



2011 NABJ Diversity Census

*An Examination of Television Newsroom
Management*

By Bob Butler

NATIONAL
ASSOCIATION
OF BLACK
JOURNALISTS 

2011 NABJ Diversity Census

Volume 1: An Examination of Television

Newsroom Management

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Funding provided by The Benton Foundation

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We would like to thank the Benton Foundation for funding the 2011 NABJ Diversity Census.

2011 NABJ Diversity Census:

Volume 1

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NABJ Diversity Census 2011

An Examination of Television Newsroom Management

Executive Summary

A Chicago television station's decision to take a 4-year-old boy's comments out of context is a prime example why it is important to have a diverse group of managers making decisions on news coverage.

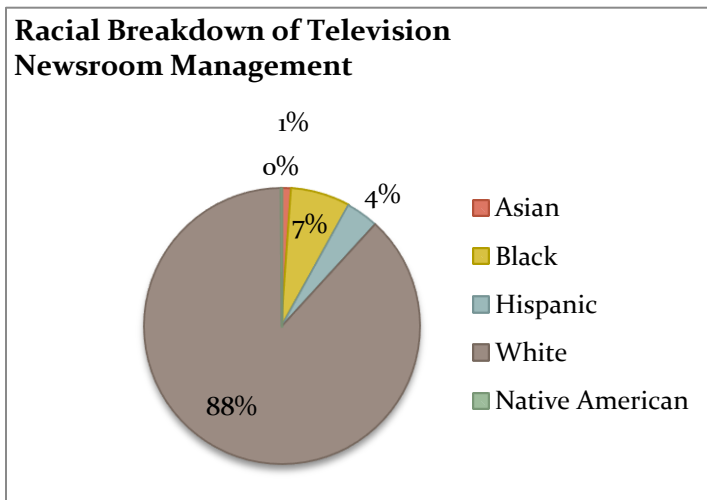
Newsrooms are encouraged to reflect the diversity of the communities they serve to ensure fair coverage. However the 4th Annual National Association of Black Journalists (NABJ) Television Newsroom Management Diversity Census finds 228 television stations owned by some of the largest media companies in the United States mostly fall short of matching the demographics of their metropolitan areas (designated market area -- DMA.)

According to the 2010 United States Census, non-Whites comprise nearly 35% of the United States population but the study finds that people of color fill only 12% of the newsroom management positions at stations owned by ABC, Belo, CBS, Cox, Fox, Gannett, Hearst, Lin Media, Media General, Meredith, NBC, Nexstar, E.W. Scripps, Post-Newsweek and Tribune.

Out of a total of 1,157 managers, 1,017 are White, 81 are Black, 42 are Hispanic, 16 are Asian and one is Native American.

“These numbers are disappointing,” said NABJ president Gregory H. Lee, Jr. “If the media doesn’t reflect America, the stories and issues of those who are under-represented will not be told.”

In a story about a shooting in Chicago, CBS WBBM-TV station used video of the 4-year-old boy saying he was not afraid of violence and that he wanted to have his own gun. The station edited out the boy’s explanation that he wanted a gun because he wanted to be a police officer.



There was no one of color on the WBBM-TV management staff who had the power to veto the use of the video or to at least make sure it was aired in the appropriate context.

The NABJ report counts those people with the title of general manager (GM), news director (ND), assistant news director (Asst. ND), managing editor (ME), assignment manager (Asgt Mgr) or executive producer. (EP) These are the people who set the news agenda and make coverage and personnel decisions.

More than half of the stations (126) have no diversity at all in those positions. Another 61 of the stations each have one manager of color. Many of these stations are located in television markets with significant non-White populations.

NBC came the closest to matching the diversity of the nation with 24% of its managers being of color.

Belo had 19%, ABC and Cox 17% followed by CBS and Post-Newsweek with 14% diversity in management, Gannett with 12%, Fox and Nexstar with 10%, Hearst, Media General and Scripps with 9%, Lin Media with 7%, Meredith with 6% and Tribune with 5%.

"When the American Society of News Editors released its annual newsroom census this spring, AAJA expressed disappointment in the continued decline in journalists of color working for print and online publications," said Doris Truong, national president of the Asian American Journalists Association. "To learn that the outlook is even more bleak in broadcast news is disheartening. We call on media companies to push for diversity in on-air and off-air hiring because a diverse staff is so crucial to accurately reflecting the changing communities we live in."

NABJ began conducting its annual census to find out how many of its members worked in supervisory rolls in television newsrooms. The report has become the only one of its kind that looks 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 training program to prepare the next generation of resourceful and innovative newsroom managers and station leaders.

Summary of Television Station Management Statistics

Company	# Stations	Diversity	Male	Female	White	Black	Hispanic	Asian	Native
Nexstar	27	10%	71	20	82	5	3	1	
Belo	15	19%	54	24	63	9	5	1	
Lin	16	7%	50	23	69	2	1	1	
E.W. Scripps	10	9%	29	25	49	1	3	1	
Post-Newsweek	6	14%	19	22	35	1	5	0	
ABC	10	17%	50	25	62	8	3	2	
CBS	15	14%	56	34	77	6	6	1	
Fox	18	10%	64	34	88	4	5	1	
NBC	10	24%	38	34	55	12	5	1	
Tribune	15	5%	51	28	75	3	1		
Hearst	26	9%	86	54	127	11	1	1	
Gannett	21	12%	57	41	86	8		4	
Media General	18	9%	41	16	52	4	1		
Cox	10	17%	33	25	49	3	3	2	1
Meredith	11	6%	33	20	48	4			
TOTAL	228		732	425	1017	81	42	16	1

Throughout the report, the percentage of each market's minority population is cited in "(%)."

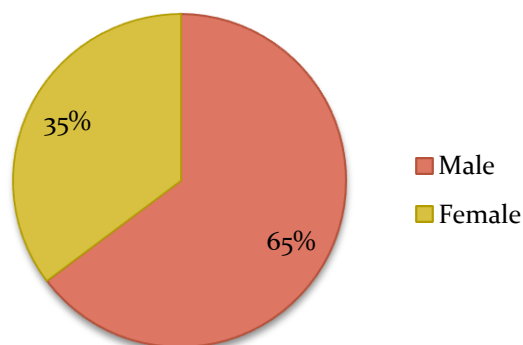
NBC owns ten stations in 10 cities and employs 73 managers of which 18 (24%) are non-white. The percentage of NBC Television Station news managers of color does not match the diversity in 9 of the 10 metropolitan areas where NBC stations are located. However, 9 of the 10 stations have at least one manager of color on staff. The total diversity percentage is the best of all companies in the report.

Belo Corporation owns and operates fifteen 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 market places. But, 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.

ABC owns ten stations in 10 cities. The Census report revealed that 17.3% of its 75 managers, or 13, are people of color. There is no diversity among ABC's general managers or news directors. Four of the company's stations have no news management diversity in New York (47%), Raleigh (36%), Flint (27%) and Toledo (23%). Two other stations in San Francisco (60%) and Fresno (67%) each have only one non-White manager.

Gender Breakdown of Television Newsroom Management



Cox Communications owns ten stations. Ten (17.2%) of its 58 managers are non-White. All the general managers are White. The only news director of color is an Asian man in Seattle. A male executive producer in Charlotte is Native American, the only Native American news manager in the report. Four Cox stations have no diversity on their management staffs, including Dayton (21%), Pittsburgh (13%), Johnstown (7%) and Steubenville (7%).

Post-Newsweek owns and operates six television stations in six markets. Of its 41 managers, six (14.6%) are non-White. The station in Houston, which is 60% minority, only has two managers of color representing 22% of its total management. It comes the closest of any Post-Newsweek station to matching the diversity of its market area. Detroit is the least diverse of all the Post-Newsweek markets -- 32% -- but it is the only Post-Newsweek station with no one of color in management.

