

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, 2021 through July 31, 2022, 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 support from Disney HR and a WTVD Belong member, with final approval from 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, 2021 – July 31, 2022)

We have filled 12 positions from August 1, 2021 through July 31, 2022. The details regarding these 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 Disney 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 also allowing the students to gain college credit. WTVD News managers and Disney HR representatives work in unison to interview and select two college students per year, for a paid 6 month internship. Due to COVID, two of the sessions were 100 percent remote and the other was set up as a hybrid. The interns work a maximum of 240 hours and their duties include researching stories, assisting with promotional shoots and the production of newscasts, as well as field producing, and script preparation.

Interns

Name	Last Name	School	Term	
Esther	Valle	North Carolina Central Univ. (HBCU)	6/6/22 - 1/6/23	Hybrid
Jianna	Cousin	Clark Atlanta University (HBCU)	1/10/22 - 5/13/22	Remote
Isabella	Caracta	Duke University	9/27/21 - 5/6/22	Remote

WTVD had established an ongoing partnership with the Historically Black Colleges and Universities (HBCUs) in our viewing area, as well as other universities. On August 22, 2021, anchor/reporter Anthony Wilson held a virtual class with African American students who are members of NABJ to share his career path and discuss opportunities in the industry. Also, on December 11, 2021, reporter Tamara Scott participated in a virtual panel discussion for students, sponsored by the NABJ – RDU chapter and Elon University’s NC Local News Workshop, to discuss reporting with accuracy and inclusivity.

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-RDU 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. Due to COVID 19, the National Association of Black Journalists conference was held virtually, August 3 – 6, 2021. ABC11 News Director Bervette Carree, participated in the virtual job fair sessions and a panel discussion.

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 37 times between August 1st, 2021 and July 31, 2022.