

ANNUAL EQUAL EMPLOYMENT OPPORTUNITY
PUBLIC FILE REPORT
WPVI-TV, 6ABC
PHILADELPHIA, PENNSYLVANIA
APRIL 1, 2025

I. GENERAL POLICY

WPVI (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.

This commitment to fair employment practices applies to every aspect of the employment process to ensure that equal consideration is extended to all employees and applicants in recruitment, selection procedures, employee development, performance evaluation, promotions, transfers, benefits and other aspects of employment.

It is the Station's policy to carry out a positive continuing program of specific practices designed to ensure equal opportunity and nondiscrimination in every aspect of station employment policy and practice.

II. INTERNAL RECORD KEEPING

A file is created for each job opening at WPVI-TV. Each file contains an application from every interviewee for that position. It also includes the job posting and advertisements placed for each open position and a completed internal applicant recruitment form that details basic information about the job (such as title and date position was open and filled). This form also lists every person interviewed for the position, their referral source (where known), their interview dates, and the dispositions of their interviews (whether or not they were offered and accepted the position, and if so, their hire dates). The data contained in these internal files is used to help prepare the Station's ANNUAL EEO PUBLIC FILE REPORT and enable the Station to evaluate the effectiveness of its recruitment and outreach efforts.

A file of unsolicited resumes is kept with each department for a period of one year.

III. RECRUITMENT SOURCES USED TO FILL VACANCIES

All openings for full time non-temporary positions are announced in the following ways:

First, WPVI-TV has an extensive list (see Section III -A, below) of organizations and individuals that have requested notification of Station job openings. The list is updated when new requests are received. Announcements of all full time non-temporary job

vacancies are routinely sent to this entire list, which includes the website of the Pennsylvania Association of Broadcasters.

Second, an Equal Employment Opportunity over-the-air broadcast announcement, soliciting groups interested in being added to the jobs mailing list, aired monthly on WPVI-TV/ D-1 and D-2 channels. A similar announcement is posted within the job listings section of the Station's website, www.6abc.com.

Third, all position openings are forwarded to ABC, Inc.'s Human Resources Department to be posted on both the internal (intranet) and the external (internet) Disney Jobs site (DisneyCareers.com). Open positions posted on Disneycareers.com are subsequently posted by the DirectEmployers Association Network to numerous sites that list open jobs.

Fourth, as part of its continuous effort to make people aware of the Station's job openings and internship opportunities, WPVI-TV utilizes the Station's website, www.6abc.com. A listing of open positions and the internships available within WPVI-TV, with an explanation of the application requirements and procedures, is regularly updated on the website.

Fifth, the Station's vacancies are also included in a Station employment hotline to which interested callers to the Station are directed (215-871-1225). Individuals who call the Station's main number (215-878-9700) to inquire about job openings are connected to the hotline (extension 6). They hear a recorded message listing each job opening and providing instructions for how to apply for the position.

And finally, other Station recruitment sources include talent and employment agents, referrals from current or former employees, and industry colleagues. Interested internal candidates from WPVI or from its sister stations are also considered.

III –A

PAB - Pennsylvania Association of Broadcasters

Phone: 717-482-4820

Website: pab.org

Broadcast Employment Services

Website: tvjobs.com

Careerlink (Philadelphia)

Phone: 215-473-3630

Email: business@pacareerlinkphl.org

Website: PACareerLinkPHL.org

City of Philadelphia Veterans Affairs Office

Phone: 215-686-3256

Website: phila.gov/veterans

JEVS Human Services

Phone: 215-854-1800

Email: info@jevs.org

Website: jevshumanservices.org

Concilio

Phone: 215-627-3100

Website: elconcilio.net

Latin American Community Center (Delaware)

Phone: 302-655-7338

Email: jobs@thelatincenter.org

Website: thelatincenter.org

Philadelphia OIC

Phone: 215-236-7700

Email: hello@philaoic.org

Website: philaoic.org

The Urban League of Philadelphia

Phone: 215-683-3370

Email: careercenter@urbanleaguephila.org

Website: urbanleaguephila.org

R.I.S.E - The Mayor's Office of Reintegration Services

Phone: 215-683-3370

Website: rise.phila.gov

Temple University - Media and Communications Dept.

