

**ANNUAL EQUAL EMPLOYMENT OPPORTUNITY
PUBLIC FILE REPORT
WABC-TV
NEW YORK, NY
FEBRUARY 1, 2026**

I. GENERAL POLICY

This report covers the period from February 1, 2025 through January 31, 2026.

WABC-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

WABC-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 open positions on the company career website, Disneycareers.com.
3. Posting open positions on the Station's website, abc7ny.com
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	Brand New Day 176 Front Street Elizabeth, NJ 07206 Contact: Nadeige B Louis-Pierre Phone (908) 282-0781 Fax (908) 282-0788 Email nadeigelp@gmail.com	Yes	0
2	Ceceilyn Miller Institute PO Box 1449 Clifton, NJ 07015 Contact: Leyda Gonzalez	Yes	0

RS No.	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred
	Phone (973) 980-7977 Email leydag2011@gmail.com		
3	Gay Men's Health Crisis 307 W 38 th St New York, NY 10018 Contact: Berkis DeLeon Phone (212) 367-1349 Email berkisd@gmhc.com	Yes	0
4	Haitian Women for Haitian Refugees 208 Parkside Avenue, 2 nd Floor Brooklyn, NY 11226 Phone (718) 462-0791 Email haitianwomen@aol.com	Yes	0
5	Lincoln Square Neighborhood Center 250 West 65 th St New York, NY 10023 Contact: Anndrew Vacca Phone (212) 874-0860 Fax (212) 799-6574 Email anndrewvacca@gmail.com	Yes	0
6	Manhattanville College 2900 Purchase St Purchase, NY 10577 Contact: Laura Montoya-Urbe Phone (914) 323-5484 Fax (914) 694-2946 Email careers@mville.edu	Yes	0
7	Midtown Urban Renaissance Corporation 57 S Main Street Neptune, NJ 07753 Contact: Dianna Howard Phone (732) 775-1280 Fax (732) 775-1110 Email daharris17@optonline.net	Yes	0
8	New York State Broadcasters Association 1805 Western Avenue Albany, NY 12203 Contact: Trevor Elmendorf Phone (518) 456-8888 Fax (518) 456-8943 Email telmendorf@nysbroadcasters.org	Yes	0

RS No.	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred
9	Claremont Community Center 489 East 169 th St Bronx, NY 10456 Contact: Clyde Thompson Phone (718) 450-5828 Email cthompson@claremontcenter.org	Yes	0
10	Waters & Sims Supported Employment Services 106 Apple Street, Unit 107 Tinton Falls, NJ 07724 Contact: Ilea Martinez Phone (732) 747-5544 – Fax (732) 747-6222 Email imartinez@wsesinc.org	Yes	0
11	NABJ – National Association of Black Journalists nabjonline.org	No	0
12	NAHJ – National Association of Hispanic Journalists nahj.org	No	0
13	AAJA – Asian American Journalists Association aaja.org	No	0
14	Journalism Next journalismnext.com	No	0
15	WABC-TV Website abc7ny.com/jobs	No	0
16	Internal Employee Candidate	No	42
17	LinkedIn linkedin.com	No	17
18	Disney Career website disneycareers.com	No	20
19	Employee referral/word of mouth	No	5
20	Google Search google.com	No	2
21	Indeed indeed.com	No	5
22	Direct Employers Association Job Alliances Network	No	0
Total Interviewees:			91

During the period covered by this report, WABC-TV had a total of 12 vacancies for full-time positions.

The following positions were filled during the reporting 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	Video Editor	2/6/25	1-22	16-7 17-1 18-1	16
2	ENG News Photographer/Camera Operator	2/9/25	1-22	16-11 17-2 19-1	16
3 & 4	Head Stagehands (2)	3/16/25	1-22	16-4 17-1 18-3 21-2	16 & 16
5	Vice President, News	4/29/25	1-22	16-5 19-4	19
6	Anchor/Reporter	6/1/25	1-22	16-3 17-1 18-1	16
7	Newswriter/Producer	7/7/25	1-22	16-3 17-3 18-1	16
8	ENG News Photographer/Camera Operator	7/28/25	1-22	16-2 18-1 20-2 21-1	16
9	RF Operator	9/15/25	1-22	16-2 17-2 18-3 21-1	18
10	General Assignment Reporter	9/21/25	1-22	17-2 18-6	18
11	Media Manager	10/5/25	1-22	16-3 17-3 21-1	16
12	Assignment Editor	12/1/25	1-22	16-2 17-2 18-4	17

