

ANNUAL EQUAL EMPLOYMENT OPPORTUNITY
PUBLIC FILE REPORT
WPVI-TV, 6ABC
PHILADELPHIA, PENNSYLVANIA
APRIL 1, 2017

I. GENERAL POLICY

This annual EEO report is filed in accordance with Federal Communications Commission (“FCC”) regulations to detail the equal employment opportunity (“EEO”) efforts of WPVI-TV (also referred to herein as “6abc” or the “Station”) for the period beginning on March 16, 2016 through March 15, 2017.

WPVI-TV, owned and operated by ABC, Inc., is an equal opportunity employer and follows a consistent practice of outreach to the community and workforce regarding broadcast career and job opportunities. The Station’s policy is to provide skills development and the opportunity for advancement to all current and potential employees regardless of race, color, gender, marital status, religion, age, national origin or citizenship status, disability, sexual orientation or status as a Vietnam era or special disabled veteran.

II. INTERNAL RECORD KEEPING

A file is created for each job opening at WPVI-TV. Each file contains an application from every interviewee for that position. It also includes the job posting and advertisements placed for each open position and a completed internal applicant recruitment form that details basic information about the job (such as title and date position was open and filled). This form also lists every person interviewed for the position, their referral source (where known), their interview dates, and the dispositions of their interviews (whether or not they were offered and accepted the position, and if so, their hire dates). The data contained in these internal files is used to help prepare the Station’s ANNUAL EEO PUBLIC FILE REPORT and enable the Station to evaluate the effectiveness of its recruitment and outreach efforts.

A file of unsolicited resumes is kept with each department for a period of one year.

III. SPECIFIC RECRUITMENT MEASURES

All openings for full time non-temporary positions are announced in the following ways:

First, WPVI-TV has an extensive list (see Section III -A, below) of organizations and individuals that have requested notification of Station job openings. The list is updated when new requests are received. Announcements of all full time non-temporary job vacancies are routinely sent to this entire list, which includes the website of the Pennsylvania Association of Broadcasters.

Second, an Equal Employment Opportunity over-the-air broadcast announcement, soliciting groups interested in being added to the jobs mailing list, aired monthly on WPVI-TV/ D-1 and D-2 stations. The text of the announcement was as follows: “WPVI, 6abc is an equal opportunity employer. Organizations that distribute employment information, or refer job seekers to employers, can be included in our mailing list. For more information, call us at 215-878-9700.” A contract indicating the schedule for this announcement, and log pages verifying that they aired, are on file at the Station. A similar announcement is posted within the job listings section of the Station’s website, www.6abc.com.

Third, as part of its continuous effort to make people aware of the Station’s job openings and internship opportunities, WPVI-TV utilizes the Station’s website, www.6abc.com. A listing of open positions and the internships available within WPVI-TV, with an explanation of the application requirements and procedures, is regularly updated on the website.

Fourth, the Station’s vacancies are also included in a Station employment hotline to which interested callers to the Station are directed (215-871-1225). Individuals who call the Station’s main number (215-878-9700) to inquire about job openings are connected to the hotline (extension 1225). They hear a recorded message listing each job opening and providing instructions for how to apply for the position.

Finally, all position openings are forwarded to ABC, Inc.’s Human Resources Department to be posted on both the internal (intranet) and the external (internet) Disney Jobs site (DisneyCareers.com). When a job posts to the Disney Jobs site, it is also made available to the Direct Employers Association Network sites, such as JobCentral.com for distribution to dozens of state/metro –area networks, college/alumni links, and diversity, military and veteran sites. In addition, some openings are advertised in selected local newspapers, magazines and/or trade publications or posted on selected websites. Other Station recruitment sources include talent and employment agents, referrals from current or former employees, and industry colleagues. Interested internal candidates from WPVI or from its sister stations are also always considered.