CBS owns 15 news stations in 13 cities. Twelve (14%) of CBS' 89 managers are non-White. All the general managers and all but one of the news directors are White. Nine of CBS' 15 stations have no diversity in management, including those in such diverse cities as San Francisco (60%), New York (47%), Chicago (45%) and Philadelphia (35%).

Gannett operates 21 stations in 18 cities. There are 98 managers at these stations, of which 12 (12%) are people of color. 13 stations have no diversity in management located in cities with significant populations of color such as Macon, (48%), Phoenix (41%), Denver

(34%) and St. Louis (25%). The only station that exceeds the diversity percentage of its respective metropolitan area is WZZM-TV in Grand Rapids, MI (20%).

Fox currently owns 18 stations with news departments in 16 cities. There are 10 non-Whites (10%) among the 98 people on its news management staff. There is no diversity in news management in seven stations: Chicago (45%), Boston (25%), Atlanta (49%), Detroit (32%), Phoenix (41%), Tampa (32%) and Minneapolis (21%).

Nexstar has 28 stations with news departments in 27 cities. There are 91 men and women employed as managers, but that group includes only nine (10%) people of color. Twenty Nexstar stations have no managers of color in cities with significant diversity including Lubbock (38%); Dothan, AL (33%), Abilene, TX (30%) and Champaign, IL (27%).

Hearst owns 26 stations around the country in large, medium and small markets. There are 140 managers, of which 13 (9%) are people of color. Fifteen Hearst stations have no diversity in management in metropolitan areas with large minority populations such as Baltimore, MD (40%); Albuquerque, NM (58%); Winston-Salem, NC (33%); and Monterey, CA (67%).

The **E.W. Scripps Company** owns and operates ten television stations in nine markets. The stations employ 54 men and women, including five (9%) people of color. The percentage of diverse managers at the station in Phoenix approaches the demographics of the metropolitan area. But, while the diversity in the Detroit metro area is 32%, the station has only one manager of color. The remaining 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, OH to 40% in Baltimore, MD.

Media General owns 17 stations and provides news for an 18th station in Augusta, GA. There are only 5 managers of color (7%) at four of its stations. The news management staffs are all White at the company's 12 remaining stations, including in such diverse metropolitan areas as Mobile, AL (40%) and also Savannah (42%) and Columbus, GA (50%).

Lin Media owns 16 stations in 16 cities. Out of a total of 75 managers, only five (7%) are non-White. There is no diversity on the staffs of 11 stations located in such diverse cities as Albuquerque, NM (58%); New Haven, CT (32%); Indianapolis, IN (25%); and Toledo, OH (23%).

Meredith has 11 stations with a total of 52 managers but only four (6%) are non-White. There is no diversity in metropolitan areas with significant populations of color including Phoenix, AZ (41%); Nashville, TN (26%); Hartford, CT (28%); Las Vegas, NV (52%); Greenville, SC (26%); and Springfield, MA (25%).

Tribune has 15 stations and 79 managers of which four (5%) are non-White. There is no diversity in stations in 11 cities, including some with significant non-White populations, such as Los Angeles, CA (68%); Houston (60%) and Dallas, TX (50%); Chicago, IL (45%); and New Orleans, LA (46%).

METHODOLOGY

The 2011 NABJ Diversity Census was conducted from June through August 31, 2011. Information for all 228 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 during conversations with some current or former station employees.

Diversity percentages (in parentheses) of the Designated Market Areas (DMA) 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.

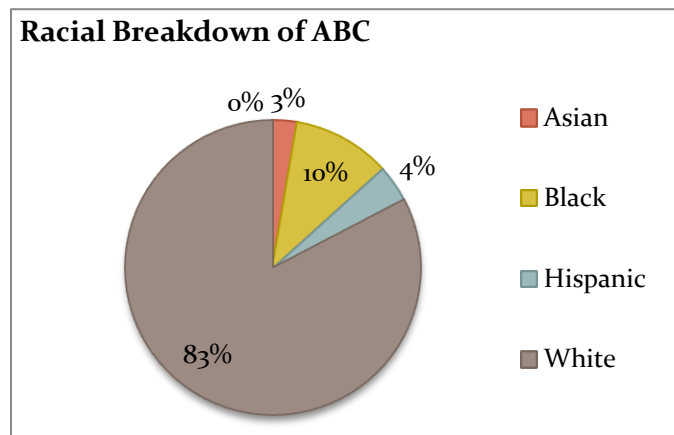
There are approximately 760 television stations with news departments in the United States. The study counted upper management -- general managers and news directors -- because they make hiring and firing decisions. The positions of assistant news director, managing editor, assignment manager and executive producer were included because these are the people, along with the general manager and news director, who set the station's news agenda and decide which stories are covered and in what form they are broadcast.

Due to the volatility of the broadcasting industry, it is possible that some of the managers may no longer hold the positions listed, have been replaced by someone else, have moved to a different station or 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 much lower than the estimated 35% diversity of the nation’s population.

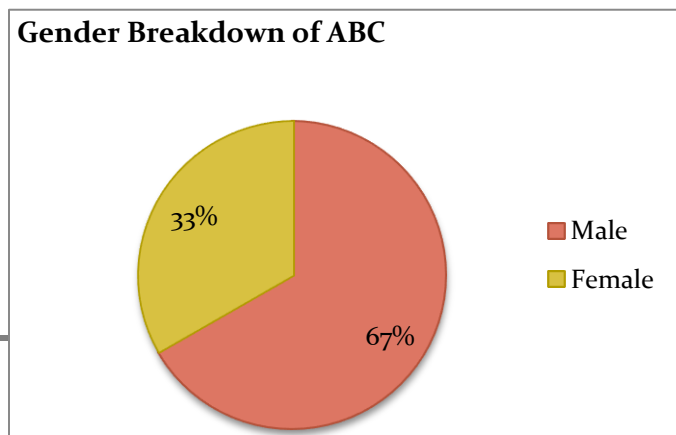
ABC

ABC owns ten stations in New York, NY; Los Angeles and Fresno, CA; Chicago, IL; Philadelphia, PA; San Francisco, CA; Houston, TX; Raleigh, NC; Flint, MI and Toledo, OH. The Census report found that 17.3% of ABC’s 75 managers, or 13 people are of color: eight African Americans, three Hispanic Americans and two Asian Americans.



One African American 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 10 people are executive producers: African American and Asian males in Chicago, two African American women and an African American man in Philadelphia, an Asian woman in San Francisco, an



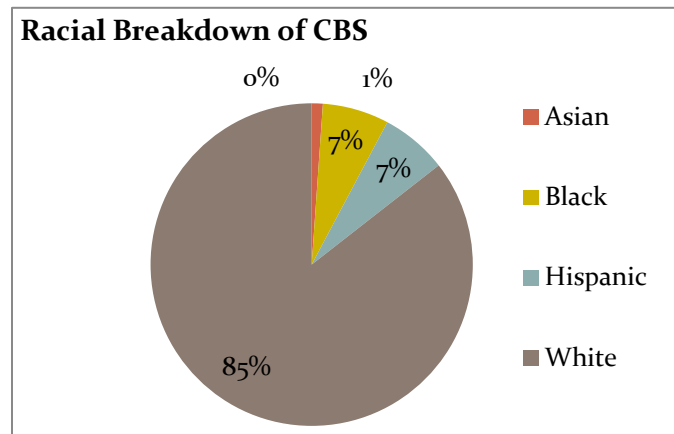
African American man, an African American woman and a Hispanic man in Houston and an African American man in Fresno.

There is no diversity among ABC's general managers or news directors. Four of the company's stations have no news management diversity in New York, Raleigh, Flint and Toledo.

Two other stations in San Francisco and Fresno each have only one non-White manager.