III. SELECT OUTREACH INITIATIVES

Type of Initiative (Menu Option)	Brief Description of Activity (including dates and titles of personnel involved)
1. Participation in at least four job fairs by station personnel who have substantial responsibility for making hiring decisions	<p>WABC-TV station personnel participated in the following broadcast-related job fairs over the reporting period.</p> <ol style="list-style-type: none"> 1. The National Association of Broadcasters (NAB) Leadership Foundation hosted a Career Fair on October 22-23, 2025 in New York, New York. The Station's VP of Community Engagement & Development participated. 2. The Online News Association Conference and job fair was held in New Orleans, LA on September 10-13, 2025. Two Talent Acquisition Recruiters participated. 3. The Hofstra University Career Fair at the Lawrence Herbert School of Communication took place on September 29, 2025 in Hempstead, NY. The station's VP of Technology and a station Reporter participated. 4. The National Association of Black Journalists Convention was held from August 6-10, 2025 in Cleveland, OH. WABC's News Director and VP of Community Engagement & Development participated. 5. The National Association of Hispanic Journalists held its annual Convention in Chicago, Illinois on July 8-12, 2025. WABC's President and a station Reporter/Anchor participated. 6. The Asian American Journalists Association hosted its annual convention in Seattle, WA on July 30 – August 3, 2025. Three Talent Acquisition Recruiters participated. 7. The Association of LGBTQ+ Journalists hosted its annual National Convention in Atlanta, Georgia on September 4-7, 2025. WABC's President, a weather Anchor, and reporter participated.

Type of Initiative (Menu Option)	Brief Description of Activity (including dates and titles of personnel involved)
	<p>8. The Center for Communication's Women + Media Career Summit took place on December 4, 2025 in Brooklyn, NY. The station's VP of Community Engagement and Development participated.</p>
<p>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</p>	<p>The following employees represented the WABC at various events as guest speakers providing insight into career opportunities and strategies for success in the broadcast journalism industry:</p> <ol style="list-style-type: none"> 1. A Station Reporter participated in the Fair Media Council's "Meet & Pitch the Media" session as part of FMC's Media Boot Camp on July 22, 2025. 2. A Station Reporter participated as a guest speaker about broadcasting at a Career, College and Housing Seminar at EFFC Rising Futures on April 17, 2025. 3. A Station Anchor co-hosted the Broadcasters Foundation of America Media Mixers event on June 18, 2025. 4. A Station reporter participated in the New York Association of Black Journalists panel discussion on "Being on Air" on February 19, 2025.
<p>5. Establishing an internship program designed to assist members of the community in acquiring skills needed for broadcast employment</p>	<p>WABC-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 is designed to provide students with an onsite educational experience that complements their academic studies. During the reporting period, the Station hosted a total of 21 interns.</p>
<p>10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting</p>	<ol style="list-style-type: none"> 1. A Station Reporter spoke to students studying journalism at Baldwin Senior High School on March 11, 2025.

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	<ol style="list-style-type: none"> 2. A Station Reporter was a speaker at the Dobbs Creek Middle School Career Night on May 15, 2025. 3. A Station Anchor was a panelist at Hofstra University's Going LIVE panel discussion about news professionals on October 20, 2025. 4. A Station Sports Reporter was a guest speaker for journalism students at Fordham University on October 30 and November 20, 2025.
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	WABC-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 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 completed "Positive Workplace Fundamentals" and "Standards of Business Conduct" training courses, which are 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.	Station Tours: <ol style="list-style-type: none"> 1. 5/29/25 – Students from Brigham Young University, hosted by WABC Meteorologist 2. 6/3/25 – Students from Holy Cross High School, hosted by WABC Senior Programming Producer 3. 6/23/25 - Jimmy Award student journalists, hosted by WABC Entertainment Reporter 4. 6/26/25 – Students from Fresno Christian School, hosted by WABC VP of Technology 5. 7/2/25 – Students from School of the New York Times, hosted by WABC VP of Technology 6. 7/22/25 – Students from the Urban Resource Institute, hosted by WABC VP of Community Engagement & Development 7. 7/22/25 – Students from Hofstra Summer Journalist Institute, hosted by WABC VP of Community Engagement & Development

Type of Initiative (Menu Option)	Brief Description of Activity (including dates and titles of personnel involved)
	<ul style="list-style-type: none"> 8. 7/29/25 – Broadcast Foundation of America, hosted by WABC VP of Technology 9. 9/4/25 – USTA Foundation, hosted by WABC VP of Community Engagement & Development 10. 10/1/25 – Students from Southold High School, hosted by WABC EP Digital Innovation, Content & Strategy 11. 10/22/25 – Students from Pace University, hosted by WABC VP of Community Engagement & Development