

2012



2012 NABJ Diversity Census

An examination of Television Newsroom
Management

By Bob Butler
National Association of Black Journalists



PREFACE

Five years ago, in the absence of any information, NABJ set out to research and report the true state of newsroom management diversity. The result was the ***Television Newsroom Management Diversity Census***. Many have now come to depend on this important document to determine the true health and viability of diversity within today's newsrooms. The report is not only for the public and those who work in the industry, but also corporations and employers who are charged with assessing the realities of these circumstances.

The 2012 Television Newsroom Management Diversity Census is comprised of two reports. The first report studies the diversity of news managers at 295 stations owned by different 19 companies. There are more than 700 such stations nationwide and it is our intent to eventually document every television newsroom in the country.

The second report examines the diversity of newsroom managers and executives at broadcast and cable news networks. Unlike the local station, which broadcast to their respective markets, the networks provide news to the entire country.

You may notice that ABC, CBS, Fox and NBC are mentioned in both reports. These networks own 51 stations that were included in the stations report. The information within the local station report is not included nor factored into the national news networks report.

The demographic data retrieved is inspired by Section 257 of the amended Communications Act of 1934, which requires the FCC to "identify and eliminate, through regulatory action, market entry barriers for entrepreneurs and other small businesses in the provision and ownership of telecommunications and information services." NABJ is the only source in the country that collects employment census data, which is a critical component in determining if those barriers exist.

Several news stations and networks cooperated extensively in providing this information and use this report as an important assessment tool within their corporate diversity initiatives.

These findings are relevant as they point directly the absence of diversity, which is indicative to how newsroom management makes critical decisions in regards to fair news coverage. A prime example of this lapse is Chicago television station WBBM's decision to edit a 4-year-old's reaction to recent gun violence in his community. The news broadcast showed the young boy stating that when he grows up he's "going to have me a gun," which suggested the child desired to enter a life of crime.

It was later revealed that that the child wanted to become a police officer, thus the reason for wanting the gun. However, the station left that part of the response out. After much backlash, the station admitted the error and ensured that "corrective steps" would be made.

NABJ would like to thank Bob Butler, Kathy Times, and their teammates for leading the charge and helping to compile, synthesize and assemble this research for the education of our industry and the public.

I would strongly encourage Congress to compel the FCC to collect the data, as originally mandated in Section 257.

In closing, I would ask station and network owners to consider this report as an invaluable tool to examine the status of diversity in your newsrooms.

Maurice Foster
Executive Director

2012 NABJ Diversity Census

An Examination of Television Newsroom Management

by Bob Butler

Edited and produced by Phillipa Mould

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NABJ Diversity Census 2012

An Examination of Television Newsroom Management

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NABJ Diversity Census 2012

An Examination of Television Newsroom Management

EXECUTIVE SUMMARY

Five years after the National Association of Black Journalists (NABJ) began examining the diversity of television newsroom managers, the picture remains bleak for journalists of color who want to make decisions about news coverage and hiring practices.

Newsrooms are encouraged to reflect the diversity of the communities they serve to ensure fair coverage. According to the 2010 United States Census, non-Whites comprise nearly 35% of the U.S. population but the study finds that people of color fill only 12% of the newsroom management positions at 295 stations owned by ABC, Allbritton, Belo, CBS, Cox, Fox, Gannett, Hearst, Journal, Lin Media, Media General, Meredith, NBC, Nexstar, Raycom, Sinclair, E.W. Scripps, Post-Newsweek and Tribune.

The company with the highest diversity percentage is NBC at 27%, followed by ABC (20%), Belo Corporation (19%) and Raycom Media (17%).

At the other end is Sinclair Broadcasting (3%). Media General and Journal Broadcasting are only slightly better at 5%.

NABJ understands that a lack of diversity in management does not mean a station's coverage and hiring will be unfair. However it believes the workforce, including managers, that reflects the marketplace gives a station the best chance to air accurate coverage of communities of color.

More than half (153) of the television stations in the report have no one of color in management, despite being located in cities with significant diversity such as New York, Los Angeles, Chicago, San Antonio, Atlanta and Little Rock.

In fact none of the four television stations in Little Rock, where 30% of the

population is non-White, has any diversity in management.

“Given the historical significance of Little Rock in the Civil Rights Movement, you’d think there would be more diversity on the air AND some in management but there’s not,” said one reporter in Little Rock who did not want to be identified because he was not authorized to speak to the media.

“Many people in town complain of biased or unfair news coverage but there’s no one of color in the (editorial) meetings who could make different decisions.”

Another 86 stations each have only one person of color in management. This includes stations located in other cities with large minority populations including Dallas, Houston and El Paso.

Out of a total of 1,647 managers, 1,447 (87.9%) are White, 115 (6.98%) are Black, 56 (3.40%) are Hispanic, 27 (1.64%) are Asian and 3 (.12%) are Native American.

One-thousand-twenty-nine (62%) are men, 618 (38%) are women.

In 2008 there was an average of five White managers and .7 (point-7) Black managers at 61 stations owned by ABC, CBS, Fox and NBC.

The average per station for both groups dropped in 2009 when 151 stations were examined – 4.35 for White managers and .4 for Black managers.

In 2012 the average number of White managers has nearly recovered to 4.9 but the figure for Blacks is down to .39 (point-39) per station.

"I commend those companies who are inching towards parity, however these companies must be held accountable for their lack of diversity and transparency to the public," said NABJ President Gregory Lee Jr.

“Many of these estates report upon the injustices or lack of diversity in other industries, yet are ignoring the ongoing problems in their own backyards. At some point these companies will feel the pain of their neglect as America becomes more diverse.”

The NABJ report counts those people with the title of general manager, news director, assistant news director, managing editor, assignment manager or executive producer. These are the people who set the news agenda and make personnel and coverage decisions.

In 2012, the position of web director/web manager was added to the criteria because that person oversees the production of news on the station website, which has

become a critical part of the station's overall news coverage.

After repeated attempts to get this data from the companies, NABJ began conducting its annual census to find out how many of its members worked in television newsroom management. The report is the only one of its kind that takes a detailed look behind the scenes at newsroom management.

The association believes true progress cannot be made unless the companies fully commit to developing talent who can then be promoted from within.

NABJ's leadership hopes to partner with any broadcast group or news outlet that seeks ways to make diversity a priority. It can assist in the recruitment of talented newsroom leaders.

The organization created "The Executive Suite," its own executive training program to prepare the next generation of resourceful and innovative newsroom managers and station leaders.

Raycom Media reached out to NABJ in 2011 for help in improving its overall newsroom diversity. Raycom executives and staff, including NABJ Region III Director and WBTV Charlotte reporter Dedrick Russell, initiated a conversation that resulted in Raycom becoming a convention sponsor and participating in the student training projects and The Executive Suite.

Since the convention Raycom has hired two NABJ members as assistant news directors.

"We are proud of our efforts to recruit and retain managers who reflect the diversity of their communities," said Raycom Media CEO Paul McTear.

"With the majority of our stations being in small to medium markets it can be a struggle to attract managers of color. But we believe our internal management training and leadership classes, actively promoting managers from within and a continuing partnership with NABJ will help in our efforts."

"This is what NABJ hopes all companies would do," said President Lee. We have the ability to help any company. All they need to do is ask."

DETAILS

This section gives a glimpse of each station, the number of diverse managers and the diversity percentage, in parentheses, of the respective metropolitan areas (markets).

NBC

NBC owns ten stations in 10 cities and employs 76 managers of which 20 (27%) are non-white. The percentage of NBC Television Station news managers of color does not match the diversity in nine of the 10 markets where NBC stations are located. However nine of the 10 stations have at least one manager of color on staff. The total diversity percentage is the best of all companies in the report.

ABC

ABC owns eight stations in eight cities. Twenty percent of its 70 managers, or 14, are people of color. There is no diversity among ABC's general managers but two Black news directors now run the newsrooms in New York and Fresno. The only ABC station with no diversity in management is Raleigh (36%). Three other stations in New York (51%), San Francisco (60%) and Fresno (67%) each have only one non-White manager.

BELO

Belo Corporation owns and operates 15 stations in 15 cities and employs 79 men and women, including 15 (19%) people of color. Belo stations in Boise (8%) and Norfolk (43%) exceed the diversity percentage of their respective markets. Despite having market diversity percentages of at least 39%, the stations in the Charlotte, Tucson, and Austin metro areas have no one of color in management.

Raycom Media

Raycom Media owns or provides services to 48 television stations in 36 markets in 18 states across the country. Thirty-four of the stations air newscasts and Raycom employs news staffs at 32 stations. Thirty-one (17%) of the company's 179 television newsroom managers are people of color. Twenty of the company's 32 stations have at least one person of color in station or news management.

COX

Cox Communications owns ten stations. Nine (15%) of its 59 managers are non-

White. All of the general managers and news directors are White. A male executive producer in Charlotte is Native American, one of only three Native American news managers in the report. Four Cox stations have no diversity on their management staffs: Seattle (32%), Pittsburgh (12%), Johnstown (6%) and Steubenville (6%).

FOX

Fox currently owns 18 stations with news departments in 16 cities. There are 16 non-Whites (14%) among the 118 people on its news management staff. There is no diversity in news management at 6 stations: Chicago (45%), Boston (25%), Atlanta (49%), Detroit (32%), Phoenix (41%) and Minneapolis (21%).

POST NEWSWEEK

Post-Newsweek owns and operates six television stations in six markets. Of its 46 managers, six (14.6%) are non-White. The station in Houston (60%) only has two managers of color but comes the closest of any Post-Newsweek station to matching the diversity of its market. Detroit has the lowest diversity percentage of all the Post-Newsweek markets – 32% -- but it has only one person of color in management.

NEXSTAR

Nexstar has 27 stations in 26 cities. There are 107 men and women employed as managers, but that group includes only 14 (13%) people of color. Fifteen Nexstar stations have no managers of color in cities with significant diversity including Little Rock (30%), Lubbock (43%), Dothan (28%), Abilene (30%) and Champaign (24%).

GANNETT

Gannett operates 21 stations in 18 cities. There are 113 managers at these stations, of which 14 (12%) are people of color. Thirteen stations located in cities with significant populations of color such as Macon (48%), Phoenix (41%), Denver (34%) and St. Louis (24%) have no diversity in management. The only station that exceeds the diversity percentage of its respective metropolitan area is WZZM in Grand Rapids, MI (20%).

ALLBRITTON

Allbritton Communications owns and operates seven stations in seven cities. Only four (11%) of the company's 35 managers are people of color. There is no diversity at stations in three markets with significant diversity: Harrisburg (19%), Little Rock (30%) and Charleston, SC (36%).

CBS

CBS owns fifteen news stations in 13 cities. Eleven (11%) of its 102 managers are non-White. All of the general managers and all but one of the news directors are White. Nine of CBS' owned and operated stations have no diversity in management, including in

such diverse cities as San Francisco (57%), New York (51%), Chicago (45%) and Philadelphia (35%).

MEREDITH

Meredith has 11 stations with a total of 53 managers, but only five (10%) are non-White. There is no diversity in metropolitan areas with significant populations of color including Las Vegas (49%), Phoenix (41%), Hartford (32%), Greenville, SC (26%) and Springfield, MA (25%).

HEARST

Hearst owns 27 stations around the country in large, medium and small markets. There are 156 managers, of which 15 (8%) are people of color. Thirteen Hearst stations have no diversity in management in metropolitan areas with large minority populations such as Baltimore (40%), Albuquerque (49%), Winston-Salem (33%) and Monterey (67%).

EW SCRIPPS

The E.W. Scripps Company owns and operates 13 television stations in 13 markets. The stations employ 80 men and women, including seven (9%) people of color. The percentage of diverse managers at the station in Kansas City exceeds the demographics of the metropolitan area. However, while the diversity in the Detroit metro area is 32%, the station has only one manager of color. Seven stations have no managers of color despite being located in cities where people of color comprise a significant portion of the population, ranging from 18% in Cincinnati to 40% in Baltimore.

LIN MEDIA

Lin Media owns 15 stations in 15 cities. Out of a total of 80 managers, only five (6%) are non-White. There is no diversity on the staffs of 10 stations located in such diverse cities as Albuquerque (49%), Indianapolis (25%) and Buffalo (20%).

MEDIA GENERAL

Media General owns 17 stations and provides news for an 18th station in Augusta, GA. There are only three managers of color (4%) at three of its stations from a total management staff of 57. The news management staffs are all White at the company's 14 remaining stations, including in such diverse metropolitan areas as Augusta (44%), Mobile (40%), Savannah (42%) and Columbus, GA (50%).

TRIBUNE

Tribune has 15 stations and 90 managers of which five (6%) are non-White. There is no diversity at stations in 11 cities, including some with significant non-White populations, such as Los Angeles (68%), Dallas (49%), Chicago (45%) and New Orleans (46%).

JOURNAL

Journal Broadcast Company owns 14 stations in 10 cities. It operates eight news departments with a total of 39 managers.

There are only two (5%) people of color in management at all Journal stations. Both work at the same station.

NABJ reached out to Journal Chairman and CEO Steve Smith, Executive Vice President for Television and Radio Operations Steve Wexler and Vice President of News Bill Berra via email and hard-copy letter on June 6 seeking comment on the census report's findings.

There has been no response.

SINCLAIR

Sinclair owns, operates or provides sales services (via local marketing agreements) to 74 stations in 45 markets across the United States. Sinclair employs 21 news directors who oversee newscasts on 30 stations in 22 markets.

There are a total 99 managers at these Sinclair stations. But only three (3%) are people of color. Eighteen Sinclair stations have no management diversity. This includes stations in markets with significant minority populations – Baltimore (40%), San Antonio (64%) and Beaumont (41%) – for example.

NABJ reached out via email and hard-copy letter on June 8 to Sinclair President and CEO David Smith and Vice President of News Scott Livingston seeking comment on the report's findings. There was no response.

METHODOLOGY

The 2011 NABJ Diversity Census was conducted from March 1, 2012 through August 31, 2012.

Information for all 295 stations was gathered by examining Google, individual station websites, Facebook, NewsBlues, TVSpy.com and by talking with industry insiders familiar with the respective markets and stations. Some of the information was gathered by calling stations directly and some came during conversations with current or former employees of the respective stations.

Diversity percentages (in parentheses) were obtained from the diversitydata.org website (<http://diversitydata.sph.harvard.edu/>), a partnership with the Harvard University School of Public Health Website that compiles the figures for 362 metropolitan areas by using 2010 U.S. Census data.

Researchers gathered the name, race and gender of the people in upper management -- general managers and news directors -- because they make hiring and firing decisions. The positions of assistant news director, managing editor, assignment manager, executive producer and web director/manager were included because these are the people, along with the general manager and news director, who set the station's news agenda, decide which stories are covered and when and in what form they are broadcast or published.

Because of the volatility of the broadcasting industry, it is possible some of the managers may no longer hold the positions listed, may have been replaced by someone else, may have moved to a different station or may have left the business altogether.

While we may have missed a few people, one cannot dispute the fact that the management diversity at most of these stations is far from the estimated 35% diversity of the nation's population.

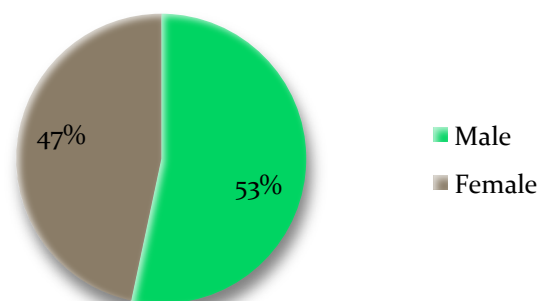
NBC

NBC owns 10 stations in New York, Los Angeles, Chicago, Philadelphia, Dallas, San Jose, Washington, D.C., Miami, San Diego and Hartford.

It has 76 managers of which 40 (53%) are men and 36 (47%) are women.

Twenty (27%) of the managers are non-White: nine Blacks, nine Hispanics and two Asians. NBC has reorganized its newsrooms and established new titles. News directors are now Directors of Digital Content and executive producers are now called Day Part managers. Despite the new titles, the duties remain the same. The report refers to people by their old titles.

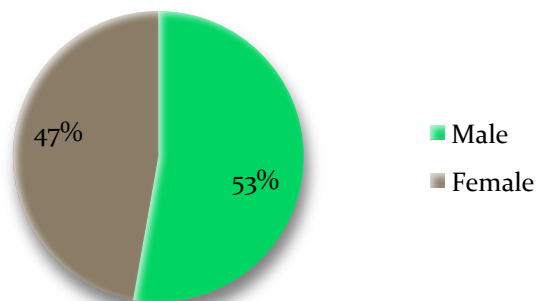
Gender Breakdown of NBC 2012



NABJ is concerned because the number of Black managers dropped from twelve in 2011 to nine in 2012.

The general manager in New York is Black and the one in Miami is Hispanic -- both men.

Gender Breakdown of NBC 2011



The news directors include a Black man in Philadelphia, an Asian man in Los Angeles and Hispanic women in Chicago and Miami.

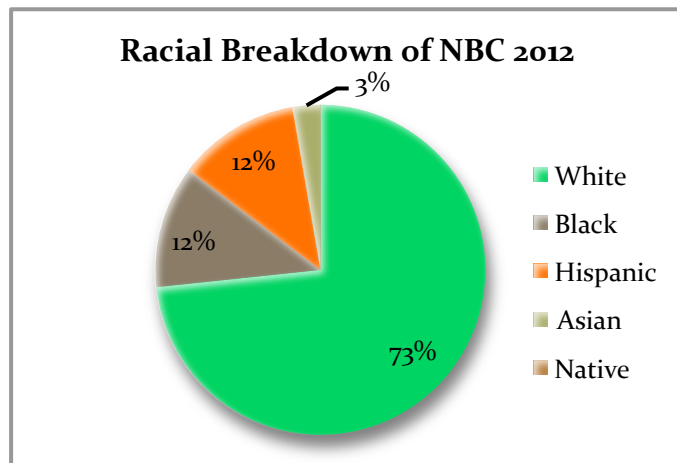
Assistant news directors are a Hispanic man in New York, a Black man in Dallas and a Black woman in Hartford.

There are Black women serving as managing editors in Chicago and Miami. The assignment manager in

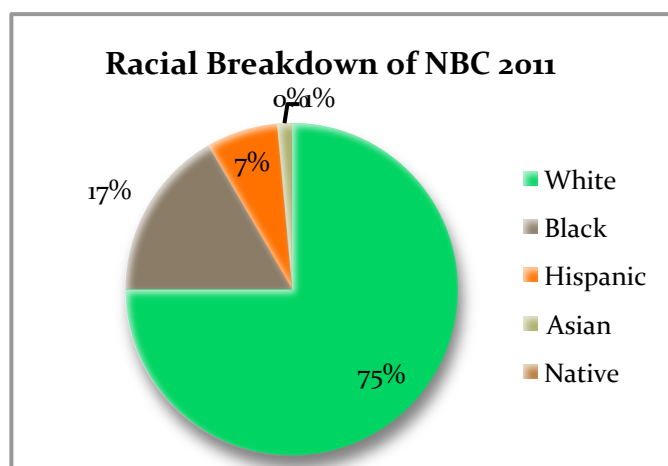
Dallas is a Black man and the one in Miami is a Hispanic woman.

Among executive producers are Black men in New York and Los Angeles; Hispanic women in Los Angeles and Miami (2); a Black woman and Asian woman in Philadelphia; and the web manager in Philadelphia is a Hispanic woman.

The only station that employs news managers of color at a higher percentage than that of its respective metropolitan area is Philadelphia.



None of the other stations matches that standard but seven of the ten NBC stations employ at least one manager of color, the highest percentage of all companies in this report. Six of the stations employ more than one person of color in management.



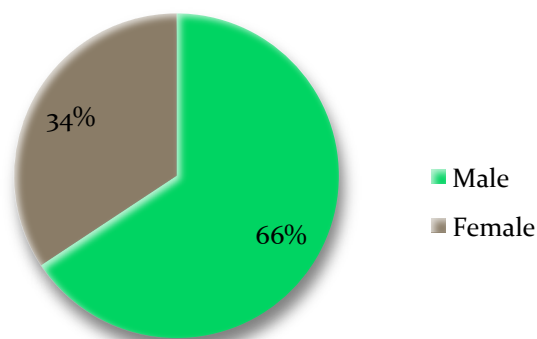
ABC

ABC owns eight stations in New York, NY; Los Angeles and Fresno, CA; Chicago, IL; Philadelphia, PA; San Francisco, CA; Houston, TX and Raleigh, NC;

ABC employs 70 managers, of which 46 (66%) are men and 24 (34%) are women. The Census report found that 20% of ABC's managers, or 14 people, are of color: nine Blacks, three Hispanics and two Asians. In 2011 thirteen managers of color worked for ABC Television Stations (17%). The hiring of one high-profile manager increased the number three percentage points.

ABC hired Camille Edwards as news director of WABC New York in July. She becomes the first Black woman news director for an ABC owned and operated station, and only the second Black news director, in the five-year history of this report.