Phone: 215-204-7981

Email: careercenter@temple.edu

Website: klein.temple.edu

Rowan University - Broadcast Journalism

Phone: 856-256-4049

Website: rowanujournalism.net

Penn State - College of Communications

Phone: 814-863-1484

Website: bellisario.psu.edu

PhillyCAM

Phone: 267-639-5481

Email: info@phillycam.org

Website: phillycam.org

PABJ - Philadelphia Association of Black Journalists

Email: pabj.info@gmail.com

Website: phillyabj.org

NLGJA.org – National Association of LGBTQ Journalists

Email: info@nlgja.org

Website: nlgja.org/chapters/Philadelphia-chapter/

Broadcast Pioneers of Philadelphia

Phone: 856-365-5600

Email: pioneers@broadcastpioneers.com

Website: broadcastpioneers.com

Additional job sites:

- www.indeed.com
- www.linkedin.com

IV. FULL TIME POSITIONS FILLED (4/1/24 – 3/31/25)

During the period covered by this report, WPVI-TV filled a total of ten (10) vacancies for full-time positions. Details regarding the disposition of these filled positions are attached at the bottom of this document as Exhibit IV-A.

V. PARTICIPATION IN INITIATIVES ENUMERATED IN SECTION 73.2080(C)(2) (4/1/24 – 3/31/25)

WPVI-TV undertakes additional outreach measures to help attract and develop qualified candidates for future media careers. FCC rules require that, within a two-year period, large-market employment units with more than ten (10) full-time employees complete at least four (4) recruitment initiatives. These measures may include, among others, internship programs, job fairs, events at educational institutions and other community events designed to inform the public about employment opportunities in broadcasting and to better prepare them for such careers. Between April 1st, 2024 and March 31, 2025 the Station participated in initiatives including the following:

A. Seasonal Internships

WPVI-TV has an on-going student paid internship program open to college juniors, seniors and graduate students in the region. The internship program offers students both academic credit and on-the-job training. The internships help students gain first-hand experience at a television station, find employment in the broadcasting industry, and develop relationships with industry professionals who may assist them in their

future careers. We offered these paid internships in the Multi-Platform Programming Department, Marketing (Promotions) Department, Community Engagement Department, Technology Department and the News Department throughout the calendar year.

Information about the various internships that are available at WPVI is posted widely including on www.6abc.com and also distributed by local college professors and listed on some local college websites.

Between April 1, 2024 and March 31, 2025, the Station had ten (10) **seasonal interns** from various local colleges and universities including: Temple University, Villanova University, Drexel University, Neumann University, and University of Pennsylvania.

B. Participation in Job Fairs

Station personnel who have substantial responsibility in the making of hiring decisions participated in various job fairs to help the Station identify talented job candidates.

November 7th, 2024 - Pennsylvania Conference for Women Exhibition Hall – This is one of the largest one-day professional development conferences for women in the country. Three (3) Anchors emceed and moderated at this year's event. Over a dozen management and other employees from the Station attended the conference. 6abc hosted a recruitment table in the exhibition hall informing conference attendees about job opportunities.

March 14th, 2025 / Temple University / Klein School of Media & Communications Career & Internship Fair – Temple University hosted a career fair for graduating seniors, plus an internship fair for currently matriculating students in the Media & Communications School. Vice President of Community Engagement, Community Engagement Coordinator, and a Marketing Assistant reviewed resumes and spoke with over 75 students and shared about internship and job opportunities.

