

**ANNUAL EQUAL EMPLOYMENT OPPORTUNITY
PUBLIC FILE REPORT
WLS-TV, "ABC 7"
CHICAGO, ILLINOIS
AUGUST 1, 2026**

I. GENERAL POLICY

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

WLS-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

WLS-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 the Station's website, <https://abc7chicago.com/jobs/>.
4. Open positions posted on Disneycareers.com are subsequently posted by the DirectEmployers Association Network to numerous sites that list open jobs.
5. 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	Bright Horizons 500 West Monroe Street Chicago, Illinois 60661 Contact Gina Barnes – Phone (312) 876-8687 Email gina.barnes@brighthorizons.com	Yes	0
2	Chicago Urban League 4510 S. Michigan Avenue Chicago, Illinois 60653 Phone (773) 285-5800 - Fax (773) 285-7772 Contact Calmetta Coleman, CUL Newsletter;	Yes	0

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	Andrew Wells, CUL Workforce Clients Email; ccoleman@chiul.org ; AWells@chiul.org		
3	Connecticut School of Broadcasting 3901 Coconut Palm Drive – Suite 105 Tampa, FL 33619 Email jobs@gocsb.com	Yes	0
4	Counseling for Special Needs Adults 125 S. Wilke Rd. Arlington Heights, IL 60005 Contact Christine Santini Phone (847) 212-8093 Email mcmayyy@aol.com	Yes	0
5	Family International Outreach Ministries, Inc. 117 Fairlane Dr. Joliet, IL 60435 Contact Linda Weatherspoon Email llwspoon@yahoo.com	Yes	0
6	Harold Washington College 30 East Lake Street Chicago, Illinois 60601 Phone (312) 553-5667 – Fax (312) 553-3130	Yes	0
7	Illinois Broadcasters Association 200 Missouri Ave Carterville, Illinois 62918 Email iba@ilba.org ; dgray@ilba.org ; mlyle@ilba.org	Yes	0
8	Illinois Center for Broadcasting 455 Eisenhower Lane South, Lombard, IL 60148 Phone (630) 524-4628 Email dclark@beonair.com	Yes	0
9	Illinois Department of Employment Security 33 South State St. Chicago, IL 60603 Contact Lynn Cox & Jeffrey Routier Email lynn.cox@illinois.gov ; jeffrey.routier@illinois.gov	Yes	0
10	Illinois Media School 210 S Clark St Chicago, IL 60603 Contact Anthony Tobias Phone (331) 215-4733 Email atobias@beonair.com	Yes	0
11	Joint Civic Committee of Italian Americans	Yes	0

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	3800 W. Division Street Stone Park, Illinois 60165 Phone (708) 450-9050 – Fax (708) 450-9065 Contact Phyllis Schoene-Executive Director Email jcc@jccia.com		
12	Latino Council on Media 2011 West Pershing Road Chicago, Illinois 60609 Phone (773) 523-4380 – Fax (773) 247-3924	Yes	0
13	NAACP – 800 East 78 th Street – Chicago, Illinois 60619 Email westsidenaacp@gmail.com	Yes	0
14	NABET – CWA Local 41 – (National Association of Broadcast Employees & Technicians) 211 West Wacker Drive – Suite 1030 – Chicago, Illinois 60606 Local 41 President – Stephen Griswold Email raza@nabet41.org ; sgriz@nabet41.org ; rgabalski@cwa-union.org Website NABET 41.org	Yes	0
15	NABJ Chicago Chapter (National Association of Black Journalists) P.O. Box 811132 Chicago, IL 60681 Contact: Tony Smith Email secretary@nabjchicago.org ; tony@nabjchicago.org	Yes	0
16	National Latino Education Institute 2011 W. Pershing Road Chicago, IL 60609 Phone (773) 247-0707 ext. 243 Contact Celia Lopez Email clopez@nlei.org	Yes	0
17	NLGJA (National Lesbian & Gay Journalists Association) - 1420 K Street, NW Suite 910 Washington, DC 20005 Contact L. Spencer Phone (202) 588-9888 – Fax (202) 588-1818 Email info@nlgja.org ; JobBoard@nlgja.org	Yes	0
18	Rainbow/PUSH Coalition 930 East 50th Street Chicago, Illinois 60615	Yes	0