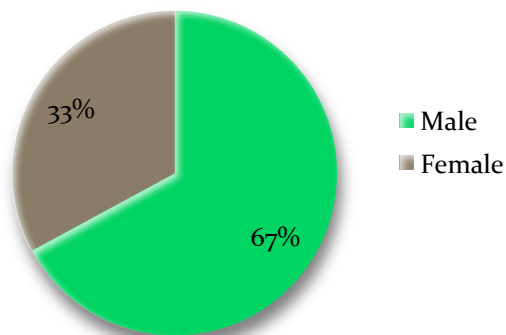
Gender Breakdown of ABC 2012

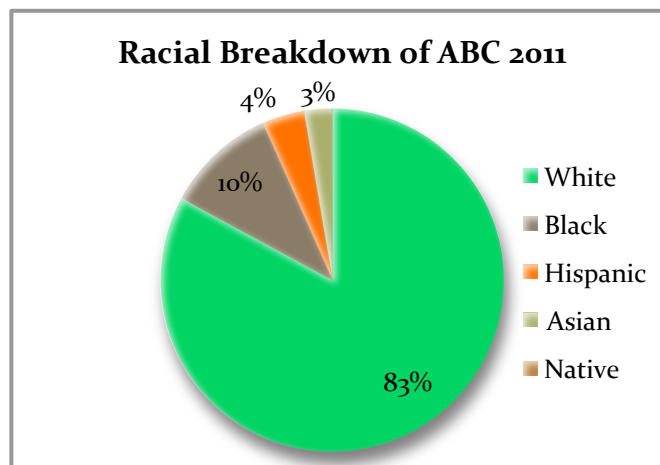
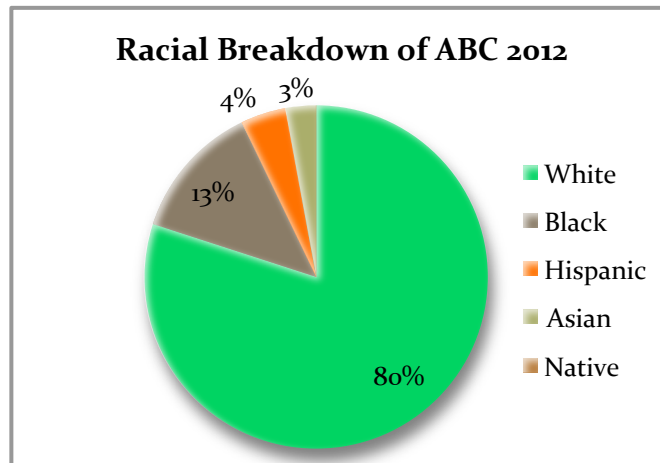


KFSN executive producer Michael Carr was promoted to news director at that Fresno station in April 2012.

In addition, one Black man works as the assistant news director in Los Angeles, a Hispanic man is the assignment manager at the same station and a Hispanic woman is assignment manager in Chicago. The remaining nine people are executive producers: Black and Asian males in Chicago, two Black women and a Black man in Philadelphia, an Asian woman in San Francisco and a Black man, a Black woman and a Hispanic man in Houston.

Gender Breakdown of ABC 2011





BELO CORPORATION

Belo Corporation owns and operates 14 stations in Dallas, Houston, Phoenix, Seattle, St. Louis, Portland, Oregon; Charlotte, San Antonio, Norfolk, Austin, Louisville, New Orleans, Spokane and Boise, Idaho. News for the Tucson station is provided by Raycom Media.

The stations employ 84 news managers. Fifty-three (63%) are men and 31 (37%) are women including 16 people of color.

The general manager in New Orleans is a Black man.

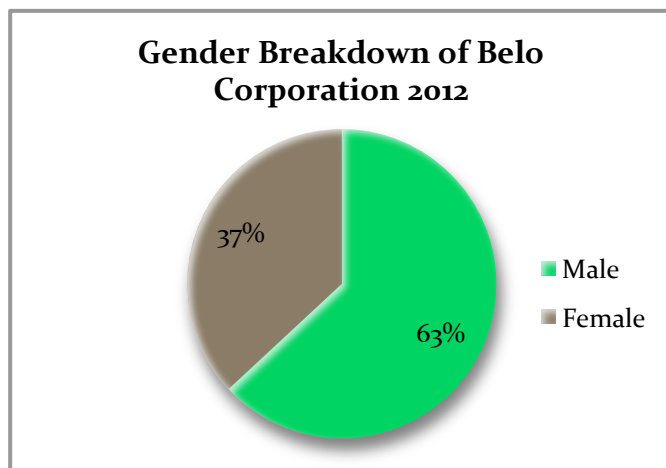
A Black man is the news director in San Antonio.

The assistant news director in Norfolk is a Hispanic man.

The managing editor in Dallas is a Black man.

A Hispanic man is an executive producer in Houston. In Seattle, the assignment manager is a Hispanic woman and an Asian man is an executive producer.

A Black man is the assignment manager in Phoenix. A Hispanic woman is the assignment manager in Norfolk.



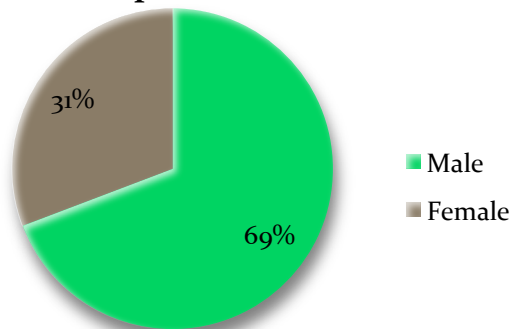
Black women are executive producers in Dallas, Houston, St. Louis, Norfolk, New Orleans, and Louisville.

The operations manager in Boise is a Hispanic man.

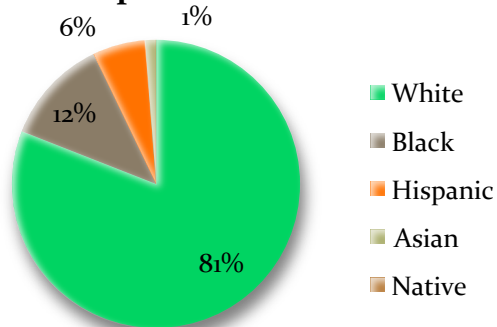
Belo stations in Boise and Norfolk exceed the diversity percentage of their respective market places.

But, despite having market diversity percentages of at least 37%, the stations in the Charlotte and Austin metro areas have no one of color in management.

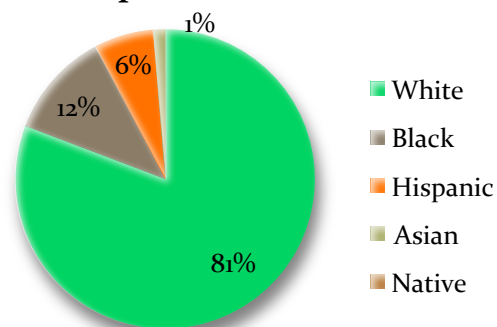
Gender Breakdown of Belo Corporation 2011



Racial Breakdown of Belo Corporation 2012



Racial Breakdown of Belo Corporation 2011



RAYCOM MEDIA

Raycom Media comes the closest to meeting NABJ's diversity index with thirty-one (17%) of its 179 television newsroom managers being people of color. Twenty of the company's 32 stations have at least one person of color in station or news management.

That includes:

Three Black general managers: a man in Richmond and women in Huntsville and Charleston

Four Black news directors: a man in Birmingham, women in Columbia, SC and Tyler, TX

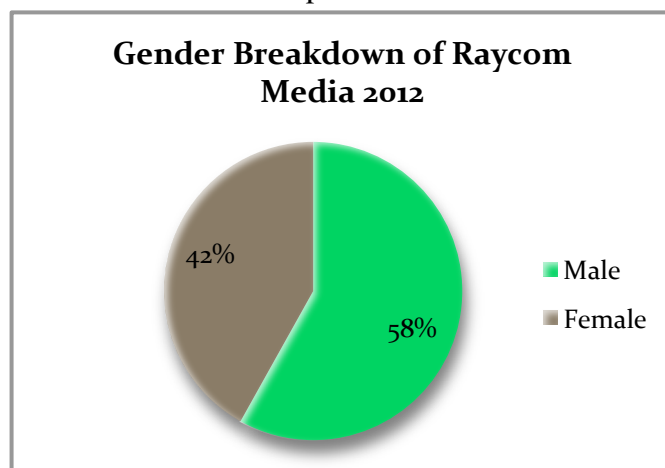
One Asian news director in Myrtle Beach

Six Black assistant news directors: women in Charlotte, Memphis, Columbus, GA and Hattiesburg and men in Cape Girardeau and Charleston, SC

A Hispanic managing editor in Lubbock (he's also an anchor)

Three assignment managers: a Hispanic woman in Honolulu, a Black woman in Lake Charles, LA and a Black man in Columbus, GA

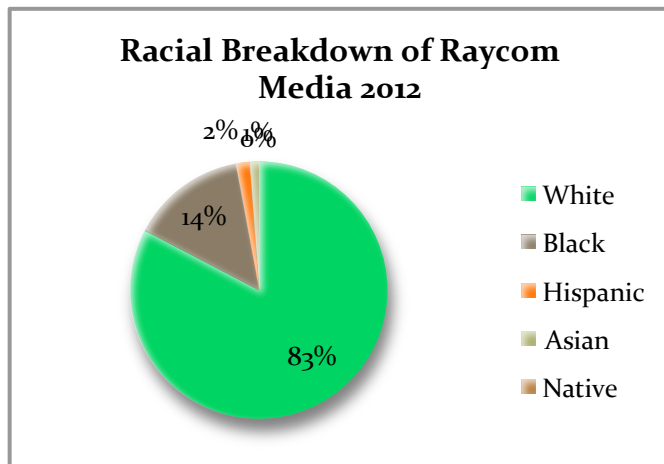
Six executive producers: Black women in Columbia, SC, Huntsville and Baton Rouge; Black men in Birmingham, and Myrtle Beach and a Hispanic man in Richmond.



Seven web managers: Black women in Cleveland, Shreveport and Columbus, GA, Black men in Birmingham, Louisville and Jackson, MS and an Asian woman in Richmond

104 (59%) of Raycom's managers are men, 75 (41%) are women.

Raycom Media CEO Paul McTear said, "We are proud of our efforts to recruit and retain managers who reflect the diversity of their communities. With the majority of our



stations being in small to medium markets it can be a struggle to attract managers of color. But we believe our internal management training and leadership classes, actively promoting managers from within and a continuing NABJ partnership will help in our efforts."

Raycom Media approached NABJ in 2011 for help in improving its overall newsroom diversity. Raycom executives and staff, including NABJ Region III

Director, Dedrick Russell, started a conversation that resulted in Raycom becoming a convention sponsor, participating in the student projects and holding a reception at the convention in order to meet prospective news managers.

Since the convention, Raycom has hired two Black assistant news directors, including who served as the executive producer of the student projects.

"This is what NABJ hopes all companies would do," said NABJ President Gregory Lee.

"We have the ability to help any company. All they need to do is ask."

When contacted about the report, Raycom worked with NABJ to insure the data was accurate.

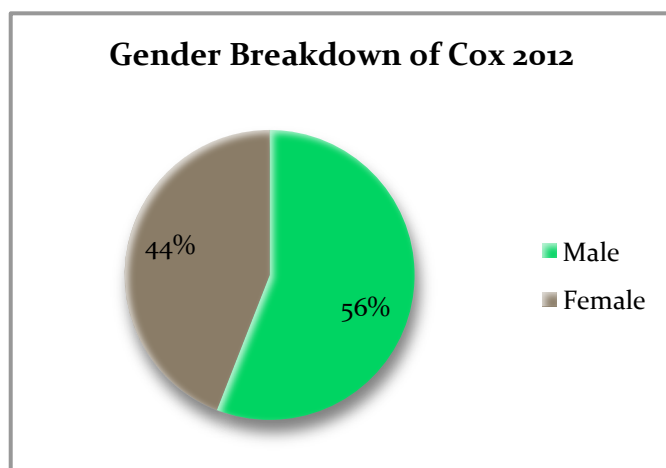
According to Butler, "in the 5 years we've been doing this report, this is the first time a television group has been so open and cooperative. I hope other companies follow Raycom's example."

COX COMMUNICATIONS

Cox Communications owns 10 stations in Oakland (CA), Seattle (WA), Dayton and Steubenville (OH), Charlotte (NC), Atlanta (GA), Orlando (FL), El Paso (TX) as well as Pittsburgh and Johnstown (PA).

There are 33 (56%) men and 26 (44%) women. Nine (17%) of its 59 managers are non-White. All of the general managers and news directors are White.

The associate news director and the assignment manager in Oakland are an Asian woman and a Hispanic man, respectively.

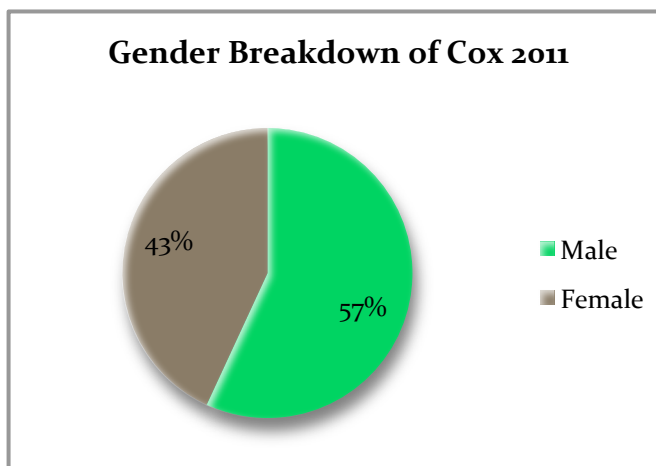


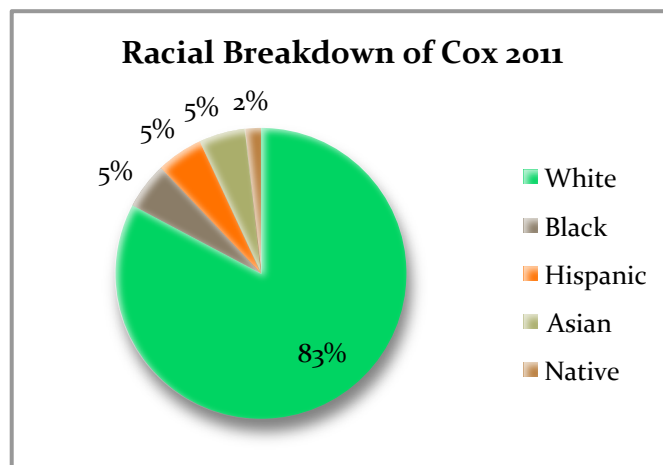
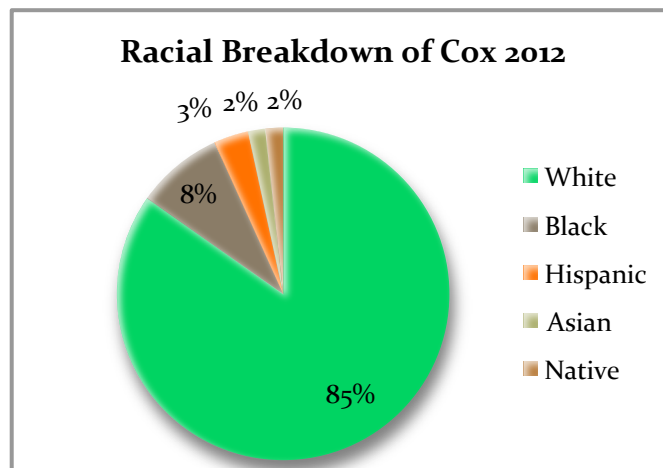
The social media manager and an executive producer in Atlanta are Black women.

An executive producer in Orlando is a Hispanic man and an executive producer in Charlotte is Native American man, one of only two Native American news managers in this report.

In Dayton, one executive producer and the web manager are Black women.

There is a Hispanic man assignment editor in El Paso.



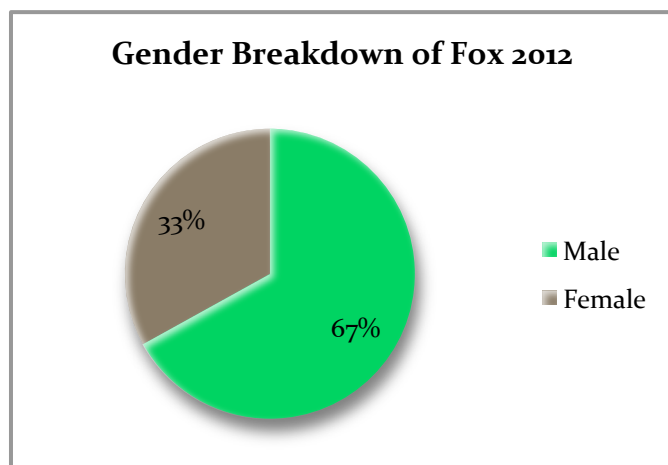


FOX

Fox currently owns and operates 18 stations with news departments in New York, NY (2), Los Angeles, CA (2); Chicago, IL; Philadelphia, PA; Boston, MA; Washington, D.C.; Dallas, TX; Minneapolis, MN; Detroit, IL; Atlanta, GA; Austin and Houston, TX; Tampa and Orlando, FL; Phoenix, AZ; and Memphis, TN.

There are 118 news managers at Fox Television Stations, 79 (67%) are men and 39 (33%) are women.

Of Fox's 118, there are 16 people of color, or 14%: six Blacks, seven Hispanics and three Asians. That is a significant increase over 2011 when there were ten (10%) people of color in management at Fox television stations. In addition, the number of Black managers rose from four to six this year.

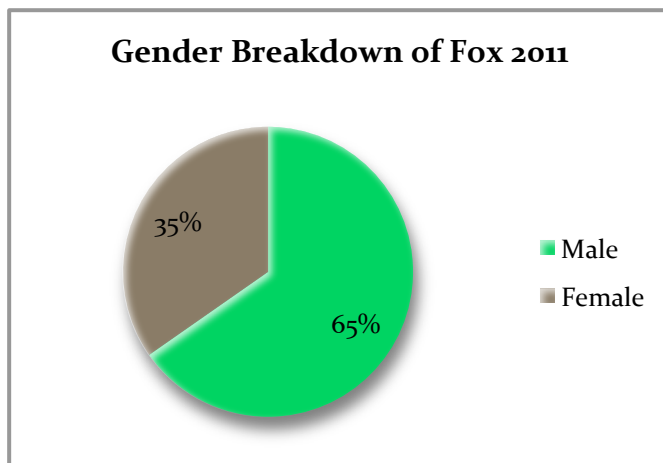


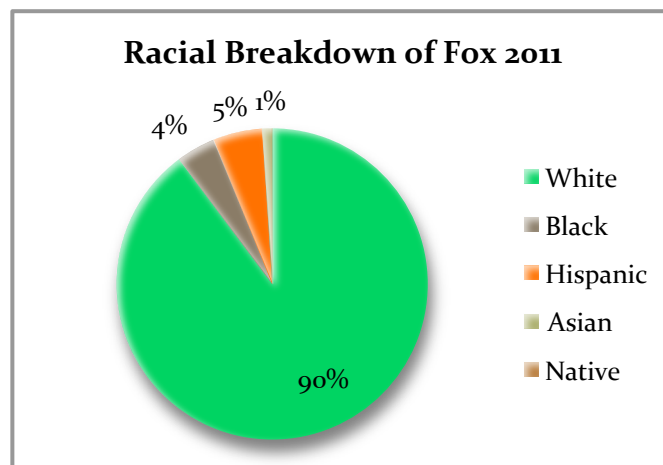
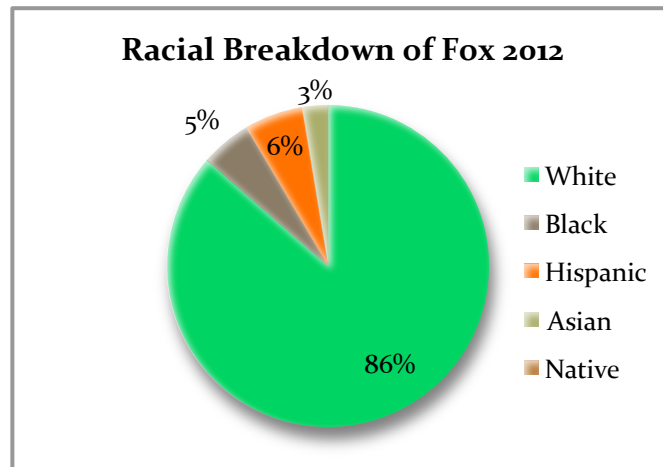
There are Black men employed as general managers in Houston and Austin and as the news director in Memphis.

There is a Hispanic man assistant news director in Orlando, a Black man managing editor in Detroit and Hispanic man assignment managers in Los Angeles and Austin.

Among executive producers there is a Black man in New York, an Asian man and a Hispanic man in Chicago, a Hispanic woman in Philadelphia, a Black woman in Dallas, a Hispanic man in Washington, D.C. and a Hispanic woman in Austin.

There is no diversity in news management at four of Fox's 18 stations: Boston (25%), Atlanta (49%), Phoenix (41%) and Minneapolis (121%).

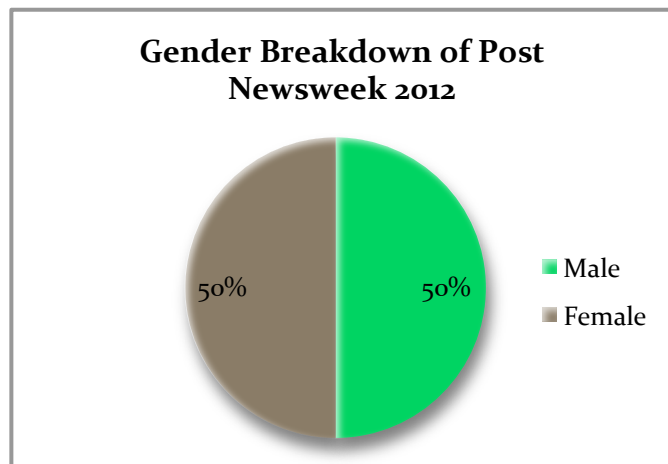




POST NEWSWEEK

Post-Newsweek owns and operates six television stations in Houston and San Antonio, Texas; Detroit, MI; and Miami, Orlando and Jacksonville, FL.