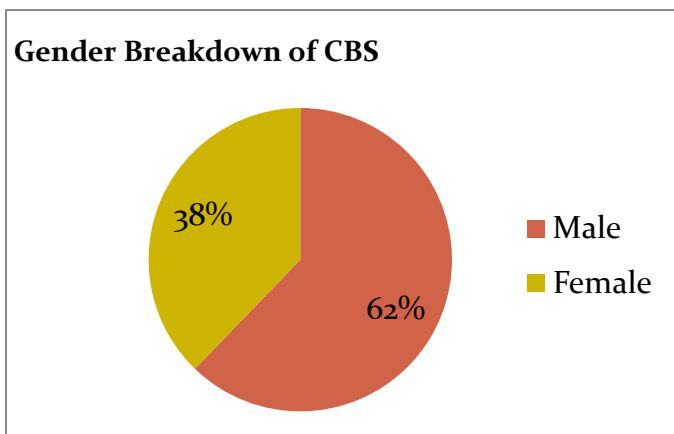
CBS

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.

There has been little change from 2010. Twelve (14%) of its 89 managers are non-White. All the general managers and all but one of the news directors are White.



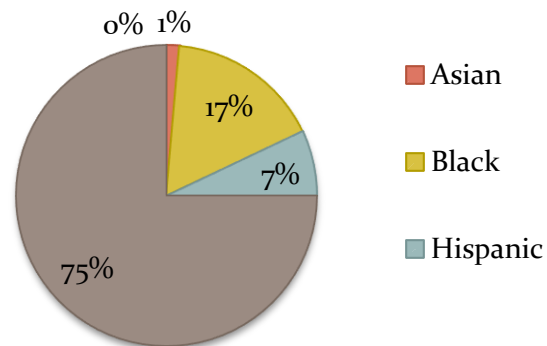
The news director and assistant news director in Miami are African American men. Among managing editors, there is a Hispanic woman in Miami and an African American woman in Baltimore.

The assignment managers in Los Angeles and Miami are Hispanic women and the one in Denver is an African American man. Five executive producers of African American, Asian or Hispanic decent work in Los Angeles, Dallas or Miami.

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, Dallas and Miami.

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 73 managers of which 18, or 24%, are non-White: 12 African Americans, five Hispanics and one Asian.

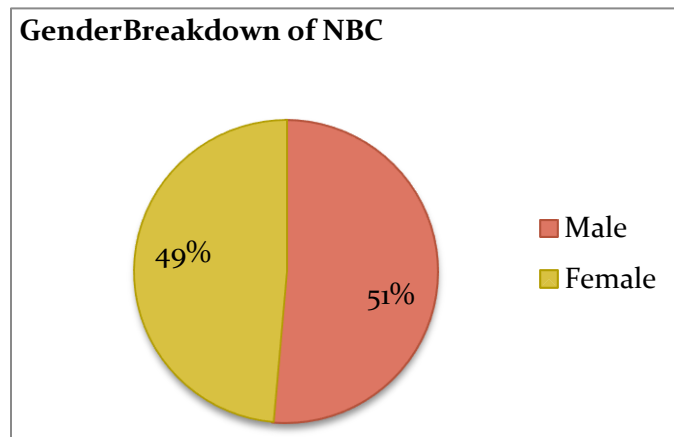
Racial Breakdown of NBC

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.

The general managers in New York and Los Angeles are African American men. African American women work as news directors in Washington, D.C. and Los Angeles and an African American man is the news director in Philadelphia. The assistant news director in Dallas is an African American man, the one in Hartford is an African American woman and San Jose's assistant news director is a Hispanic woman.

The managing editors in New York and Chicago are a Hispanic man and an African American woman, respectively. The assignment manager in Dallas is an African American man and the one in Miami is a Hispanic woman.

Executive producers include African American women in New York and Philadelphia, an African American man in Los Angeles, Hispanic women in Los Angeles



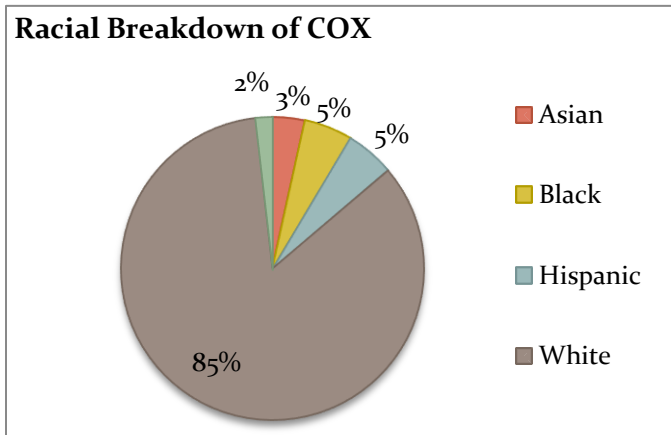
and Philadelphia and an Asian woman in Philadelphia.

The percentage of NBC Television Station news managers of color does not match the diversity in 9 of the 10 metropolitan areas where NBC

stations are located but it must be noted that 9 of the 10 stations have at least one manager of color on staff. That is the best of all companies in the report.

COX

Cox Communications owns 10 stations in Oakland (CA), Seattle (WA), Dayton and

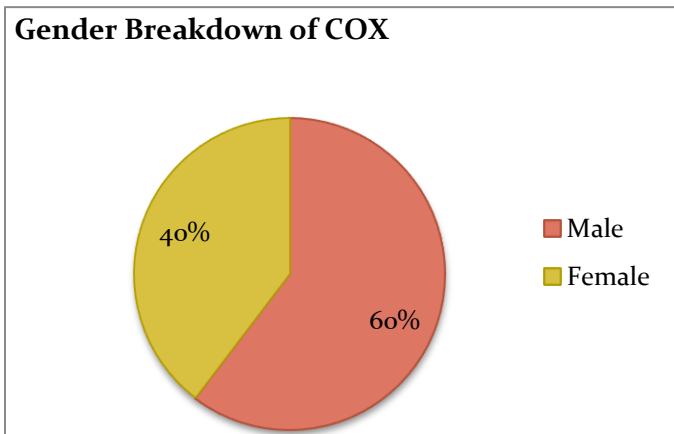


Steubenville (OH), Charlotte (NC), Atlanta (GA), Orlando (FL), El Paso (TX) as well as Pittsburgh and Johnstown (PA).

Ten of its 58 managers are non-White. An Asian man is the news

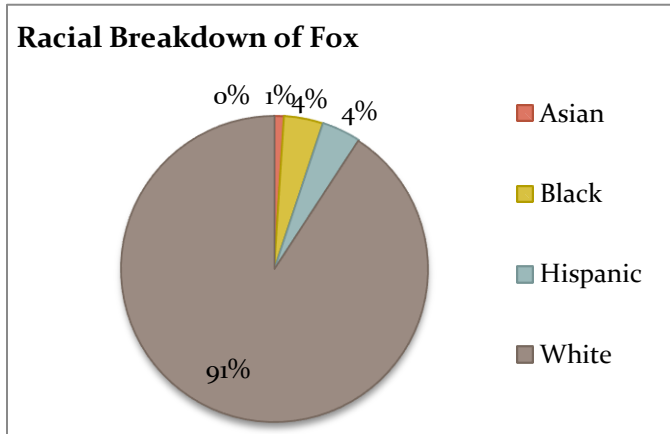
director in Seattle and an Asian woman is the associate news director in Oakland. There are Hispanic male assignment managers in Oakland and El Paso and an African American woman assignment manager in Atlanta.

In Atlanta, one executive producer is an African American woman. There is an African American male executive producer in Orlando and a Hispanic woman executive producer in El Paso. An Asian woman is the social media manager in Atlanta. A male executive producer in Charlotte is Native American, the only Native American news manager in the report.