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	Phone (773) 373-3366 - Fax (773) 256-2772 Contact Reverend Janette Wilson Email revjwilson@rainbowpush.org		
19	Restorative Justice Community Court 3605 W. Fillmore Street Chicago, IL 60624 Contact Jacquelyn Ingram Phone (773)-588-0180 – Fax (773) 826-3620 Email jmjingram@gmail.com	Yes	0
20	Rona Mobley Wells Foundation 3720 South Dearborn Chicago, IL 60609 Contact Rona Mobley Phone (312) 972-5332 – Fax (866) 850-0307 Email ronamiracle@yahoo.com	Yes	0
21	Saint Sabina Employment Resource Center 7825 S Racine Ave. Chicago, IL 60620 Contact Don Jones – Phone (773) 783-3760 Email djones@ercsabina.org	Yes	0
22	State of Illinois – DHS – Division of Rehabilitation Services 555 W. Monroe Chicago, IL 60661 Contact Michele Velez Email michele.velez@illinois.gov	Yes	0
23	Thresholds 4423 N Ravenswood Ave Chicago, IL 60640 Contact Jacob Albertson – Phone (773) 572-5508 Email jacob.albertson@thresholds.org	Yes	0
24	Tools Up – Pave the Way Program 1834 E. 71 st Street Chicago, IL 60649 Contact Victoria Wright – Phone (773) 307-4339 Email VWright@ToolsUp.org	Yes	0
25	Transformation Learning Center 1013 Desplaines Ave – Ste 203 Forest Park, IL 60130 Contact Francine Anderson Email Franderson59@gmail.com	Yes	0
26	United Cerebral Palsy Association 325 North Wells Street – Suite 321	Yes	0

RS No.	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred
	Chicago, Illinois 60610 Fax (708) 863-3863		
27	Women Employed 65 E. Wacker Place- Suite 1500 Chicago, Illinois 60601 Phone (312) 782-3902 – Fax (312) 782-5249 Email info@womenemployed.org	Yes	0
28	Youth Job Center of Evanston – 1114 Church Street Evanston, Illinois 60201 Fax (847) 864-3098	Yes	0
29	YWCA Metropolitan Chicago 6600 S. Cottage Grove Chicago, IL 60637 Contact Victoria Wright, MS. Ed Phone (872) 372-7035 Email Victoria.Wright@ywcachicago.org	Yes	0
30	TVJobs.com-Broadcast Employment Services https://www.tvjobs.com/	No	0
31	AAJA-Asian American Journalists Association https://www.aaja.org/	No	0
32	NABJ-National Association of Black Journalists https://nabjonline.org/	No	0
33	NAHJ-National Association of Hispanic Journalists https://nahj.org/	No	0
34	Indeed.com	No	5
35	Glassdoor	No	1
36	Google	No	1
37	LinkedIn	No	10
38	Job Board: Other Site	No	1
39	Association of Journalists	No	1
40	Disneycareers.com	No	7
41	https://abc7chicago.com/jobs/	No	0
42	Internal Employee Candidate	No	23
43	Employee Referral/Word of Mouth	No	8
44	Campus Event/Career Fair	No	1
45	DirectEmployers Association Network	No	0
		Total Interviewees:	58

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

NO.	Job Title	Date Filled	Recruitment Sources (RS) Used to Fill Vacancy	# of Interviewees Per RS	RS that Referred the hiree
1	Sr. Digital Producer, WLS	8/17/2025	1-45	42 – 4 43 – 1 35 – 1	42
2	Television Director/Stage Manager	10/6/2025	1-45	43 – 3 37 – 5 42 – 3 36 – 1 34 – 5 40 – 5 44 – 1	43
3	Vacation Relief Photographer	11/1/2025	1-45	42 – 5	42
4	News Producer	11/10/2025	1-45	43 – 3 42 – 8 39 – 1 37 – 2 40 – 2 38 – 1	43
5	WLS Programming Producer	5/18/2026	1-45	37 – 3 43 – 1 42 – 3	37