The stations employ 46 men and women in news management. The positions are split evenly between men and women.

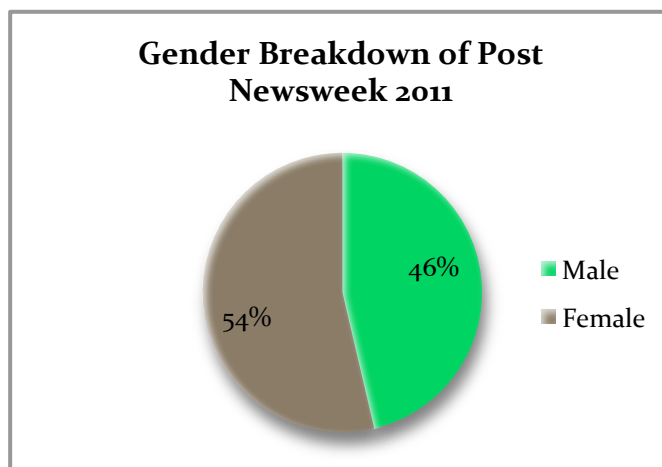


Six of the managers are persons of color but only one is Black --- a man who is an executive producer in Detroit – and five are Hispanic: a man who serves as the managing editor and a woman, who is the weekend manager, both in Houston; a woman assignment manager in Miami, two men executive producers in Orlando and San Antonio.

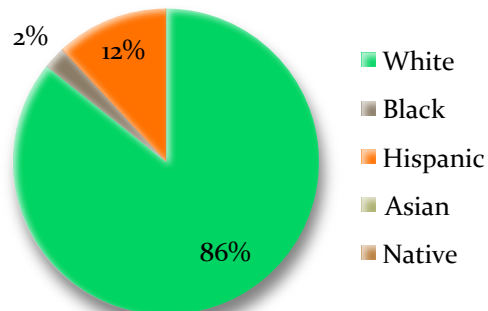
None of the stations come close to reflecting the diversity of their respective metropolitan areas.

NABJ met with Post Newsweek's corporate news director in April and offered itself as a resource when the company had openings, especially in management positions.

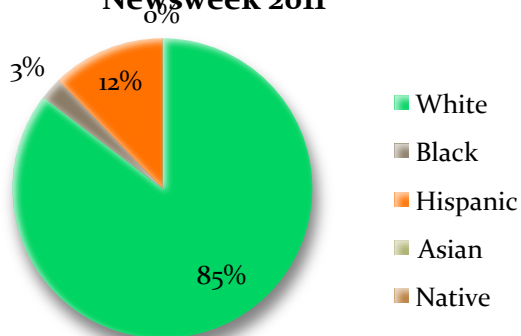
Since that time the station in Houston has hired three managers. None is a person of color.



**Racial Breakdown of Post
Newsweek 2012**

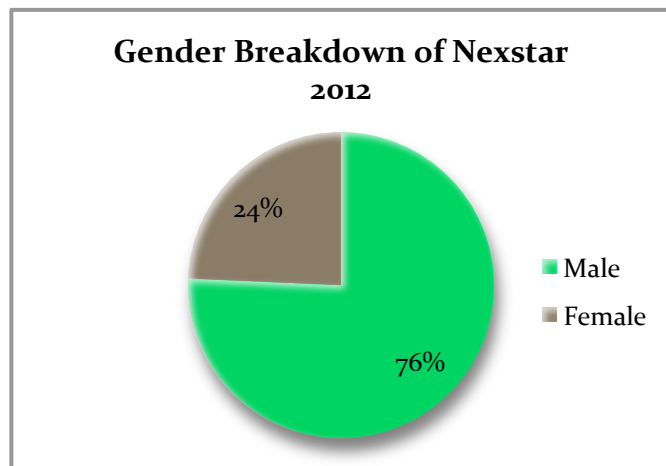


**Racial Breakdown of Post
Newsweek 2011**



NEXSTAR BROADCASTING

Nexstar Broadcasting owns and operates 27 stations with news departments in ten states. The stations are located in Hagerstown, MD; Harrisburg, Altoona, Wilkes Barre and Erie, PA; Little Rock and Fort Smith, AR; Springfield, Joplin and St. Joseph MO; Rochester, NY; Monroe and Shreveport, LA; Champaign, Bloomington and Rockford, IL; Evansville, Fort Wayne and Terre Haute, IN; Amarillo, Beaumont, Lubbock, Wichita Falls, Midland, Abilene and San Angelo, TX and Dothan, AL.



107 men and women are employed as managers at Nexstar. 81 (76%) are men, 26 (24%) are women.

That group includes fourteen people of color. In 2011, only eight people worked as news managers for Nexstar.

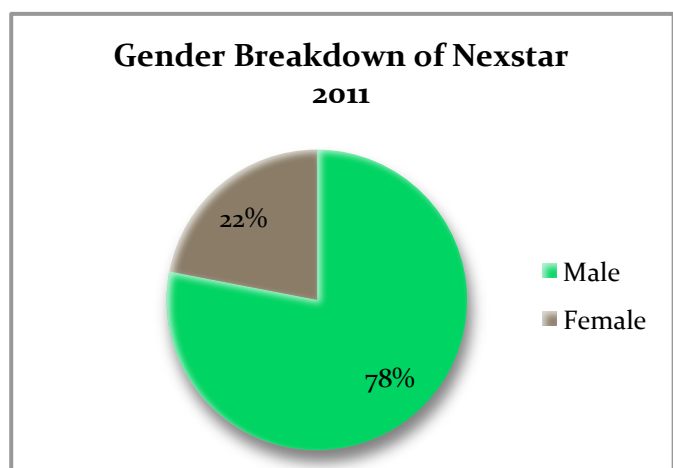
The general manager in Midland, TX is a Hispanic man and a Hispanic woman is general manager in Amarillo.

The news directors in Rockford, IL and Monroe, LA are Black men and a Hispanic man is news director in Beaumont, TX.

The assistant news director in Shreveport, LA is a Black man.

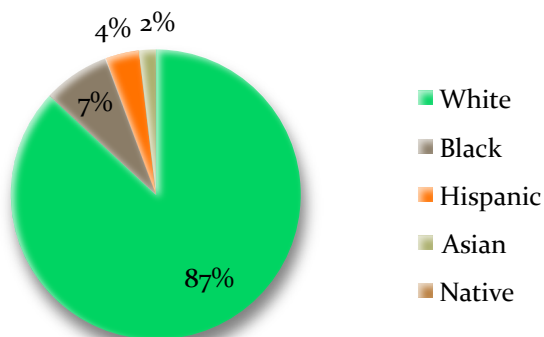
Black men work as assignment managers in Hagerstown, MD and Fort Smith, AR and Black women serve as assignment managers in Rochester, NY and San Angelo, TX.

The executive producers in Monroe, LA and San Angelo, TX are Hispanic men.



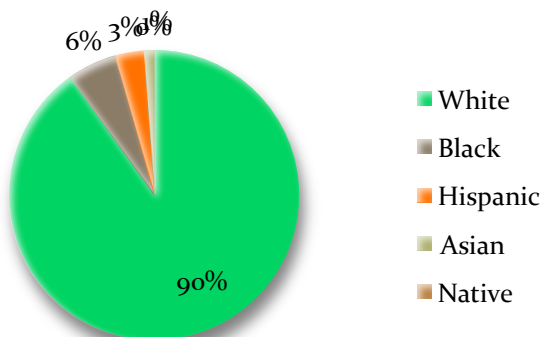
Web managers include a Black man in Monroe, LA and an Asian man in Wichita Falls, TX.

Racial Breakdown of Nextar 2012



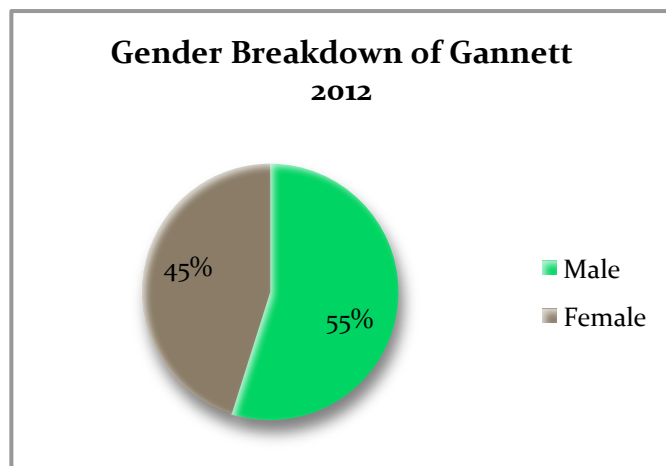
Eleven Nexstar Broadcasting stations have no managers of color in cities with significant diversity including Little Rock, (30%), Lubbock (43%), Dothan (28%), Abilene (31%) and Champaign (25%).

Racial Breakdown of Nexstar 2011



GANNETT

Gannett operates 21 stations in 18 cities: Phoenix, AZ; Little Rock, AR; Sacramento, CA; Denver, CO (2); Washington, D.C.; Atlanta, GA; Buffalo, NY; Cleveland, OH; Columbia, SC; Grand Rapids, MI; Greensboro, NC; Jacksonville, FL (2); Knoxville, TN; Macon, GA; Minneapolis, MN; Portland, ME (2); St. Louis, MO; and Tampa, FL.



There are a total of 113 managers at these stations -- 62 (55%) men and 51 (45%) women.

There are 14 (12%) people of color in news management.

They include two Asian women who serve as general managers in Sacramento and Grand Rapids, MI. The news director and an executive producer in Grand Rapids are an Asian man and an Asian woman, respectively.

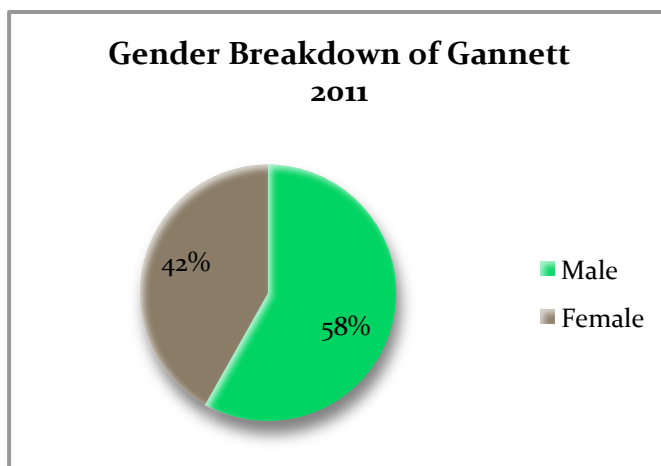
The news director in Jacksonville is a Black woman.

Black women serve as executive producers in Washington, D.C. (2) and Atlanta. Black men also work as executive producers in Atlanta and San Diego.

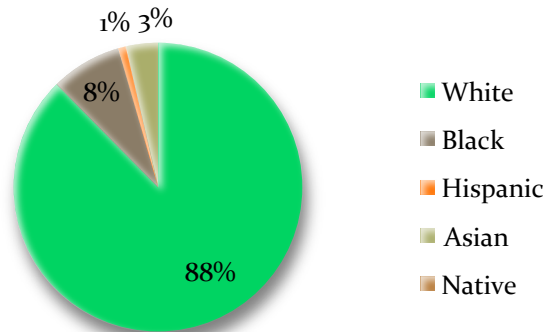
The managing editors in Greensboro and Columbia, SC are Black women. A Black man holds the position of main anchor and managing editor in Cleveland.

The web manager in Columbia, SC is a Hispanic man.

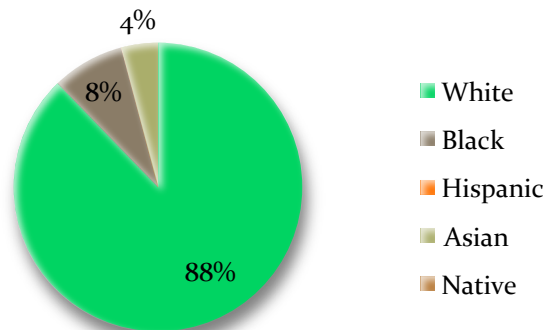
The only stations that exceed the diversity percentage of their respective metropolitan areas are WZZM in Grand Rapids, MI and WTLV in Jacksonville.



Racial Breakdown of Gannett 2012



Racial Breakdown of Gannett 2011

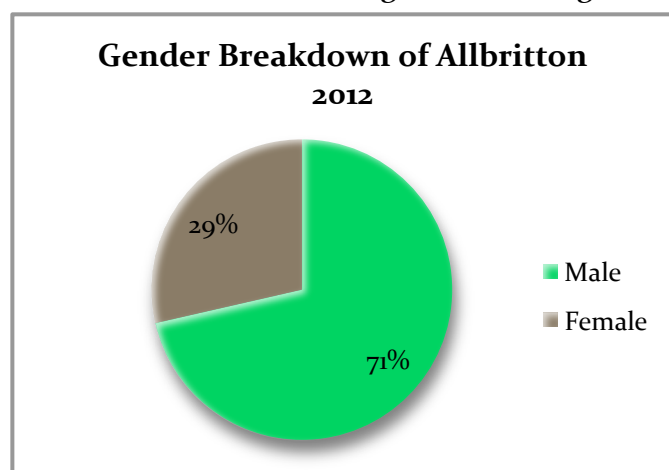


ALLBRITTON COMMUNICATIONS

Allbritton Communications owns and operates seven stations in Washington, D.C., Birmingham, Harrisburg, Little Rock, Tulsa, Roanoke and Charleston, SC.

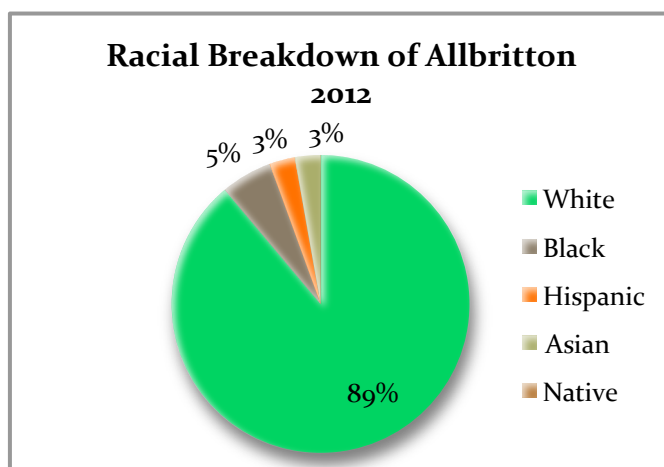
Only four (11%) of the company's 35 managers are people of color. 25 (72%) are men and 10 (28%) are women.

The news director in Tulsa and the assistant news director in Birmingham are Black men. The web manager in Washington, D.C. is an Asian man and the web manager in Roanoke is a Hispanic woman.



There is no diversity at stations in three markets with significant diversity: Harrisburg (19%), Little Rock (30%) and Charleston, SC (36%).

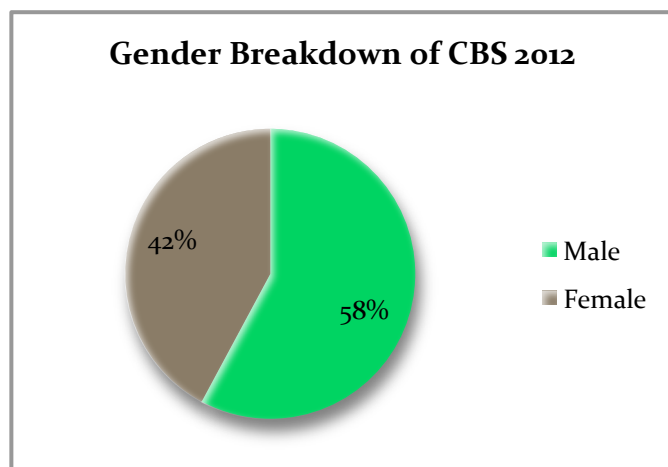
NABJ sent a request for comment to Allbritton Chairman and CEO Robert L. Allbritton on June 11. There had been no response at the time this report went to print.



CBS

CBS owns 15 news stations in New York, NY; Chicago, IL; Philadelphia and Pittsburgh, PA; Boston, MA; Los Angeles (2), San Francisco and Sacramento, CA (2); Dallas, TX; Minneapolis, MN; Miami, FL; Denver, CO; and Baltimore, MD.

One hundred and two people work as news managers for CBS Television Stations, 58% of the managers are men, 42% are woman.



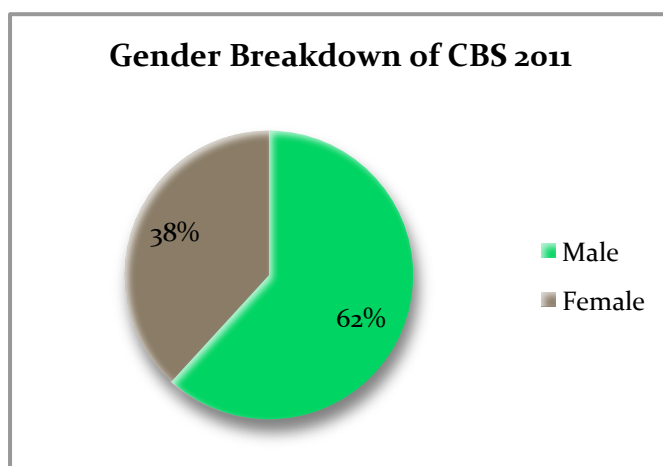
Eleven (11%) of its managers are non-White, down from 14% in 2011. Of concern to NABJ is the number of Black managers dropped from six in 2011 to four in 2012. Those who remain are: a male assistant news director in Miami, a woman managing editor in Baltimore, a male executive producer in Dallas and a male assignment manager in Denver.

All the general managers and all but one of the news directors are White.

The news director in Miami is a Hispanic woman, as is the Miami assignment manager.

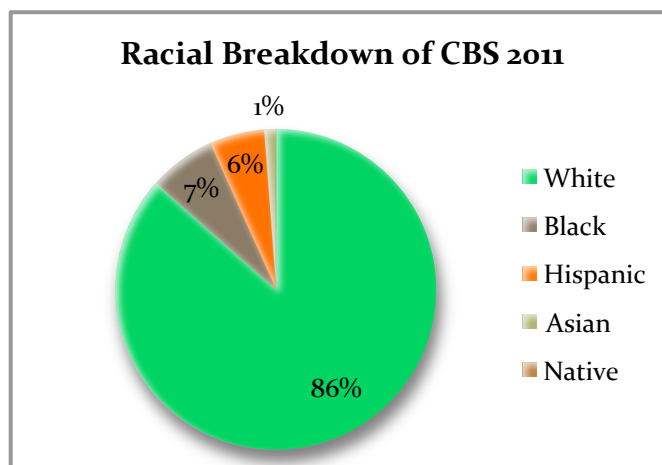
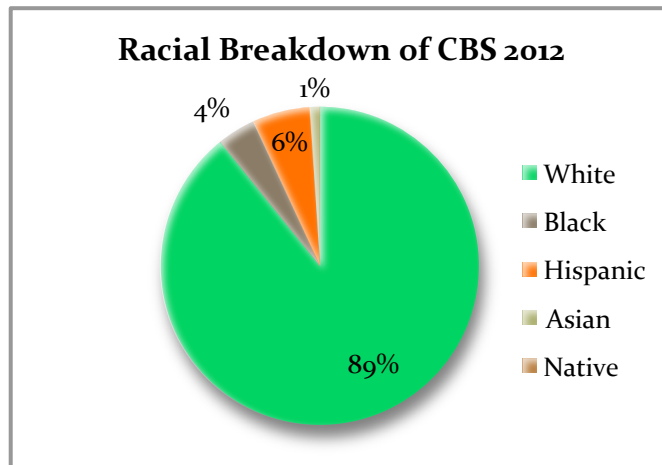
The assignment manager in Los Angeles is Hispanic; two executive producers of Hispanic and Asian descent work in Los Angeles and two Hispanic executive producers – a man and a woman -- work in Miami.

Just as in 2011, nine of CBS' 15 stations have no diversity in management, including in such diverse cities as New York City, Chicago,



Philadelphia and San Francisco.

The stations with the most diversity are located in Los Angeles and Miami.



MEREDITH CORPORATION

Meredith has 11 stations in Hartford, CT; Springfield, MA; Nashville, TN; Las Vegas, NV; Phoenix, AZ; Kansas City, MO (2), Bay City, MI; Portland, OR; Asheville, NC; and Atlanta, GA.

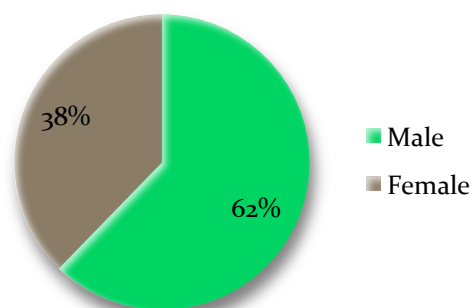
There are a total of 53 managers. Thirty-three (62%) are men and twenty (38%) are women. Only five (9%) are non-White.

More specifically, Black men are news directors in Atlanta and Kansas City and a Black is the assistant news director in Bay City.

