

**ANNUAL EQUAL EMPLOYMENT OPPORTUNITY
PUBLIC FILE REPORT
WTVD(TV), “ABC11”
DURHAM, NC
AUGUST 1, 2026**

I. GENERAL POLICY

This report covers the period from **AUGUST 1, 2025 – JULY 31, 2026**

ABC11/WTVD (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

ABC11/WTVD 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 <https://abc11.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	Indeed.com	No	6
2	Disneycareers.com	No	22
3	Internal Employee Candidate	No	1
4	Employee Referral	No	3
5	LinkedIn.com	No	8
6	Talent Pipeline	No	2
7	Email	No	1
8	North Carolina Central University P.O. Box 19585 Alex Dunn Bldg Durham, NC 27707	Yes	0

RS No.	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred
	Phone: 919-530-6803 Charles Jennings Email: cjenni13@NCCU.EDU		
9	University of North Carolina-Chapel 219 Hanes Hall CB #5140 150 E. Cameron Ave Phone: 919-962-6507 Email: careercenter@unc.edu	Yes	0
10	North Carolina State University University Career Center Campus Box 7303 Raleigh, NC 27695 Phone: 919-515-2396 Email: career-development@ncsu.edu	Yes	0
11	Fayetteville State University Career Services Suite 230/SBE Building 1200 Murchison Road Fayetteville, NC 28301 Phone: 910-672-1205	Yes	0
12	Duke University Career Services Box 90950 Durham, NC 27708 Contact: Sara London Phone: 919-660-1053 Email: career-employer@studentaffairs.duke.edu	Yes	0
13	Cape Fear Community College 411 N Front Street Wilmington, NC 28401 Phone: 910-362-7000	Yes	0
14	High Point University 1 N University Pkwy Cottrell Hall High Point, NC 27262 Email: careerservices@highpoint.edu	Yes	0
15	University of North Carolina – Greensboro 507 Stirling St. 1 Elliott University Center – Ground Floor Email: careeers@uncg.edu Phone: 336-256-0403	Yes	0
16	Shaw University Office of Career Services 118 E. South Street Raleigh, NC 27601 Phone: 919-278-2673 Email: morgan.ray@shawu.edu	Yes	0
17	Campbell University	Yes	0

RS No.	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred
	P.O. Box 95 Buies Creek, NC 27506 Phone: 910-814-5578		
018	Elizabeth City University 1704 Weeksville Road Career Development Center Elizabeth City, NC 27909 Griffin Hall, Suite 500 Phone: 252-335-1103 careerdevelopmentctr@ecsu.edu	Yes	0
19	Elon University 100 Campus Dr Elon, NC 27244 Phone: 336-278-200	Yes	0
20	North Carolina AT&T University 1601 E Market St Greensboro, NC 27411 Phone: 336-334-7500	Yes	0
21	University of North Carolina- Charlotte 9201 University City Blvd Atkins Annex Charlotte, NC 28223 Email: career@charlotte.edu Phone: 704-687-0795	Yes	0
22	Wake Forest University 1834 Wake Forest Rd Reynolds Hall, Room 230 Winston-Salem, NC 27109 Email: careers@wfu.edu Phone: 336-758-5902	Yes	0
23	Appalachian State University 287 Rivers St Career Development Center Rm. 222, Plemmons Student Union 263 Locust Street Boone, NC 28608 Email: careeercenter@appstate.edu Phone: 828-262-2180	Yes	0
24	Division of Employee Security Commission (NC Works) 301 N. Wilmington Street Raleigh, NC 27601 Phone: 919-814-4600	Yes	0
25	TVJobs.com-Broadcast Employment Services https://www.tvjobs.com/	No	0
26	https://abc11.com/jobs/	No	0
27	DirectEmployers Association Network	No	0
28	https://nabjonline.org/careers-opportunities	No	0

RS No.	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred
29	https://www.aaaja.org/careers/aaaja-career-center/	No	0
30	https://www.nahjcareers.org	No	0
31	AAJA-Asian American Journalists Association Annual Convention	No	0
32	NABJ-National Association of Black Journalists Annual Conference	No	0
33	NAHJ-National Association of Hispanic Journalists Annual Conference and Expo	No	1
Total Interviewees:			43

The following 8 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	WTVD Reporter	8/11/25	1-33	2-3	2
2	Photojournalist WTVD	8/18/25	1-33	1-2, 4-2, 5-2	4
3	Photographer (Editor), WTVD	10/6/25	1-30	1-1, 2-2, 4-1, 5-1, 7-1	1
4	News Editor, WTVD	10/13/25	1-30	1-3, 3-1, 5-3	1
5	Multi-Skilled Journalist	10/27/25	1-30; 33	2-1, 5-1, 33-1	33
6	WTVD News Producer	5/11/26	1-30	2-4, 6-1	2
7	WTVD Video Content Editor	5/31/26	1-30	2-6, 5-1	2
8	WTVD News Producer	7/6/26	1-30	2-6	2

