

WABC-TV  
Annual EEO Report  
February 1, 2022

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 American Broadcasting Companies, Inc., 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, 2021 to January 31, 2022, and it will be placed in the station's public file, and on the station's website as of February 1, 2022.

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 American Broadcasting Companies, Inc., 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 full-time positions 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, 2021 to January 31, 2022, WABC-TV filled 21 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 virtual event was held from August 18-21, 2021. VP of Community Engagement and Development Marilu Galvez 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 virtual event was held from July 12-17, 2021. VP of Community Engagement and Development Marilu Galvez and Eyewitness News Anchor David Novarro participated in the first OTV Storytellers Summit in partnership with ABC News. VP of News, Rehan Aslam, Eyewitness News Anchor Joe Torres and Associate Producer Community Engagement and Development Chanila German represented WABC-TV in the career fair.

#### **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 virtual event was held in from August 24-28, 2021. VP of Community Engagement and Development Marilu Galvez represented WABC-TV

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 Virtual Convention and Career Fair from September 9-12, 2021. VP of Community Engagement and Development Marilu Galvez represented WABC-TV.



Rutgers University – The Spring SC&I Virtual Career Fair for undergraduate and graduate students at the School of Communication & Information was held on February 12, 2021. Associate Producer Community Engagement and Development Chanila German and EP-Digital Innovation, Content & Strategy Rolando Pujol represented WABC-TV.

St. John's University – The Virtual Career Fair took place on April 15, 2021. Assignment Editor Omar Rodriguez and Associate Producer Community Engagement and Development Chanila German represented WABC-TV.

Hiring Our Heroes Career Fair Town Hall – WABC-TV (with ABC Owned TV Stations) partnered with Hiring Our Heroes and Disney Veterans Institute for a virtual career fair Town Hall which was streamed across all 8 OTV Stations on August 19, 2021.

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 28 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. Intern Speaker Series - In the Spring of 2021, WABC Web EP & OTV Digital Project Manager, Bob Monek and KABC Local Brand Solutions Manager Lilian Pena developed an Intern Speaker Series to give interns an opportunity to network and learn from leaders across the ABC Owned TV Stations and The Walt Disney Company – the following employees spoke about their careers and work at ABC/Disney:

3/01/21	Fabi Diaz – Media Planner, Disney XD
3/15/21	Disney Streaming Leaders
3/22/21	Michael Koenigs – Director and EP, Localish
4/19/21	Maxine Crooks – VP, Talent Development
4/26/21	Tatiana Quaife – Director Marketing Strategy, Disneyland

4. Emma Bowen Foundation for Minority Interests in Media Scholarship Program – WABC-TV is one of many communication companies that participated in this program which was developed to enhance the presence of minorities in the media by giving minority youth work experience during high school and college that will qualify them for jobs in the media. At the end of their third or fourth year of high school, students identified and chosen by the program on the basis of academics, recommendations, interviews and commitment to the program, enter the employment of WABC-TV. The student will have summer employment and possibly employment while school is in session, in addition to help with college expenses for the remainder of the student's college years. WABC-TV is responsible for exposing the student to a broad range of education, training and experience needed to qualify the student and help them advance to management and executive level positions in the future. WABC-TV employed one student from Montclair State University at the beginning of the reporting period.



5. Mentoring Programs - This is a one-on-one mentoring program with LaGuardia High School in New York City dedicated to reducing school drop-out rates among inner city girls and helping them to attain their goal of attending college. The program runs October through June and the mentors spend 6-8 hours a month with their mentee, and contact their mentees via phone or email at least once a week. Candy Martinez, Associate Director/Stage Manager, participates in the program and is the Coordinator for the ABC/Disney/ESPN Mentoring Program. Due to the COVID-19 pandemic, this program was conducted virtually during the period of this report.

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

These were limited in the period covered by this report due to the COVID-19 pandemic.