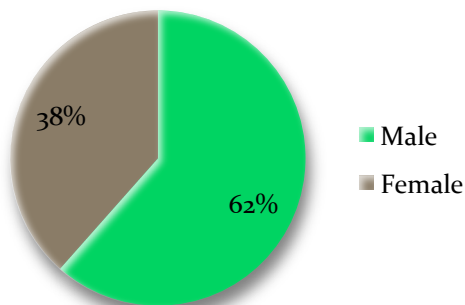
The assignment manager in Atlanta is a Black woman. An executive producer in Nashville is Native American.

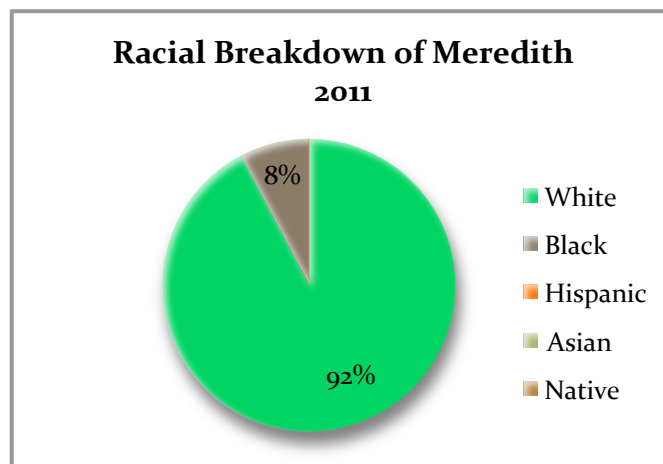
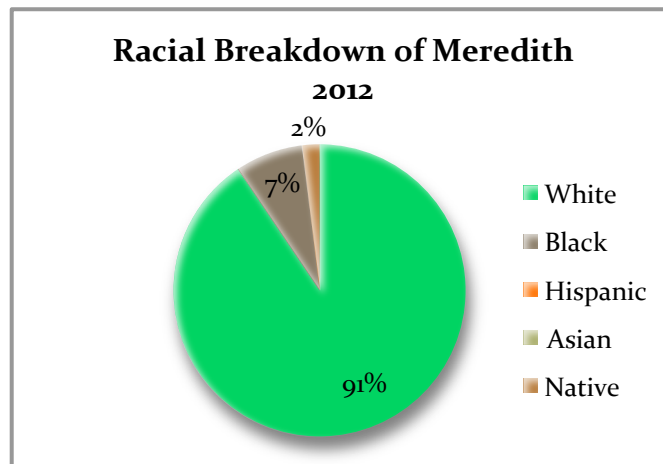
There is no diversity management at stations located in metropolitan areas with significant populations of color including Las Vegas (52%), Phoenix (41%) and Hartford (28%).

Gender Breakdown of Meredith
2012



Gender Breakdown of Meredith
2011

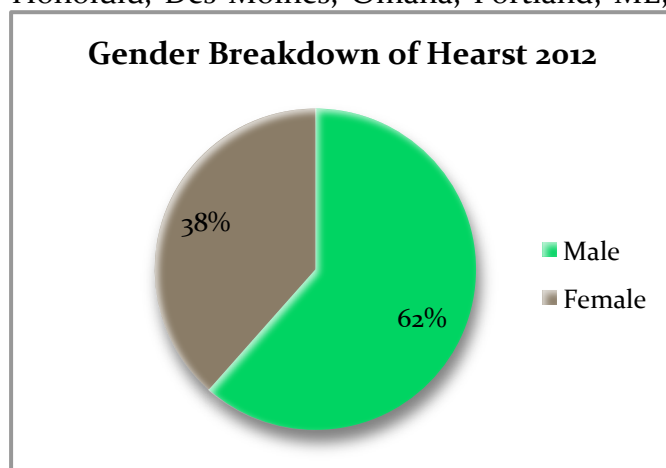




HEARST

Hearst owns and operates 27 stations around the country in large, medium and small markets.

The stations are located in Boston, Manchester, Orlando, Sacramento, Pittsburgh, Baltimore, Kansas City, Milwaukee, Cincinnati, Greenville, SC, West Palm Beach, Lancaster, Oklahoma City, Albuquerque, Winston-Salem, Louisville, New Orleans, Honolulu, Des Moines, Omaha, Portland, ME, Jackson, MS, Plattsburg, NY, Fort Smith, AR (2) and Monterey.



There are 156 managers, of which 15 (9%) are people of color.

Black men work as general managers in Cincinnati and New Orleans.

The news director in Sacramento is a Black woman and an Asian man serves as news director in Plattsburg.

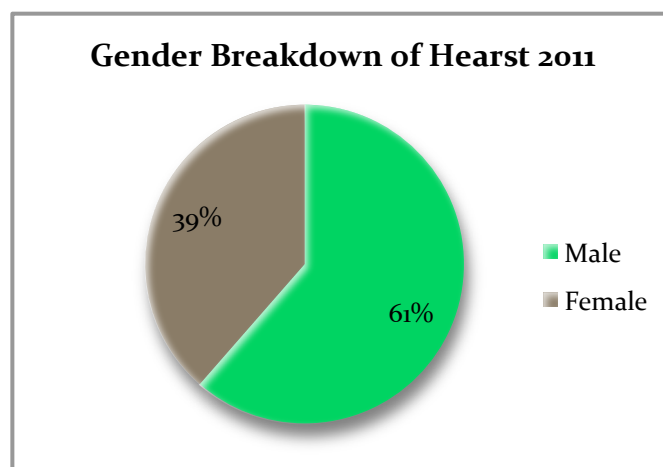
Black men serve as the assistant news director and managing editor in Jackson, MS and Pittsburgh, respectively.

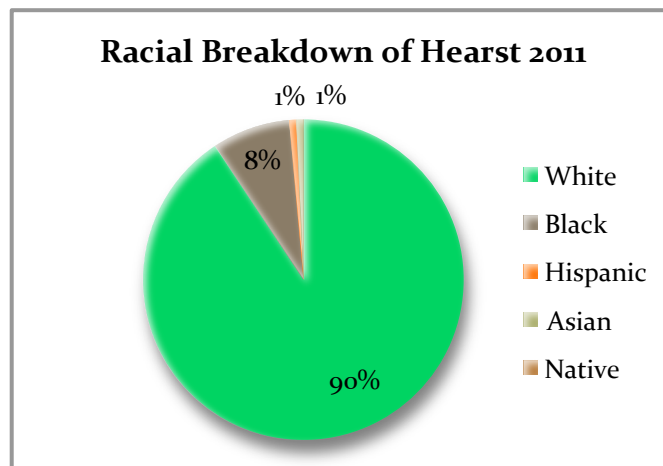
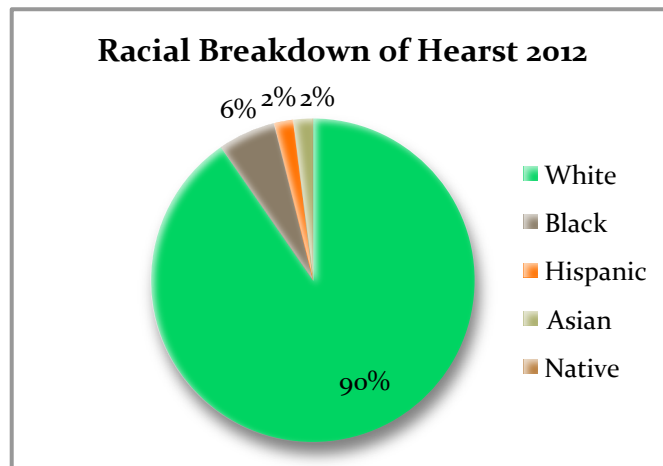
A Black woman is the assignment/operations manager in Milwaukee and Black men are assignment managers in Jackson and West Palm Beach.

There is Hispanic man executive producer in Honolulu and a Black woman EP in Greenville.

The web managers in Baltimore and Honolulu are Asian men. Hispanic men fill that position in Cincinnati and Omaha.

Twelve of Hearst's stations have no diversity in management in such diverse metropolitan areas such as Orlando (46%), Baltimore (40%), Albuquerque (57%), Winston-Salem (33%) and Monterey (67%).

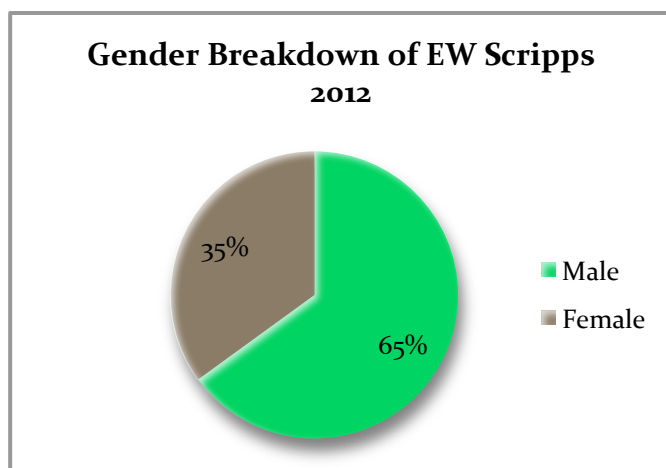




E.W. SCRIPPS

The E.W. Scripps Company owns and operates 13 television stations located in Detroit, Phoenix, Tampa, Denver, Cleveland, Indianapolis, Baltimore, San Diego, Kansas City, MO; Cincinnati, West Palm Beach, Tulsa and Bakersfield.

The stations employ 80 men and women. Fifty-two (65%) are men, twenty-eight (35%) are woman.



That group includes only seven (9%) people of color.

The general manager in Detroit and the assignment manager in Phoenix are Hispanic men.

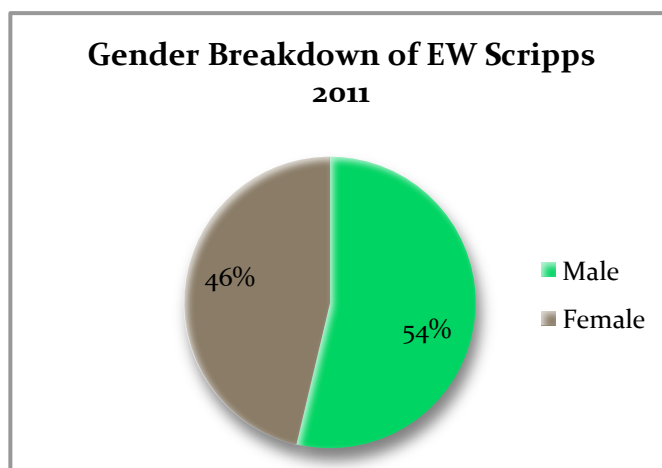
The assistant news director in Indianapolis is a Black woman.

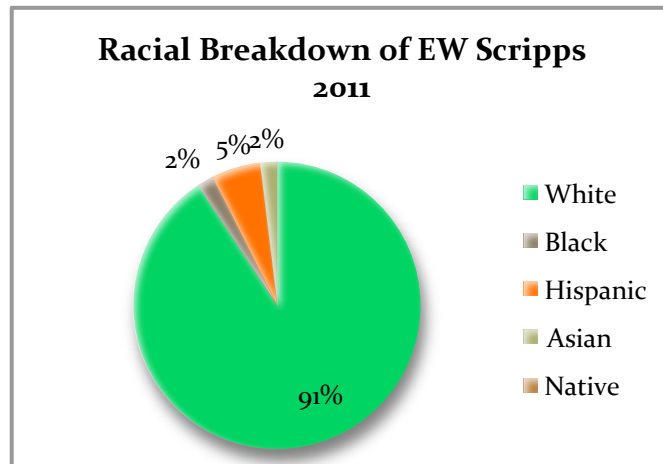
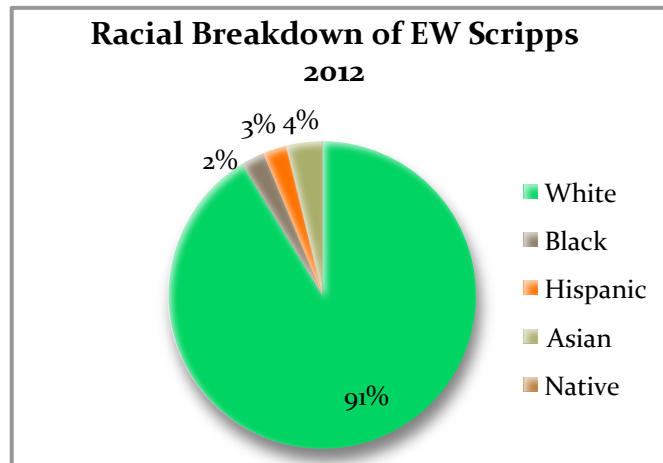
An Asian man works as the assistant news director in Kansas City

and the web manager in Denver and the assignment manager in Bakersfield are Asian women. There is a Black man executive producer in Kansas City.

The percentage of diverse managers at the station in Kansas City (25%) approaches the diversity of the metropolitan area.

But the concern is the diversity in the Detroit metro is 32% but the station has only one manager of color. Seven other stations have no managers of color despite being located in cities where people of color comprise a significant portion of the population, ranging from 32% in Tulsa to 51% in San Diego.



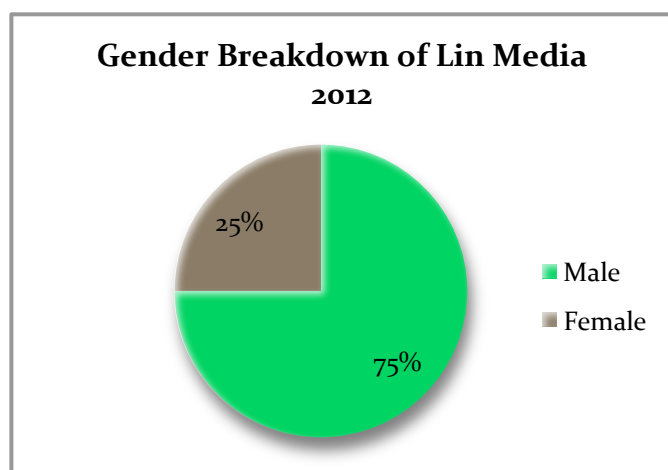


LIN MEDIA

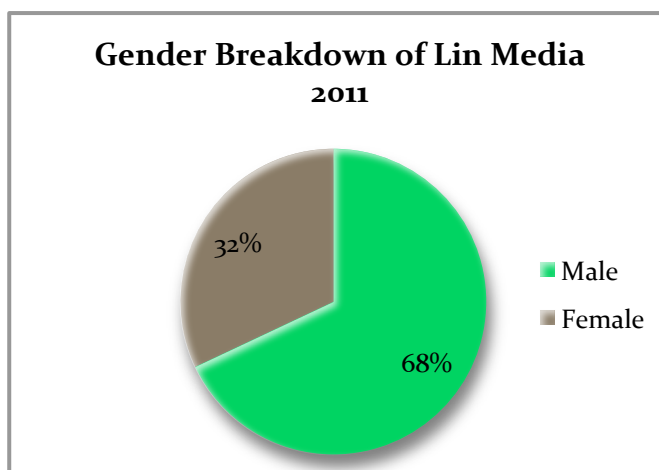
Lin Media owns and operates 15 television stations with news departments in Indianapolis, Fort Wayne, Terre Haute and Lafayette, IN; New Haven, CT; Grand Rapids, MI; Norfolk, VA; Austin, TX; Albuquerque, NM; Buffalo, NY; Providence, RI; Mobile, AL; Dayton, OH; Green Bay, WI; and Springfield, MA.

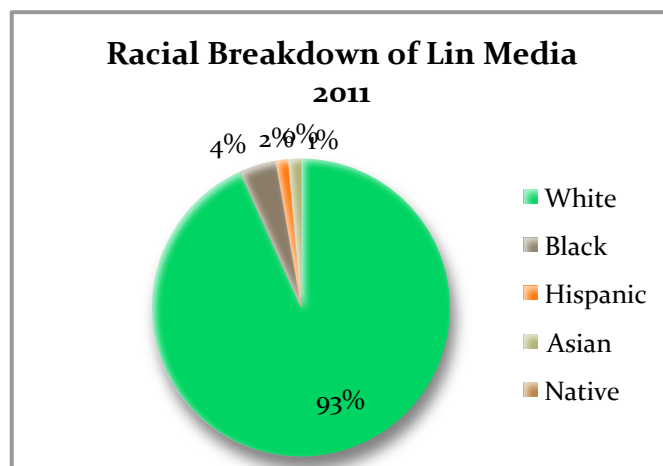
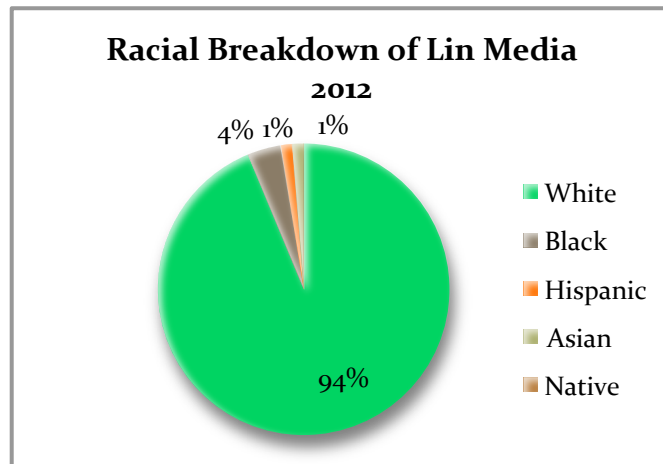
These stations employ 80 men and women as news managers. Sixty (75%) are men and twenty (25%) are women. However, only five (6%) are non-White.

The news director in Providence is an Asian male. A Black woman is the assistant news director in Austin, a Black man is the managing editor in Mobile and a Black woman is an executive producer in Norfolk. The assignment manager in New Haven is a Hispanic woman.



The concern is that there are Lin Media stations located in markets with sizable minority populations – Albuquerque (57%), Buffalo (20%) and Dayton (21%) to name three – with no diversity on the management teams.





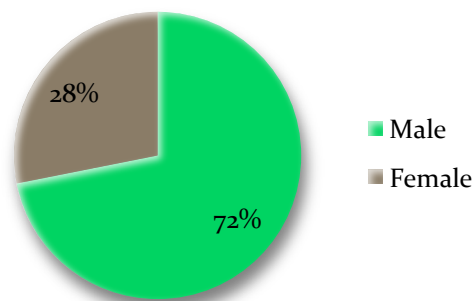
MEDIA GENERAL

Media General owns 17 stations in Birmingham and Mobile, AL; Tampa, FL; Augusta (2), Columbus and Savannah, GA; Jackson/Hattiesburg, MS; Greenville, Spartanburg, and Myrtle Beach, SC; Raleigh, NC; Johnson City, TN; Providence, RI; Columbus, OH, Charleston, SC and Roanoke, VA.

There are 64 managers of which only three (5%) are people of color. Forty-six (72%) of the managers are men, 18 (28%) are women.

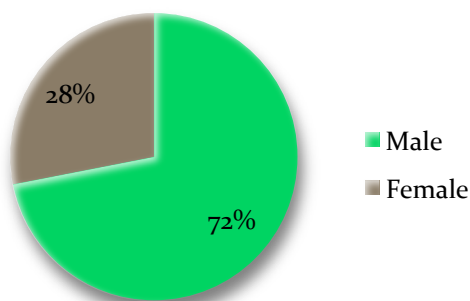
There is a Black woman news director in Raleigh. There is a Hispanic woman assistant news director in Charleston. A Black woman is the assignment manager in Jackson.

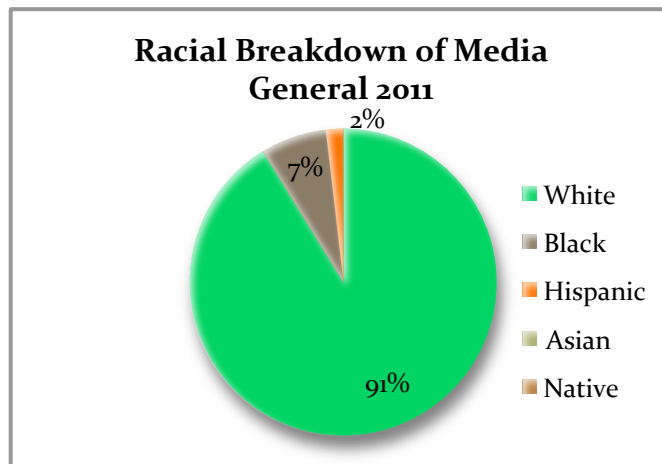
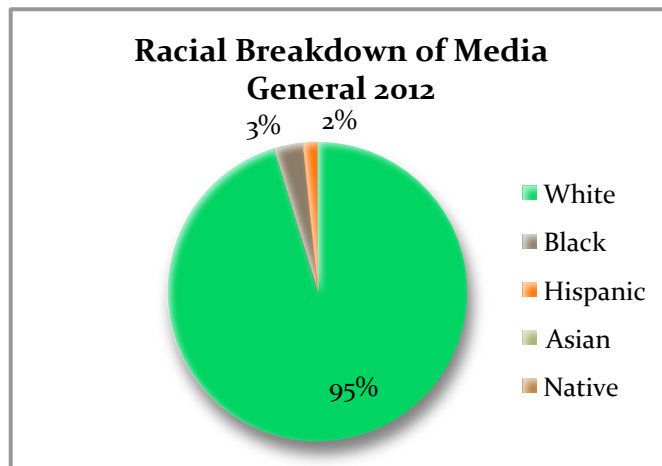
Gender Breakdown of Media General 2012



None of the Media General stations matches the diversity of their respective metropolitan areas.

