

**ANNUAL EQUAL EMPLOYMENT OPPORTUNITY
PUBLIC FILE REPORT
KABC-TV, “ABC7”
LOS ANGELES, CA
AUGUST 1, 2026**

I. GENERAL POLICY

This report covers the period from August 1, 2025, through July 31, 2026.

KABC-TV (the “Station”) has a longstanding commitment to a policy that no person shall be discriminated against in employment by the Station because of race, color, religion, national origin, or sex.

II. JOB VACANCIES AND RECRUITMENT SOURCES

KABC-TV has publicized job vacancies in the following ways:

1. We periodically broadcast on-air announcements publicizing the fact that qualified organizations may request to be added to our mailing list.
 2. Posting all full-time vacancies on Disneycareers.com.
 3. Posting all full-time vacancies on www.abc7.com/jobs
 4. Open positions posted on Disneycareers.com are subsequently posted by the DirectEmployers Association Network to numerous sites that list open jobs.
- Below is a list of all organizations, websites and sources that were used to fill Station full-job vacancies:

RS No.	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred
1	www.abc7.com/jobs	No	0
2	www.Disneycareers.com	No	29
3	Direct Employers Association Job Alliances Network	No	0
4	LinkedIn website, www.Linkedin.com	No	18
5	Actors Fund - Career Center (Actors Work Program) 1630 Schrader Blvd, Suite 100 , Los Angeles, CA 90028	Yes	0
6	Black Business Association PO Box 43159, Los Angeles, CA 90043-9998	Yes	0
7	Cal Institute of Arts 24700 McBean Parkway, Valencia, CA 91355	Yes	0

RS No.	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred
8	Cal Poly Pomona Career Center 3801 West Temple Street, Pomona, CA 91768	Yes	0
9	California Lutheran University - Career Services 60 West Olsen Road #2400 Thousand Oaks, CA 91360-3201	Yes	0
10	California State University at Northridge 18111 Nordhoff St The Career Center- Front Desk Northridge, CA 91330-8241	Yes	0
11	Citrus College - CAL WORKS OFFICE 1000 West Foothill Blvd Glendora, CA 91741	Yes	0
12	Claremont Graduate School 1017 N. Dartmouth Ave. Claremont, CA 91711	Yes	0
13	COLUMBIA COLLEGE – HOLLYWOOD 18618 Oxnard Street, Tarzana, CA 91356	Yes	0
14	Community Coalition 8101 S. Vermont Ave. Los Angeles, CA 90044	Yes	0
15	East Los Angeles College 1301 Avenida Cesar Chavez Monterey Park, CA 91754	Yes	0
16	East San Gabriel Valley Japanese Community Center 1203 W. Puente Ave. West Covina, CA 91790	Yes	0
17	Experience Unlimited 1207 East Green St. Pasadena, CA 91106	Yes	0
18	Glendale College/Job Placement 1500 North Verdugo Trailer #3 Glendale, CA 91208	Yes	0
19	Greater New Unity Baptist Church 9719 Avalon Blvd. Los Angeles, CA 90003	Yes	0
20	GROW #13 - Rancho Park (DPSS) 11110 W. Pico Blvd. Los Angeles, CA 90064	Yes	0
21	Hispanic Chamber of Commerce - Orange County 5270 California Ave, Suite 2.286 Irvine, CA 92617	Yes	0
22	Hispanic Women's Council 3509 W. Beverly Blvd.	Yes	0

RS No.	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred
	Montebello, CA 90640		
23	HOPE 800 Wilshire Blvd Suite 860 Los Angeles, CA 90017	Yes	0
24	IMAGEN Foundation 3579 E Foothill Blvd, #744 Pasadena, CA 91107	Yes	0
25	L.A. County Office of Education/GAIN Division 9525 E. Imperial Highway #400 Downey, CA 90242	Yes	0
26	L.A. Gay & Lesbian Center The Village-Career Center 1125 Mc Cadden Place Los Angeles, CA 90038	Yes	0
27	LACC Student Employment 855 North Vermont Ave. Los Angeles, CA 90029	Yes	0
28	Latter Day Saints (LDS) Employment Services 17350 Mt. Herrmann St. Fountain Valley, CA 92708	Yes	0
29	Long Beach Community College 4901 East Carson St. Long Beach, CA 90808	Yes	0
30	Los Angeles Harbor College 1111 Figueroa Place, Wilmington, CA 90744	Yes	0
31	Los Angeles Urban League 4401 Crenshaw Blvd #201, Los Angeles, CA 90043	Yes	0
32	Mexican American OPP Foundation (MAOF) 5657 E. Washington Blvd. Commerce, CA 90040	Yes	0
33	NAACP/Beverly Hills-Hollywood 1607 N. El Centro Suite #10 Hollywood, CA 90028	Yes	0
34	Nosotros, Inc. 1615 Vine St. Hollywood, CA 90028	Yes	0
35	Pacific Asian Consortium – PACE 1055 Wilshire Blvd#1475 Los Angeles, CA 90017	Yes	0
36	Palmdale GAIN Office 1050 East Palmdale Blvd. Suite 204	Yes	0

