

Introduction

This annual EEO Report is filed on behalf of WTVD-TV Durham, NC, (licensee/owner WTVD Television, LLC), in compliance with the FCC's EEO reporting requirements. This report includes information from August 1, 2018 through August 1, 2018, and it will be placed in WTVD's public files and on the WTVD website.

It is our policy to promote the realization of equal employment opportunities through a positive, continuing program of specific recruitment, outreach, hiring promotion and other practices designed to ensure the full realization of equal employment opportunity. It is also our policy is to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

To make this policy effective, and to ensure conformance with the requirements of the FCC, we have adopted an Equal Employment Opportunity program as described herein.

Internal Record Keeping and Job Vacancy Postings

WTVD is an Equal Opportunity Employer, which endeavors to disseminate information about job vacancies as widely as possible.

All full-time job vacancies are generally posted with several sources including national and local minority organizations, schools and newspapers. In addition,

employment vacancies at WTVD are generally posted online at www.abc11.com.

Descriptions and requirements are listed along with contact and application information.

In compliance with the EEO record keeping requirements, WTVD has created a file for each new position to be filled. The file contains, among other items, copies of the job listing for all sources used to recruit interviewees for the position. WTVD procedure requires approval by the President and General Manager and the applicable Department Head prior to extending a job offer. In addition, WTVD documents its supplemental outreach initiatives.

Full-time Positions Filled (August 1, 2018 – August 1, 2019)

We have filled 11 positions from August 1, 2018 through August 1, 2019. The details regarding these filled as well as additional open positions (including recruitment information for each position, interviewees, and referral sources) are included in the attached chart titled *Job Vacancies Filled*. In general, we publicize our openings internally, on DisneyCareers.com and on our abc11.com website. In addition, in general, we sent notices to colleges/universities, and agencies/minority organizations, organizations included in our Job Posting Sources, and all jobs posted on the Disney careers site are also posted by Disney to the organizations listed on the Job Alliances list.

Long-Term Recruitment Measures

WTVD has established a paid college Internship Program designed to assist qualified students in acquiring skills needed for employment in the broadcast industry, while allowing the students to gain college credit. WTVD conducts a program each

semester, selecting 3 to 4 interns, during the Spring, Summer and Fall semesters. Each session spans 10 to 12 weeks depending upon the length of the semester. Interns are paid and in most cases are assigned to the News Department to work with the Investigative Reporting Team. They work 10 hours per week and their duties range from researching stories, to assisting with promotional shoots, to field producing, and helping to prepare scripts.

Fall 2018 Intern/Dept/University

Selina Guevara – News - Elon
Anthony Sinopoli – News – NCSU
Hope Baxter – News – NCCU
Likhitha Butchireddygarri – News – Duke

Spring 2019 Intern/Dept/University

Amanda Pappas – News – NCSU
Eric Webb – News – Elon
Selina Guevara – News - Elon
Anthony Sinopoli – News – NCSU

Summer 2019 Intern/Dept/University

Andres Medina – News – NCSU
Elizabeth Holmes – News – UNC
Holland Bostrom – News – ASU
Ashley Glaspie – News – NCCU

WTVD also partners with Historically Black Colleges and Universities in our viewing area, which also includes Pembroke University. This institution of higher education enrolls a large population of Native Americans. Members of our newsroom team visited the above mentioned universities, and led discussions with more than 250 students regarding their career paths and day-to-day responsibilities. The sessions concluded with Q&A sessions. More than 250 students enrolled in the Journalism and Communications Departments at these colleges/universities benefited from these visits. The universities and ABC11 participants are listed below:

North Carolina Central University (January 15, 2019)

- Nicole Hare-Hill, Executive Producer, Anthony Wilson, Anchor/Reporter, Chris Hart, Videographer/Editor, and Cameron Clinard, Digital Producer.

Shaw University (March 7, 2019)

- Allison Herman, Executive Producer; DeJuan Hoggard, Anchor/Reporter; Blake Bowers, Assignment Editor; and Luis Perez, Digital Producer

Fayetteville State University (March 5, 2019)

- Tom Donahue, Assignment Manager; Chris Hart, Videographer/Editor; Glenn Proto, Research Director; Morgan Norwood, Reporter; and Akilah McMullan, Multi-Media Journalist

St. Augustine's College (March 12, 2019)

- Elizabeth Plyler, News Operations Manager; Steve Daniels, Anchor; Tonya Simpson, Investigative Team Producer; and Kaylee Merchak, Digital Producer.

UNC Pembroke (February 19, 2019)

- Tom Donahue, Assignment Manager; Chris Hart, Videographer/Editor; Morgan Norwood, Reporter; and Cameron Clinard, Digital Producer.

WTVD listed all of its full-time openings in the job banks of media trade groups with a broad-based membership that includes women and minorities, including the

following organizations: National Association of Black Journalists-Triangle Chapter, Alliance for Women in Media, and the National Association of Hispanic Journalists. (see Job Posting Sources List for details regarding the organizations).

WTVD continues to participate in minority journalists conferences with the help of our ABC corporate office. ABC organizes and sets up a booth for all the owned stations to participate as recruiters at these conferences. The National Association of Black Journalists Conference was held August 1 – 5, in Detroit, Michigan. WTVD sent Anchor/Reporter Anthony Wilson to the conference to serve as a recruiter and an instructor for the NABJ Student Multimedia Project. College juniors and seniors from universities across the country are awarded fellowships to participate in this week long program during which they produce daily television newscasts and newspapers; create and maintain the convention websites, and coordinate and manage corporate communications for NABJ workshops.

On Saturday, October 20, 2019, from 9:30 am to 12:30 pm, the WTVD Minority Advisory Committee held its annual event entitled, “Women in Media: Tips, Opportunities, and Challenges.” WTVD ABC 11 anchor Tisha Powell served as the keynote speaker and shared her career path and experiences. She was joined by WTVD ABC11 anchor Amber Rupinta and meteorologist Brittany Bell for a panel discussion. Resume reviews and additional industry tips were also provided for all of the college students who participated.

WTVD created the Minority Advisory Committee in 1971, to provide a forum for minority points of view. Station representatives meet with the Committee at least bi-monthly, or as necessary throughout the year.

Notification of Future Job Opportunities to Community Groups

WTVD's list of recruitment sources is updated regularly and the organizations on the list have generally been notified of every full-time vacancy since March 10, 2003. (See attachment –*Job Posting Sources* --for a list of the organizations, and the attached Full Time Job Vacancies chart for notification details).

Additionally, an on-air 15 second public service announcement soliciting the names of organizations that regularly distribute employment information and wish to be included on WTVD's recruitment sources list in order to receive updates regarding employment opportunities from WTVD aired 10 times between August 1st, 2018 and August 1st, 2019.