

WABC-TV  
Annual EEO Report  
February 1, 2024

This Annual EEO Report is filed on behalf of WABC-TV, New York, New York, in compliance with the FCC's EEO reporting requirements. WABC-TV, which is licensed to WABC Television, LLC, serves a potential viewership of 20.3 million people living in the greater New York City region, New Jersey, and Connecticut. This report includes information from February 1, 2023 to January 31, 2024, and it will be placed in the station's public file, and on the station's website as of February 1, 2024.

WABC-TV is an equal opportunity employer and is committed to a policy that advances opportunities for all qualified individuals. 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.

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

### **Job Vacancy Posting Practices**

As a general practice, in addition to internal dissemination, full-time job vacancies are posted on WABC-TV's public website at [www.abc7ny.com/jobs](http://www.abc7ny.com/jobs) and on the public website of The Walt Disney Company at [www.jobs.disneycareers.com](http://www.jobs.disneycareers.com). The Walt Disney Company, through wholly owned subsidiaries, is the parent company of WABC Television, LLC, WABC-TV's licensee.

In addition, the station typically posts notices of full-time job vacancies on a variety of trade and community websites (see Attachment A) and usually sends them to various organizations on its mailing list. That organization list is attached as Attachment B. The mailing list is updated through monthly on-air advertisements and a posting at [www.abc7NY.com/jobs](http://www.abc7NY.com/jobs) inviting organizations that provide job information or referrals to contact us and place their names on our mailing list to receive notification of job vacancies.

In addition, the Disney-ABC Television Group Human Resources department has contracted with The Direct Employers Association to distribute notice of each full-time position to Direct Employers' network of hundreds of organizations that cater to students, alumni, veterans, minorities, disabled individuals, and individuals seeking employment information.

From February 1, 2023 to January 31, 2024, WABC-TV filled 13 full-time jobs. These job vacancies were publicly posted on [www.abc7NY.com/jobs](http://www.abc7NY.com/jobs) and on [www.jobs.disneycareers.com](http://www.jobs.disneycareers.com). Many were also posted or communicated in other ways, such as on websites listed in Attachment A, that varied according to the type of job. In addition, job vacancies were sent to all of the organizations in Attachment B. Those job vacancies were also sent to The Direct Employers Association for further distribution, as described above. See Attachment C for more recruitment details by position and candidate.

### **Record Keeping**

In compliance with EEO record keeping requirements, the station creates a file for each full-time position filled. Each of these files contains a summary sheet with the job title, the date recruitment started, the total number of applicants, what recruitment sources were used for each opening, the date the job was filled, and the source that referred the hired individual. Station procedure requires approval by the President and General Manager and the applicable Department Head prior to extending a job offer. EEO requirements and management responsibility toward EEO are discussed regularly at management meetings.

### **Supplemental Recruitment Activities**

In addition to the specific job recruitment efforts mentioned above, the station also engages in a variety of long-term initiatives designed to increase awareness of and develop qualifications for careers in broadcasting. During the reporting period, those included the following:

#### **1. Job Fairs**

##### **NABJ Conference and Career Fair**

NABJ (National Association of Black Journalists) is an organization of journalists, students and media-related professionals that provide quality programs, services, and advocates on behalf of black journalists worldwide. NABJ holds an annual convention and career fair each summer with sessions and workshops for professional development. This year's event was held from August 2-6, 2023 in Birmingham, AL. Senior Recruiter Roberto Mucciacciaro represented WABC-TV.

##### **NAHJ Conference and Career Fair**

NAHJ (National Association of Hispanic Journalists) is an organization dedicated to the recognition and professional advancement of Hispanics in the news industry. It also holds an annual convention and career fair. NAHJ holds an annual convention and career fair each summer with sessions and workshops for professional development. This year's event was held from July 12-15, 2023 in Miami, FL. WABC President & GM Marilu Galvez, Eyewitness News Anchor/Reporter Joe Torres and Eyewitness News Reporter CeFaan Kim attended the Storytellers Spotlight Summit. Producers, writers, reporters, and content creators participated in development workshops, which featured a series of panels, cutting-edge conversations, and training sessions.

##### **AAJA Conference and Career Fair**

AAJA (Asian American Journalists Association) is an organization of journalists, students and media-related professionals that provide quality programs, services, and advocates on behalf of Asian American journalists. AAJA holds an annual convention and career fair each summer with sessions and workshops for professional development. This year's event was held from July 19-23, 2023 in Washington DC. WABC President & GM Marilu Galvez and Eyewitness News Reporter CeFaan Kim participated in the Storytellers Spotlight Summit, sharing professional experiences, and valuable advice with the attendees.