RS No.	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred
	Palmdale, CA 93550		
37	Pasadena City College 1570 East Colorado #L-103 Pasadena, CA 91106	Yes	0
38	Pepperdine University - Communication Division 24255 Pacific Coast Hwy Malibu, CA 90263	Yes	0
39	Rio Hondo College 3600 Workman Mill Road, Whittier, CA 90601	Yes	0
40	SALEF 421 S. Bixel Street, Suite A, Los Angeles, CA 90015	Yes	0
41	San Diego State University 5500 Campanile Dr, School of Communication San Diego, CA 92182-4561	Yes	0
42	Santa Clarita WorkSource California Center 23920 Valencia Blvd. Suite 100 Santa Clarita, CA 91355	Yes	0
43	Santa Monica City College/Career Services 1900 Pico Blvd., Suite LV-161 Santa Monica, CA 90405	Yes	0
44	Scripps College - Women's Collective 1030 Columbia Ave., Claremont, CA 91711	Yes	0
45	Search to Involve Pilipino Americans 3200 West Temple Street, Los Angeles, CA 90026	Yes	0
46	SFV Japanese American Center 12953 Branford St., Pacoima, CA 91331	Yes	0
47	Southeast Area Social Services Funding Authority (SASSFA) 10400 Pioneer Blvd. Suite 8, Santa Fe Springs, CA 90670-3728	Yes	0
48	Southern California Broadcasters Association 1849 Sawtelle Blvd.#543 Los Angeles, CA 90025	Yes	0
49	UCLA Placement/Career Planning PO Box 951573, Los Angeles, CA 90095-1573	Yes	0
50	USC School of Journalism 3502 Watt Way, ASC G12 Los Angeles, CA 90089-0281	Yes	0
51	Verdugo Jobs Center 1255 S. Central Ave., Glendale, CA 91204	Yes	0
52	Work Source 9024 Laurel Cyn. Blvd.	Yes	0

RS No.	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred
	Sun Valley, CA 91352		
53	NABJ-National Association of Black Journalists https://nabjonline.org/	No	1
54	NAHJ-National Association of Hispanic Journalists https://nahj.org/	No	4
55	AAJA-Asian American Journalists Association https://www.ajja.org/	No	1
56	TVJobs.com-Broadcast Employment Services https://www.tvjobs.com/	No	0
57	Alliance for Women In Media, https://allwomeninmedia.org/career-center/	No	0
58	Journalism Jobs website, https://www.journalismjobs.com/	No	0
59	Military Veterans in Journalism website, https://www.mvjcareers.org/	No	0
60	California Broadcasters Association https://yourcba.com/ https://ca.broadcast1source.com/Default.aspx	No	0
61	Internal Employee Referral	No	2
62	Internal Employee Candidate	No	33
63	Google Search	No	1
64	Talent Agent	No	16
65	Indeed.com	No	1
66	Glassdoor.com	No	2
67	Industry Referral/Word of Mouth	No	2
68	KABC College Intern	No	0
Total Interviewees:			110

The following 17 full-time vacancies positions were filled during the period covered by this report:

NO.	Job Title	Date Filled	Recruitment Sources (RS) Used to Fill Vacancy [RS numbers]	# of Interviewees Per RS [RS number] – [interviewees]	RS that Referred the hiree [RS number]
1	KABC NEWSWRITER/NEWSCAST PRODUCER	08/10/25	1-58, 61, 62	#2 -1 #4 -3 #61 - 1 #62 - 1	#62