News Corporation (Fox Television Stations)

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

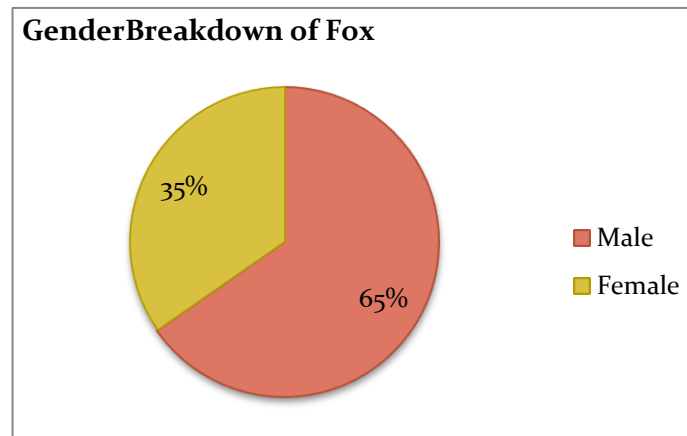


and Orlando, FL; Phoenix, AZ; and Memphis, TN.

Of Fox's 98 managers, there are 10 people of color, or 10.2%: four African Americans, five Hispanic and one Asian American. There is an

African American man as general manager in Houston and an African American man as news director in Memphis.

There is an Asian American woman managing editor in New York and Hispanic assignment managers in Dallas and Austin. There are also eight executive producers: an African



American man in New York and African American women in Dallas, Atlanta, Orlando and

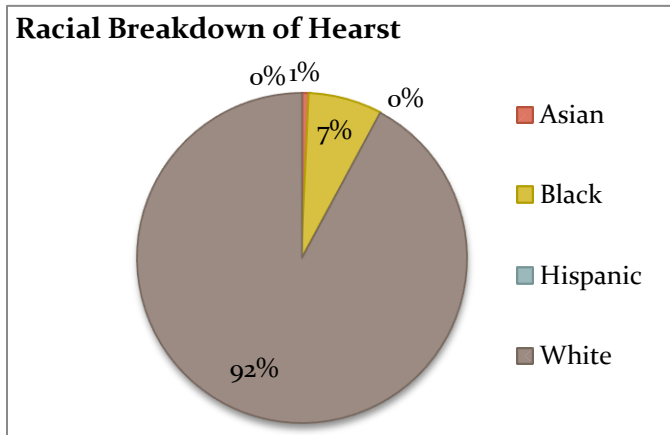
Memphis; a Hispanic woman in Philadelphia, a Hispanic man in Orlando and a Hispanic man in Washington, D.C.

There is no diversity in news management in stations in Chicago (47%), Boston (23%), Atlanta (47%), Detroit (87%), Phoenix (43%), Tampa (43%) and Minneapolis (19%).

There is only one person of color at stations in Los Angeles (68%), Philadelphia (33%), Dallas (48%), Washington, D.C. (49%), Houston (47%), Orlando (47%), Austin (59%) and Memphis (53%).

HEARST

Hearst owns 26 stations around the country in large, medium and small markets.

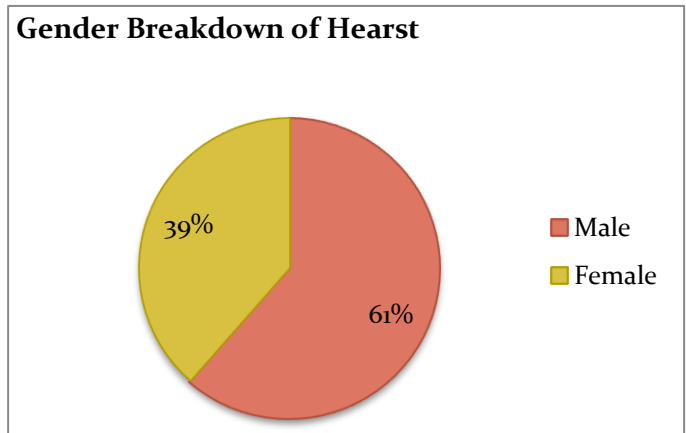


There are 140 managers, of which 13 (9%) are people of color. There are African American general managers in Cincinnati, OH and New Orleans, LA an African American male news director in Sacramento, CA and an African

American female news directors in Milwaukee, WI. An Asian man serves as news director in Plattsburg, New York.

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

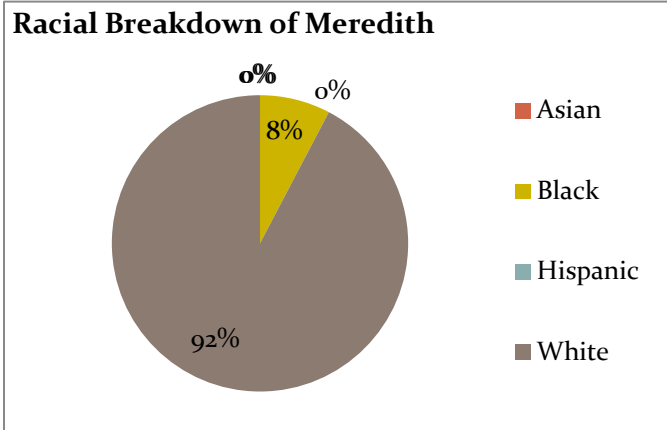
An African American woman is the managing editor/operations manager in Milwaukee, an African American man is the assignment manager in Jackson, MS. There is an African American man executive producer in Pittsburgh, a Hispanic man



executive producer in Honolulu, Hawaii and African American women executive producers in Boston, MA and Greenville, SC.

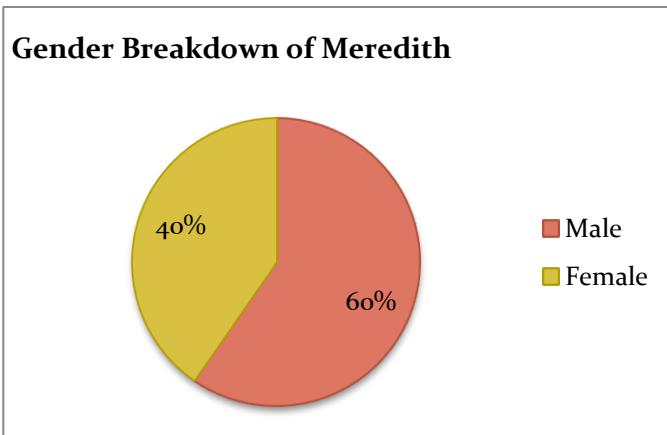
Fifteen of Hearst's stations have no diversity in management such diverse metropolitan areas such as Baltimore, MD (38%); Albuquerque, NM (56%); Winston-Salem, NC (32%); and Monterey, CA (65%).

Meredith



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 52 managers but only four (6%) are non-White. More specifically, African American men are news directors in Atlanta, GA and Kansas City, MO and an African American is an assistant news director in Bay City, MI. The assignment

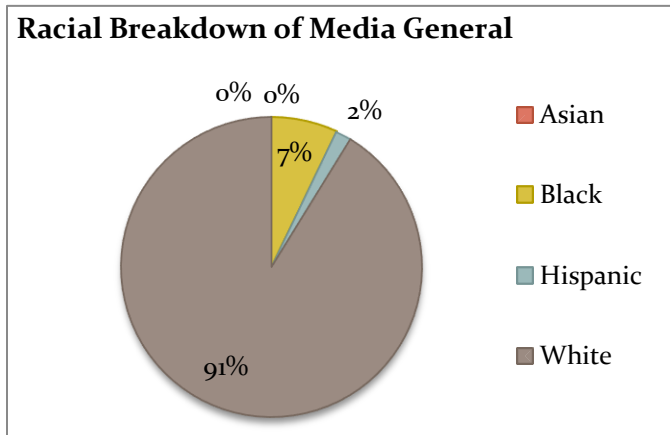


manager in Atlanta is an African American woman.