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 Future of Media College and Career Fair was held at the Museum of Broadcast Communications in Chicago, IL on April 11, 2026. A WLS Reporter and Executive Producer participated on behalf of the station. 2. The Online News Association Annual Conference and job fair was held on September 10-13, 2025 (New Orleans, LA). Two Talent Connection Recruiters and WLS-TV Sr. Manager, Digital Strategy participated on behalf of the station. 3. The Online News Association Annual Conference and job fair was held on March 30-April 1, 2026 (Chicago, IL). Two Talent Connection Recruiters and WLS-TV Sr.

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	Manager, Digital Strategy participated on behalf of the station. 4. The National Association of Black Journalists Convention was held in Cleveland, Ohio from August 6-10, 2025 and included a career fair. A WLS Reporter, Journalist, Newscast Producer, Senior Special Projects Producer, VP News Director, Executive Producer, and News Producer attended on behalf of the station. 5. The Asian American Journalists Association’s annual convention, which included a job fair, was held twice during the reporting period as follows: (i) July 30 to August 3, 2025 (Seattle, Washington) and (ii) June 24-28, 2026 (Minneapolis, MN). A WLS Anchor/Reporter and two Reporters participated in both events on behalf of the station. 6. The National Association of Hispanic Journalists annual conference was held in New Orleans, LA from July 22-25, 2026. A Managing Editor, Newswriter, Executive Producer, and Anchor attended on behalf of the station. 7. The National Lesbian & Gay Journalists Association Convention was held in Atlanta, GA on September 4-7 2025 and included a career fair. OTV’s Talent Acquisition team participated in the career fair and networking 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. WLS Consumer Investigator participated in a virtual talk, “Quick Hits and Deep Dives: Consumer Investigations Any Newsroom Can Do,” for the Online News Association on March 18, 2026. 2. WLS Reporter participated as a panelist at NAHJ’s “Holding the Mic: Chicago at the Center” event on May 4, 2026 in Chicago, IL. 3. Consumer Investigator, Newswriter, and Senior Investigative Producer participated in the Investigative Reporters and Editors annual conference held from June 18-21, 2026 in National Harbor, MD.

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	4. Newswriter participated as a guest speaker at NABJ Chicago's "America @ 250: A Journalism Reckoning" event on July 17, 2026 in Chicago, IL.
5. Establishing an internship program designed to assist members of the community in acquiring skills needed for broadcast employment	WLS offers a paid college internship program designed to assist qualified students in acquiring skills needed for employment in the broadcast industry. Specifically, the internship is designed to provide students with an onsite educational experience that complements their academic studies. During the reporting period, WLS had 11 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. Leadership Essentials: A program designed to help leaders develop important leadership skills for success. Executive Producer participated in the program from January-March 2026. 2. Channeling Leadership: Focuses on leadership skills to help leaders drive results and enhance teams. Executive Producer participated on October 13, 2025. 3. People Manager Fundamentals: Engaging & Developing Your Team: A session for resources, leadership, connecting with your team, and giving employees feedback for development. Executive Producer participated on November 20, 2025 and Sr. Manager, Creative Design participated on September 10, 2025. 4. People Manager Fundamentals: Handling Sensitive Situations: A session for handling challenging employee situations including inappropriate behavior, policy violations, and investigations, in addition to resources for providing employee support. Executive Producer, Sr. Manager, News Operations participated on November 12, 2025, and Sr. Manager, Digital Strategy participated on March 3, 2026. 5. Performance Management Training: Designed for all people managers to reinforce consistent expectations, strengthen feedback practices, provide resources, and promote effective documentation. The following