III –A

Phila. Hispanic Chamber of Commerce, Inc.,
200 S. Broad Street
Suite 700
Philadelphia, PA 19102

Philadelphia Broadcast Pioneers
ATTN: Gerry Wilkinson
1382 Farrington Road
Philadelphia, PA

JEVS Human Services &
JEVS 55 +
ATTN: Job Developer
1845 Walnut Street
Philadelphia, PA 19103

CT School of Broadcasting
1 Cherry Hill, Ste. 203
Cherry Hill, NJ 08002

Cuban Community Center
9237 Academy Road
Philadelphia, PA 19114

Dir. of Operations
Howard University WHMM-TV 32
2222 Fourth Street, N.W.
Washington, DC 20059

Camden County College
c/o Student Employment
P.O. Box 200
Blackwood, NJ 08012

Mr. Steve Milovich
Sr. Vice President Human Resources
Disney -ABC Television Group
500 S. Buena Vista Street
Burbank, CA 91521

Temple University 011-00
PRSA Placement Svc. - Journ. Dept.
2020 N. 13th Street
Philadelphia, PA 19122-6080

News Crew
WPVI-TV News Bureau
500 W. Second Street
Wilmington, DE 19801

ATTN: Career Services
Rider University
2083 Lawrenceville Road
Lawrenceville, NJ 08648-3099

ATTN: Career Development Center

Broadcasting Institute of MD
7200 Harford Road
Baltimore, MD 21234-7702

Asian Pacific Management
543 E. Locust Avenue
Philadelphia, PA 19144

Lincoln University Urban Center
c/o Job Link
3020 Market Street, 2nd Floor
Philadelphia, PA 19104

PA Careerlink Northwest
235 W. Chelton Avenue
Philadelphia, PA 19144

New Kensington CDC
ATT: Receptionist
2515 Frankford Avenue
Philadelphia, Pa 19125

HireAbility
ATT: Career Development Center
Six Franklin Plaza
Philadelphia, PA 19102

Genesis School of Business
C/O Virtua
1000 Atlantic Ave., 5th Fl.
Camden, NJ 08104

The Art Institute of Philadelphia
ATTN: Career Development Center
1622 Chestnut Street
Philadelphia, PA 19130

Law Offices of Emma L. Oh
Emma L. Oh, Esquire
5811 Thomas Avenue
Philadelphia, Pa 19143

Pennsylvania Association of Broadcasters
Attn: Gail Ponti
GPonti@PAB.org

Broadcast Employment Services
<http://tvjobs.com/>

National Association of Black Journalists
<http://careerservices.nabj.org/employers/>

Dr. Diego Castellanos
Host: Puerto Rican Panorama
114 Horseshoe Curve, Station Square
Lansdale, PA 19446

A list is emailed to the 6abc Community Advisory Board Members (present & past CAB members)

Oscar Rosario
G Ann Curtiss King
Betty J. Davis
Cheryl Wright
Grace Rustia
Iris Violeta Colon Torres
Edwin Colon, Esq.
Cora Jones
Larry Smallwood
WPVI Community Advisory Board Administrative Assistant - Marguerite Faison

IV. FULL TIME POSITIONS FILLED (3/16/16 – 3/15/17)

During the period covered by this report, WPVI-TV had a total of twenty-one (21) vacancies for full time positions. Thirteen (13) have been filled. The Station currently has eight (8) open full-time positions. Details regarding the disposition of this year's filled positions are attached to the back of this document as Exhibit IV-A.

V. LONG-TERM RECRUITMENT (3/16/16 – 3/15/17)

WPVI-TV undertakes additional outreach measures to help attract and develop qualified candidates for future media careers. FCC rules require that, within a two-year period, large-market employment units with more than ten (10) full-time employees complete four (4) long-term recruitment initiatives. These measures may include, among others, internship programs, job fairs, events at educational institutions and other community events designed to inform the public about employment opportunities in broadcasting and to better prepare them for such careers. The Station's long-term recruitment efforts between March 16, 2016 and March 15, 2017 included the following:

A. Seasonal Internships

WPVI-TV has an on-going student internship program open to college juniors and seniors in the region. The internship program offers students both academic credit and on-the-job training. The internships help students gain first-hand experience at a television station, find employment in the broadcasting industry, and develop relationships with industry professionals who may assist them in their future careers. For 'college credit only' internships are available in the Production/Programming Department, the Creative Services/Promotion Department, the Marketing/Digital Sales Department, and the Business Office for the winter/spring, summer and fall semesters. The News Department offers a paid professional internship for two applicants for the winter/spring, summer and fall semesters.