There is no diversity management at stations located in metropolitan areas with significant populations of color including Phoenix, AZ (43%); Nashville, TN (24%); Hartford, CT (27%); Las Vegas, NV (49%); Greenville, SC (25%); and Springfield, MA (24%).

Media General

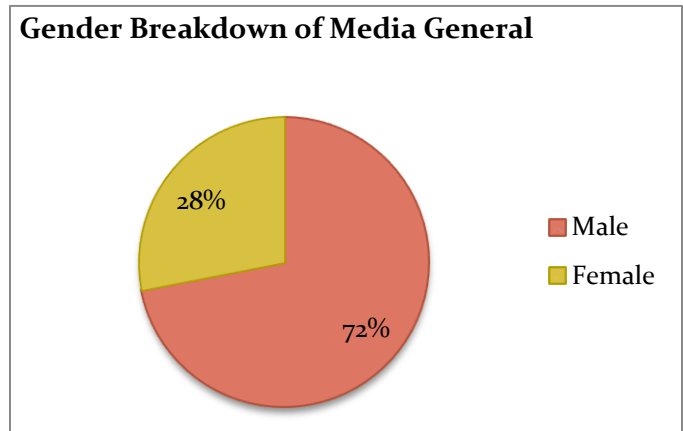
Media General owns 16 stations in Birmingham and Mobile, AL; Tampa, FL;



Augusta, 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.

In addition, the company has a shared services agreement and provides news for WAGT-TV in Augusta. The news director and the executive producer for that station are employed by Media General.

There are 57 managers of which five (9%) are people of color. There is an African American news director in Raleigh. There is a Hispanic woman assistant news director in Charleston and an African American woman is the executive producer at WAGT-TV in Augusta. An African American woman is the assignment manager in Jackson, MS.

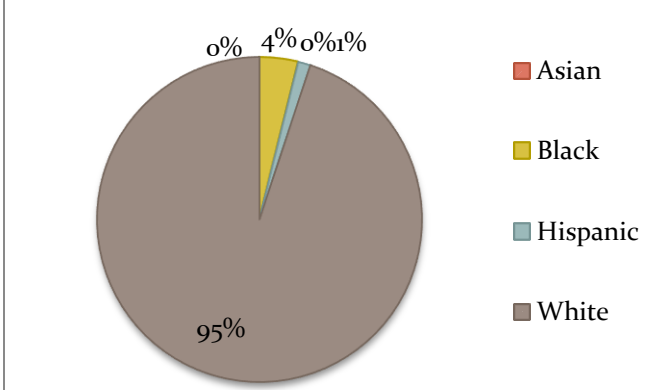


None of the Media General stations matches the diversity of their respective metropolitan areas, although WJTV (50%) in Charlotte, NC (51%) and WCBD-TV (33%) in Charleston, SC (35%) come the closest.

At the time this data was collected, there was an African American man executive producer in Jackson, MS. He is included in this report but he will be taking a job in Seattle in late September.

TRIBUNE

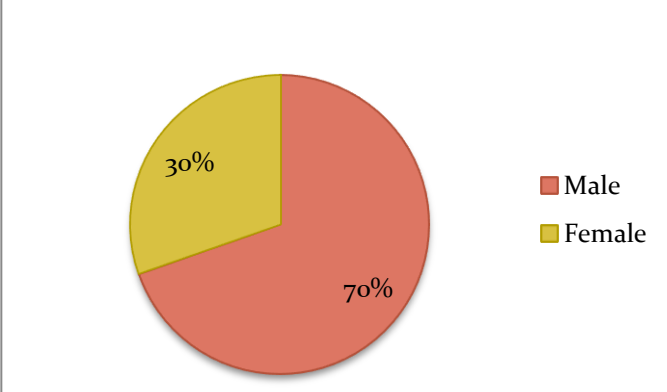
Racial Breakdown of Tribune



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 79 managers, of which four (5%), are non-White. There is a Hispanic male assignment manager in Sacramento and three African American male executive producers in New York, St. Louis and Hartford.

Gender Breakdown of Tribune



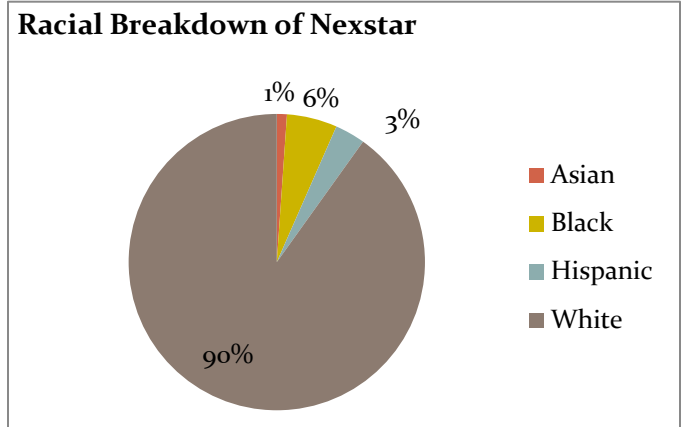
There is no diversity in stations in 11 cities, including some with significant non-White populations, such as Los Angeles (68%), Chicago (47%), Dallas (48%), Houston (68%) and New Orleans (49%).

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 (please see *Appendix i: Nexstar Broadcasting.*)

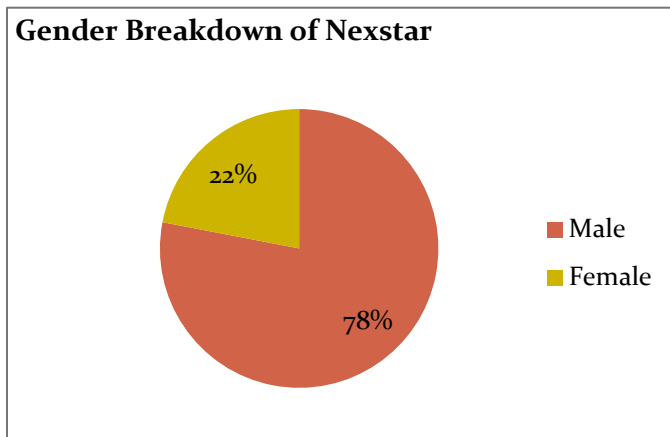
Ninety-one men and women are employed. That group includes only eight people of color. The general manager in Midland, TX is a Hispanic man. The news directors in Rockford, IL and Monroe, LA are African American men

and a Hispanic man and woman are news directors in Beaumont and San Angelo, TX, respectively. The assistant news director in Shreveport, LA is an African American man. The assignment manager in Monroe, LA is a Hispanic man and. in Rochester, NY, the assignment manager is an African American woman. The executive producer in Little Rock, AR is an African American woman.



Twenty Nexstar Broadcasting stations have no managers of color in cities with significant diversity including Dothan (33%), Abilene (30%) and Champaign (27%). NABJ reached out to Nexstar Broadcasting's President and CEO Perry Sook with an offer to help the company identify diverse candidates for openings, particularly for management positions.