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	personnel attended between the dates of January 13 to 15, 2026: VP Technology; Manager, Broadcast Engineering; IT Director ; Manager, Technical Operations; VP News Director; Managing Editor; Assistant News Director; Executive Producer; Sr. Manager, News Operations; Sr. Manager, Digital Strategy; Executive Producer; VP Operations & Business Planning; VP Marketing; Sr. Manager, Creative Design; Executive Producer; Creative Director; VP Community Engagement; Manager News Media; and Manager Broadcast Technology. 6. Better Up Coaching for Executives: This is a one-on-one coaching engagement for executives that supports the growth of people as leaders through coaching sessions. The participants included: VP Technology and VP Community Engagement who participated on April 22, 2026. 7. Better Up Coaching for Leads: A program that supports and coaches growth and leadership at every stage of a career. Participants included: Executive Producer participated on March 25, 2026. 8. ABCU's Producer Bootcamp: A program to help strengthen the skills of a producer where leadership, communication, and various tools were provided to help guide day-to-day roles. Assistant News Director presented and 2 Producers participated from March to June 2026.
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: Senior Marketing Producer, Vice President-Marketing, Manager-News Media, Senior Media Manager, and a Senior Manager-Creative Design, Senior

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	Marketing Producer, News Producer, and a Senior Manager-Creative Design.
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting	1.) Anchor/Reporter & Senior Special Projects Producer participated in a lecture to students at Northwestern University's Medill School of Journalism, Chicago, IL (September 18, 2025). 2.) Multi-Skilled Journalist answered questions from students at Hadley Middle School, Homer Glen, IL (October 6, 2025). 3.) Multi-Skilled Journalist spoke at Creekside Elementary School, Plainfield, IL. (October 22, 2025). 4.) Meteorologist gave a virtual talk to students at the College of Arts & Sciences/Texas A&M University. (March 26, 2026). 5.) Meteorologist spoke to students and answered questions from Abraham Lincoln Elementary School in Chicago, IL. (April 16, 2026). 6.) Anchor/Reporter spoke to students and participated in the Career Day at Plum Grove Middle School, Rolling Meadows, IL (April 29, 2026). 7.) Executive Producer spoke to students and participated in the Career Day at Amelia Earhart Elementary School, Chicago, IL (May 8, 2026). 8.) Reporter & ENG Crew Photographer spoke to students at Immaculate Conception Saint Joseph School in Chicago, IL (May 8, 2026). 9.) Anchor/Reporter & ENG Crew Photographer spoke to students and participated in the Career Day at the John J. Pershing Steam Magnet Elementary School, Chicago, IL (May 28, 2026).
12. Listing each upper- level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities	WLS 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 Association of Hispanic Journalists and National Association of Black Journalists.
14. Provision of training to management level personnel as to methods of ensuring equal	Station personnel are required to complete a "Positive Workplace Fundamentals" training course which is

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employment opportunity and preventing discrimination	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.) WLS-TV Reporter, two Producers/Newswriters, an Editor, two Directors, AFTRA Talent, and an Anchor/Reporter participated and spoke in a station tour for the New Life Southeast Church, Chicago, IL on October 25, 2025. 2.) Senior Manager-News Operations; Daily Hire NABET Writer/Producer; Sports Anchor/Reporter hosted a student shadow from Northwestern Medill School, Chicago, IL on December 1, 2025. 3.) Reporter hosted a station tour for a Media Class from Saint Ignatius College Prep, Chicago, IL on December 5, 2025. 4.) Reporter hosted a station tour for students from Barrington High School, Barrington, IL on January 30, 2026. 5.) Reporter & Newswriter hosted a station tour for students from Our Lady of Mount Carmel Academy, Chicago, IL on February 4, 2026. 6.) Manager, Broadcast Engineering, Director, and Maintenance Engineer hosted a station tour for students from Prairie State College Media Arts, Chicago Heights, IL on May 1, 2026. 7.) Anchor/Reporter hosted a station tour for students from Abraham Lincoln Elementary School, Chicago, IL on June 19, 2026.