##### **Military Veterans in Journalism**

Military Veterans in Journalism is a professional association that builds community for vets, supports their career growth, and advocates for diversifying newsrooms through hiring and promoting more vets. It also holds an annual convention and career fair with sessions and workshops for professional development. This year's event was held from October 5-7, 2023 in New York City. Reporter CeFaan Kim represented WABC-TV.

##### **The Association of LGBTQ+ Journalists**

The Association of LGBTQ+ Journalists (NLGJA) is an organization of journalists, media professionals, educators and students working from within the news industry to foster fair and accurate coverage of

LGBTQ issues. This year, they hosted a Convention and Career Fair from September 7-10, 2023 in Philadelphia, PA. Talent Acquisition Manager Nathan Small represented WABC-TV.

#### National Association of Broadcasters

The National Association of Broadcasters (NAB) Leadership Foundation is an organization dedicated to developing programs and opportunities designed to develop leaders, advance diversity and highlight the community service initiatives of the broadcast industry. This year, they hosted a Career Fair on October 26, 2023 in New York, NY. VP of Technology Pat Stahl represented WABC-TV.

Hofstra University – The Hofstra University Career and Internship Fair took place on October 25, 2023 in Hempstead, NY. VP of Community Engagement & Development Porsha Grant and VP of Technology Pat Stahl represented WABC-TV.

2. Internship Programs - WABC-TV sponsors an internship program aimed at third and fourth year college students who attend school in the tri-state area. The purpose of this program is to enrich and supplement the education of local college students in the field of television. Although the program is open to all, we place special emphasis on seeking out and identifying female and minority students who are majoring in broadcasting. During the reporting period, the station had a total of 19 interns. For a list of participating schools see Attachment D. Students can apply online with the assistance of Disney Campus Recruitment and get interviewed by various department managers. Students gain first-hand experience at a television station and can also receive college credit. These internships also help students develop relationships with industry professionals who may be of assistance to them in their future careers. They often assist in finding employment in similar markets.
3. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination

WABC-TV employees are required to complete the Walt Disney Company's "Preventing Discrimination & Harassment" and "Standards of Business Conduct" training courses every year. These courses cover discrimination prevention and the importance of offering equal employment opportunities to all employees. Additionally, The Walt Disney Company provides Town Halls and other offerings specifically related to and stressing the importance of diversity, equity and inclusion and the pillars that guide the company.

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

WABC-TV employees have access to a wide range of professional, leadership, and management training through the Walt Disney Company's D-Learn training program.

5. WABC-TV participates in job shadows, career days and events, speaking engagements in the Community throughout the year.

Event	Participants	Date
Cardozo High School	Eyewitness News Reporter CeFaan Kim attended Career Day	2/16/2023
Craig Newmark Graduate School of Journalism at CUNY	Eyewitness News Reporter Chante Lans spoke with journalism students. Students were interested in career paths, how to put together and find stories and how to handle breaking news.	2/16/2023

She's The Boss 2023	Eyewitness News Reporter Nina Pineda participated in a panel and discussed leadership, resilience and equity. The evening included a panel discussion, Q&A session, and time to engage with attendees.	3/8/2023
Making an Impact Breakfast for the Girl Scouts of Suffolk County	Eyewitness News Reporter Kristen Thorne was a panelist. The panel discussion addressed mental wellness and self-care, the importance of financial literacy, exposure to career preparatory programming, combating gender gaps in the STEM fields and more.	3/10/2023
The James Baldwin School: A School for Expeditionary Learning	Eyewitness News Reporter Chantee Lans spoke at the annual Shadow Day at her former high school	3/16/2023
Disney Dreamers Academy	Sade Baderinwa inspired teens while hosting two panels. Sessions helped the kids to develop skills in interviewing and networking so they have an edge as they enter the workplace.	3/24/2023
Trinity School	Eyewitness News Anchor Bill Ritter was a guest speaker	4/24/2023
Hispanas Organized for Political Equality (HOPE)	WABC-TV President and General Manager Marilu Galvez spoke at HOPE's Latina Career advancing training lunch	5/5/2023
Harvey Milk High School	Eyewitness News Entertainment Reporter Sandy Kenyon presented on careers in television	5/12/2023
Broadcast Awards for Senior High (BASH)	Eyewitness News Chief Meteorologist Lee Goldberg served as keynote speaker. In addition to awards, the event is also a learning conference for Long Island students, teachers and administrators involved in journalism programs. Eyewitness News' Long Island reporter Chanteé Lans served as a judge.	5/15/2023
FMC Summer Boot Camp 2023	Eyewitness News Reporter Chanteé Lans was a boot camp trainer, where the focus was on improving media relations skills for business and nonprofit organizations	7/13/2023
Summer High School Journalism Institute at Hofstra University	Eyewitness News Reporter Chanteé Lans participated	7/21/2023
Grace Outreach Annual Breakfast	WABC-TV reporter Lauren Glassberg was the emcee	10/5/2023
Medgar Evers College	WABC-TV President and General Manager Marilu Galvez was the keynote speaker for their Hispanic Heritage Month celebration. WABC-TV reporter Sonia Rincon also participated in a panel discussion at this event.	10/6/2023
PS 63Q	Eyewitness News reporter Chantee Lans was part of a speaking engagement with students in the Journalism class	12/21/2023