Nexstar Broadcasting's Vice President and Counsel Elizabeth Ryder responded by saying

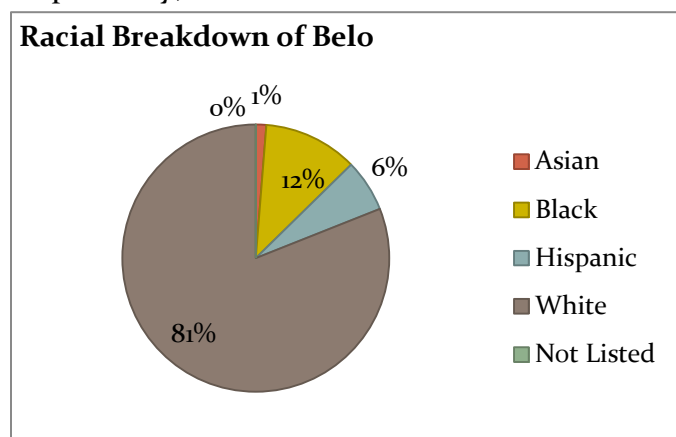


the company's policy is to "hire the best available candidate from the pool of applicants for each opening... and does not consider an applicant's race, color, religion, sex, national origin, age, disability or genetic information" in hiring decisions.

Belo Corporation

Belo Corporation owns and operates 15 stations in Dallas, Houston, Phoenix, Seattle, St. Louis, Portland, Oregon; Charlotte, San Antonio, Norfolk, Austin, Louisville, New Orleans, Tucson, Spokane and Boise, Idaho.

The stations employ 79 men and women including 15 people of color. The general manager and assignment manager in Norfolk are an African American man and woman respectively; the news director in San Antonio and the managing editors in Dallas and

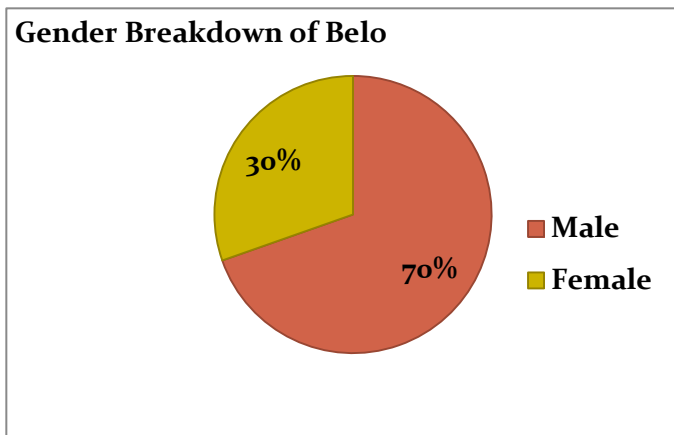


Phoenix are African American men. African American executive producers also work in New Orleans, San Antonio and Dallas. The assistant news director in Norfolk and the operations manager in Boise are Hispanic men while the

assignment managers in Seattle and Boise are Hispanic women. An executive producer in Houston is a Hispanic male and an executive producer in Seattle is an Asian male.

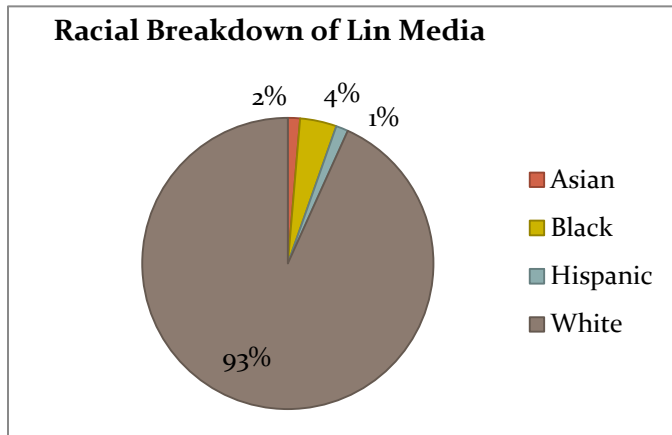
Belo stations in Boise and Norfolk exceed the diversity percentage of their respective market places. But, despite having market diversity percentages of at least 37%, the stations in the Charlotte, Tucson, and Austin metro areas have no one of color in management.

NABJ reached out to Belo Corporation President and CEO Dunia Shive with an offer to help the company identify diverse candidates for openings, especially for management positions.



Lin Media

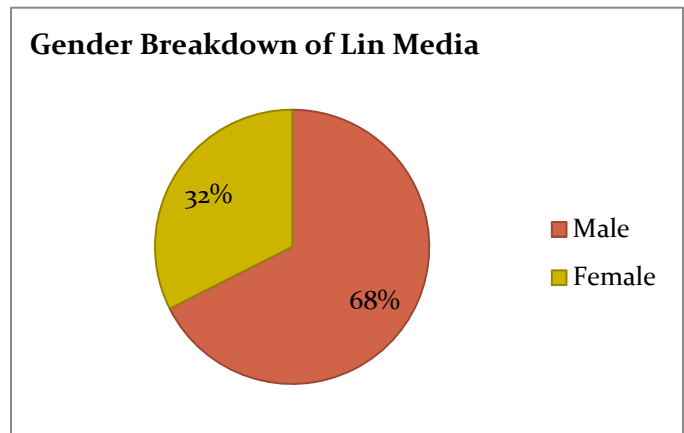
Lin Media owns and operates 16 television stations with news departments in 16 cities. The stations are located in Indianapolis, Fort Wayne, Terre Haute and Lafayette, IN; New Haven, CT; Grand Rapids, MI; Norfolk, VA; Austin, TX; Albuquerque, NM; Buffalo, NY; Providence, RI; Mobile, AL; Dayton and Toledo, OH; Green Bay, WI; and Springfield, MA.



These stations employ 73 men and women including only five people of color: an African American assistant news director in Austin, a an African American male managing editor in Mobile and a female African American executive

producer in Norfolk. The assignment manager in New Haven is a Hispanic woman and the news director in Providence is an Asian male.

The concern is that there are Lin Media stations located in markets with sizable minority populations – New Haven (63%), Buffalo (47%) and Dayton (46%) to name three – with little or no diversity on the management teams.



NABJ reached out to Lin Media’s President and CEO Vincent Sadusky with an offer to help Lin identify diverse candidates for openings in their newsrooms, especially management positions.

Dan Donahue, Lin Media’s Vice President of Human Resources, responded.

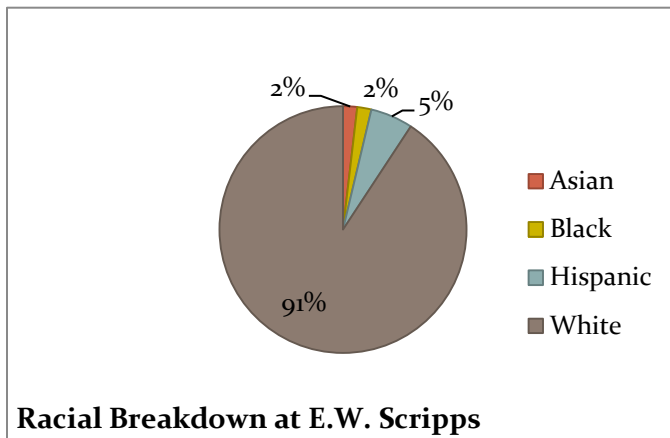
“Like you, our company places a high value on diversity and inclusion at all levels of our organization,” he said.

“In addition, we have had a strong relationship with NABJ for a number of years, and regularly attend your annual conference in order to meet and attract minority candidates seeking employment. Lin Media looks forward to continuing its strong relationship with NABJ for years to come.”

E. W. Scripps Company

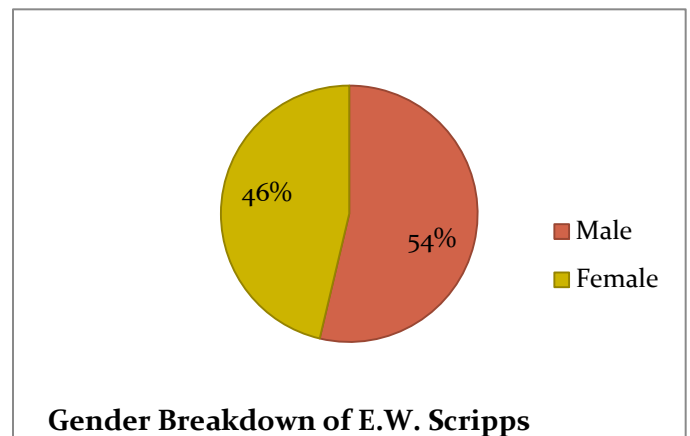
The E.W. Scripps Company owns and operates 10 television stations.

