	919-969-3032	Melinda Marsh <a href="mailto:info@triangledac.org">info@triangledac.org</a>
Durham Rescue Mission PO Box 118 58 Durham, NC 27703	919-680-8019	919-688-9641	Kristi Z <a href="mailto:kristi.zimmerman@durhamrescuemission.com">kristi.zimmerman@durhamrescuemission.com</a>
Salvation Army	919-687-2794	919-688-7306	Debbie Avolin <a href="mailto:Debbie.avolin@uss.salvationarmy.org">Debbie.avolin@uss.salvationarmy.org</a>
Durham Crisis Response Center Coalition for Battered Women PO Box 688 Durham, NC 27702	919-490-9726	919-403-9425	Ada Gregory <a href="mailto:khodges@durhamcrisisresponse.org">khodges@durhamcrisisresponse.org</a>
Mo's Heroes	910-483-4914 EMAIL	844-MOS-HERO	ShaDonna "Mo" McPhaul
Division of Employment Security Commission (NCWorks)	Disney Job Alliance	919-560-6880	Linzie B. Atkins, III

1105 S. Briggs Rd  
Durham, NC 27703

Urban Ministries of Durham (UMD) EMAIL  
410 Liberty St.  
Durham, NC 27701

919-682-0538

Todd Tronzo  
ttronzo@umdurham.org

St. Andrews Church EMAIL  
Apex, NC

919-387-0144

Paul Dean

**NATIONAL**

**MINORITY PUBLICATIONS**

**METHOD:**

**PHONE#:**

**CONTACT:**

NABJ (Triangle Chapter) EMAIL  
PO Box 311  
Durham, NC 27701

919-539-8235

Gayle D. Hurd  
gayle@pivotpoint-media.com

National Association of Hispanic Journalists (NAHJ)  
(editorial postings only) Email

202-662-7145

Kevin Olivas  
kolivas@nahj.org

**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](mailto:Post@aaaja.org)

415-346-2051

Albert Lee

**Journalismjobs.com** is the website  
Send email to: [ads@journalismjobs.com](mailto: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](http://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](http://www.ire.org/jobs/post-job) / [jobposting@nicar.org](mailto:jobposting@nicar.org)

573-882-2042

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

<b>PUBLICATION:</b>	<b>FAX #:</b>	<b>PHONE #:</b>	<b>CONTACT:</b>
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 <a href="http://www.fayettevillenc.com/classifieds">www.fayettevillenc.com/classifieds</a>
The Chapel Hill News PO Box 870 Chapel Hill, NC 27514	919-968-4953	919-932-2000	Martha Collins
The Chapel Hill Herald 2828Pickett 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

<b>PUBLICATION:</b>	<b>FAX #:</b>	<b>PHONE #:</b>	<b>CONTACT:</b>
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 <a href="http://www.wilmington.classified@wilmingtonstar.com">www.wilmington.classified@wilmingtonstar.com</a>
Greenville Daily Reflector	252-752-9583	252-931-4200	Jessie Stanley

PO Box 1967  
Greenville, NC 27835

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

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](mailto:classified@roxboro-courier.com)

**PUBLICATION:**

**FAX #:**

**PHONE #:**

**CONTACT:**

Independent Weekly

919 286 4274

800 229 4639

Leslie Land

**WEEKLY/ MINORITY PUBLICATIONS**

The Carolina Times

919 682 2913

Kenneth Edmonds



**WTVD sends job openings in the following trade publications per the hiring manager's request:**

<b><u>PUBLICATION:</u></b>	<b><u>FAX #:</u></b>	<b><u>PHONE #:</u></b>	<b><u>CONTACT:</u></b>
Broadcasting & Cable/(NewBay Media) 28 E 28 <sup>th</sup> Street, 12 <sup>th</sup> Floor New York, NY 10016	212-378-0470	212-378-0400	Zahra Majma
Broadcast Engineering Intertec Publishing 17300 W. 119 <sup>th</sup> Street Olathe, KS. 66061	913-967-1735	800-896-9939	Jennifer Shafer
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