Information about the various internships that are available at WPVI is posted on www.6abc.com. The Station's internship descriptions are also distributed by local college professors and listed on some local college websites. Approximately twelve (12) current full-time WPVI employees, including one community affairs manager, one creative services assistant director, three creative services producer/editors, one anchor/reporter, one news editor, one web producer, two traffic coordinators, one marketing supervisor, and one newsroom secretary were previous WPVI interns. In addition, approximately six (6) recently graduated interns worked as part-time/freelance staff at the Station during 2016/2017.

The Station had a total of thirty-seven (37) seasonal interns from seventeen (17) colleges and universities between March 16, 2016 and March 15, 2017, as follows:

1 Student(s) St. Joseph's University	Spring '16	Marketing
1 Student(s) La Salle University	Spring '16	Production
4 Student(s) Temple University	Spring '16	Production/News
1 Student(s) Chestnut Hill College	Spring '16	Production
1 Student(s) Drexel University	Spring '16	Promotion
1 Student(s) Stockton University	Spring '16	Promotion
1 Student(s) Hofstra University	Summer '16	Marketing
1 Student(s) Universidad Iberoamericana	Summer '16	Production
1 Student(s) Syracuse University	Summer '16	Production

2 Student(s) Penn State	Summer '16	Production
1 Student(s) Temple University	Summer '16	Production
1 Student(s) Ursinus College	Summer '16	Promotion
1 Student(s) Immaculata	Summer '16	Promotion
1 Student(s) Drexel University	Summer '16	Promotion
1 Student(s) LaSalle University	Summer '16	News
1 Student(s) Columbia College Chicago	Summer '16	News
1 Student(s) St. Joseph's University	Fall '16	Marketing
1 Student(s) La Salle University	Fall '16	Production
1 Student(s) Rowan University	Fall '16	Production
1 Student(s) Georgian Court University	Fall '16	Production
3 Student(s) Temple University	Fall '16	Production/Promotion/News
1 Student(s) Cabrini University	Fall '16	Promotion
1 Student(s) Chestnut Hill College	Fall '16	News
4 Student(s) Rowan University	Spring '17	Marketing/Production
1 Student(s) Robert Morris University	Spring '17	Production
1 Student(s) St. Joseph University	Spring '17	Promotion
2 Student(s) Temple University	Spring '17	News

Three times per year, the Community Affairs office invites Production/Programming potential internship candidates to 6abc for a group interview session. Community Affairs Manager – Niki Hawkins and Community Affairs Coordinator – Aunyea Bailey, along with various Programming Producers, interview the candidates and then host a question and answer session with all candidates where the students get to freely ask about the Station, different job positions and what skills are needed to land a job and become successful in the media business. They are also granted a full tour of the Station including the newsroom, control room and the news studios. Approximately seventy-five (75) college students take part in these group interview sessions.

Three times per year, the Community Affairs Manager Niki Hawkins puts together a farewell luncheon with all current station ‘college credit only’ interns from all departments. All station department heads and various hiring managers are invited including; Bernie Prazenica – President & GM, Tom Davis - VP of News, April Carty-Sipp – VP of Programming, James Aronow – VP of Sales, Lee Daniels – 6abc.com, Hank Volpe - VP of Engineering, Cindy Torres – VP of Business, Mike Monsell – VP of Creative Services and Amy Morris – Assistant News Director. Interns are able to interface, network and ask questions of the Station’s hiring managers about interviewing and networking techniques, what skills and types of experience they look for when hiring new employees and how to land that all important first job out of college.

Three times per year, April Carty-Sipp – VP of Programming, meets with all 6abc Programming/ Production Interns at the end of their internships to review and critique their resumes and resume tapes, plus offers sound advice on best practices for interviewing and networking within the media industry. She has completed approximately twelve (12) twenty - minute interviews throughout the calendar year of 2016/2017.