NO.	Job Title	Date Filled	Recruitment Sources (RS) Used to Fill Vacancy [RS numbers]	# of Interviewees Per RS [RS number] – [interviewees]	RS that Referred the hiree [RS number]
2	KABC NEWS PHOTOGRAPHER (2)	08/24/25	1-58,62, 65	#2 - 4 #4 - 2 #62 - 2 #65 - 1	#62 -2
3	“”	“”	“”	“”	“”
4	KABC – VP, OPERATIONS & BUSINESS PLANNING	09/21/25	1-58, 62, 63	#2 - 2 #4 – 1 #62 - 2 #63 – 1	#62
5	WEEKEND ANCHOR/REPORTER	09/25/25	1-58, 62, 64	#54 - 1 #62 - 4 #64 - 5	#62
6	NEWSWRITER/NEWSCAST PRODUCER	10/12/25	1-56, 58, 62	#2 - 2 #4 - 5 #62 - 3	#62
7	KABC EXECUTIVE PRODUCER – PH	10/13/25	1-58	#2 – 3 #4 - 3	#2
8	KABC GENERAL ASSIGNMENT REPORTER - WEEKENDS	11/10/25	1-58, 62, 64	#2 - 2 #62 - 1 #64 – 2	#64
9	NEWS EDITOR, KABC-TV	11/16/25	1-58, 62	#2 – 3 #62 – 2	#62
10	GENERAL ASSIGNMENT REPORTER - ORANGE COUNTY KABC-TV	12/01/25	1-56, 58,59,64, 69	#2 - 3 #54 -2 #55 - 1 #64 – 2	#64
11	KABC WEEKEND MORNING ANCHOR/REPORTER	02/01/26	1-58, 60, 62, 64, 67	#53 – 1 #62 – 1 #64 – 2 #67 - 2	# 62
12	KABC NEWS PRODUCER	02/23/26	1-52, 62, 66	#2 – 2 #4 – 3 #62 – 3 #66 - 1	#62
13	KABC NEWSWRITER/NEWSCAST PRODUCER	03/08/26	1-58, 60, 62, 64, 66	#2 -2 #62 – 2 #64 – 1 #66 – 1	#62
14	MANAGER, FINANCE – KABC-TV	03/23/26	1-56, 58, 60, 62	#2 - 1 #62 - 4	#2
15	KABC AM TRAFFIC ANCHOR/REPORTER	07/13/26	1-58, 60, 62, 64, 67	#62 – 3 #64 – 2	#62

NO.	Job Title	Date Filled	Recruitment Sources (RS) Used to Fill Vacancy [RS numbers]	# of Interviewees Per RS [RS number] – [interviewees]	RS that Referred the hiree [RS number]
				# 67 - 1	
16	SENIOR EXECUTIVE PRODUCER	07/20/26	1-56,58,60, 61, 62	#2 – 2 #4 – 1 #61 – 1 #62 – 1	#2
17	KABC WEEKEND REPORTER FILL-IN ANCHOR	07/27/26	1-58, 60, 62, 64	# 54 – 1 # 62 – 4 #64 - 3	#64

III. SELECT OUTREACH INITIATIVES

Type of Initiative (Menu Option)	Brief Description of Activity
1. Participation in at least four job fairs by station personnel who have substantial responsibility for making hiring decisions	1. The Online News Association Annual Conference and job fair was held on September 10-13, 2025 (New Orleans, LA). Two Talent Connection Recruiters participated on behalf of the station. 2. The Online News Association Annual Conference and job fair was held on March 30-April 1, 2026 (Chicago, IL). Two Talent Connection Recruiters participated on behalf of the station. 3. The National Association of Black Journalists Convention was held in Cleveland, Ohio from August 6-10, 2025 and included a career fair. KABC VP News, News Photographer, News Assistant, and News Anchor participated on behalf of the Station. 4. The Asian American Journalists Association annual convention, which included a job fair, was held twice during the reporting period as follows: (i) July 30-August 3, 2025 (Seattle, WA) and (ii) June 24-27, 2026 (Minneapolis, MN). KABC VP News, Senior Analyst of Digital Content, Digital Intern, and News Anchor participated in (i) and , and the KABC VP News and the

Type of Initiative (Menu Option)	Brief Description of Activity
	Director of Digital Operations participated in (ii) on behalf of the station. 5. The National Association of Hispanic Journalists annual conference was held in New Orleans, LA from July 22-25, 2026 and included a job fair. A KABC Senior Assignment Manager and Executive Producer participated on behalf of the station. 6. The Association of LGBTQ+ Journalists annual national convention was held in Atlanta, GA on September 4-7, 2025 and included a job fair. Two Talent Acquisition recruiters participated on behalf of the station.
4. Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities	1. March 21, 2026 –KABC-TV worked with KOLLAB Youth to co-host the KOLLAB Teen Summit for high school students on opportunities in the entertainment industry. KABC News Anchor and News Producer participated on behalf of the station. 2. A KABC News Assistant spoke at the College TV Academy Awards Foundation Career Panel and Station Tour on March 27, 2026.
5. Establishing an internship program designed to assist members of the community in acquiring skills needed for broadcast employment	KABC-TV offers a paid college internship program designed to assist qualified students in acquiring skills needed for employment in the broadcast industry. Specifically, the internship program is designed to provide students with an onsite educational experience that complements their academic studies. During the reporting period, KABC-TV had 12 interns.
8. Establishing training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	Station personnel are given the opportunity to complete trainings designed to enable participants to acquire skills that could qualify them for higher level positions. 1. “People Manager Fundamentals” provides new and established managers a virtual, live workshop of resources to ensure that they understand the expectations and responsibilities of managing employees. There is also a question-and-answer