Gender Breakdown of Media General 2011





TRIBUNE

Tribune has 15 stations in New York, Los Angeles, Chicago, Dallas, Houston, Seattle, Denver, Sacramento, St. Louis, Indianapolis, San Diego, Hartford, Grand Rapids, New Orleans and Harrisburg.

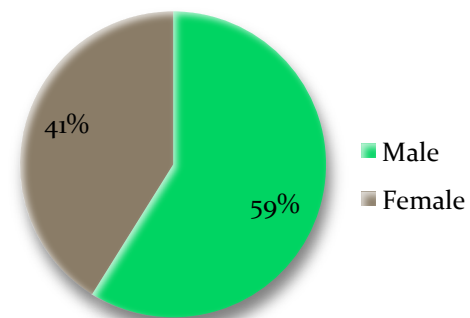
It has 90 managers, of which four 53 (59%) are men and 37 (41%) are women.

Only five (5%) managers are non-White.

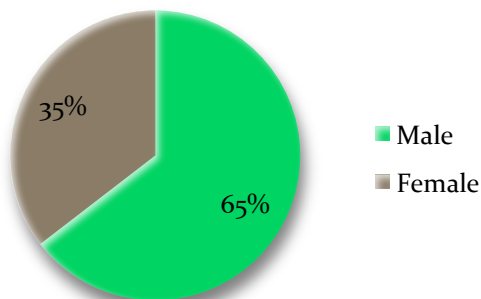
There is a Black man assistant news director in Hartford and a Hispanic man assignment manager in Sacramento.

Two Black men are executive producers in New York and Hartford.

**Gender Breakdown of Tribune
2012**

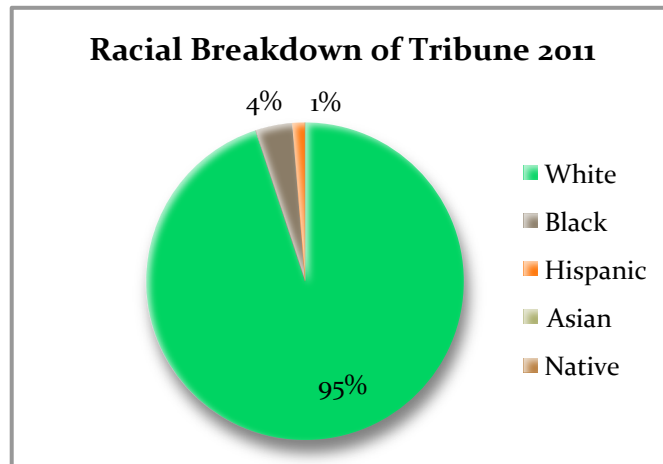
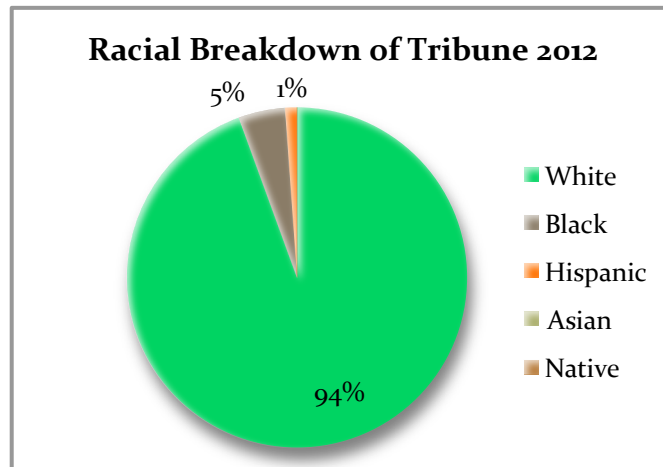


**Gender Breakdown of Tribune
2011**



A Black woman is the assignment manager in Houston.

There is no diversity in stations in 11 cities, including some with significant non-White populations, such as Los Angeles (68%), Chicago (45%), Dallas (49%) and New Orleans (46%).



JOURNAL BROADCAST

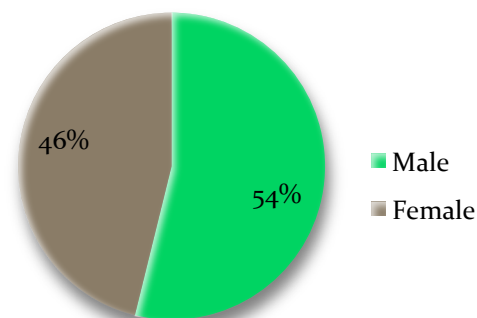
Journal Broadcast Company owns 14 stations in 10 cities: Milwaukee, Las Vegas, Fort Myers, Green Bay (2); Tucson (2); Omaha, Boise (2); Twin Falls, Palm Springs (2); and Lansing, Michigan.

It operates eight news departments in Milwaukee, Las Vegas, Fort Myers, Green Bay, Tucson, Omaha, Boise and Palm Springs.

News for WYSM in Lansing, Michigan is provided by Grey Television station WILX in Lansing. Sports for WGBA in Green Bay are provided by Journal station WTMJ in Milwaukee.

Gender Breakdown of Journal

2012

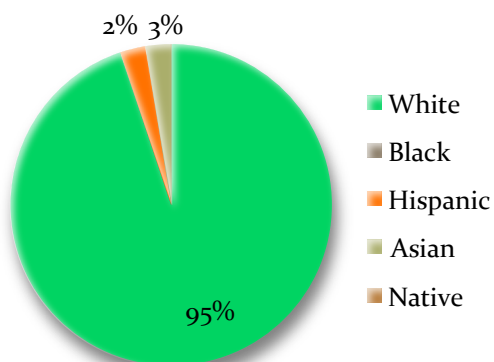


There are a total of 39 managers and nearly half (46%) are women.

There are two (5%) people of color in management at all Journal stations – a Native American assistant news director and a Hispanic/Latino assignment manager. Both work at KGUN in Tucson.

The Tucson market has a diversity index of 45% so it is encouraging that 40% of KGUN's management staff is comprised of people of color.

Racial Breakdown of Journal 2012



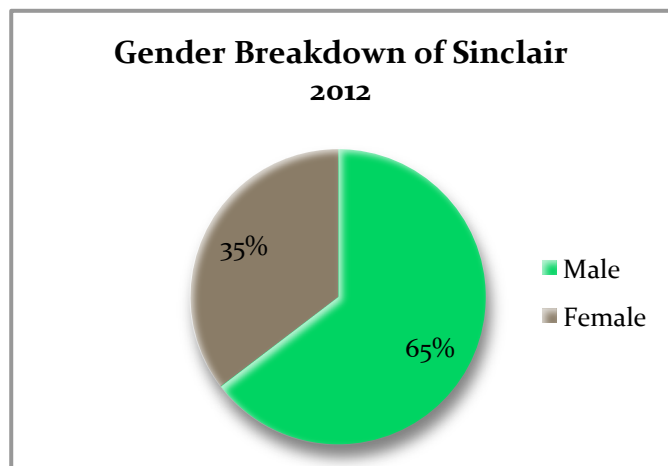
NABJ has reached out to Journal Chairman and CEO Steve Smith, Executive Vice President for Television and Radio Operations Steve Wexler and Vice President of News Bill Berra via email and hard-copy letter on June 6th seeking comment on the census report findings.

There has been no response.

SINCLAIR BROADCASTING

Sinclair owns, operates or provides sales services (via local marketing agreements) to 74 stations in 45 markets across the United States. 42 of its stations air news in 36 markets.

Sinclair makes extensive use of Shared Services Agreements (SSA's) in which competing stations owned by other companies provide newscasts for Sinclair stations.



Our report notes at least 13 instances of SSA's. Sinclair employs 21 news directors who oversee newscasts on 30 stations in 22 markets: Baltimore, Nashville, Columbus, OH; Salt Lake City, San Antonio, Asheville, NC; West Palm Beach, Grand Rapids and Lansing, MI; Oklahoma City, Austin, Albany, NY; Pensacola, Dayton, OH; Charleston,

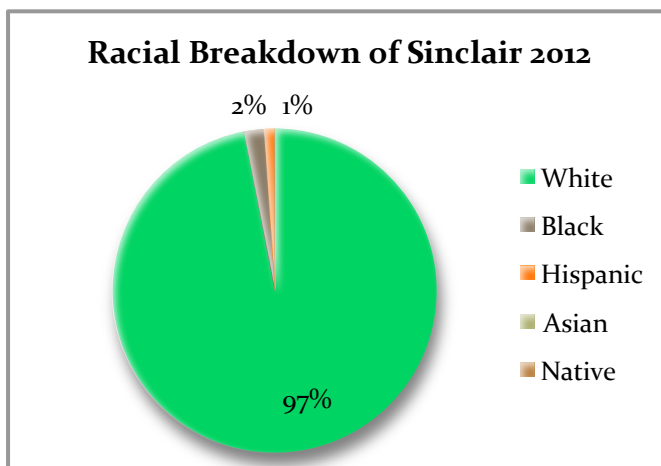
WV; Portland, ME; Springfield and Champaign, IL; Chattanooga, Cedar Rapids, Medford, OR and Beaumont, TX.

The news director at WWMT in Grand Rapids also oversees news at WLAJ in Lansing.

Sinclair employs a total of 99 news managers at its stations. 74 (64%) are men and 35 (35%) are woman.

Of those news managers there are only 3 (3%) people of color: a Hispanic woman general manager in Austin, a Black man managing editor in Charleston, WV and a Black man executive producer in Nashville.

18 Sinclair stations have no management diversity. This includes



stations in markets with a significant diversity index – Baltimore (40%), San Antonio (64%) and Beaumont (41%) – for example.

NABJ reached out via email and hard copy letter on June 8 to Sinclair President and CEO David Smith and Vice President of News Scott Livingston seeking comment on the findings of the report. There was no response.

Stations with Shared Services Agreements receive their news from 10 different companies:

WYMA, Asheville News done by WLOS, Raycom
KDSM, Des Moines News is done WHO, Local TV
WSMH, Flint MI News done by WNEM, Meredith
WXLV, Greensboro News done by NEWS 14
WDKY, Lexington KY News done by WKYT, Gray Television
WMSN, Madison WI News by WKOW, Quincy Newspapers
KBSI, Paducah KY News done by KFVS, Raycom
WYZZ, Peoria News done by WMBD, Nextstar
WPGH, Pittsburgh News done by WPXI, Cox
KDNL, St Louis News done by KSDK, Gannett
WLFL, Raleigh-Durham News done by WTVD, ABC
WRLH, Richmond News done by WWBT, Raycom
WUHF, Rochester News done by WROC, Nexstar

NABJ NETWORK DIVERSITY CENSUS 2012

NABJ Network Diversity Census 2012

Executive Summary

The National Association of Black Journalists has compiled data on the level of diversity in the senior editorial ranks of U.S. television network and cable news organizations. The goal of the diversity census is to paint an accurate picture of exactly who is making the decisions about news content and coverage produced and disseminated to the U.S. population and the world. A key question we ask is, “How closely does the level of diversity in management at these news organizations reflect the diversity of the most recent U.S. Census?” The latest U.S. Census population data show the number of people identifying as White Non-Hispanic to be 63 percent of the total U.S. population. (2011)

We applaud the commitment of news organizations that reflect the increasingly diverse U.S. population. When companies fall short and do not reflect the society they serve, our goal and NABJ’s mission is to find ways to work together to increase the number of diverse voices, particularly African-American journalists. The level of polarization in our country on issues covered by network and cable news providers as part of the 24-hour news cycle is in part a reflection of the lack of diversity among the teams of people making decisions on editorial content. When it comes to covering these diverse communities and the issues that concern them, decisions are often made in a vacuum.

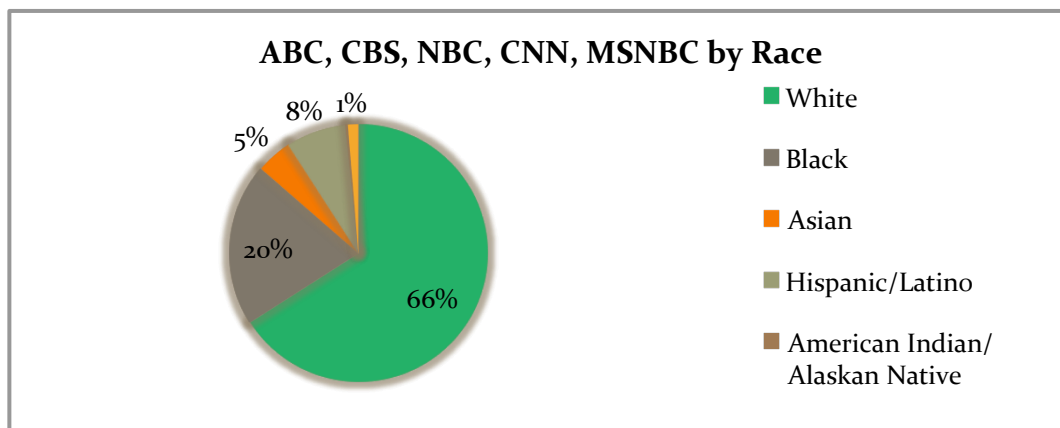
METHODOLOGY

NABJ evaluated the following cable and network news organizations: ABC, CBS, NBC, CNN, MSNBC, and FOX. We requested each network supply us with information, such as the name, race and title of employees who serve in the capacity of vice-president, executive producer, senior producer, bureau chief, and other decision-making roles in their news organizations. Since 2008, NABJ has used a variety of sources to verify this information, including company websites, news releases, online media sources and blogs, as well as people with knowledge of the networks’ hierarchy. NABJ’s leadership has had constant talks with the network television executives, and today, some share information or verify personnel information. We appreciate them for being more forthcoming about their progress and goals for recruiting and retaining managers of color

even during challenging economic times.

This year, every network acknowledged receiving the data and some replied with comments. FOX replied, but did not supply sufficient information on the senior level managers at the FOX News Channel. Therefore, once again, information about FOX News Channel is not included in the census. Last year, FOX News Channels officials say they did not receive our request in a timely manner. ABC News has neither responded nor supplied NABJ with information.

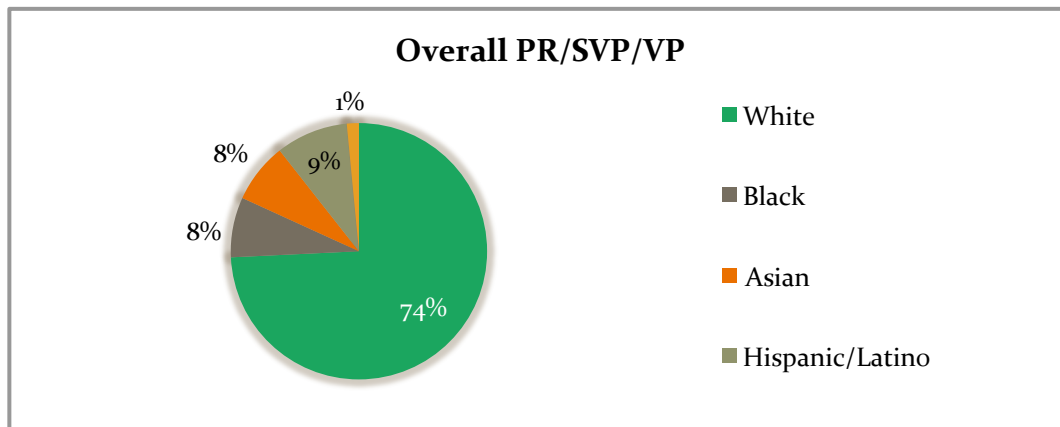
This chart provides a glimpse of the racial make-up of all networks in 2012:



The story behind these numbers is an all too familiar one. The higher up you go in the management ranks the less diversity you see. There are no people of color among the Presidents of any of the networks we surveyed. Our data collected for Presidents, Senior Vice Presidents and Vice Presidents show:

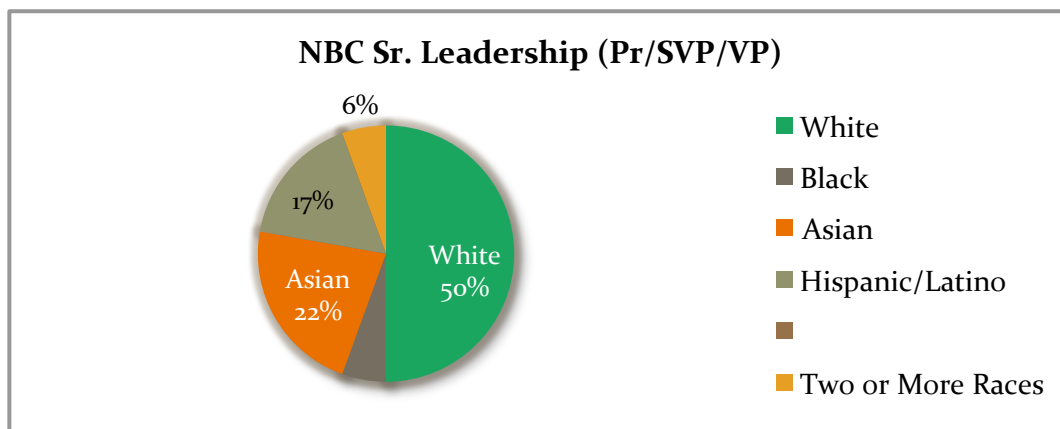
- 49 whites
- 6 Hispanic/Latinos
- 5 African Americans
- 5 Asians

We identified at least four vice presidents who are mixed race. Overall 74 percent of the senior most positions were held by whites.



Our census did not find any Hispanic/Latino or Asian Sr. Vice Presidents, or Vice Presidents at MSNBC, or ABC News. CBS News lacked any Asian employees among those ranks. NBC remains the most diverse in this particular category. Among the Presidents, Senior VPs and VPs NBC has:

- 9 whites
- 1 African-American
- 4 Asians
- 3 Hispanic Latinos
- 1 identified as mixed race (two or more races)



What's changed since 2008 at NBC News?

In our first since in 2008, NABJ identified four vice presidents of color with direct ties to news or the management of news resources and personnel.

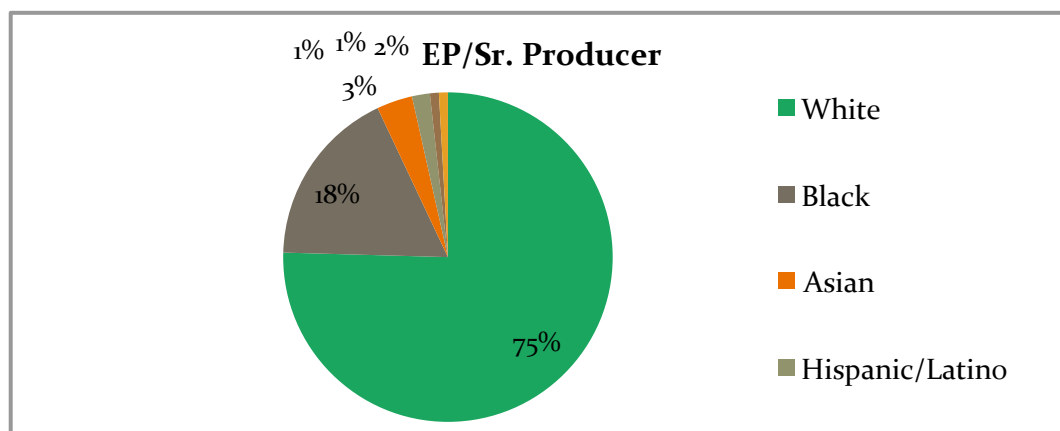
Today there are nine vice presidents of color. All of the company presidents are white males.

Executive Producers and Senior Producer

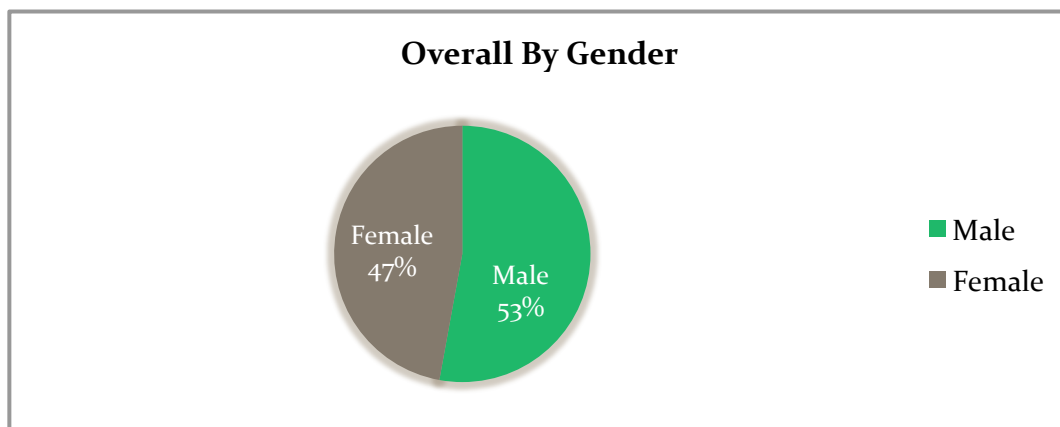
The committee would like to note a slight growth of people of color within the ranks of senior managers and executive producers at the networks since we started the census in 2008, but the numbers are still disappointing among executive producers. Executive producers wield a wealth of influence in day-to-day news coverage and oversee shows such as NBC's "Today." Out of 113 senior managers, there are 19 African-Americans with the title of Executive Producer or Senior Producer among all of the networks where our committee gathered data. We identified three African-American women with the title of Executive Producer supervising network news shows (CNN's Midday 12-2pm, MSNBC's Dayside 11 a.m., and NBC's Weekend Today).

There are four Asians, two Latino, and one American Indian/ Alaskan Native-American listed as Executive Producers or Senior Producers.