The stations are located in Tampa and West Palm Beach, FL; Phoenix, AZ; Lawrence, KS; Baltimore, MD; Detroit, MI; Kansas City, MO; Tulsa, OK; Cleveland, OH; and Cincinnati, Ohio.



Hispanic executive producer in Phoenix, an Asian male assistant news director and an African American male executive producer in Kansas City.

The stations employ 54 men and women, that group includes only five people of color: a Hispanic male general manager in Detroit, a Hispanic male assistant news director and a female



The percentage of diverse managers at the stations in Phoenix (43%) and Kansas City (41%) approach the diversity of their respective cities. But the concern is the diversity in the Detroit metro is 32% but the station has only one manager of color. The remaining 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 17% in Cincinnati to 38% in Baltimore.

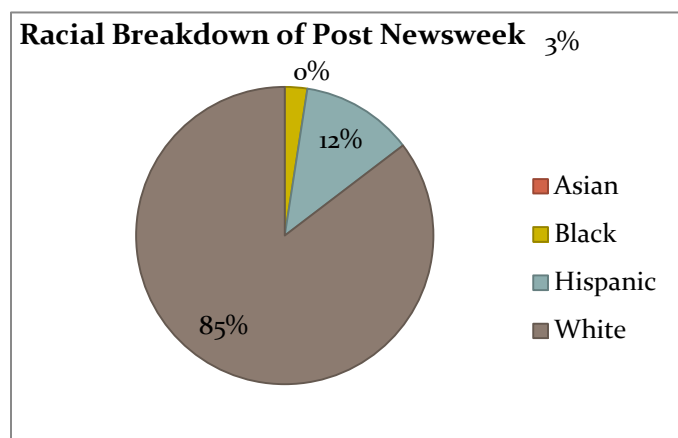
NABJ reached out to E.W. Scripps President and CEO Richard Boehne with an offer to help the company identify diverse candidates for openings, especially for management positions.

Robyn Hildal, Vice President for Talent and Diversity at E.W. Scripps responded. “At Scripps, we are committed to continually improving our newsrooms and we would welcome the opportunity to hear more about NABJ’s suggestions,” she said.

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 41 men and women, including six people of color: a male

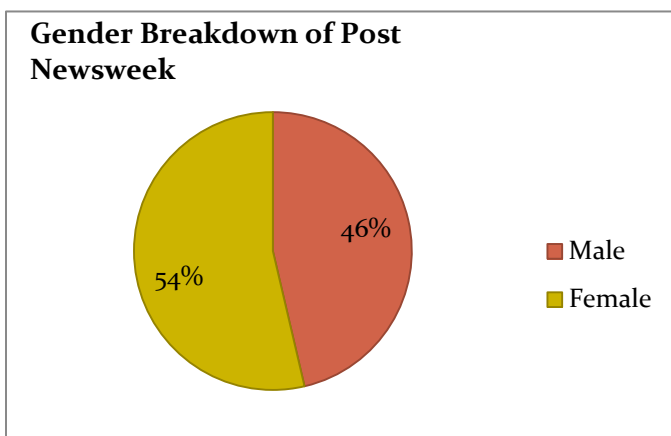


Hispanic managing editor and a female Hispanic executive producer in Houston, a female Hispanic assignment manager in Miami, male Hispanic executive producers in Orlando and San Antonio and an African American

female executive producer in Jacksonville.

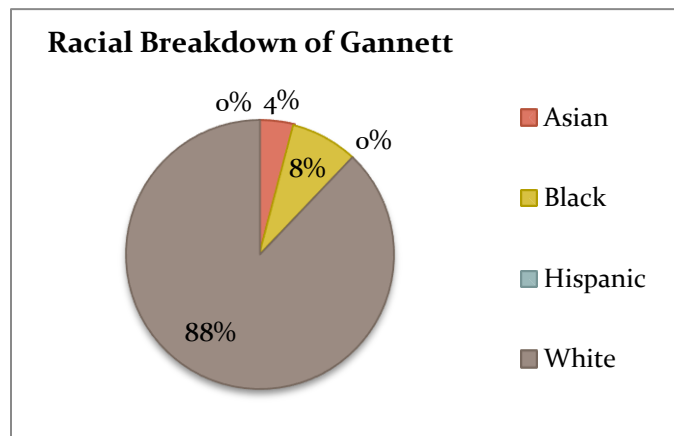
The station in Houston comes closest to matching the diversity of its market area.

The two Hispanic news managers represent 22% of the management staff, well below the 60% diversity of the Houston television market. Detroit has the lowest diversity percentage of all the Post-Newsweek markets – 32% -- but its station has no one of color in management.



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.



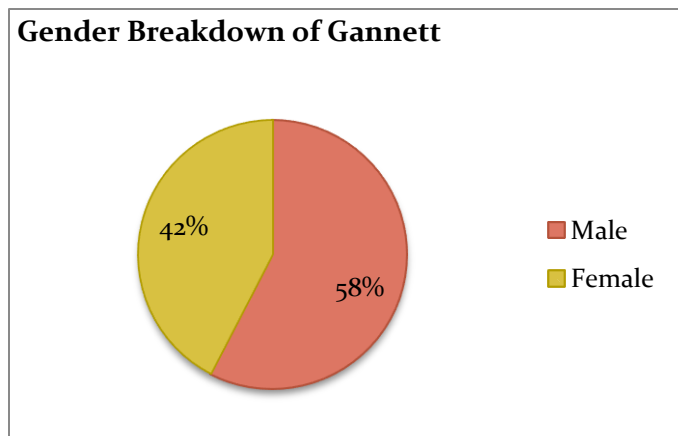
There are a total of 98 managers at these stations, of which 12 (11%) are people of color.

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 managing editors in Greensboro and Columbia, SC are African American women.

The assignment manager, an executive producer in Atlanta and two executive producers in Washington,



D.C. are African American women.

There is also an African man executive producer in Atlanta.

Operations managers are not normally included but the man in that position in Atlanta is involved in editorial decisions on a daily basis.

The only station that exceeds the diversity percentage of its respective metropolitan area is WZZM in Grand Rapids, MI.

APPENDIX A: DIVERSITY PERCENTAGES

DMA	City	Diversity Index (%)
1	New York	47
2	Los Angeles	68
3	Chicago	45
4	Philadelphia	35
5	Dallas	50
6	San Francisco/San Jose	60
7	Boston	25
7a	Manchester, NH	12
8	Atlanta	49
9	Washington, D.C.	51
9a	Hagerstown	15
10	Houston	60
11	Detroit	32
12	Phoenix	41
13	Seattle	32
14	Tampa	32
15	Minneapolis	21
16	Miami	65
17	Denver	34
18	Cleveland	28
19	Orlando	47
20	Sacramento	44
21	St. Louis	25
22	Portland, OR	23
23	Charlotte	39
24	Pittsburgh	13
25	Raleigh	36
26	Baltimore	40
27	Indianapolis	25
28	San Diego	51
29	Nashville	26
30	Hartford	28
30a	New Haven	32
31	Kansas City	25
33	Cincinnati	18