Event	Participants	Date
Montclair State University Virtual Visit	Associate Producer Community Engagement and Development Chanila German (with Disney Campus Recruitment) spoke about internships and careers at WABC/Disney	2/17/2021
Fort Hamilton HS, Bklyn NY Career Talk	Community Journalist Alexandra Ciccarone participated	2/26/2021
University of Alabama	Reporter Candace McCowan participated in a virtual speaking engagement	3/3/2021
City Tutors - Panel for CUNY Students	VP of Community Engagement and Development Marilu Galvez and Executive Director of Technology Pat Stahl were panelists on this volunteer tutoring and mentoring hub	3/4/2021
Carrie Palmer Weber Middle School, Washington NY	Reporter Stacey Sager participated in a speaking engagement	3/4/2021
North Jersey Chamber's International Women's Day Summit	News Anchor/Reporter Michelle Charlesworth was the key speaker	3/7/2021
OTV Town Hall - Our America: Women Forward in the Workplace	News Anchor / Reporter Sandra Bookman hosted the town hall featuring panelists from around the Nation	3/16/2021
Marymount Manhattan Virtual Career Day	WABC Web EP & OTV Digital Project Manager, Bob Monek attended	4/13/2021
Hofstra University Virtual Career Day	Reporter Kristin Thorne attended	4/20/2021
Montclair State University Virtual Visit	VP of Community Engagement and Development Marilu Galvez and Associate Producer Community Engagement and Development Chanila German spoke with Students	4/29/2021
Russell Sage JHS 190 Queens, NY Career Fair Day	Meteorologist Jeff Smith participated	5/14/2021
Leadership Enterprise for a Diverse America	News Anchor Sade Baderinwa hosted the LEDA Scholars Panel	5/26/2021
Women in Media	Reporter Darla Miles hosted a panel focused on promoting gender balance in film and entertainment industries through networking, professional development, and advocacy	6/10/2021
Ithaca College	News Anchor Bill Ritter and Reporter Naveen Dhaliwal participated in a panel teaching the next generation of storytellers	10/6/2021

### Tours

WABC-TV usually hosts tours of the Station throughout the year. However, all Station tours are cancelled until further notice due to the COVID-19 pandemic.

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.tvjobs.com](http://www.tvjobs.com)

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



## Attachment B

Organizations that receive  
WABC-TV job listings

2/1/2022

Organization Name	Address	Telephone Number	Fax Number	E-mail address	Contact Name
1 Brauner Foundation	250 South End Avenue, 15B, New York, NY 10280	(212) 945-2749		<a href="mailto:Braunerh@nyc.rr.com">Braunerh@nyc.rr.com</a>	Betty Elam
2 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
3 Cecelynn 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
4 Centre College	600 W. Walnut St., Danville, KY 40422	(859) 238-8792		<a href="mailto:mindy.wilson@centre.edu">mindy.wilson@centre.edu</a>	Mindy Wilson
5 Connecticut School of Broadcasting	611 Route 46, Suite 102, Hasbrouck Heights, NJ 07604	(201) 288-7900	(201) 288-7901	<a href="mailto:efierstein@gocsb.com">efierstein@gocsb.com</a>	Erica Fierstein
6 Gay Men's Health Crisis		(212) 367-1349		<a href="mailto:berkisd@gmhc.org">berkisd@gmhc.org</a>	Berkis DeLeon
7 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>	
8 Job connections				<a href="mailto:nhlcrific@yahoo.com">nhlcrific@yahoo.com</a>	John Sanful, Job Connections Andrew Vacca, Admin Coordinator
9 Lincoln Square Neighborhood Center	250 West 65th Street, New York, NY 10023	(212) 874-0860	(212) 799-6574	<a href="mailto:andrewvacca@gmail.com">andrewvacca@gmail.com</a>	
10 Manhattanville College Midtown Urban Renaissance	2900 Purchase Street, Purchase, NY 10577	(914) 323-5484	(914) 694-2946	<a href="mailto:careers@mville.edu">careers@mville.edu</a>	Laura Montoya-Urbe, Asst. Director, Employer Relations Dianna Howard, MURC President
11 Corporation	57 S. Main Street, Neptune, NJ 07753	(732) 775-1280	(732) 775-1110	<a href="mailto:daharris17@optonline.net">daharris17@optonline.net</a>	
New York State Broadcasters 12 Association	1805 Western Avenue, Albany, NY 12203	(518) 456-8888	(518) 456-8943	<a href="mailto:cjung@nysbroadcasters.org">cjung@nysbroadcasters.org</a>	Carolyn Jung
13 Occupational Center of Union County	301 Cox Street, Roselle, NJ 07203	(908) 241-7200	(908) 241-2025	<a href="mailto:lboyko@ocuuci.com">lboyko@ocuuci.com</a>	Lynn Boyko, Employment Services Coordinator
Project Ready - St Joseph Social Service 14 Center	118 Division Street, Elizabeth, NJ 07201	(908) 353-1045		<a href="mailto:projectreadyprog@yahoo.com">projectreadyprog@yahoo.com</a>	Jim McGurty
15 Services for the Underserved	305 Seventh Avenue, 10th Floor, New York, NY	(212) 633-6900		<a href="mailto:gmonpleaise@sus.org">gmonpleaise@sus.org</a>	Geran Monpleaise
Southeast Bronx Neighborhood Centers, 16 Inc.		(917) 557-1885		<a href="mailto:Cthompson@sebncc.org">Cthompson@sebncc.org</a>	Clyde Thompson
17 SUNY-Dehli	20 Sanford Hall, Dehli, NY 13753			<a href="mailto:ismith@gmail.com">ismith@gmail.com</a>	Lynne Smith, Asst. Professor
18 Aquarius Media Corporation	P.O. Box 590, Englewood, NJ 07631				Harry Sloan
19 Catholic Charities Brooklyn & Queens Family Center	191 Joralemon Street, Brooklyn, NY 11201	(718) 722-6001	(718) 722-6045		Pamela Warren
20 East Harlem Council for Community Improvement, Inc.	413 120th Street, New York, NY 10035	(212) 410-7707 ext. 205			Mr. John B. Russell
21 Highbridge Unity Center	1465 Nelson Avenue, Suite B, Bronx, NY 10452	(718) 590-1760	(718) 590-0772		Liliam Rosa
22 Mid-Brooklyn Civic Association	2720 Foster Avenue, Suite B4, Brooklyn, NY 11210	(212) 743-6063			James Connolly