Type of Initiative (Menu Option)	Brief Description of Activity
	session with partners from various teams. A Manager, Technology Operations participated in this training on November 20, 2025. 2. Better-Up Lead: Lead is a personalized leadership skill development platform that supports a leader’s growth through personalized learning plans, 1:1 coaching, and AI-Driven support. The following KABC personnel participated in this program: Senior Manager - News Operations from April – July 2026. 3. Better-Up Coach: Exclusive to executives, Coach, is a 6-month one-on-one coaching engagement from BetterUp, curated just for the demands of our senior leadership roles. This includes a dedicated BetterUp® coach who will help executives navigate challenges and unlock their full potential. They will also have access to specialized coaches for things like career growth, nutrition, parenting, sleep, and more. KABC’s VP, Community participated in this program from January – July 2026. 4. Leadership Essentials (DLE): Leadership Essentials is a unique 3-month development opportunity to help leaders build the essential skills and knowledge they need to successfully lead others, cultivate relationships with leaders from across the organization, and gain new insights to help transform the way they lead their team and themselves. The following station personnel participated in this training: Assistant Director – Broadcast Technology (January – March 2026). 5. Leading Through Feedback: This course builds leaders’ confidence and capability in delivering timely, constructive, and meaningful feedback in everyday situations. Through practical examples and role play, this interactive course introduces a simple feedback framework that helps leaders address behavior and performance issues early before they escalate, while reinforcing trust, engagement, and accountability The following station personnel participated in this training: on June 11, 2026: Senior Manager - News Operations, Executive Producer, Senior Assignment Manager,

Type of Initiative (Menu Option)	Brief Description of Activity
	Managing Editor, and Manager – Finance Business Operations; and on June 18, 2026: Assistant Director – Broadcast Technology, and three Executive Producers. 6. Performance and Accountability in Practice: This training course provides leaders with a clear understanding of how to address ongoing or serious performance issues. The following station personnel participated on June 29, 2026: VP News, VP Marketing, VP Technology, VP Community Engagement, VP Operations & Business Planning, Director of Research, a Director Digital, and an Assistant News Director.
9. Establishing a mentoring program for station personnel	Station personnel participated in the Mentor Match program which connects employees across the organization for short term, flexible 1:1 relationships, offering development resources, opportunities to build skills, broaden perspectives and support career growth. Mentor/Mentee matching began June 22, 2026. Station participants were KABC’s VP of Marketing, VP of News, Director – Digital Operations, Senior Content Producer – Production, Senior Planning Editor, Assistant News Director, Content Producer, Community News Producer, News Assistant, Audience Development Producer and a Digital Producer.
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting	1. A KABC News Assistant spoke on an internship panel at the California State University of Northridge on Sept. 19, 2025. 2. A KABC Director of Digital Operations spoke at the USC Annenberg Career Day on March 6, 2026. 3. A KABC Reporter spoke on a panel at the UCLA Luskin Summit on April 16, 2026.
12. Listing each upper- level category opening in a job bank or newsletter of media trade groups	KABC-TV posted its job listings, including upper-level category openings, in the following job banks for media trade groups whose membership includes substantial participation by women and minorities: National

Type of Initiative (Menu Option)	Brief Description of Activity
whose membership includes substantial participation by women and minorities	Association of Hispanic Journalists, National Association of Black Journalists, and Asian American Journalists Association.
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	Station personnel are required to complete a “Positive Workplace Fundamentals” training course which is designed to train employees on methods of ensuring equal employment opportunity and preventing discrimination.
16. Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	1. A KABC Reporter spoke at Anaverde Hills School Career Day on Feb. 20, 2026. 2. A KABC Reporter spoke at Benjamin Franklin Elementary School Career Day on March 6, 2026. 3. A KABC News Assistant spoke at Muscoy Elementary School Career Day on March 13, 2026. 4. A KABC Reporter spoke at Lathrop Intermediate Career Day on April 15, 2026. 5. A KABC News Anchor spoke at Pasadena High School Career Day April 22, 2026. 6. A KABC Reporter was a panelist at a National Association of Latino Independent Producers event on May 1, 2026. 7. A KABC Sr Digital Content Analyst spoke on a career panel at the Go for Broke Journalist Institute on June 24, 2026