C. School and Career Day Programs, Mentoring, & Other Activities

In addition to normal recruitment activities, WPVI-TV representatives, including the general manager, department heads, middle managers and on-air talent, host and attend various career day programs, informational interviews and take part in mentoring relationships designed to help the Station identify talented job candidates. These various styles of outreach activities help community members who might not otherwise know about or be prepared for careers in the media, to become more knowledgeable about and better prepared for such careers. The Station also offers educational tours of the building, studios and control room to middle & high school groups interested in the field of media & communications.

WPVI representatives participated in the following career day programs, informational interviews, building/studio tours and mentoring relationships from April 1, 2024 through March 31, 2025:

Throughout this time period, the VP of Disney Advertising/ Mid-Atlantic Region spoke about his career and the broadcast sales industry at a class at Temple University Klein School of Media & Communications on October 10th, 2024 and at various marketing and communications classes at St. Joseph's University on April, 11th, October 10th in 2025 and on March 13th in 2025.

Throughout this time period, the VP of Marketing conducted two (2) in-person informational interviews with aspiring media professionals at the Station on October 29th in 2024 and February 3rd, 2025.

Throughout this time period, the VP of Community Engagement spoke to a group of students about her career as a TV executive at Rutgers University-Camden on February 29th and to a group of professionals at the Center City Business Association on March 13th 2024 plus held in-person informational interviews with aspiring media professionals at the Station on February 1st and July 15th.

Throughout this time period, the VP of Multiplatform Programming conducted in-person informational interviews with aspiring media professionals at the Station on February 1st in 2024 and hosted a group of high school students interested in careers in content development from a Drexel University summer camp on July 17th, 2024.

Other Career Talks included:

On-air and other station personnel conducted career talks in educational settings including the following: Holy Family Regional Catholic School, Temple University, Lankenau High School, and Eleanor Rush Intermediate School.

Station employees also conducted talks on personal branding and business leadership for the Chester County Chamber of Business and Industry and the Main Line Chamber of Commerce.

Station Tours:

During the reporting period, the station conducted approximately 12 station tours for high school students and college students including from the French International School of Philadelphia, Deptford High School, Drexel High School, Saint Joseph's University, and Pleasantville Public Schools.

- D. Training programs designed to enable Station personnel to acquire skills that could qualify them for a higher-level position

The News Department at the Station hosted various internal management and employee professional development and career advancement training throughout the year, including and not limited to:

- Producer Training with Smith Geiger Group – May 29th & 30th – 28 employees
- On-air Anchor/Reporter Training with Smith Geiger Group – May 29th - 10 reporter/anchors
- De-Escalation Training with Dr. Russell Palarea - June 4th – 25 employees & management
- Editor Training for Producers – October 1 & 2nd - 25 employees
- Innovation on news reporting with Smith Geiger - March 6th – 7 management employees

Executive Director of Technology attended the National Association of Broadcasters' NAB Show in Las Vegas April 13th thru the 17th in 2024 to find out the latest technology and new systems to incorporate into the Station's broadcast & IT network.

A WPVI Data Journalist attended the IRE – a conference about investigative reporting techniques and story ideas - from June 20th thru the 23rd in 2024 in Anaheim, CA and the NICAR Conference – The National Institute for Computer-Assisted Reporting – from March 6th thru 9th in 2025.

VI. GENERAL POLICY AS TO EEO COMPLIANCE

Compliance with the FCC rules and procedures relating to WPVI-TV's Equal Employment Opportunity policy is overseen by the Station's President & General Manager.

Implementation of the Station's EEO rules and procedures is the responsibility of WPVI-TV's Vice President of Community Engagement, in concert with all other department heads.

Exhibit IV-A - FULL TIME POSITIONS FILLED (4/1/24 – 3/31/25)

See Section III above for the list of recruitment sources used to fill each vacancy.