**WABC-TV Full-Time Job Vacancies Filled  
February 1, 2021 - January 31, 2022**

2/1/22

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed	Hired / Not Hired	Date Hired	Referral Source
6/1/2020	Weekend News Anchor	News	08/05/20	Michael Marusz (Marza)	Hired	2/3/2021	Internal Department Knowledge (current WABC-TV employee)
			06/08/20	*	NH		www.disneycareers.com; Industry WOM (Prior WABC-TV employee)
			06/23/20	*	NH		Internal Department Knowledge (current WABC-TV employee)
			08/05/20	*	NH		Internal Department Knowledge (current WABC-TV employee)
			08/05/20	*	NH		Internal Search / hire broadcasting
			07/01/20	*	NH		Internal Department Knowledge (current WABC employee)
			06/26/20	*	NH		Internal Department Knowledge (current WABC employee)
			08/04/20	*	NH		Internal Company Knowledge (current WTVD-TV employee)
1/14/2021	Assistant Director of Engineering	Technology (Engineering)	08/06/20	*	NH		Internal Company Knowledge (current KABC-TV employee)
			08/07/20	*	NH		Internal Company Knowledge (current KTRK-TV employee)
			02/04/21	Glenn Robinson	Hired	3/8/2021	Internal Department Knowledge (current WABC-TV employee)
			1/26/21	*	NH		www.disneycareers.com
			02/02/21	*	NH		www.disneycareers.com
			02/01/21	*	NH		Internal Department Knowledge (current WABC employee)
			02/08/21	*	NH		Internal Department Knowledge (current WABC employee)
			02/09/21	*	NH		www.disneycareers.com
1/22/2021	Executive Producer, Programming	Public Affairs	02/05/21	Melissa Gard	Hired	3/15/2021	Internal Department Knowledge (current WABC-TV employee)
			02/08/21	*	NH		Internal Station Knowledge (current WABC-TV employee)
			02/08/21	*	NH		www.disneycareers.com
			02/19/21	*	NH		www.disneycareers.com
			02/11/21	*	NH		Internal Station Knowledge (current WABC-TV employee)
			02/23/21	*	NH		www.disneycareers.com; current FL Producer ABC News
			02/19/21	*	NH		www.disneycareers.com
3/12/2021	Assistant Technology Manager	Technology (Engineering)	03/15/21	Victoria Chong	Hired	4/4/2021	Internal Department Knowledge (current WABC-TV employee)
			*	*	NH		www.tvjobs.com
			*	*	NH		www.linkedin.com
2/23/2021	VP, News Director	News	03/03/21	Rehan Aslam	Hired	5/3/2021	Internal Company Knowledge (current KTRK-TV employee)
			03/01/21	*	NH		Internal Company Knowledge (current WLS-TV employee)
			03/12/21	*	NH		Internal Company Knowledge (current WPVI-TV employee)
			03/30/21	*	NH		Internal Department Knowledge (current WABC-TV employee)
			03/16/21	*	NH		www.disneycareers.com
			03/05/21	*	NH		Industry Referral; Agent Referral
2/26/2021	Executive Assistant	G&A	04/09/21	Denise Amormino	Hired	5/10/2021	Referred by ABC, Inc employee
			03/25/21	*	NH		www.indeed.com
			04/08/21	*	NH		Referred by TWDC employee

