

**ANNUAL EQUAL EMPLOYMENT OPPORTUNITY
PUBLIC FILE REPORT
WPVI-TV, 6abc
Philadelphia, Pennsylvania
April 1st, 2026**

I. GENERAL POLICY

This report covers the period from April 1st, 2025 through March 31st, 2026.

WPVI-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

WPVI-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, <https://6abc.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:¹

RS No.	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred
1	Pennsylvania Association of Broadcasters 8501 Paxton St. Hummelstown, PA 17036 https://pab.org/ gponti@pab.org	No	0
2	TVJobs.com-Broadcast Employment Services https://www.tvjobs.com/ info@tvjob.com	No	0
3	Broadcast Pioneers of Philadelphia	No	0

¹ The Table below includes job boards, personal referrals, and other recruitment sources to which notices are not routinely provided. These sources are marked with an asterisk (*).

RS No.	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred
	PO Box 2886 Bala Cynwyd, PA 19004 pioneers@broadcastpioneers.com		
4	PA Career Link 990 Spring Garden St. Philadelphia, PA 19123 Info@pacareerlinkphl.org	No	0
5	Philly Ad Club https://www.philadelphiaadclub.com/ Office@philadelphiaadclub.com	No	0
6	Asian American Journalist Association – Philadelphia Chapter 801 Market St., suite 30 D Philadelphia PA 19107 philadelphia@aja.org	No	0
7	PABJ -Philadelphia Association of Black Journalists 30 S. 15 th Street 15 th Floor Philadelphia, PA 19102 pabj.info@gmail.com	No	0
8	AAJA-Asian American Journalists Association https://www.aja.org/ info@aajacareers.org	No	0
9	NABJ-National Association of Black Journalists https://nabjonline.org/ executiveoffices@nabj.org	No	0
10	NAHJ-National Association of Hispanic Journalists https://nahj.org/ info@nahjcareers.org	No	0
11	NLGJA – The Association of LGBTQ+ Journalists https://www.nlgja.org/ info@nlqja.org	No	0
12	Disney Career website https://www.disneycareers.com/en	No	9
13	WPVI-TV Website https://6abc.com/jobs	No	0
14	Internal Employee Candidate*	No	14

RS No.	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred
15	Employee Referral/Word of Mouth*	No	2
16	DirectEmployers Association Network https://directemployers.org/	No	0
17	Indeed.com https://www.indeed.com/ *	No	1
18	LinkedIn*	No	8
19	Temple University 1913 N. Broad Street Mitten Hall Philadelphia PA, 19122 chris.blackman@temple.edu	No	0
20	Villanova University 800 E. Lancaster Ave. Villanova PA 19085 careers.info@villanova.edu	No	0
21	Rowan College of New Jersey 201 Mullica Rd. Glassboro, NJ 08028 Duffya@rowan.edu	No	0
22	Saint Joseph's University 5800 City Avenue Philadelphia PA, 19131 Recruit@sju.edu	No	0
23	Rutgers University - Camden 326 Penn St. Camden, NJ 08102 Careercenter@camden.rutgers.edu	No	0
24	Drexel University Stein Bright career development center 3201 Arch St., Suite 110 Philadelphia PA 19104 Grl38@drexel.edu	No	0
25	LaSalle University 1900 W. Olney Street Philadelphia PA. 19141. careers@lasalle.edu	No	0
26	Penn State University	No	0

RS No.	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred
	253A Bank of America Career Services Building 566 Eisenhower Rd. University Park, PA 16802 kqb4@psu.edu		
27	NABJ Philadelphia https://nabj-philadelphia.org/ nabjphilly@gmail.com	No	0
28	OIC Philadelphia 1231 N. Broad Street Philadelphia PA 19122 Hello@philaoic.org	No	0
29	Latin American Community Center 403 N. Van Buren St. Wilmington, Delaware 19805 jobs@thelatincenter.org	No	0
30	Philadelphia Hispanic Chamber of Commerce 1520 Locust St. Suite 1001 Philadelphia, Pennsylvania 19102 Info@philahispanicchamber.org	No	0
31	NAACP Philadelphia 4458 Germantown Avenue #B Philadelphia, PA 19140 Info@naacpphillybranch.org	No	0
32	The Urban League of Greater Philadelphia 2 Penns Center 1500 JFK Boulevard Suite 1910 Philadelphia, PA 19102 Info@urbanleaguephila.org	No	0
33	PhillyCAM Media Center 699 Ranted St. Suite 1 Philadelphia PA 19106 Info@Phillycam.org	No	0
Total Interviewees:			34