B. Organizational Job Fairs

In addition to normal recruitment activities, WPVI-TV representatives, including department heads and middle managers, attend various organizational job fairs to help the Station identify talented job candidates. These outreach opportunities, which include women, minorities and other community members, are also performed to inform potential applicants of the types of jobs available and the skill sets required for potential employment at the Station. WPVI representatives participated in the following job/career fairs from March 16, 2016 through March 15, 2017:

March 30th, 2016 – Temple University School of Media & Communications Internship and Career Fair – Community Affairs Manager Niki Hawkins and Executive Producer in News Maxine Crooks hosted a table, collected resumes and gave advice to a diverse group of new graduates looking to land a job in the media and journalism fields. They also encouraged currently matriculating students to apply for internships at the station.

April 16th – April 21st, 2016 - The National Association of Broadcasters Convention – The NAB show hosts attendees from every sector of the media industry previewing the latest innovations and emerging technologies in media production. Hank Volpe, VP of Engineering attended the show in Las Vegas, NV, representing the Station. Throughout the conference, Hank networked and identified potential technical job applicants for the 6abc Engineering Department, as well attended the Disney Diversity Event at the conference.

August 3rd – August 5th, 2016 / Career Fair at the National Association of Black Journalists/ National Association of Hispanic Journalists - NABJ/NAHJ hosted a joint conference gathering one of the largest group of professional minority journalists, media related professionals and students. This joint conference attracted thousands nationwide. 6abc was represented by VP of News – Tom Davis and Executive Producer in News - Maxine Crooks in Washington, D.C. They hosted a booth at the career fair and distributed information about job openings and internships at the Station and interviewed prospective applicants. They also critiqued the resume tapes of individuals interested in opportunities at the Station. They were specifically interested in recruiting an Anchor/Reporter and finding more News Producers.

January 20th, 2017 - Met with the Executive Director of the National Association of Hispanic Journalists - VP of News – Tom Davis and Executive Producer of News - Maxine Crooks met with Alberto Mendoza, Executive Director of the National Association of Hispanics Journalists and Leslie Anne Frank, their internship outreach coordinator, to discuss ways in which the station could form a partnership to get more Hispanic journalists in the field, especially in behind-the-scenes jobs such as Producing.

C. School and Career Day Programs, Informational Interviews & Mentor Relationships

In addition to normal recruitment activities, WPVI-TV representatives, including the General Manager, department heads, middle managers and on-air talent, host and attend various career day programs, informational interviews and take part in mentoring relationships designed to help the Station identify talented job candidates. These various styles of outreach activities help community members, including women and minorities who might not otherwise know about or be prepared for careers in the media, to become more knowledgeable about and better prepared for such careers.

WPVI representatives participated in the following career day programs, informational interviews and mentoring relationships from March 16, 2016 through March 15, 2017:

2016/2017 Mentorship Meetings - **April Carty-Sipp, Vice President of Programming** served as an Executive Mentor for Promax/BDA. It was a yearlong program from June 2016-June 2017. She mentored Leslie Kleine from Cartoon Network. They met at least one time a month for a few hours via phone and/or in person.

2016/2017 Informational Meetings – **Niki Hawkins – Community Affairs Manager**, met with approximately ten (10) diverse college students, recent graduates and industry professionals throughout the year (6/7, 6/21, 8/16, 8/20,10/2, two on 11/11, plus 11/16, 11/21 and 1/13 via phone) to offer advice on searching for a job and gave tips for

navigating a career within the media industry. Each meeting (or call) lasted ½ hour on average.

2016/2017 Informational Meetings – **April Carty-Sipp, Vice President of Programming** met with approximately eight (8) college students, recent graduates and industry professionals throughout the year (5/11, 5/25, 6/23, 7/21, 1/3, 1/6, 1/11 and 3/8) to offer advice on searching for a job and gave tips for navigating a career within the media industry. Each meeting lasted ½ hour on average.