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



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3/16/2021	Weather Anchor / Meteorologist	News	04/02/21	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			03/17/21	*	NH		<a href="http://www.linkedin.com">www.linkedin.com</a>
			03/18/21	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			03/18/21	*	NH		<a href="http://www.linkedin.com">www.linkedin.com</a>
			03/22/21	*	NH		<a href="http://www.indeed.com">www.indeed.com</a>
6/4/2021	IT Specialist	Technology (Engineering)	03/30/21	Brittany Ball (Kirksey)	Hired	7/5/2021	Internal Company Knowledge (current WTVD-TV employee)
			04/13/21	*	NH		Referred by friend (non-employee)
			04/02/21	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			04/29/21	*	NH		Referred by Current employee of TWDC; former ABC News (GMA) employee
3/26/2021	News Producer	News	07/07/21	Carlos Garcia	Hired	8/16/2021	<a href="http://www.glassdoor.com">www.glassdoor.com</a>
			07/02/21	*	NH		<a href="http://www.linkedin.com">www.linkedin.com</a>
			07/06/21	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a> (via Google search)
			07/07/21	*	NH		<a href="http://www.indeed.com">www.indeed.com</a>
			07/09/21	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
12/21/20- 2/23/21; 5/11/21	Assistant News Director	News	07/20/21	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			04/06/21	Patrick McCarron	Hired	8/23/2021	<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			04/08/21	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			04/30/21	*	NH		Referral by WABC-TV employee
			04/27/21	*	NH		Internal Department Knowledge (Current WABC-TV FL employee)
			05/03/21	*	NH		<a href="http://www.linkedin.com">www.linkedin.com</a> (sourced by Company Talent Acquisition Team)
			04/30/21	*	NH		<a href="http://www.linkedin.com">www.linkedin.com</a> (sourced by Company Talent Acquisition Team)
			05/04/21	*	NH		Social Media
			04/07/21	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			01/28/21	Peter Kunz	Hired	9/12/2021	Internal Department Knowledge (current WABC-TV employee)
6/22/2021	Digital Content Producer	News	01/07/21	Kim Dillon	Hired	9/12/2021	Internal Department Knowledge (current WABC-TV employee)
			01/08/21	*	NH		Internal Department Knowledge (current WABC-TV employee)
			01/28/21	*	NH		Internal Company Knowledge (current KTRK-TV employee)
			01/28/21	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			06/29/21	*	NH		Referred by WABC-TV employee; former WABC-TV employee
			07/14/21	Ryan McGriff	Hired	9/13/2021	Internal Department Knowledge (current WABC-TV employee)
			08/09/21	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			07/12/21	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			08/04/21	*	NH		Internal Department Knowledge (current WABC-TV employee)
			08/05/21	*	NH		Internal Company Knowledge (current KTRK-TV employee)
4/19/2021	Executive Producer	News	08/03/21	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			07/26/21	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			08/09/21	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			08/06/21	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			08/12/21	*	NH		Internal Department Knowledge (current WABC-TV employee)
6/22/2021	Executive Producer	News	06/06/21	Marcos Chappell	Hired	9/27/2021	<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			06/06/21	*	NH		