## 6. Tours

WABC-TV has resumed station tours, which had been paused due to the COVID-19 pandemic. Tour groups also participate in a panel discussion with early career professionals across the company.

Organization	Participants	Date
US Tennis Association	Students went on a station tour and participated in a panel discussion with early career professionals across the company.	9/6/2023
Big Brothers Big Sisters of Long Island	Eyewitness News investigative reporter Kristin Thorne hosted	11/10/2023

Hunter College	WABC digital director Bob Monek lead a tour of students	12/1/2023
Hofstra University	WABC director Brenda Laux hosted a group of students from Hofstra's advanced TV production class. WABC engineer Victoria Chong also spoke with the students about internships and jobs, while WABC anchor David Novarro spoke about on-air careers in broadcasting.	12/12/2023
Brownsville High School	Eyewitness News anchor Shirleen Allicot lead a station tour for students	12/13/2023
Young Women's Leadership School of Astoria	Senior Executive Producer Rhonda Lamon led the tour group, organized by Vice President of Community Development and Engagement, Porsha Grant	12/18/2023

The station will maintain a positive and continuing program of specific practices designed to ensure equal opportunity and non-discrimination in every aspect of station employment policy and practice. In addition, the station will regularly assess and improve its recruitment and promotion methods and sources by analyzing their effectiveness and making changes as appropriate.

[www.abc7NY.com/jobs](http://www.abc7NY.com/jobs) - WABC-TV's website

[www.jobs.disneycareers.com](http://www.jobs.disneycareers.com)

[www.indeed.com](http://www.indeed.com)

[www.linkedin.com](http://www.linkedin.com)

[www.nahj.org](http://www.nahj.org)

[www.nabj.org](http://www.nabj.org)

[www.aaja.org](http://www.aaja.org)

[www.journalismnext.com](http://www.journalismnext.com)

## Attachment B

Organizations that receive  
WABC-TV job listings

2/1/2024

Organization Name	Address	Telephone Number	Fax Number	E-mail address	Contact Name	Has this source requested notices?
1 Brand New Day	176 Front Street, Elizabeth, NJ 07206	(908) 282-0781	(908) 282-0788	<a href="mailto:nadeigelp@gmail.com">nadeigelp@gmail.com</a>	Nadeige B. Louis-Pierre, Exec Asst / Office Mgr	Yes
2 Ceceilyn Miller Institute	P.O. Box 1449, Clifton, NJ 07015	(973) 980-7977		<a href="mailto:leydag2011@gmail.com">leydag2011@gmail.com</a>	Leyda Gonzalez, Admin Asst	Yes
3 Gay Men's Health Crisis	307 W 38th St, New York, NY 10018	(212) 367-1349		<a href="mailto:berkisd@gmhc.org">berkisd@gmhc.org</a>	Berkis DeLeon	Yes
4 Haitian Women for Haitian Refugees	208 Parkside Avenue, 2nd Floor, Brooklyn, NY 11226	(718) 462-0791		<a href="mailto:haitianwomen@aol.com">haitianwomen@aol.com</a>		Yes
5 Job connections				nhlcritic@yahoo.com	John Sanful, Job Connections	Yes
6 Lincoln Square Neighborhood Center	250 West 65th Street, New York, NY 10023	(212) 874-0860	(212) 799-6574	<a href="mailto:anndrewvacca@gmail.com">anndrewvacca@gmail.com</a>	Anndrew Vacca, Admin Coordinator	Yes
7 Manhattanville College	2900 Purchase Street, Purchase, NY 10577	(914) 323-5484	(914) 694-2946	<a href="mailto:careers@mville.edu">careers@mville.edu</a>	Laura Montoya-Uribe, Asst. Director, Employer Relations	Yes
8 Midtown Urban Renaissance Corporation	57 S. Main Street, Neptune, NJ 07753	(732) 775-1280	(732) 775-1110	<a href="mailto:daharris17@optonline.net">daharris17@optonline.net</a>	Dianna Howard, MURC President	Yes
9 New York State Broadcasters Association	1805 Western Avenue, Albany, NY 12203	(518) 456-8888	(518) 456-8943	<a href="mailto:telmendorf@nysbroadcasters.org">telmendorf@nysbroadcasters.org</a>	Trevor Elmendorf	Yes
10 Occupational Center of Union County	301 Cox Street, Roselle, NJ 07203	(908) 241-7200	(908) 241-2025	<a href="mailto:lboyko@ocucnj.com">lboyko@ocucnj.com</a>	Lynn Boyko, Employment Services Coordinator	Yes
11 Southeast Bronx Neighborhood Centers, Inc.	955 Tinton Ave, Bronx, NY 10456	(917) 557-1885		<a href="mailto:Cthompson@sebnc.org">Cthompson@sebnc.org</a>	Clyde Thompson	Yes
12 Claremont Community Center	489 East 169th St, Bronx, NY 10456	(718) 450-5828		<a href="mailto:Cthompson@claremontcenter.org">Cthompson@claremontcenter.org</a>	Clyde Thompson	Yes

