

**ANNUAL EQUAL EMPLOYMENT OPPORTUNITY
PUBLIC FILE REPORT
WTVD(TV), “ABC11”
DURHAM, NORTH CAROLINA
AUGUST 1, 2025**

I. GENERAL POLICY

This report covers the period from **August 1, 2024 – July 31, 2025**.

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 open positions on the company career website, Disneycareers.com.
3. Posting open positions on the Station’s website, <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 [Source] [Contact Title] [Address/email] [Phone #]	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred
1	Indeed.com	No	3
2	Disney Career website, Disneycareers.com	No	10
3	Internal Employee Candidate	No	9
4	Disney Entertainment Television Sourcing Team	No	1
5	Google Search	No	2
6	North Carolina Central University P.O. Box 19585 Alex Dunn Bldg Durham, NC 27707 Phone: 919-530-6803	Yes	

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

RS No.	RS Information [Source] [Contact Title] [Address/email] [Phone #]	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred
	Phone: 919-278-2673 Email: morgan.ray@shawu.edu		
15	Campbell University P.O. Box 95 Buies Creek, NC 27506 Phone: 910-814-5578	Yes	
16	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	
17	Elon University 100 Campus Dr Elon, NC 27244 Phone: 336-278-200	Yes	
18	North Carolina AT&T University 1601 E Market St Greensboro, NC 27411 Phone: 336-334-7500	Yes	
19	University of North Carolina- Charlotte 9201 University City Blvd Atkins Annex Charlotte, NC 28223 Email: career@charlotte.edu Phone: 704-687-0795	Yes	
20	Wake Forest University 1834 Wake Forest Rd Reynolda Hall, Room 230 Winston-Salem, NC 27109 Email: careers@wfu.edu Phone: 336-758-5902	Yes	
21	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	
22	Division of Employee Security Commission (NC Works) 301 N. Wilmington Street	Yes	

RS No.	RS Information [Source] [Contact Title] [Address/email] [Phone #]	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred
	Raleigh, NC 27601 Phone: 919-814-4600		
23	TVJobs.com-Broadcast Employment Services https://www.tvjobs.com/	No	
24	WTVD website, https://abc11.com/jobs/	No	
25	DirectEmployers Association Network	No	
26	AAJA-Asian American Journalists Association Annual Convention	No	1
27	NABJ-National Association of Black Journalists Annual Conference	No	
28	NAHJ-National Association of Hispanic Journalists Annual Conference and Expo	No	
29	IRE- (Investigative Reporters and Editors) Investigative Journalists Annual Conference	No	
Total Interviewees:			26

During the period covered by this report, ABC 11/WTVD had a total of 5 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 [RS numbers]	# of Interviewees Per RS [RS number] – [interviewees]	RS that Referred the hiree [RS number]
1	Assignment Editor	6/15/25	1-26	1-3, 2-2, 3-1	3
2	News Producer	2/24/25	1-26	2-3, 4-1	2
3	Executive Producer	10/17/24	1-26	2-1, 3-2, 5-2, 26-1	3
4	Weekend Evening Meteorologist	3/10/25	1-26	2-3	2
5	Morning Anchor/Reporter	6/1/25	1-26	2-1, 3-6	3

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>WTVD 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 Black Journalists Convention is a premier multi-day conference for journalism education, career development, networking, and innovation. It also hosts a career fair which aims to draw hundreds of recruiters from top media companies, businesses, and journalism schools from across the country and around the world. From July 31-August 4, 2024, 7 employees attended and participated in the career fair, panel discussion, and lead a breakout session and networking events on behalf of the station, which included WTVD's VP of News, a WTVD Executive Producer, 4 Anchors and a WTVD Production Assistant. 2. WTVD participated in the career fair and networking events at the Investigative Journalism Conference which was held June 19, 2025 – June 22, 2025. In attendance were 2 recruiters and a WTVD Assistant News Director on behalf of the station.
5. Establishing an internship program designed to assist members of the community in acquiring skills needed for broadcast employment	<p>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 college credit. Three (3) college students are selected annually for a paid 6-8 -month internship. The interns work a maximum of 240 hours, and their duties include researching stories, assisting with promotional shoots, supporting community initiatives, assisting with the production of newscasts, as well as field producing, and script preparation.</p>
8. Establishing training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	<p>“Producer Bootcamp” On Saturday, May 3rd, the Executive Producers led 2-hour long, customized sessions tailored to the producers which</p>

Type of Initiative (Menu Option)	Brief Description of Activity (including dates and titles of personnel involved)
	focused on script writing, teases, and breaking news execution. The specific training sessions build on the producers' growth and development to become power producers at ABC11 and across OTV. The goal is to prepare the next generation of producers for promotions in a multi-platform newsroom.
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 "Preventing Discrimination & Harassment" training course which is designed to train employees on methods of ensuring equal employment opportunity and preventing discrimination.