Date of Opening	Job Title	Department	Date of Interview	Candidate interviewed	Hired / Not Hired	Date Hired	Referral Source
01/14/25	WPVI - Newscast Director	Programming	02/12/25	SK	Hired	3/30/2025	Internal
			02/12/25	*	NH		Internal
			02/11/25	*	NH		Internal
			02/11/25	*	NH		Disney Careers
			02/06/25	*	NH		Disney Careers
07/23/24	Studio Crew	Programming	08/21/24	VH	Hired	9/22/2024	Internal
			08/22/24	*	NH		Internal
			08/27/24	*	NH		Disney Careers
07/23/24	Studio Crew	Programming	08/21/24	RE	Hired	12/8/2024	Internal
			08/22/24	*	NH		Internal
			08/27/24	*	NH		Disney Careers
07/25/24	Inventory Specialist	Advertisement Traffic	08/15/24	DE	Hired	9/23/2024	Disney Careers
			08/30/24	*	NH		Internal
			07/29/24	*	NH		Internal
			08/08/24	*	NH		Disney Careers
			08/08/24	*	NH		Disney Careers
			08/08/24	*	NH		Indeed
			08/13/24	*	NH		Internal
			08/07/24	*	NH		Disney Careers
			08/01/24	*	NH		Internal
			08/05/24	*	NH		Internal
			08/05/24	*	NH		Disney Careers
			08/05/24	*	NH		Internal
			08/16/24	*	NH		Disney Careers
08/28/24	Inventory Specialist	Advertisement Traffic	08/29/24	MC	Hired	9/15/2024	Disney Careers
			07/30/24	*	NH		Internal
			07/29/24	*	NH		Internal
			08/08/24	*	NH		Disney Careers
			08/08/24	*	NH		Disney Careers
			08/08/24	*	NH		Indeed
			08/13/24	*	NH		Internal
			08/07/24	*	NH		Disney Careers

Date of Opening	Job Title	Department	Date of Interview	Candidate interviewed	Hired / Not Hired	Date Hired	Referral Source
			08/01/24	*	NH		Internal
			08/05/24	*	NH		Internal
			08/05/24	*	NH		Disney Careers
			08/05/24	*	NH		Internal
			08/16/24	*	NH		Disney Careers
05/21/24	WPVI Video Editor / Content Creator	News	05/28/24	WH	Hired	7/1/2024	Disney Careers
			06/04/24	*	NH		Indeed
			06/04/24	*	NH		Internal
			06/05/24	*	NH		Disney Careers
			06/05/24	*	NH		Disney Careers
			06/06/24	*	NH		Internal
			06/05/24	*	NH		LinkedIn
03/21/24	Programming Specialist, OTV	Programming	04/12/24	AH	Hired	5/19/2024	Internal
			03/28/24	*	NH		Internal
			04/22/24	*	NH		Internal
			04/03/24	*	NH		Indeed
			03/28/24	*	NH		Disney Careers
			04/23/24	*	NH		Internal
			03/29/24	*	NH		Internal
			04/19/24	*	NH		Disney Careers
			04/01/24	*	NH		LinkedIn
			03/28/24	*	NH		Internal
			03/28/24	*	NH		Disney Careers
07/23/24	WPVI - Sports Reporter/Anchor	News	09/03/24	AD	Hired	11/11/2024	Agent
			09/04/24	*	NH		Referral
			09/05/24	*	NH		Agent
			09/06/24	*	NH		Referral
			08/13/24	*	NH		Referral
			08/28/24	*	NH		Agent
			06/24/24	*	NH		Agent
			06/27/24	*	NH		Agent
11/21/24	Associate Producer - WPVI	News	01/22/25	MM	Hired	3/31/2025	Disney Careers
			01/28/25	*	NH		Referral
			01/21/25	*	NH		Referral
			01/02/25	*	NH		Disney Careers

Date of Opening	Job Title	Department	Date of Interview	Candidate interviewed	Hired / Not Hired	Date Hired	Referral Source
10/30/24	Studio Crew	Programming	11/01/24	NG	Hired	12/23/2024	Disney Careers
			11/22/24	*	NH		Internal
			11/22/24	*	NH		Disney Careers
			11/22/24	*	NH		Disney Careers

Total number of interviewees: 71