March 24th, 2016 – **6abc hosted fifteen (15) media and communications students from Lincoln University – A historically Black University.** They were given a tour of the station. Niki Hawkins – Community Affairs Manager, gathered a group of diverse producers and hosted an hour-long question and answer session, gave advice to the group on how to craft a career in today’s ever-changing media and journalism fields. They also encouraged students to apply for internships at the station.

April 20th, 2016 - Meteorologist **Chris Sowers** spoke at Winslow Township High School in NJ about the importance of making a plan for your future, and navigating the career world.

April 27th, 2016 – **Reporter Gray Hall** moderated a panel with local CEOs on Diversity in the workplace at the Al Dia Diversity Job Fair and Expo at the Philadelphia Convention Center. They discussed their best practices for recruiting and retaining minority talent at their local companies.

May 1st, 2016 – Reporter **Trish Hartman** spoke to students at Stephen Decatur Elementary School in Northeast Philly as part of their career day.

June 13th, 2016 – Reporter **Trish Hartman** spoke to Seylar Elementary School students about the news industry.

July 20, 2016 – The Washington Center welcomed more than 160 college and graduate students to Philadelphia for “Campaign 2016,” an intensive seminar on American politics and elections. Anchor **Matt O’Donnell** shared his experience covering politics in the newsroom and previewed what this Democratic National Convention in Philadelphia has in store.

January 12, 2017 – Digital Director **John Morris** spoke to students at Episcopal Academy about journalism.

January 27, 2017 - Sports Producer **Matt McGeehan** spoke to a class at Cabrini University about sports Communications.

February 22, 2017 – Anchor **Karen Rogers** served as a guest speaker to Pine Hill Middle School’s 6th grade classroom. She showed the students the weather balloon launch and discussed fascinating facts about meteorology.

D. Educational Station Tours

In addition to normal recruitment activities, WPVI-TV offers a limited number of free Educational Station Tours presented by a designated tour guide. These tours offer an opportunity for students and community members to see the Station behind-the-scenes, meet various staff members that create television news, and view the technology and equipment that is needed to broadcast from the Station.

Locations that are traditionally visited include: The Newsroom, The Assignment Desk, The Weather Office, Special Projects, The Sports Department, The Programming Department, The Control Room, The Satellite Room, Wall of 6abc Fame, The Art Department, The Promotions Department, Studio B, The Main Studio and the outside Weather Terrace. Along the way the groups sometimes get to talk with Anchors/Reporters and Producer/Directors/Engineers and Editors. The tour traditionally ends in the Main News Studio where guests can take pictures on the Action News set or sit and watch a LIVE newscast.

The following Educational Tours took place March 16, 2016 through March 15, 2017:

Date	Organization/Person	# of People	Duration (hrs.)	Type	Other Information
3/9/16	Mainland Regional HS	9	1 & ½ hrs.	Educational / Community Service	Students toured the facility
3/24/16	Lincoln University	17	1 & ½ hrs.	Educational / Community Service	Students toured the facility
3/25/16	Game Change-Hers	7	1 & ½ hrs.	Educational/Community Service	Students toured the facility
4/7/16	Spring Ford Elementary	9	1 & ½ hrs.	Educational/Community Service	Students toured the facility
6/2/16	Girls High School of Philadelphia	16	1 & 1/2 hrs.	Educational / Community Service	Students toured the facility
7/7/16	YMCA Summer Camp	20	1 & ½ hrs.	Educational / Community Service	Students toured the facility
8/3/16	Ranch Hope, Inc.	10	1 & ½ hrs.	Educational / Community Service	Students toured the facility

8/14/16	Wildwood Middle School	6	1 & ½ hrs.	Educational/Community Service	Students toured the facility
8/31/16	19 th Police District Summer Youth Initiative	16	1 & ½ hrs.	Educational/Community Service	Students toured the facility
9/12/16	Community Options, Inc.	10	1 & 1/2 hrs.	Educational / Community Service	Students toured the facility
11/16/16	Kennett HS	18	1 & ½ hrs.	Educational / Community Service	Students toured the facility

E. Station-Sponsored Community Outreach

In addition to normal recruitment activities, WPVI-TV staff engaged in various community outreach activities and events that directly serve women, minorities, students and the economically underserved community members in the region throughout the year.