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8/11/2021	IT Specialist	Technology (Engineering)	08/04/21	*	NH		Internal Department Knowledge (current WABC-TV employee)
			06/11/21	*	NH		Internal Department Knowledge (current WABC-TV employee)
			08/02/21	*	NH		Internal Department Knowledge (current WABC-TV employee)
			06/09/21	*	NH		Internal Department Knowledge (current WABC-TV employee)
			06/07/21	*	NH		Internal Department Knowledge (current WABC-TV employee)
			06/10/21	*	NH		Internal Department Knowledge (current WABC-TV employee)
			06/14/21	*	NH		www.linkedin.com (sourced by Company Talent Acquisition Team)
			08/27/21	William Regniault	Hired	11/15/2021	<a href="http://www.indeed.com">www.indeed.com</a>
			08/10/21	*	NH		<a href="http://www.linkedin.com">www.linkedin.com</a>
			08/17/21	*	NH		<a href="http://www.linkedin.com">www.linkedin.com</a>
			08/18/21	*	NH		<a href="http://www.linkedin.com">www.linkedin.com</a>
			08/18/21	*	NH		<a href="http://www.linkedin.com">www.linkedin.com</a>
			08/18/21	*	NH		<a href="http://www.linkedin.com">www.linkedin.com</a>
			08/19/21	*	NH		<a href="http://www.linkedin.com">www.linkedin.com</a>
			08/20/21	*	NH		<a href="http://www.indeed.com">www.indeed.com</a>
			08/23/21	*	NH		<a href="http://www.linkedin.com">www.linkedin.com</a>
			08/23/21	*	NH		<a href="http://www.linkedin.com">www.linkedin.com</a>
10/26/2021	Media Manager	News	08/23/21	*	NH		<a href="http://www.linkedin.com">www.linkedin.com</a>
			08/27/21	*	NH		<a href="http://www.indeed.com">www.indeed.com</a>
			09/07/21	*	NH		<a href="http://www.linkedin.com">www.linkedin.com</a> ; sourced by Company Talent Acquisition Team
			09/10/21	*	NH		<a href="http://www.indeed.com">www.indeed.com</a>
			09/13/21	*	NH		<a href="http://www.linkedin.com">www.linkedin.com</a> ; referred by WABC-TV employee
			09/15/02	*	NH		<a href="http://www.indeed.com">www.indeed.com</a> ; referred by former ABC/ESPN employee
			09/17/21	*	NH		<a href="http://www.linkedin.com">www.linkedin.com</a>
			09/17/21	*	NH		<a href="http://www.indeed.com">www.indeed.com</a>
			11/16/21	Brandon Cook	Hired	12/1/2021	Internal Department Knowledge (current WABC-TV employee)
			11/16/21	Sergio Soza	Hired	12/20/2021	Referred by WABC-TV employee
10/27/2021	Digital Content Producer	News	10/31/21	*	NH		Referred by WABC-TV employee
			10/27/21	*	NH		<a href="http://www.indeed.com">www.indeed.com</a>
			10/28/21	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a> ; referred by WABC-TV employee
			10/28/21	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			11/09/21	Katherine Lavacca	Hired	1/17/2022	Internal Department Knowledge (current WABC-TV temp employee)
			11/18/21	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a> ; former WABC-TV intern
			11/19/21	*	NH		NABJ
10/13/2021	News Producer	News	11/19/21	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a> via Internet search
			11/08/21	*	NH		Internal Department Knowledge (current WABC-TV PT employee)
			11/18/21	*	NH		Internal Department Knowledge (current WABC-TV PT employee)
			12/13/21	Meagan Todaro	Hired	1/10/2022	<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			11/16/21	Brenda Carden	Hired	1/31/2022	Referred by WABC-TV employee
			11/19/21	Robert (Matt) Jones	Hired	1/31/2022	<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			11/16/21	*	NH		Referred by WABC-TV employee
			12/14/21	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			11/05/21	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>
			12/15/21	*	NH		<a href="http://www.disneycareers.com">www.disneycareers.com</a>

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



**WABC-TV Full-Time Job Vacancies Filled  
February 1, 2021 - January 31, 2022**

2/1/22

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed	Hired / Not Hired	Date Hired	Referral Source
10/22/2021	Director	News	11/02/21	*	NH		Sourced by Company's Talent Acquisition Team; former ABC News employee
			11/22/21	*	NH		Internal Department Knowledge (current WABC-TV employee)
			11/22/21	*	NH		Internal Company Knowledge (current KTRK-TV employee)
			12/15/21	*	NH		Internal Department Knowledge (current WABC-TV FL employee)
			12/16/21	*	NH		Internal Department Knowledge (current WABC-TV FL employee)
			12/14/21	Andrew Raskin	Hired	1/31/2022	Internal Department Knowledge (current WABC-TV FL employee)
			11/18/21	*	NH		Referred by WABC-TV employee
			11/16/21	*	NH		www.linkedin.com; former employee ABC News Live
			11/16/21	*	NH		<a href="http://www.indeed.com">www.indeed.com</a>
			11/18/21	*	NH		<a href="http://www.indeed.com">www.indeed.com</a>
			11/17/21	*	NH		<a href="http://www.linkedin.com">www.linkedin.com</a>

Augustana University  
Cornell University  
Drexel University  
Duke University  
Hofstra University  
Mississippi State University  
New York City College of Technology  
New York University  
Pace University  
Rider University  
Rutgers University  
Seton Hall University  
SUNY - Buffalo  
Syracuse University  
Tulane University  
University of Pennsylvania  
University of Pittsburgh  
Wake Forest University