Here's a breakdown of network executive producers and senior managers by race:



GENDER



Our census found the least disparity overall between genders, with the exception of the top spots at the networks which remain all male and all white. Beyond the company presidents is a much more diverse picture between men and women in the newsrooms.

57 percent (129) of the senior managers are male and 43 percent (115) are female. CNN, CBS, and NBC actually have one or two more females than males in management positions in news.

CNN has 29 females and 27 males

CBS has 21 females and 20 males

NBC has 30 females and 29 males

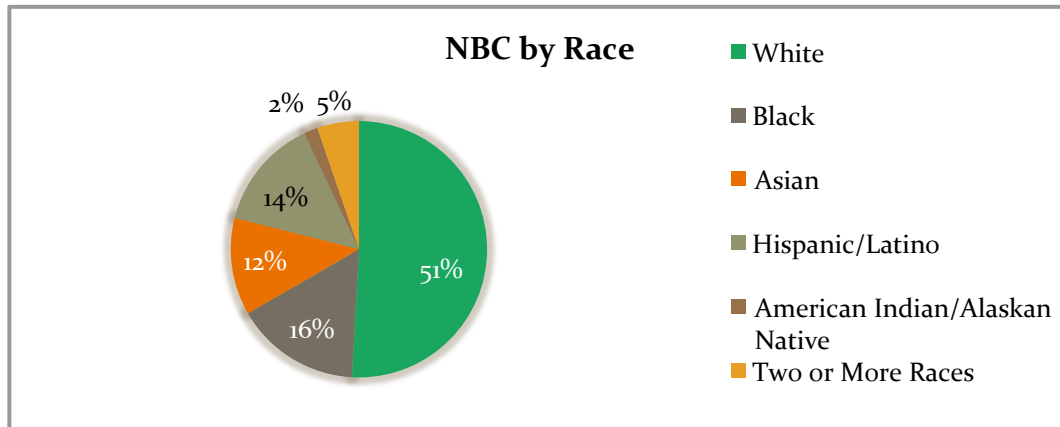
MSNBC has 15 females and 20 males

The census data we collected shows 62 percent of the managers at ABC are male compared to 38 percent female. The charts for individual networks are at the end of the summary.

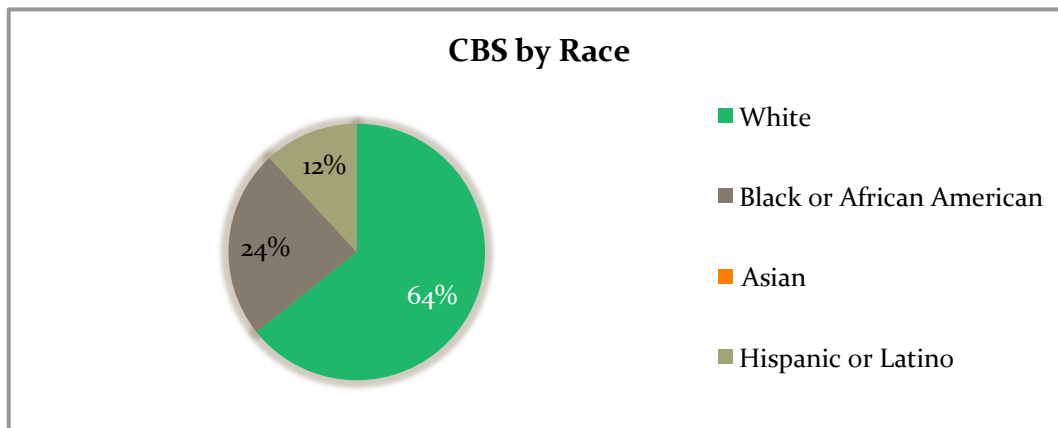
RACE AND ETHNICITY

Overall NBC has the most diversity among senior-level managers.

At NBC News, out of 57 managers and executives, 28 are people of color. CBS also has a strong showing compared to others in our census.



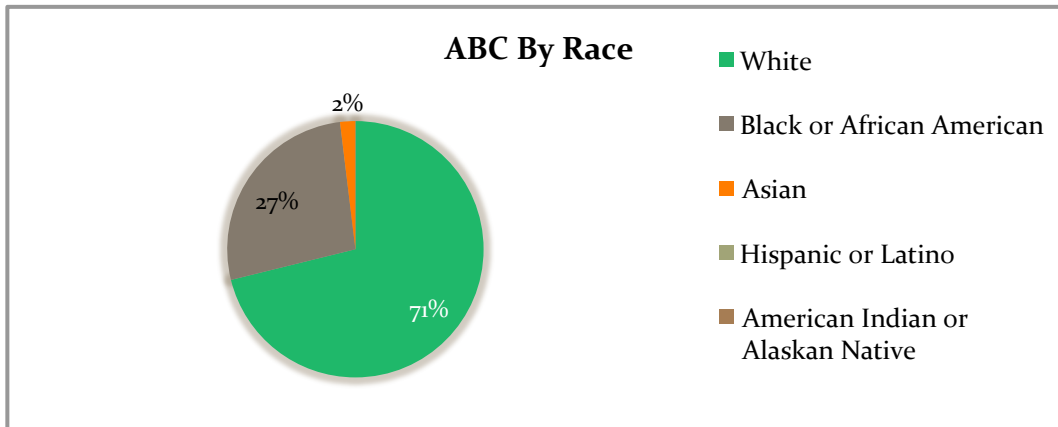
At CBS News, we found about a third of its senior managers are people of color. In fact, last year, CBS News promoted longtime foreign editor Ingrid Ciprian-Matthews to Vice President of CBS News, making her the first Hispanic to attain this position.



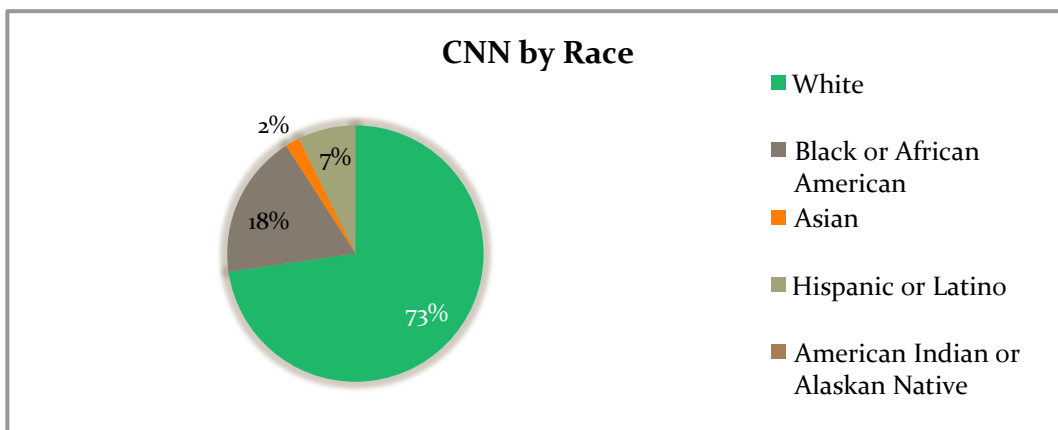
However, there are voids at the network. There is only one executive producer of color, and as CBS' "60 Minutes" approaches its 45th anniversary, there are no people of color in the management ranks.

CNN and MSNBC are making strides in the executive ranks, but still need improvement in the number of people of color who supervise daily shows.

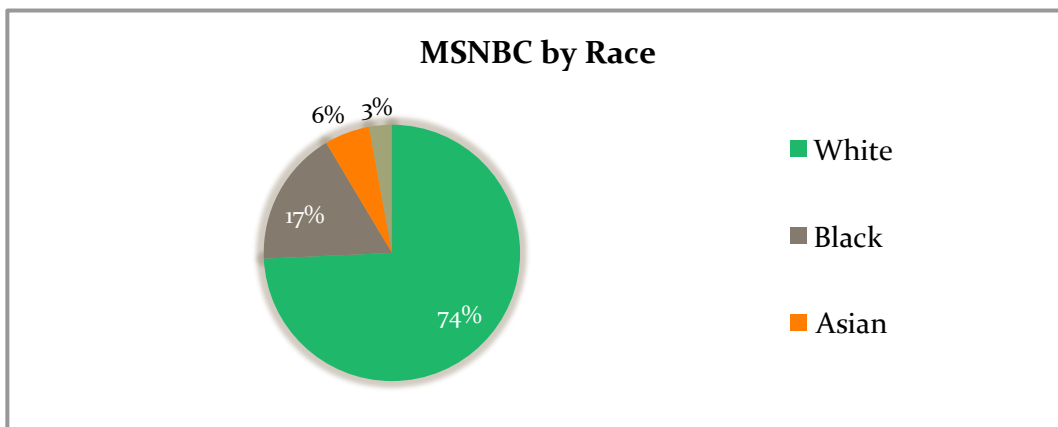
ABC needs the most improvement. We found 15 out of 52 News managers are people of color. Those fifteen are African-American and one Asian-American. The committee has not found any Hispanic/Latino news managers at ABC.



15 out of 55 News Managers are people of color at CNN



And at MSNBC there are nine News Managers of color out of 35



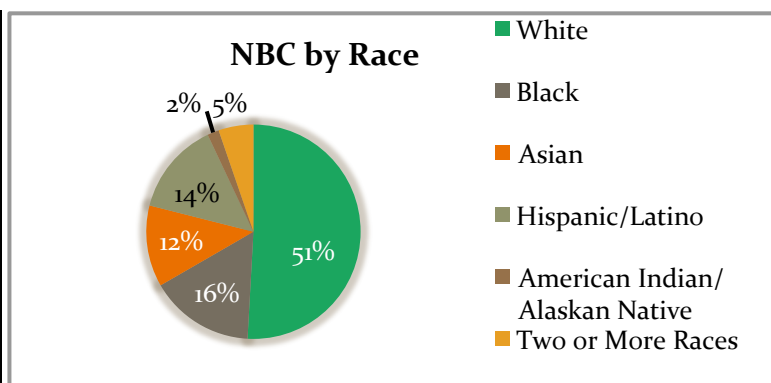
CNN and MSNBC have people of color – two African Americans leading their news coverage as Senior Executives. They are CNN's Executive Vice President and Manager Mark

Whitaker, who is mixed-race and Yvette Miley, MSNBC'S Vice President/Executive Editor, who is African-American.

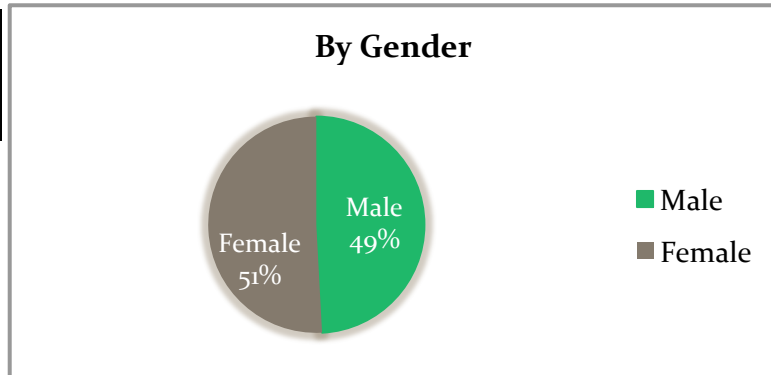
NBC

NBC News verified the data gathered for the 2012 Network Diversity Census. The company has been awarded by NABJ in the past for its commitment to diversity. Our committee concludes were it not for the strong showing that NBC has across the board in levels of diversity among senior management, the network census numbers showing all networks combined would be less of a reflection of the national population than it is.

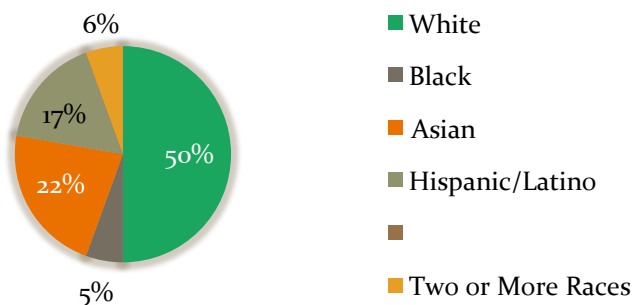
White	29
Black	9
Asian	7
Hispanic/Latino	8
American Indian/Alaskan Native	1
Two or More Races	3



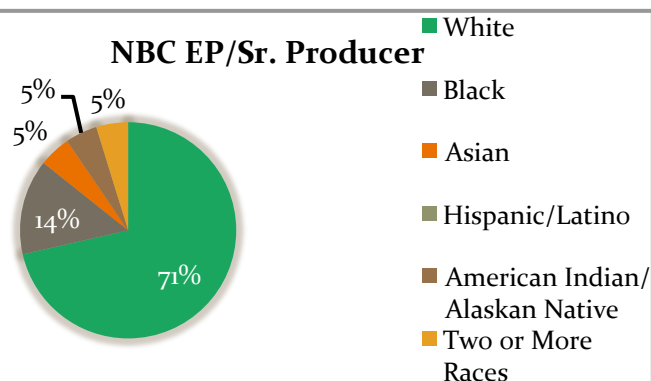
Male	29
Female	30



White	9
Black	1
Asian	4
Hispanic/Latino	3
Two or More Races	1

NBC Senior Leadership (Pr/SVP/VP)

White	15
Black	3
Asian	1
Hispanic/Latino	
American Indian/Alaskan Native	1
Two or More Races	1

NBC EP/Sr. Producer

FOX NEWS CHANNEL

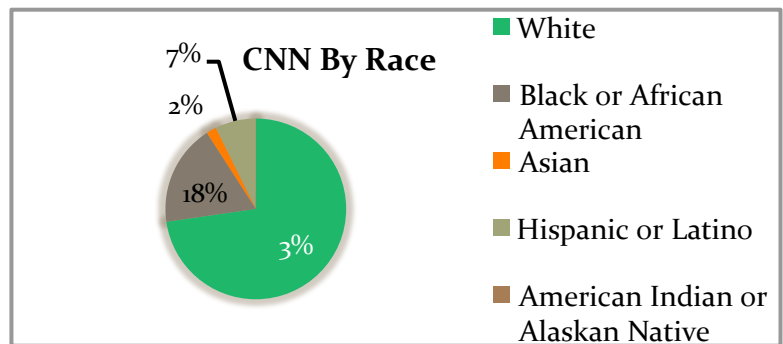
FOX News Channel data is not included in the 2012 NABJ Network Diversity Census. We are optimistic that the network will see the value in participating in the census in the future. DaMar Smith at FOX thanked the committee for requesting the information but stated an H.R. executive left the Fox Televisions Groups unexpectedly for family matters and “As a result we’re unable to provide the information for the census report in a timely manner.” He encouraged us to use data from public sources.

CNN

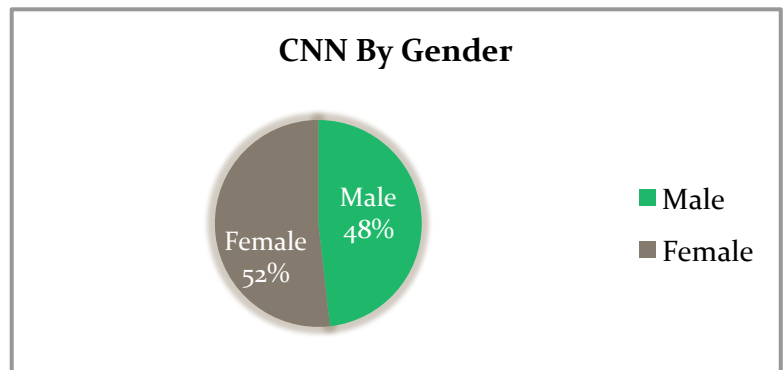
CNN’s Senior Legal Analyst Johnita Due acknowledged receiving the data we collected for the NABJ 2012 Diversity Census and replied to our committee saying, “CNN does not provide this kind of information to third parties. We do note that the information is inaccurate and incomplete. We would like to request that you do not publish any of the names of our employees out of respect for their Privacy.” The committee notes that NABJ’s leadership has had continuous

meetings with CNN's leadership during the past three years, but CNN has not attempted to correct any of the data in our census since we started including cable news networks. CNN's data is gathered from the company's Web site, public records, press releases, news reports, and people with knowledge of the news organization's hierarchy.

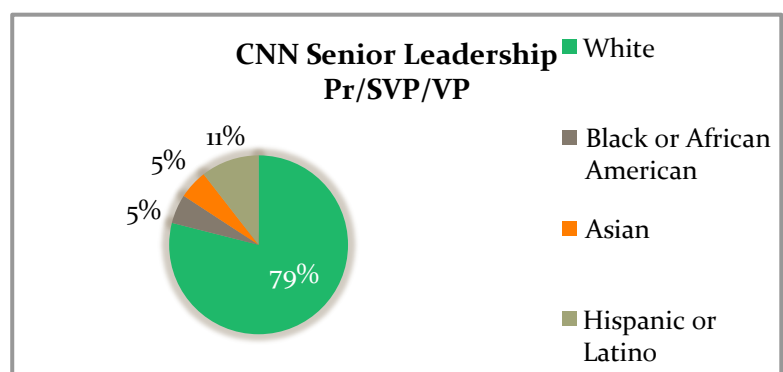
White	40
Black or African American	10
Asian	1
Hispanic or Latino	4



Male	27
Female	29

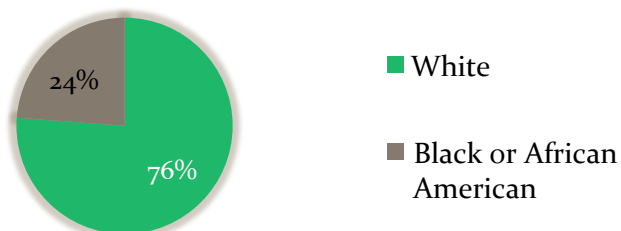


White	15
Black or African American	1
Asian	1
Hispanic or Latino	2



White	16
Black or African American	5

CNN - EP/Sr. Producer

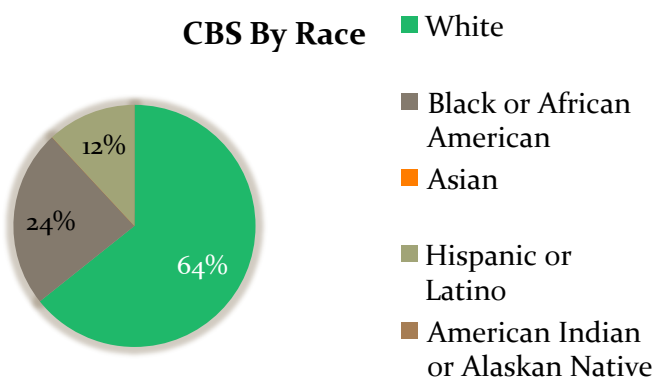


CBS

CBS acknowledged receiving the census data, but gave no comment. In published statements on the company Web site, CBS identifies itself as recognizing its influence as one of the world's leading media companies, with assets that include national television networks, local TV and radio stations, interactive and outdoor media and publishing houses, CBS Corporation strives to use its power and reach for the public good. Its commitment to quality news coverage, community outreach, and support, public service announcements, diversity effort and socially responsible content across all its divisions has earned CBS the distinction of being a public trust.

White	27
Black or African American	9
Asian	0
Hispanic or Latino	5
American Indian or Alaskan Native	0

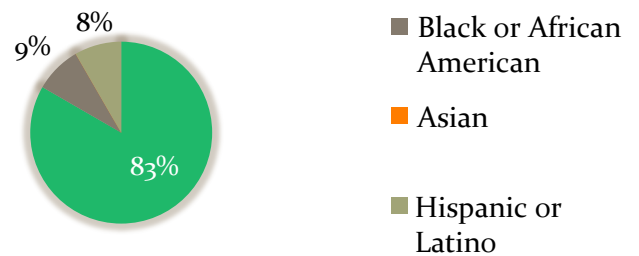
CBS By Race



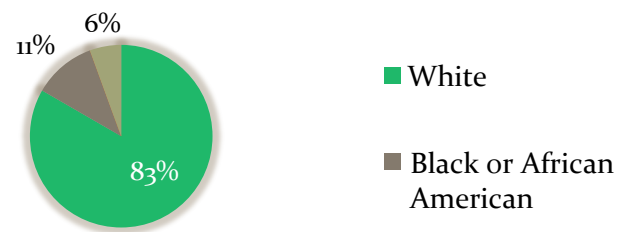
Male	20
Female	21

CBS By Gender


White	10
Black or African American	1
Hispanic or Latino	1

CBS Senior Leadership Pr/SVP/VP


White	15
Black or African American	2
Hispanic or Latino	1

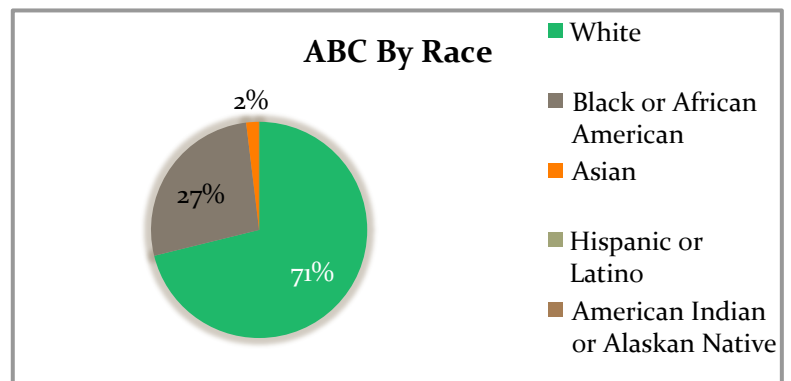
CBS EP/Sr.Producer


ABC

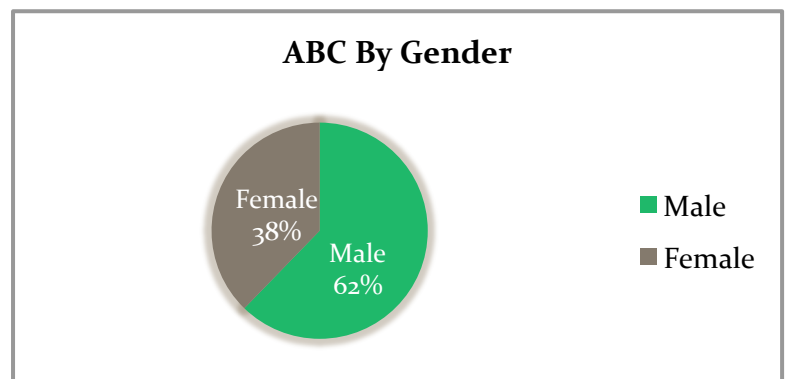
This is the second year that ABC has not complied with NABJ's request for verification of data collected in the Network Diversity Census. The network has undergone a change in its management structure in recent years, but the number of people of color has declined or become stagnant. Our 2008 census showed ABC News had one vice president of color, an African-American, responsible for news coverage. This year, we identified an African-American in Business Affairs who was also in that position in 2008.