WPVI staff participated in the following station-sponsored community outreach events from March 16, 2016 through March 15, 2017:

ASIAN AMERICAN HERITAGE CELEBRATION DINNER 2016

The 6abc Community Advisory Board presented their Asian American Heritage Celebration Dinner on Wednesday, May 11th at the Sheraton Hotel in University City – Philadelphia. Former honoree - Michael Chow – Owner of SangKee Restaurants catered the event. This year’s theme was ‘Saluting our Veterans’ and awarded Asian American Veterans including: The Association of Korean Vietnam War Veterans; Pvt. Tomas Claudio – Post 1063; Captain Antoine Tran 404th Civil Affairs BN, Charlie Co.; and Master Sergeant Joel M. De Leon with the United States Army. The MODiFYD Philippine Zumba Dance Group of Southern New Jersey performed. The event drew 150 community members. 6abc attendees included, President & GM – Bernie Prazenica; Tom Davis – VP of News; April Carty-Sipp – VP of Programming; Niki Hawkins – Community Affairs Manager; Wendy Daughenbaugh - Exec. Producer of Programming; John Morris – Exec. Producer of News and Anchor Nydia Han. Information was shared with guests about the 6abc.com/Community webpage listing job openings and internship opportunities.

THE 13TH ANNUAL PENNSYLVANIA CONFERENCE FOR WOMEN

6abc was the exclusive TV media sponsor for the 13th Annual Pennsylvania Conference for Women 2016 taking place on Thursday, October 6th at the PA Convention Center in Philadelphia. This is the first year the conference SOLD OUT a week before the event. Nine thousand women gathered for a day of workshops on professional and personal development and networking. Keynote speakers included Civil Rights Icon Anita Hill, Actor/Producer Mindy Kaling, U.S. Soccer Olympian Abby Wambaugh and EndRapeonCampus.org Founder Annie Clark. Action News Anchors Monica Malpass, Tamala Edwards, Nydia Han and Sharrie Williams all emceed throughout the day. 6abc Female Executives from across all departments enjoyed the day of enrichment. 6abc created custom PSAs, original digital content of women-centric topics and hosted a special ½ Inside Story dedicated to women's issues. Channel 6 sponsored a table for 10 high school girls to attend from the non-profit Girls, Inc.

HISPANIC HERITAGE DINNER CELEBRATION 2016

Our 6abc Community Advisory Board hosted their Awards dinner celebrating Hispanic Heritage on Wednesday, October 12th. Over 150 guests and several 6abc executives/staff enjoyed the banquet recognizing the Colombian community within the Delaware Valley. President and GM Bernie Prazenica and Public Affairs Manager Niki Hawkins addressed the guests and Pennsylvania Lt. Governor Mike Stack gave the keynote speech. Several 6abc staff and station executives attended including April Carty-Sipp, VP of Programming, Cindy Torres, VP of Business and Diego Castellanos, Host of Puerto Rican Panorama. The event was held at the Tierra Colombiana Restaurant in Philadelphia. Information was shared with guests about the 6abc.com/Community webpage listing job openings and internship opportunities.

6ABC BLACK HISTORY RECEPTION 2017

6abc's Community Affairs Department planned a Black History Celebration on the grounds of WPVI-TV. Approximately 80 guests attended the reception honoring three local Philadelphians making a difference in their community: Vanesse Lloyd- Sgambati – Founder of the African-American Children's Book Fair; Joe Tucker - a prominent litigator and owner of the Tucker Law Group, and Dr. Beverly Richards – Curator of 'A Cinema Apart' who recently donated 1,000 black film artifacts to the Smithsonian in Washington D.C. Fifteen year old local singing sensation Bobby Hill, who famously sang for the pope, lead the program with the National Anthem. The event was emceed by Community Affairs Manager Niki Hawkins and included President & GM – Bernie Prazenica as well as Executive Producers Rob Royal and Maxine Crooks and Sr. Assignment editor Eric Hughes. Over 25 station executives, talent and employees

attended the event. Information was shared with guests about the 6abc.com/Community webpage listing job openings and internship opportunities.