**WABC-TV Full-Time Job Vacancies Filled  
February 1, 2023 - January 31, 2024**

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed	Hired / Not Hired	Date Hired	Referral Source
10/31/2022	Creative Services Multimedia Marketing Producer	News	12/15/22	Joshua Hartmann	Hired	2/12/2023	Internal Department Knowledge (current WABC-TV employee)
			12/13/22	Kacia Huynh	Hired	2/12/2023	Former WABC-TV Intern
			12/12/22	*	NH		Former WABC-TV Employee
			12/16/22	*	NH		Former WABC-TV Intern
			12/12/22	*	NH		<a href="http://www.indeed.com">www.indeed.com</a>
			12/08/22	*	NH		<a href="http://www.linkedin.com">www.linkedin.com</a>
			12/06/22	*	NH		<a href="http://www.indeed.com">www.indeed.com</a>
			12/05/22	*	NH		<a href="http://www.linkedin.com">www.linkedin.com</a>
			12/08/22	*	NH		Internal Department Knowledge (current WABC-TV employee)
			11/21/22	*	NH		Internal Department Knowledge (current WABC-TV employee)
8/29/2022	Newscast Producer	News	02/22/23	Malcolm Johnson	Hired	5/1/2023	<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			02/17/23	*	NH		Referred by WABC-TV employee
			02/09/23	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			02/02/23	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			10/14/22	*	NH		Internal Department Knowledge (current ABC Network employee)
			09/27/22	*	NH		<a href="http://www.indeed.com">www.indeed.com</a>
			09/27/22	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			09/28/22	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			09/15/22	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			10/20/22	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			09/28/22	*	NH		<a href="http://www.linkedin.com">www.linkedin.com</a>
			02/01/23	*	NH		Former WABC-TV employee
3/20/2023	EFP Photographer/Editor	News	04/27/23	Stephen Cioffi	Hired	5/21/2023	Internal Department Knowledge (current WABC-TV employee)
			04/26/23	*	NH		Internal Department Knowledge (current WABC-TV employee)
			04/26/23	*	NH		Internal Department Knowledge (current WABC-TV employee)
			04/27/23	*	NH		Internal Department Knowledge (current WLS-TV employee)
			05/01/23	*	NH		<a href="http://www.indeed.com">www.indeed.com</a>
			04/25/23	*	NH		<a href="http://www.linkedin.com">www.linkedin.com</a>
			04/24/23	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			04/27/23	*	NH		Former WABC-TV Intern
6/28/2023	Supervisor - Field Operations	News	07/03/23	John Florance	Hired	8/13/2023	Internal Department Knowledge (current WABC-TV employee)
			07/05/23	*	NH		Referred by WABC-TV employee
			07/05/23	*	NH		Internal Department Knowledge (current WABC-TV employee)
			07/05/23	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
5/31/2023	Executive Producer - Special Projects	News	06/20/23	Cheryl Meaney	Hired	7/16/2023	Internal Department Knowledge (current WABC-TV employee)
			06/15/23	*	NH		Internal Department Knowledge (current WABC-TV employee)
			06/19/23	*	NH		Internal Department Knowledge (current WABC-TV employee)
			06/15/23	*	NH		Internal Department Knowledge (current WABC-TV employee)
			06/21/23	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			06/22/23	*	NH		Internal Department Knowledge (current WABC-TV employee)
			06/23/23	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			06/21/23	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
6/28/2023	Weekend Photographer/Video Journalist	News	08/01/23	Madelyn Ury	Hired	9/25/2023	Recruiter sourced
			07/31/23	*	NH		Former WABC-TV employee
			08/02/23	*	NH		Internal Department Knowledge (current WABC-TV employee)
			07/31/23	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			08/02/23	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>