The following full-time vacancies 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	WPVI - Show Editor	Nov 30, 2025	12 - 18	12 - 3 14 - 2 15 - 1 17 - 1 18 - 1	14
2	WPVI - Finance Manager - Operations & Business Planning	Sep 22, 2025	12 - 18	12 - 4 14 - 1 18 - 3	18
3	WPVI - Show Editor	Jul 7, 2025	12 - 18	14-7 18-1	18
4	WPVI - Technical Operations Editor	Jun 22, 2025	12 - 18	12-1 14-3	14
5	Video Journalist	Nov 23, 2025	12 - 18	12 - 1 14 - 1 15 - 1 18 - 3	14

III. SELECT OUTREACH INITIATIVES

Type of Initiative (Menu Option)	Brief Description of Activity (including dates and titles of personnel involved)
<p>1. Participation in at least four job fairs by station personnel who have substantial responsibility for making hiring decisions</p>	<p>WPVI-TV station personnel participated in the following broadcast-related job fairs over the reporting period.</p> <ol style="list-style-type: none"> The Temple University Klein School of Communication Internship & Career Fair took place on March 20, 2026 in Philadelphia, PA. The WPVI VP of Community Engagement, Assistant News Director, and a Community Engagement Coordinator participated. The Online News Association Conference (ONA) and job fair was held in New Orleans, LA on

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	<p>September 10-13, 2025. Two Talent Acquisition Recruiters participated.</p> <ol style="list-style-type: none"> 3. The Villanova University 2025 Fall Career Fair was held in Villanova, PA, on September 10, 2025. A WPVI Community Engagement Coordinator participated. 4. The Pennsylvania Conference for Women took place in Philadelphia, PA, on September 25, 2025. The WPVI Associate Programming Producer and a 6abc Production Assistant participated. 5. On October 24, 2025, a WPVI-TV Community Engagement Coordinator participated in a virtual career Fair for the Temple University Klein School of Communications.
<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 WPVI-TV 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 WPVI-TV Investigative Reporter attended the Investigative Reporters and Editors Conference (IRE) in New Orleans, Louisiana from June 19 – 22, 2025. 2. The WPVI-TV VP of Programming discussed Connected Television (CTV) in a “Impact and Innovation Series” panel, organized by the Philadelphia Ad Club, on May 15, 2025. 3. A WPVI-TV VP of Marketing participated in the Philadelphia Ad Club’s half-day conference “Amplify your Impact” hosted at WPVI’s 6abc Studio on January 29, 2026. 4. On February 12, 2026, a VP of News participated in a broadcast journalism panel discussion at Villanova University in Villanova, PA.

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5. Establishing an internship program designed to assist members of the community in acquiring skills needed for broadcast employment	<p>WPVI 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, WPVI hosted 8 interns.</p>
8. Establishing training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	<p>Station personnel are given the opportunity to complete trainings designed to enable participants to acquire skills that could qualify them for higher level positions.</p> <p>Digital Platform Posting: In February 2026, News Producers, Assignment Desk Editors and other newsroom employees received training on posting to the station’s multiple digital platforms.</p> <p>Social Media Best Practices: In November & December 2025, On-air Anchors, Reporters, and Newsroom Managers received training on best practices for how to produce vertical video on social media.</p> <p>Xpression Maps Training: In January 2026, News Producers received training on creating maps for on-air use.</p>
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	<p>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.</p>
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.	<p>Station Tours: WPVI Marketing Production Assistant conducted the following tours:</p> <ol style="list-style-type: none"> 1) April 1, 2025 – Students from Arcadia University in Cheltenham, PA. 2) May 29, 2025 – Students from Cape May Technical School for Communications Arts in Cape May, NJ. 3) June 25, 2025 – Students from Temple University Athletics Department in Philadelphia, PA. 4) July 9, 2025 -- Students from the Parkesburg POINT Youth Center in Parkesburg, PA.

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	<ul style="list-style-type: none">5) July 30, 2025 -- Students from the Community Promise Academy in Philadelphia, PA.6) November 4, 2025 – Professionals from the Delaware County Press Club in Media, PA.7) November 12, 2025 – Students from the Christian Academy in Brookhaven, PA.