A. Community Advisory Board

WPVI-TV created the Community Advisory Board, originally known as the Minority Advisory Board, in 1975 in conjunction with The Black Media Coalition, The Philadelphia Urban Coalition and the Puerto Rican Communications Coalition. The purpose was to provide a forum for minority points of view in the Delaware Valley concerning on-air depiction and portrayal of minorities in news coverage. The Board expresses its interests and concerns regarding the Station’s public service support, employment, recruitment, programming and minority employee interests at the Station. The members of the Community Advisory Board plan Diversity & Inclusion Events and community service projects, as well as advise the Station on community issues. The Community Affairs Manager attends their annual board development meeting and is the station liaison to the Board. The Board was active from March 16th thru December 31st, 2016.

VI. GENERAL POLICY AS TO EEO COMPLIANCE

Compliance with the FCC rules and procedures relating to WPVI-TV’s Equal Employment Opportunity policy is overseen by the Station’s President & General Manager, Bernie Prazenica.

Implementation of the Station’s EEO rules and procedures is the responsibility of WPVI-TV’s Community Affairs Manager Niki Hawkins, in concert with all other department heads.

Bernie. A. Prazenica
 President & General Manager
 WPVI-TV, 6abc

Exhibit IV-A - FULL TIME POSITIONS FILLED (3/16/16 – 3/15/17)

Date open	Job Title	Non-Standard Recruitment Services	# of Applicants	# of Applicants Interviewed	Referral Sources for Interviewed	Person Hired	Interview Dates and Hire Date	Referral Source for Hired Person
01/20/16	Senior Producer	N/A	17	6	4 - Disney Careers 1-6abc.com 1-internal	Ashley Lewis	3/14/16 4/11/16	Internal

03/18/16	Copy Specialist OTVS	N/A	128	10	1- Referral 9-Disney Careers	Kharly Bailey	4/13/15 5/16/16	Disney Careers
03/18/16	Copy Specialist OTVS	N/A	128	10	1-Referral 9-Disney Careers	Jennifer Tapp	4/18/16 5/16/16	Disney Careers
01/04/16	Reporter News	N/A	142	4	3-Disney Careers 1-Referral	Jeanette Reyes	3/24/16 6/13/16	Disney Careers
03/18/16	D2 Specialist OTVS	N/A	124	10	1-Referral 9-Disney Careers	Kelley Wheaton	4/12/16 7/5/16	Disney Careers
01/04/16	Reporter	N/A	137	4	2-Referral 2-Disney Careers	Bob Brooks	5/13/16 7/13/16	Disney Careers
07/20/16	Copy Manager OTVS	N/A	36	6	1-Disney Careers 5-Internal	Joe Staudenma yer	7/21/16 8/8/16	Internal
07/22/16	Inventory Specialist OTVS	N/A	177	15	12-Disney Careers 1-6abc.com 2-Internal	Adam Hornback	8/9/16 9/26/16	Disney Careers
07/22/16	Inventory Specialist	N/A	178	15	12-Disney Careers 1-6abc.com 2-Internal	Rosalie Paris	8/18/16 9/26/16	Disney Careers
08/31/16	News Producer	N/A	75	4	1-Referral 3-Disney Careers	Kristen Beatty	9/29/16 12/05/16	Disney Careers
09/27/16	Account Executive Multi- Platform	N/A	90	4	3-Referral 1-Recruiter	Matthew Rovine	10/18/16 2/17/17	Referral
11/23/16	Copy Specialist	N/A	102	7	6-Disney Careers 1-Internal	Ashley Deily	1/10/17 2/01/17	Disney Careers
01/11/17	Web Content Producer & Developer	N/A	92	9	2-Referral 1-Internal 6-Disney Careers	David Aguste	1/23/17 3/01/17	Referral