In 2008, ABC News did not have any Hispanic senior managers. Five years later it appears nothing has changed at the network. ABC News still does not have any Hispanic vice presidents or senior managers.

White	37
Black or African American	14
Asian	1



Male	33
Female	20



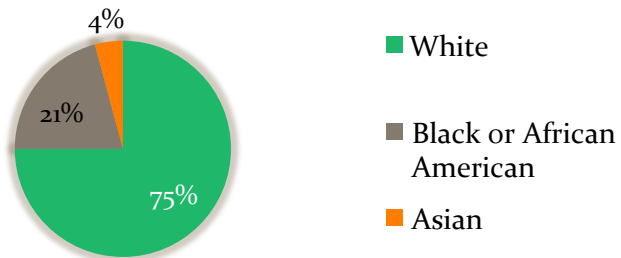
White	11
Black or African American	1

ABC Senior Leadership (Pr/SVP/VP)



White	18
Black or African American	5
Asian	1

ABC - EP/Sr. Producer



APPENDICES

NBC**WNBC, NYC:**

51% Diversity

GM	bm
ND	wf
AND	hm
Asgt Mgr	wm
EP	wf
EP	wm
EP	bm
Web	wm

KXAS, Dallas:

49% Diversity

GM	wm
ND	wf
AND	bm
ME	wf
Asgt Mgr	bm
EP	wm
EP	wm
Web	wf

KNBC, LA:

68% Diversity

GM	wm
ND	am
AND	wm
ME	
Asgt Mgr	wm
EP	wf
EP	bm
EP	hf
EP	wf
Web	wf

KNTV, San Jose:

65% Diversity

GM	wm
ND	wm
AND	
ME	wm
EP	wf
EP	wm
EP	wf
EP	wm
Web	wf

WMAQ, Chicago:

45% Diversity

GM	wm
ND	hf
ME	bf
EP	wm
EP	wf
EP	wf
EP	wm

WRC, D.C.:

51% Diversity

GM	wf
ND	
AND	wm
Asgt Mgr	wm
EP	wf
EP	wm
Web	wf

WVIT, Hartford:

28% Diversity

GM	wm
ND	wm
AND	bf
ME	wm
Asgt Mgr	wf
EP	wm

WCAU, Philadelphia:

35% Diversity

GM	wm
ND	bm
AND	
ME	wf
EP	bf
EP	wf
EP	wf
EP	wf
EP	af
Web EP	hf

WTVJ, Miami:

65% Diversity

GM	hm
ND	hf
AND	wm
ME	hf
Asgt Mgr	hf
EP	hf
EP	wm
EP	wm

KNSD, San Diego:

51% Diversity

GM	wm
ND	wm
AND	wm
EP	wf
EP	wf
EP	wf
Web	wf

ABC

WABC, NYC:

51% Diversity

GM	wm
ND	bf
AND	wm
ME	wm
Asgt Mgr	wf
EP	wm
EP	wm
EP	

KGO, S.F.:

57% Diversity

GM	wm
ND	wf
AND	wf
ME	wm
Asgt Mgr	wm
EP	wm
EP	af
Web	wf

KABC, L.A.:

68% Diversity

GM	wm
ND	wf
AND	bm
ME	wm
Asgt Mgr	hm
EP	wm
EP	wm
EP	wf
EP	wf
Web	wf

KTRK, Houston:

60% Diversity

GM	wm
ND	wm
AND	wm
ME	wm
Asgt Mgr	wf
EP	hm
EP	bf
EP	wf
EP	bm
Web	wm

WLS, Chicago:

45% Diversity

GM	wm
ND	wf
AND	wf
ME	wm
Asgt Mgr	wf
Asgt Mgr	hf
EP	bm
EP	am
EP	wm
EP	wm
Web	wm

WTVD, Raleigh:

36% Diversity

GM	wf
ND	wm
AND	wm
EP	wm
EP	wf
Web	wm

WPVI, Philadelphia:

35% Diversity

GM	wm
ND	wm
AND	wf
ME	wf
EP	bm
EP	wm
EP	bf
EP	bf
EP	wm
EP	wm
EP	wm
EP	wm
Web	wm

KFSN, Fresno:

67% Diversity

GM	wm
ND	bm
Asgt Mgr	wf
EP	wm
EP	wm

Belo Corporation**WFAA, Dallas:**

49% Diversity

GM	wm
ND	wf
AND	wm
ME	bm
Asgt Mgr	wf
EP	wf
EP	bf
EP	wm
Web	wm

KHOU, Houston:

60% Diversity

GM	wf
ND	wm
ME	wm
EP	wf
EP	hm
EP	bf
Web	wf

KING, Seattle:

32% Diversity

GM	wm
ND	wm
Asgt Mgr	hf
EP	am
EP	wm
EP	wm
Web	wm
Web	wm

WCNC, Charlotte:

39% Diversity

GM	wm
ND	wm
AND	wf
EP	wm
EP	wf
Web	wf

KTVK, Phoenix:

41% Diversity

GM	wm
ND	wm
Asgt Mgr	wm
Asgt Mgr	bm
EP	wf

KTVB, Boise:

18% Diversity

GM	wm
ND	wf
ME	wm
Ops Mgr	hm
EP	wf
Web	wf

KMOV, St. Louis:

24% Diversity

GM	wm
ND	wm
AND	wm
Asgt Mgr	wf
EP	bf
EP	wm

KGW, Portland:

23% Diversity

GM	wf
ND	wm
AND	wf
EP	wm
EP	wf
Web	

KREM, Spokane:

13% Diversity

GM	wm
ND	wm
AND	wf
Asgt Mgr	wf
Web	wf

KENS, San Antonio:

64% Diversity

GM	wm
ND	bm
AND	wf
Asgt Mgr	wf

WVEC, Norfolk:

42% Diversity

GM	
ND	wm
AND	hm
Asgt Mgr	bf
EP	hm
EP	wm
Web	wm

KVUE, Austin:

45% Diversity

GM	wf
ND	wm
EP	wm
EP	wf
Web	wf

WHAS, Louisville:

21% Diversity

GM	
ND	wm
AND	wm
Asgt Mgr	wm
EP	bf
Web	wm

WWL, New Orleans:

46% Diversity

GM	bm
ND	wm
ME	wm
Asgt Mgr	wm
EP	wm
EP	wm
EP	bf

Raycom Media**WOIO, Cleveland:**

28% Diversity

GM	wm
ND	wm
AND	wm
EP	wm
EP	wf
Web	bf

WBTV, Charlotte:

39% Diversity

GM	wm
ND	wm
AND	bf
EP	wf
EP	wf
Web	wm

WXIX, Cincinnati:

18% Diversity

GM	wm
ND	wm
AND	wf
Asgt Mgr	wm
EP	wm
EP	wm
Web	wf

WBRC, Birmingham:

35% Diversity

GM	wf
ND	bm
AND	wf
EP	wm
EP	wm
EP	bm
Web	bm
Web	wf

WMC, Memphis:

53% Diversity

GM	wm
ND	wf
AND	bf
Asgt Mgr	wm
EP	wm
EP	wf
Web	wm

WAVE, Louisville:

21% Diversity

GM	wm
ND	wf
AND	wf
Asgt Mgr	wf
EP	wf
EP	wf
Web	bm

WWBT, Richmond:

40% Diversity

GM	bm
ND	wf
AND	wm
Asgt Mgr	wf
EP	wm
EP	hm
Web	am

KOLD, Tucson:

45% Diversity

GM	wf
ND	wf
AND	wf
Asgt Mgr	wm
AM EP	wm
PM EP	wf

KAIT Jonesboro:

28% Diversity

GM	wf
ND	wm
AND	wm
Web	wm

KTRE, Tyler:

37% Diversity

GM	
ND	bf
AND	wm

WTOL, Toledo:

22% Diversity

GM	wm
ND	wm
AM EP	wf
EP	wm

KGMB/KHNL, Honolulu:

80% Diversity

GM	wm
ND	wm
Asgt Mgr	hf
PM EP	wm
AM EP	wm
Web	am

WIS, Columbia:

41% Diversity

GM	wf
ND	bf
AND	wf
Assg Mgr	wm
AM EP	bf
EP	wm
Web/Digital	
Content Mgrwm	

*Raycom Media (continued)***KSLA, Shreveport:**

45% Diversity

GM	wm
ND	bf
AND	wm
Asgt Mgr	wf
AM EP	wf
Web	bf
Web	wm

WLBT, Jackson:

51% Diversity

GM	wm
ND	wm
AND	wm
EP	wm
Web	bm

WAFB, Baton Rouge:

42% Diversity

GM	wf
ND	wm
AND	wf
Asgt Mgr	wf
EP	bf
EP	wm
EP	wm
Web	wf

WTOC, Savannah:

42% Diversity

GM	wm
ND	wf
AND	wf
ME	wm
Asgt Mgr	wf
EP	wm
Web	wf

KPLC Lake Charles:

30% Diversity

GM	wm
ND	wm
AND	wm
Asgt Mgr	bf
EP	wm

WAFF, Huntsville:

31% Diversity

GM	bf
ND	wm
AND	wf
Web	wf

KFVS, Cape Girardeau:

17% Diversity

GM	wm
ND	wm
AND	bm
Asgt Mgr	wm
Web	wf

WSCS, Charleston:

36% Diversity

GM	bf
ND	wm
AND	bm
Asgt Mgr	wm
EP	wf
EP	wf
Web	wm

WFIE, Evansville:

11% Diversity

GM	wm
ND	wm
AND	wf
Asgt Mgr	wm

WDAM, Hattiesburg:

33% Diversity

GM	wm
ND	wm
AND	bf

WMBF, Myrtle Beach:

22% Diversity

GM	wm
ND	wf
Asgt Mgr	wm
EP	bm
EP	wf
Web	wf

KTLV Tyler:

37% Diversity

GM	wm
ND	wm
AND	wm
Asgt Mgr	wm
EP	wm
Web	wf

WALB, Albany:

55% Diversity

GM	wm
ND	wm
AND	wf
EP	wm
Web	wm

WSFA, Montgomery:

48% Diversity

GM	wm
ND	wm
AND	wm
Asgt Mgr	wm
EP	wf
Web	wm

*Raycom Media (continued)***WTVM, Columbus:**

50% Diversity

GM	wm
ND	wm
AND	bf
Asgt Mgr	bm
Web	bf

KCBD, Lubbock:

43% Diversity

GM	wm
ND	wm
ME	hm
Asgt Mgr	wf
EP	wm
Web	wm

WLOX, Biloxi:

28% Diversity

GM	wm
ND	wm
AND	wf
Asgt Mgr	wm
EP	wf
Web	wf

COX**KTVU Oakland:**

57% Diversity

GM	wm
ND	wm
Assoc ND	af
Asgt Mgr	hm
EP	wm
EP	wf
EP	wf
Web	wm

WPXI, Pittsburgh:

12% Diversity

GM	wm
ND	wm
ME	wm
Asgt Mgr	
EP	wf
EP	wf

WSB, Atlanta:

49% Diversity

GM	wm
ND	wm
ME	wf
Asgt Mgr	
Social	
Media Mgr	bf
EP	wm
EP	bf
EP	wf
Web EP	wm

WHIO, Dayton:

21% Diversity

GM	wf
ND	wm
AND	wm
ME	wf
Asgt Mgr	wf
EP	bf
EP	wf
Web	bf

KIRO, Seattle:

32% Diversity

GM	wm
ND	wm
ME	wm
Asgt Mgr	wm
EP	wf
EP	wf

KFOX, El Paso:

86% Diversity

GM	wm
ND	wf
Asgt Mgr	hm
EP	
EP	wf

WFTV/WRDQ,**Orlando:**

46% Diversity

GM	wm
ND	
ME	wm
Asgt Mgr	wf
EP	bm
EP	wf
EP	wf

WJAC, Johnstown:

6% Diversity

GM	wm
ND	m
AND	wm
Asgt Mgr	wm

WSOC/WXAN,**Charlotte:**

39% Diversity

GM	wm
ND	wf
AND	wf
Asgt Mgr	wf
EP	wm
EP	wm
EP	nm

WTOV, Steubenville:

6% Diversity

GM	wm
ND	wm
EP	wf

FOX**WNYW, NY:**

51% Diversity

GM	wm
ND	wf
AND	am
ME	wm
EP	wf
EP	wf
EP	bm
Web	wm

KTTV/KCOP, L.A.:

68% Diversity

GM	wm
ND	wm
AND	wm
ME	wm
ME	wf
Asgt Mgr	hm
EP	wf
EP	wm
Web	wm

WFLD, Chicago:

45% Diversity

GM	wm
ND	wf
AND	wm
ME	wf
EP	am
EP	hm
Web	wm

KSAZ, Phoenix:

41% Diversity

GM	wm
ND	wm
ME	wm
EP	wf
Web	wf

WTFX, Philadelphia:

35% Diversity

GM	wm
ND	
AND	wf
Asgt Mgr	wm
EP	wf
EP	hf
Web	wm

KDFW, Dallas:

49% Diversity

GM	wf
ND	wf
AND	wm
ME	wm
ME	wm
EP	bf
EP	wm
EP	wm
Web	wm

WFXT, Boston:

25% Diversity

GM	wm
ND	wm
AND	wm
ME	wf
EP	wf
EP	wf
Web	wm

WTTG, D.C.:

51% Diversity

GM	wm
ND	wm
AND	wf
EP	wm
EP	wm
EP	hm
Web	wm

WAGA, Atlanta:

49% Diversity

GM	wm
ND	wm
ME	wm
Asgt Mgr	wf
EP	wm
EP	wf
EP	wf
Web	wm

KRIV Houston:

60% Diversity

GM	bm
ND	wm
AND	
Asgt Mgr	wm
EP	wm
EP	wf
EP	wf
Web	wm

WJBK, Detroit:

32% Diversity

GM	
ND	wf
AND	wm
ME	bm
Asgt Mgr	wf
EP	wf
EP	wf
EP	wf
Web	wm

WWOR, NYC:

51% Diversity

ND	wm
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*FOX (continued)***KMSP, Minnesota:**

21% Diversity

GM	wf
ND	wm
AND	wf
ME	wm
Asgt Mgr	wf
EP	wm
EP	wf
Web	wm

WOFL, Orlando:

46% Diversity

GM	wm
ND	wm
Asst ND	hm
Asgt Mgr	wm
EP	wf
EP	wf
Web	wf

KTBC, Austin:

45% Diversity

GM	bm
ND	wf
AND	wm
Asgt Mgr	hm
EP	wm
EP	wm
Web	wm

WHBQ, Memphis:

53% Diversity

GM	wm
ND	bm
Asgt Mgr	wf
ME	wm
EP	wm
Web	wm

WTVT, Tampa:

32% Diversity

GM	wm
ND	wm
AND	wm
ME	wm
EP	wm
EP	af
EP	wf
Web	wm

Post Newsweek

KPRC, Houston:

60% Diversity

GM	wm
ND	wf
AND	wm
ME	hm
Weekend Mgrhf	
EP	wm
EP	wf
EP	wm
EP	wf
EP	wf
EP	wm
Web	wf

WDIV, Detroit:

32% Diversity

GM	wf
ND	wf
Asgt Mgr	wm
EP	wf
EP	wf
EP	wf
EP	wm
Web	wf

WPLG, Miami:

65% Diversity

GM	wm
ND	wm
AND	wm
Asgt Mgr	hf
EP	wf
EP	wf
EP	wf
Web	wf

WKMG, Orlando:

46% Diversity

GM	wm
ND	wm
AND	wm
ME	wf
EP	wm
EP	hm

KSAT, San Antonio:

64% Diversity

GM	wm
ND	wm
EP	wf
EP	hm

WJXT, Jacksonville:

34% Diversity

GM	wm
ND	wf
AND	wm
ME	wf
Asgt Mgr	wm
EP	wf
EP	wf
Web	wm

Nexstar**WHAG, Hagerstown:**

14% Diversity

GM	wm
ND	wm
AND	wm
Asgt Mgr	bm

WBRE, Wilkes Barre:

10% Diversity

GM	wm
ND	wm
Asgt Mgr	wm
EP	wf
Web	wf

KARK, Little Rock:

30% Diversity

GM	
ND	wm
ME	wm
EP	wm
Web	wf

KOZL, Springfield:

8% Diversity

GM	wm
ND	
AND	wf
Asgt Mgr	wm
ME	wf

WROC, Rochester:

21% Diversity

GM	wm
ND	wm
ME	wm
Asgt Mgr	bf

WFFT, Fort Wayne:

20% Diversity

GM	wm
ND	wm

WCIA, Champaign:

25% Diversity

GM	wm
ND	wm
AND	wm
EP	wf
Web	wf

KNWA/KFTA, Ft Smith:

24% Diversity

GM	wf
ND	wm
AND	wf
Asgt Mgr	bm
Asgt Mgr	wm
Web	wf

WTAJ, Altoona:

4% Diversity

GM	wm
ND	wm
Asgt Mgr	wm
Web	wf

WEHT, Evansville:

11% Diversity

GM	wf
ND	wm
ME	wm
Asgt Mgr	wm
Web	wm

WMBD, Bloomington:

10% Diversity

GM	wm
ND	wm
ME	wm
Web	wm

KAMR, Amarillo:

35% Diversity

GM	hf
ND	wf
Asgt Mgr	wm
Web	wf

WTVO, Rockford:

27% Diversity

GM	wm
ND	bm
ME	wm
Web	wm

KTVE, Monroe:

39% Diversity

GM	wm
ND	bm
Asgt Mgr	wm
EP	hm
Web	bm

KBTV, Beaumont:

41% Diversity

GM	wm
ND	hm

KFDX, Wichita Falls:

28% Diversity

GM	wf
ND	wm
Asgt Mgr	wm
EP	wf
Web	am

KLBB, Lubbock:

43% Diversity

GM	wm
ND	wm
AND	wm
EP	wm

*Nexstar (continued)***WJET, Erie:**

13% Diversity

GM	wm
ND	wm
ME	wm
Asgt Mgr	wm
Web	wm

KSNF/KODE, Joplin:

13% Diversity

GM	wm
ND	wf
Asgt Mgr	wm
EP	wm
Web	wf

KMID, Midland:

46% Diversity

GM	hm
ND	wm
EP	wm
Web	wm

WTWO, Terre Haute:

10% Diversity

GM	wm
ND	wm
AND	wf
Asgt Mgr	wm

KTAB, Abilene:

31% Diversity

GM	wm
ND	wm
ME	wm
Asgt Mgr	wm
Web	wf

WDHN, Dothan:

28% Diversity

GM	wf
ND	wm
AND	wm

KLST, San Antonio:

41% Diversity

GM	wm
ND	wm
Asgt Mgr	bf
EP	hm

KQTV, St. Joseph:

12% Diversity

GM	wf
ND	wf

KTAL, Shreveport:

45% Diversity

GM	wm
ND	wm
AND	bm
Web	wm

Gannett**WUSA, D.C.:**

51% Diversity

GM	wm
ND	wm
AND	wm
Asgt Mgr	wm
EP	bf
EP	wm
EP	bf
Web	wm

KTVD/KUSA, Denver:

34% Diversity

GM	wm
ND	wf
AND	wm
Asgt Mgr	wm
EP	wm
EP	wf
EP	wm
Web	wf

WFMY, Greensboro:

37% Diversity

GM	wm
ND	wm
ME	bf
EP	wm
Web	

WXIA, Atlanta:

49% Diversity

GM	wm
ND	wf
AND	wm
Asgt Mgr	wf
EP	bm
EP	bf
EP	wf
Web	wm

WKYC, Cleveland:

28% Diversity

GM	wm
ND	wm
ME	bm
Asgt Mgr	wf
EP	wf
EP	wf
Web	wf

**WTLV-WJXX,
Jacksonville:**

34% Diversity

GM	wm
ND	bf
ME	
EP	bm
Web	wm

KPNX, Phoenix:

41% Diversity

GM	wm
ND	wm
ME	wf
ME	wm
Asgt Mgr	wm
EP	wf
EP	wf
EP	wf
Web	wf

KXTV, Sacto:

44% Diversity

GM	af
ND	wm
Asgt Mgr	wm
EP	wf
EP	wm
EP	wm
Web	

WGRZ, Buffalo:

20% Diversity

GM	wm
ND	wm
EP	wm
EP	wm
Web	wm

WTSP, Tampa:

32% Diversity

GM	wm
ND	wm
ME	wf
Asgt Mgr	wf
EP	wf
Web	

KSDK, St Louis:

24% Diversity

GM	wf
ND	wm
AND	wf
Asgt Mgr	wm
EP	wf
EP	wm
EP	wf
Web	wf

KTHV Little Rock:

30% Diversity

GM	wm
ND	wm
Asgt Mgr	wf
EP	wf
EP	wf
Web	wf

*Gannett (continued)***KARE, Minneapolis:**

21% Diversity

GM	wm
ND	wf
Asgt Mgr	wf
EP	wf
EP	wf
EP	wf
Web	wf

WZZM Grand Rapids:

20% Diversity

GM	af
ND	am
Asgt Mgr	wf
EP	wm
EP	wm
EP	af

WBIR, Knoxville:

13% Diversity

GM	wm
ND	wf
ME	wm
Asgt Mgr	wm
EP	wm
EP	wf
Web	

WLTX, Columbia, SC:

41% Diversity

GM	wm
ND	wf
ME	bf
EP	wm
Web	hm

WCSH/WLBZ,**Portland:**

6% Diversity

GM	wm/wf
ND	wf
ME	wm
Asgt Mgr	wm
EP	wm
EP	wf

WMAZ, Macon:

48% Diversity

GM	wm
ND	wm
ME	wm
EP	wf
Web	

Allbritton**Communications****WJLA,****Washington D.C.:**

51% Diversity

GM/ND wm

ND wm

ND* wm

AND wf

ME wm

EP wf

EP* wf

Web am

*News Channel 8

WCFT, Birmingham:

35% Diversity

GM wm

ND wm

AND bm

WHTM, Harrisburg:

19% Diversity

GM wm

Stn Mgr wm

ND wm

EP wf

Web wm

KATV, Little Rock:

30% Diversity

GM wm

ND wm

AND wm

Asgt Mgr wf

EP wm

Web wm

KTUL, Tulsa:

32% Diversity

GM wm

ND bm

AND wf

Web wm

WSET, Roanoke:

20% Diversity

GM wm

ND wm

ME wm

EP wm

Web hf

WCIV, Charleston:

36% Diversity

GM wf

ND wf

AND wf

Asgt Mgr wm

Web wm

CBS**WCBS, NYC:**

51% Diversity

GM	wm
ND	wm
AND	wf
ME	wm
Asgt Mgr	wm
EP	wf
EP	wf
EP	wm
EP	wf
Web	wm

KTVT, Dallas:

49% Diversity

GM	wm
ND	wf
Asgt Mgr	wm
EP	wf
EP	bm
Web	wm

KCBS/KCAL. L.A.:

68% Diversity

GM	wm
ND	wm
AND	wm
ME	wm
Asgt Mgr	hf
EP	wm
EP	af
EP	hf
EP	wf
EP	wf
EP	wm

KPIX, S.F.:

57% Diversity

GM	wm
ND	wm
AND	wf
ME	wm
Asgt Mgr	wm
EP	wm
EP	wf
Web	wm

WBBM, Chicago:

45% Diversity

GM	wm
ND	wm
AND	wf
ME	wf
EP	wm
EP	wm
EP	wf
Web	wm

WBZ, Boston:

25% Diversity

GM	wm
ND	wm
ME	wm
Asgt Mgr	wm
EP	wm
EP	wm
EP	wf

KYW, Philadelphia:

35% Diversity

GM	wm
ND	wf
AND	wm
ME	wm
Asgt Mgr	wm
EP	wm
EP	wm
EP	wm
Web	wf

WCCO, Minnesota:

21% Diversity

GM	wm
ND	wm
AND	wf
ME	wf
Asgt Mgr	wm
EP	wm
EP	wf
Web	wf

WFOR, Miami:

65% Diversity

GM	wm
ND	hf
AND	bm
ME	wf
Asgt Mgr	hf
EP	hm
EP	wf
EP	hf

WJZ, Baltimore:

40% Diversity

GM	wm
ND	wf
AND	wf
ME	bf
EP	wm
EP	wf
EP	wf
Web	wf

KCNC, Denver:

34% Diversity

GM	wm
ND	wm
AND	wf
Asgt Mgr	bm
EP	wm
Web	wm

*CBS (continued)***KOVR, Sacto:**

44% Diversity

GM wm

ND wf

ME/Asgt Mgrwf

EP wm

Web wm

KMAX, Sacto:

44% Diversity

ND wm

EP wf

EP wf

KDKA, Pgh:

12% Diversity

GM wm

ND wf

AND wf

EP wf

EP wf

Meredith**WGCL, Atlanta:**

49% Diversity

GM	
ND	bm
AND	
Asgt Mgr	bf
EP	wf
EP	wm
Web	wf

KVVU, Las Vegas:

52% Diversity

GM	wm
ND	wm
AND	wm/wf
Asgt Mgr	wm
EP	wf
EP	wm

KPHO, Phoenix:

41% Diversity

GM	wm
ND	wf
AND	wf
ME	wm
EP	wm
EP	wf

WNEM, Bay City, MI:

8% Diversity

GM	wm
ND	wm
AND	bm
Asgt Mgr	wm

KPTV, Portland:

23% Diversity

GM	wm
ND	wf
AND	wm
EP	wm

WHNS, Greenville, SC:

26% Diversity

GM	wm
ND	wf
AND	wf
Asgt Mgr	wm
EP	wf

WSMV, Nashville:

26% Diversity

GM	wf
ND	wm
AND	wm
ME	
Asgt Mgr	wm
EP	nm
wm	wm
Web	

**WSHM,
Springfield, MA:**

25% Diversity

GM	wm
ND	wm

WFSB, Hartford:

28% Diversity

GM	wm
ND	wf
AND	wf
ME	wf
Asgt Mgr	wm
EP	wf

KCTV/KSMO,

Kansas City:

25% Diversity

GM	wm
ND	bm
AND	wf
ME	wf
Asgt Mgr	wm
EP	wm
EP	wf
Web	wf

Hearst**WCVB, Boston:**

25% Diversity

GM	wm
ND	wm
AND	wm
ME	
Asgt Mgr	wf
EP	wf
EP	wf
EP	wm
Web	wm

WBAL, Baltimore:

40% Diversity

GM	wm
ND	wf
AND	wm
ME	wf
EP	wf
EP	wf
Web	am

WPBF,**West Palm Beach:**

32% Diversity

GM	wf
ND	wm
AND	wm
Asgt Mgr	bm
EP	wf
Web	wm

WMUR, Manchester:

12% Diversity

GM	wm
ND	wf
AND	wm
Asgt Mgr	wm
EP	wf
Web	wf

KMBC, Kansas City:

25% Diversity

GM	wf
ND	wf
AND	wm
ME/Asgt Mgr	wm
EP	wf
EP	wf
Web	wm

WGAL, Lancaster:

15% Diversity

GM	wm
ND	wm
AND	wm
Asgt Mgr	wm
EP	wm
EP	wm
Web	wm

WESH, Orlando:

46% Diversity

GM	wm
ND	wm
AND	wf
ME	wm
EP	wm
EP	wm
Web	wm

WISN, Milwaukee:

31% Diversity

GM	wf
ND	
AND	wm
ME	wf
Asgt/Ops Mgr	bf
EP	wf
EP	wf
Web	wm

KOCO,**Oklahoma City:**

33% Diversity

GM	wm
ND	wf
AND	wm
Asgt Mgr	wm
EP	wm
EP	wm
Web	wm

KCRA, Sacto:

44% Diversity

GM	wm
ND	bf
AND	wm
ME/Asgt Mgr	
EP	wf
EP	wm
EP	wf

WLWT, Cincinnati:

18% Diversity

GM	bm
ND	wf
Asst ND	wm
EP	wm
EP	wm
Web	hm

KOAT, Albuquerque:

57% Diversity

GM	wf
ND	wf
AND	wf
Asgt Mgr	wm
EP	wf
Web	wm

*Hearst (continued)***WTAE, Pittsburgh:**

12% Diversity

GM	wm
ND	wf
AND	wf
ME/Asgt Mgr	bm
EP	wf
EP	wf
Web	wm

WYFF, Greenville:

26% Diversity

GM	wm
ND	wm
AND	wm
Asgt Mgr	wf
EP	wf
EP	bf
Web	wf

WXII,**Winston-Salem:**

33% Diversity

GM	wm
ND	wm
AND	wf
Asgt Mgr	wm
EP	wm
Web	wm

WLKY, Louisville:

21% Diversity

GM	wm
ND	wm
AND	wf
Asgt Mgr	wf
EP	wm
EP	wf
Web	wf

WAPT, Jackson:

51% Diversity

GM	wm
ND	wm
AND	bm
ME	wf
Asgt Mgr	bm
Web	

WDSU, New Orleans:

46% Diversity

GM	bm
ND	wm
EP	wf
EP	wm
Web	wm

WPTZ/WNNE,**Plattsburg:**

6% Diversity

GM	wm
ND	am
AND	wm
Asgt Mgr	
EP	wf
Web	wf

KHBS/KHOG,**Fort Smith:**

24% Diversity

GM	wm
ND	wm
AND	wm
Asgt Mgr	wf
Web	wf

WMTW, Portland, ME:

6% Diversity

GM	wm
ND	wf
ME	wf
EP	wm
Web	wf

KCCI, Des Moines:

16% Diversity

GM	wm
ND	wm
AND	wm
Asgt Mgr	wm
EP	wf
EP	wm
Web	wm

KSBW, Monterey:

67% Diversity

GM	wm
ND	wm
AND	wf
Asgt Mgr	wm
Web	wf

KETV, Omaha:

21% Diversity

GM	wf
ND	wf
AND	wm
Asgt Mgr	wm
EP	wf
Web	hm

KITV, Honolulu:

80% Diversity

GM	wm
ND	wm
Asgt Mgr	wm
EP	hm
EP	wf
Web	am

EW Scripps**KNVX, Phoenix:**

41% Diversity

GM	wf
ND	
Asgt Mgr	hm
EP	wf
Web	wm

WFTS, Tampa:

32% Diversity

GM	wm
ND	
AND	wf
ME	wf
EP	wm
Web	wm

KMGH, Denver:

34% Diversity

GM	wm
ND	wm
EP	wm
EP	wm
EP	wm
Web	af

WEWS, Cleveland:

28% Diversity

GM	wm
ND	wf
AND	wm
ME	wm
EP	wf
EP	wm
EP	wm
Web	wf

WRTV, Indianapolis:

25% Diversity

GM	wm
ND	wm
Asst ND bf	
ME	wm
Asgt Mgr	wm
EP	wm
EP	wf
Web	wm

WMAR, Baltimore:

40% Diversity

GM	wm
ND	wf
Asgt Mgr	wm
EP	wf
EP	wf
Web	wf

KGTV, San Diego:

51% Diversity

GM	wm
ND	wm
AND	wm
ME	wm
Asgt Mgr	wm
EP	wf
EP	wf
Web	wm

KSHB/KMCI, KC:

25% Diversity

GM	
ND	
AND	am
EP	wf
EP	bm
EP	wf
Web	wm

WCPO, Cincinnati:

18% Diversity

GM	wm
ND	wm
AND	wf
ME	wm
EP	
EP	wf
Web	wm

WPTV, West Palm:

32% Diversity

GM	wm
ND	wm
AND	wm
ME	wf
Asgt Mgr	wm
EP	wm
Web	wm

KJRH, Tulsa:

32% Diversity

GM	wf
ND	
AND	wf
Asgt Mgr	wm
EP	wf
EP	wf
Web	wm

KERO, Bakersfield:

61% Diversity

GM	wm
ND	wm
Asgt Mgr	af
EP	wm
EP	wf
Web	wm

*EW Scripps (continued)***WXYZ, Detroit:**

32% Diversity

GM hm

ND wm

AND wf

ME wf

Asgt Mgr wm

EP wf

EP wm

Web wm

Lin Media**WISH, Indianapolis:**

25% Diversity

GM	wm
ND	wm
EP	wm
EP	wm

WTNH, New Haven:

32% Diversity

GM	wm
ND	wm
ME	wm
Asgt Mgr	hf
EP	wm
EP	wf
Web	wm

WOOD, Grand Rapids:

20% Diversity

GM	wf
ND	wf
AND	wm
Asgt Mgr	wm
EP	wm
Web	wm

WAVY, Norfolk:

42% Diversity

GM	wm
ND	wm
AND	wm
EP	bf
EP	wf
EP	wm
Web	wm

KRQE, Albuquerque:

57% Diversity

GM	wm
ND	wm
ME	wm
AND	wm
Web	wf

KXAN, Austin:

45% Diversity

GM	wm
ND	wm
AND	bf
ME	wm
Asgt Mgr	wm
Web	wm

WIVB, Buffalo:

20% Diversity

GM	wm
ND	wm
AND	wf
ME	wf
EP	wf
Web	wm

WPRI, Providence:

20% Diversity

GM	wm
ND	am
AND	wf
Asgt Mgr	wm
EP	wm
EP	wf
Web	wm

WALA, Mobile:

40% Diversity

GM	wm
ND	wm
AND	wm
ME	bm
EP	wf
EP	wm
Web	wf

WTHI, Terre Haute:

10% Diversity

GM	wm
ND	wf
Web	wm

WDTN, Dayton:

21% Diversity

GM	
ND	wm
AND	wm
Asgt Mgr	wf
Web	wm

WLUK, Green Bay:

13% Diversity

GM	wm
ND	wf
AND	wm
Asgt Mgr	wm
EP	wm
Web	wm

WANE, Ft Wayne:

20% Diversity

GM	wm
ND	wm
Asgt Mgr	wm
EP	wm
Web	wm

WWLP, Springfield:

25% Diversity

GM	wm
ND	wm
Asgt Mgr	wm
Web	wm

WFLI, Lafayette:

17% Diversity

GM	wm
ND	wm
AND	wm
Web	wm

Media General**WFLA, Tampa:**

32% Diversity

GM	wm
ND	wm
EP	wm
Planning Mgr	wf
Web	wf

WNCN, Raleigh:

36% Diversity

GM	wm
ND	bf
AND	wm
EP	wm

WCMH, Columbus:

24% Diversity

GM	wm
ND	wm
ME	wm
Asgt Mgr	wm

WSPA, Spartanburg:

29% Diversity

GM	wm
ND	wm
ME	wf
Asgt Mgr	wf
EP	wm

WVTM, Birmingham:

35% Diversity

GM	wm
ND	wm
AND	wm
Asgt Mgr	wm

WJAR, Providence:

20% Diversity

GM	wm
ND	wm
AND	wm
ME	wm
Asgt Mgr	wm
EP	wf

WKRG, Mobile:

40% Diversity

GM	wm
ND	wm
Asgt Mgr	wf
EP	wm

WCBD, Charleston:

36% Diversity

GM	wm
ND	wm
AND	hf

WSLS, Roanoke:

20% Diversity

GM	wf
ND	wf

WJTV/WHLT, Jackson:

51% Diversity

GM	wm
ND	wm
EP	wm
Asgt Mgr	bf
Web	wf

WJHL, Johnson City:

7% Diversity

GM	wm
ND	
Asgt Mgr	wm
EP	wf

WSAV, Savannah:

42% Diversity

GM	wf
ND	wm
Web	wm

WNCT, Greenville:

26% Diversity

GM	wf
ND	wm
EP	wf
Web	

WBTW, Myrtle Beach:

22% Diversity

GM	wm
ND	wm
AND	wm
EP	wf
Web	

WAGT, Augusta:

43% Diversity

GM	wm
ND	wm
Web	wm

WJBF, Augusta:

43% Diversity

GM	wm
ND	wf
AND	wm
EP	wm

WRBL, Columbus:

50% Diversity

GM	wm
ND	wm

Tribune**WPIX NYC:**

51% Diversity

GM	wm
ND	wm
AND	wm
ME	wm
EP	
EP	wf
EP	bm
Web	wf

KCPQ, Seattle:

32% Diversity

GM	wf
ND	wm
AND	wf
EP	wm
EP	wf
Web	wf

KTLA, L.A.:

68% Diversity

GM	wm
ND	wm
AND	wf
Asgt Mgr	wm
EP	wf
EP	wf
EP	wf
Web EP	wf

KWGN, Denver:

34% Diversity

GM	wm
ND	wm
AND	wf
Asgt Mgr	wf
EP	
Web	wm

WGN, Chicago:

45% Diversity

GM	wf
ND	wm
AND	wf
ME	wm
Asgt Mgr	wm
EP	wf
EP	wf
EP	wf
Web	wf

KTXL, Sacto:

44% Diversity

GM	wm
ND	wm
Asgt Mgr	hm
EP	wm
EP	wf
Web	wf

KDAF, Dallas:

49% Diversity

GM	wm
ND	wf
AND	wf
EP	wm
Web	wf

KPLR, St. Louis:

24% Diversity

GM	wm
ND	wf
Asgt Mgr	wm
EP	wf
Ep	wm
EP	
Web	

KIAH, Houston:

60% Diversity

GM	wm
ND	wm
AND	wm
Ast Mgr	bf
Web	wm
Web	wf
Web	wm

WXIN, Indianapolis:

25% Diversity

GM	wm
ND	wm
AND	wm
Asgt Mgr	wf
EP	wm
EP	wf
Web	

KSWB, San Diego:

51% Diversity

GM	wm
ND	wm
ME/Asgt Mgr	wm
EP	wm
EP	wm
Web	wm

WTIC Hartford:

28% Diversity

GM	wm
ND	wf
AND	bm
Asgt Mgr	wm
EP	wf
Web	bm

*Tribune (continued)***WPMT, Harrisburg:**

19% Diversity

GM wm

ND

AND wm

Asgt Mgr wm

EP wf

Web wf

WXMI, Grand Rapids:

20% Diversity

GM wf

ND wf

Asgt Mgr wf

EP wm

Web wm

WGNO, New Orleans:

46% Diversity

GM wm

ND wm

EP wm

EP wm

Journal**WTMJ, Milwaukee:**

31% Diversity

GM	wm
ND	wm
AND	wf
ME	wm
EP	wm
Web	wm

KMTV, Omaha:

21% Diversity

GM	wm
ND	wm
AND	wf
Asgt Mgr	wf
EP	wf
EP	wf

KTNV, Las Vegas:

52% Diversity

GM	wm
ND	wf
Asgt Mgr	wm
EP	wm
EP	wf
EP	wf
Web	wf

KIVI Boise:

18% Diversity

GM	wf
ND	wf
Asgt Mgr	wm
EP	wf
Web	wm

WFTX, Fort Myers:

29% Diversity

GM	wf
ND	wm
Web	wm

KMIR, Palm Springs:

34% Diversity

GM	wm
ND	wm

WGBA, Green Bay:

14% Diversity

GM	wm
ND	wm
EP	wm
EP	wm
Web	wf

WSYM, Lansing:

21% Diversity

News Done by WILX,
Gray**KGUN, Tucson:**

45% Diversity

GM	wf
ND	wm
AND	nf
Asgt Mgr	nf
EP	wf

Sinclair Broadcasting**WBBF, Baltimore:**

40% Diversity

GM wm

ND wm

EP wm

WPEC,**West Palm Beach:**

32% Diversity

GM wm

ND wf

ME wm

EP wm

Web wm

WKEF, Dayton:

21% Diversity

GM

ND wm

AND wm

Asgt Mgr wf

EP wm

EP wf

WZTV, Nashville:

26% Diversity

GM wm

ND wf

EP bm

Asgt Mgr wf

WWMT,**Grand Rapids:**

20% Diversity

GM wm

ND wm

AND wm

Asgt Mgr wf

EP wf

Web wm

WCHS, Charleston:

8% Diversity

GM wm

ND wm

ME bm

Asgt Mgr wf

EP wf

EP wm

WSYX, Columbus:

24% Diversity

GM wm

ND wm

AND wf

EP wf

EP wf

EP wm

KOKH,**Oklahoma City:**

33% Diversity

GM wm

ND wm

AND wf

Asgt Mgr wf

EP wm

WGME, Portland:

6% Diversity

GM wm

ND wf

ME wm

EP wm

KUTV, Salt Lake City:

25% Diversity

GM wm

ND wf

EP wm

EP wm

EP wm

Web wm

KEYE, Austin:

45% Diversity

GM hf

ND wf

AND wm

ME wf

EP wf

EP wf

WICS, Springfield:

17% Diversity

GM wm

ND wf

AND wf

Asgt Mgr wm

KABB, San Antonio:

64% Diversity

GM wm

ND wm

AND wm

Asgt Mgr wm

EP wm

Web wf

WRGB, Albany NY:

17% Diversity

GM wm

ND wf

AND wf

Asgt Mgr wm

EP wf

Web wf

WLOS, Asheville:

14% Diversity

GM wm

ND wf

AND wm

Asgt Mgr wm

EP wm

*Sinclair Broadcasting (continued)***WEAR, Pensacola:**

27% Diversity

GM	wm
ND	wm
ME	wm
EP	wf
Web	wf

KTVL, Medford:

15% Diversity

GM	wm
ND	wm
ME	wf
EP	wf
Web	wf

WTVC, Chattanooga:

20% Diversity

GM	wm
ND	wm
AND	wm
Web	wm

KFDM, Beaumont:

41% Diversity

GM	wm
ND	wm
EP	wm
EP	wm

KGAN, Cedar Rapids:

10% Diversity

GM	wm
ND	wm
ME	wm

WICD, Champaign:

25% Diversity

ME	wf
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