\* Identity of interviewed applicants who were not hired has been kept confidential



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Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed	Hired / Not Hired	Date Hired	Referral Source
7/5/2023	Supervisor - News Operations	News	08/29/23	Pauline Chiou	Hired	12/11/2023	Referred by WABC-TV employee
			08/29/23	*	NH		<a href="http://www.nabionline.org">www.nabionline.org</a>
			08/29/23	*	NH		Internal Department Knowledge (current WABC-TV employee)
			08/28/23	*	NH		Internal Department Knowledge (current WABC-TV employee)
			08/29/23	*	NH		Internal Department Knowledge (current WABC-TV employee)
			09/05/23	*	NH		Internal Department Knowledge (current WABC-TV employee)
			08/30/23	*	NH		Former WABC-TV employee
			08/14/23	*	NH		<a href="http://www.linkedin.com">www.linkedin.com</a>
3/10/2023	Sports Producer	News	09/05/23	Andrew Wichman	Hired	11/5/2023	Internal Department Knowledge (current WABC-TV employee)
			09/07/23	*	NH		Internal Department Knowledge (current WABC-TV employee)
			09/06/23	*	NH		<a href="http://www.indeed.com">www.indeed.com</a>
			06/26/23	*	NH		Internal Department Knowledge (current KTRK-TV employee)
			05/30/23	*	NH		Internal Department Knowledge (current ESPN employee)
7/8/2023	Newscast Producer	News	08/23/23	Alex Bacon	Hired	10/29/2023	Internal Department Knowledge (current WABC-TV employee)
			08/15/23	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			08/16/23	*	NH		<a href="http://www.linkedin.com">www.linkedin.com</a>
			08/17/23	*	NH		<a href="http://www.linkedin.com">www.linkedin.com</a>
			08/21/23	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			08/18/23	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			08/17/23	*	NH		Recruiter Sourced
9/19/2023	Craft ENG - Photographer/Editor	News	11/06/23	Brett Cohen	Hired	11/26/2023	Internal Department Knowledge (current WABC-TV employee)
			11/06/23	*	NH		Internal Department Knowledge (current WABC-TV employee)
			11/07/23	*	NH		Internal Department Knowledge (current WABC-TV employee)
			10/30/23	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			11/07/23	*	NH		Recruiter sourced
			10/31/23	*	NH		<a href="http://www.indeed.com">www.indeed.com</a>
			10/31/23	*	NH		<a href="http://www.indeed.com">www.indeed.com</a>
			11/13/23	*	NH		<a href="http://www.indeed.com">www.indeed.com</a>
9/27/2023	Weekend Photographer/Editor	News	11/16/23	Steven Cappel	Hired	12/17/2023	Internal Department Knowledge (current WABC-TV employee)
			11/16/23	*	NH		Internal Department Knowledge (current WABC-TV employee)
			11/13/23	*	NH		Recruiter sourced
			11/15/23	*	NH		Recruiter sourced
			11/15/23	*	NH		Internal Department Knowledge (current WABC-TV employee)
12/13/2023	Weekend Anchor/Reporter	News	01/12/24	Pedro Rivera	Hired	1/29/2024	Former WABC-TV intern
			12/16/23	*	NH		<a href="http://www.linkedin.com">www.linkedin.com</a>
			12/19/23	*	NH		Internal Department Knowledge (current WABC-TV employee)
11/11/2022	VP, Operations & Business Planning	Finance	01/25/23	Lisa Hakim	Hired	4/3/2023	Referred by WABC-TV employee
			01/24/23	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			12/19/22	*	NH		Internal Department Knowledge (current WPVI-TV employee)
			11/22/22	*	NH		Internal Department Knowledge (current KTRK-TV employee)
			11/30/22	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			12/13/22	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			01/18/23	*	NH		Referred by WABC-TV employee

\* Identity of interviewed applicants who were not hired has been kept confidential

Brooklyn College

Carnegie Mellon University

Columbia University

CUNY Hunter College

Emerson College

Hofstra University

Hunter College

Ithaca College

James Madison University

Marist College

Montclair State University

Penn State University

Sacred Heart University

State University of New York at New Paltz

West Chester University