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

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	Connection Recruiters participated on behalf of the station. 3. The National Association of Black Journalists Convention was held from August 6, 2025 – August 10, 2025 and included a career fair. WTVD VP of News participated in the career fair, panel discussion, and lead a breakout session and networking events on behalf of the station. 4. The Asian American Journalists Association Convention and job fair was held in Seattle, Washington from July 30, 2025 to August 3, 2025. Two Talent Acquisition recruiters participated on behalf of the station. 5. The National Association of Hispanic Journalists Convention and Expo was held from July 22 – July 25, 2026, and included a career fair. Two Talent Acquisition recruiters 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 14, 2026 -Our reporter participated in a Career Resource Fair hosted by the Knightdale – Wake Forest Chapter of Delta Sigma Theta Sorority, Inc. at Wakefield High School in Raleigh.
5. Establishing an internship program designed to assist members of the community in acquiring skills needed for broadcast employment	WTVD offers a paid college internship program designed to assist qualified students in acquiring skills needed for employment in the broadcast industry, while also allowing the students to gain

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	college credit. During the reporting period, WTVD had a total of 3 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 training designed to enable participants to acquire skills that could qualify them for higher level positions. 1. Feedback That Works: This training is designed to build practical tools for both giving and receiving feedback, strengthening collaboration, trust, and day-to-day communication. There were 2 sessions available, “People Leaders” on May 5, 2026 in which The General Manager, VP of News, Assistant News Director, VP of Marketing, VP of Community Engagement, Director of Technology, Assistant Director of Technology, Manager of Business Operations and Planning, Digital Content and Strategy Manager, Marketing Managers, Art Director, 3 Executive Producers, Assignment Desk Manager, News Operations Manager, Executive Director of Sales and Director of Sales participated. “Individual Contributor” was held on May 12, 2026, in which the Business Operations Analyst, Marketing Producer, 2 Photographers, A Reporter, and an Editor participated. 2. Better Up Coaching: a professional coaching and leadership development program designed to help employees strengthen leadership skills, increase effectiveness, navigate challenges, and support career growth through personalized one-on-one coaching. WTVD’s Assistant News Director participated on July 21, 2026. 3. ABCU’s Producer Bootcamp: a three-month long, virtual professional development experience designed to support lock line producers in strengthening their producing craft, leadership presence, and long-term career growth. Two WTVD producers

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	participated in the bootcamp in March 24, 2026 – June 16, 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 WTVD’s General Manager, VP of News, Assistant News Director, People and Culture manager, WTVD’s production assistant, and marketing producer.
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting	1. Feb 11, 2026 - Our Sports Reporter participated in Stough Magnet Elementary’s Future Pathways Career Fair. 2. WTVD VP of News, the News Operations Manager and an Executive Producer led an interactive short course in news production and held a fireside chat at the NABJ Short Course workshop at North Carolina A&T State University in Greensboro, NC during the week of March 11-March 14, 2026. 3. March 19, 2026 – Our Meteorologist participated in the Millbrook Environmental Connections Magnet Elementary (MECME) Career Day. 4. March 30, 2026 -WTVD reporters participated in the Ponderosa Elementary Career Day. They shared information about career journeys and daily responsibilities. 5. March 30, 2026 -WTVD reporter spoke to NC A&T Chapter of NABJ college students at NC A&T’s Merrick Hall. 6. April 8, 2026 – WTVD Assistant News Director mentored students at University of North Carolina’s Hussman School of Journalism who produce a news program called Carolina Week.

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	7. February 21, 2026 - WTVD VP of News and News Operations Manager participated in the Radio Television Digital News Association of the Carolinas (RTDNAC) student journalism workshop in Charlotte. 8. November 11, 2025 - WTVD VP of Marketing led a two-hour workshop for students and faculty at University of North Carolina's Hussman School of Journalism and Media.
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	WTVD 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, 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. On June 17, 2026, the station hosted students from the Emerging Journalists Program at Elon University. Participating station personnel included: WTVD VP of News, Assistant News Director, Anchors, Reporters, HR, Marketing, and General Manager. 2. On July 9, 2026, the station hosted students from the North Carolina School of Science and Mathematics in Durham. Participating station personnel included: WTVD VP of News, Assistant News Director, Photographer, Reporters, HR, Marketing, and General Manager.