DMA	City	Diversity Index (%)
34	Columbus	24
35	Milwaukee	31
36	Greenville/Spartanburg	26
37	San Antonio	64
38	West Palm Beach	32
39	Harrisburg/Lancaster	19
40	Birmingham	35
41	Grand Rapids	20
42	Las Vegas	52
43	Norfolk	43
44	Austin	45
45	Oklahoma City	33
46	Albuquerque	58
47	Winston-Salem	33
48	Memphis	54
49	Jacksonville	34
50	Louisville	21
51	Buffalo	20
52	New Orleans	46
53	Providence	20
54	Wilkes Barre	11
55	Fresno	67
56	Little Rock	30
59	Knoxville	13
60	Mobile	40
61	Tulsa	32
62	Dayton	21
64	Charleston	37
66	Roanoke	19
67	Tucson	45
69	Bay City/Flint, MI	27
70	Toledo	23
71	Green Bay	14
72	Honolulu	80
73	Des Moines	16
74	Springfield, MO	8
76	Omaha	21
77	Portland, ME	6

DMA	City	Diversity Index (%)
78	Columbia, SC	42
81	Rochester	22
83	Shreveport	45
90	Jackson, MS	51
91	Johnson City, TN	9
95	Plattsburg	8
96	Savannah	42
97	El Paso	87
100	Fort Smith	24
101	Greenville, NC	44
102	Johnstown/Altoona	7
103	Evansville, IN	11
104	Myrtle Beach	22
107	Fort Wayne	21
110	Springfield	25
111	Augusta	43
113	Boise	8
116	Bloomington	11
121	Macon	48
124	Salinas-Monterey	67
127	Columbus, GA	50
131	Amarillo	55
134	Rockford	18
138	Monroe	39
141	Beaumont	41
142	Lubbock	43
144	Erie	13
146	Wichita Falls	28
148	Joplin	15
151	Midland	47
152	Terre Haute	8
159	Steubenville	7
165	Abilene	32
169	Dothan	29
188	Lafayette	33
196	San Angelo	42
200	St. Joseph	12

APPENDIX B: ABC

WABC, NYC:

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

KABC, Los Angeles:

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

WLS, Chicago:

GM	wf
ND	wf
Asst ND	wf
ME	wm
Asgt Mgr	wf
Asgt Mgr	hf
EP	bm
EP	am
EP	wm
EP	wm

WPVI, Philadelphia:

GM	wm
ND	wf
Asst ND	wm
ME	wf
EP	bm
EP	wm
EP	bf
EP	bf
EP	wm
EP	wm
EP	wm
EP	wm

KGO, San Francisco:

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

KTRK, Houston:

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

WTVD, Raleigh:

GM	wm
ND	wm
Asst ND	wm
EP	wm
EP	wf

KFSN, Fresno:

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

WJRT, Flint:

GM	wm
ND	wf
ME/Asgt Mgr	wm
EP	wm

WTVG, Toledo:

GM	wm
ND	wm
Asst ND	wm
Asgt Mgr	wf
EP	

APPENDIX C: CBS

WCBS, NYC:

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

KCBS / KCAL:

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

WBBM, Chicago:

GM	wm
ND	wm
Asst ND	wf
ME	wf
EP	wm
EP	wm
EP	wf

KYW, Philadelphia:

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

KTVT, Dallas:

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

KPIX, S. F.:

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

WBZ, Boston:

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

WCCO, Minn:

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

KMAX:

ND	wm
EP	wf
EP	wf

WFOR, Miami:

GM	wm
ND	bm
Asst ND	bm
ME	hf
Asgt Mgr	hf
EP	hm
EP	wm

KCNC, Denver:

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

KOVR, Sacto:

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

CBS (continued)

KDKA, Pgh:

GM wm
ND wf
Asst ND wf
EP wf
EP wf

WJZ, Baltimore:

GM wm
ND wf
Asst ND wf
ME bf
EP wm
EP wf
EP wf

APPENDIX D: NBC

WNBC, NYC:		AND	bf	Asgt Mgr	bm
GM	bm	ME	wf	EP	wm
ND	wf	Asgt Mgr	wf	EP	wf
ME	hm	EP	wm		
Asgt Mgr	wm			KNTV, San Jose:	
EP	wm	WRC, D. C.:		GM	wm
EP	bf	GM	wf	ND	wm
EP	wf	ND	bf	AND	hf
		AND	wm	ME	wm
KNBC, L. A.:		Asgt Mgr	wm	EP	wm
GM	bm	EP	wf	EP	wm
ND	bf	EP	wm	EP	wf
AND	wm			EP	wm
ME	wm	WCAU, Philadelphia:		WTVJ, Miami:	
Asgt Mgr	wm	GM	wm	GM	wf
EP	hf	ND	bm	ND	wm
EP	wf	AND	wm	Asgt Mgr	hf
EP	wf	Asgt Mgr	wf	EP	wf
EP	bm	ME	wf	EP	wm
		EP	bf	EP	wm
		EP	wf		
WMAQ, Chicago:		EP	wf	KSND, San Diego:	
GM	wm	EP	wf	GM	wm
ME	bf	EP	wf	ND	wm
EP	wm	EP	hf	AND	wm
EP	wf	EP	af	EP	wf
EP	wf			EP	wf
EP	wm			EP	wf
WVIT Hartford		KXAS, Dallas:			
GM	wm	GM	wm		
ND	wm	ND	wf		
		AND	bm		
		ME	wf		

APPENDIX E: COX

KTVU, Oakland:

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

WSB, Atlanta:

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

KIRO, Seattle:

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

WFTV/WRDQ,

Orlando:

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

WSOC/WXAN,

Charlotte:

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

WPXI, Pittsburgh:

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

WHIO, Dayton:

GM	wm
ND	wm
ME	wf
Asgt Mgr	wf
EP	wf

KFOX, El Paso:

GM	wm
ND	wf
Asgt Mgr	hm
EP	hf

KJAC, Johnstown:

GM	wm
ND	wm
Asst ND	wm
Asgt Mgr	wm

WTOV, Steubenville

GM	wm
ND	wm
EP	wf

APPENDIX F: NEWS CORPORATION (FOX TELEVISION STATIONS)

WNYW, NYC:		WTFX, Philadelphia:		KRIV, Houston:	
GM	wm	GM	wm	GM	bm
ND	wf	ND	wm	ND	wm
Asst ND	am	Asst ND	wf	AND	wf
ME		ME	wf	Asgt Mgr	wm
EP	wm	Asgt Mgr	wm	EP	wm
EP	bm	EP	wf	EP	wf
		EP	hf		
		EP	wm		
WWOR, NYC:		KDFW, Dallas:		WJBK, Detroit:	
ND	wm	GM	wf	GM	wm
		ND		ND	wf
KTTV/KCOP:		Asst ND	wm	Asst ND	wm
GM	wm	ME	wm	Asgt Mgr	wf
ND	wm	ME	wm	EP	wf
Asst ND	wm	EP	bf	EP	wf
ME	wm	EP	wm	EP	wf
ME	wf	EP	wm		
Asgt Mgr	hm			KSAZ, Pheonix:	
EP	wf			GM	wm
EP	wm	WTTG, D.C.:		ND	wm
EP	wf	GM	wm	ME	wm
		ND	wm	EP	wf
WFLD, Chicago:		Asst ND	wf	WTVT, Tampa:	
GM	wm	EP	wm	GM	wm
ND	wf	EP	wm	ND	wm
ME	wf	EP	hm	Asst ND	wm
EP	wm			ME	wm
EP	wf	WAGA, Atlanta:		EP	wm
		GM	wm		
WFXT, Boston:		ND	wm		
GM	wm	ME	wf		
ND	wf	Asgt Mgr	wf		
Asst ND	wm	EP	wm		
ME	wm	EP	wf		
EP	wm	EP	wf		
		EP	wf		

Fox Television Stations (continued)

WOFL, Orlando:

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

KTBC, Austin:

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

WHBQ, Memphis:

GM	wm
ND	bm
Asgt Mgr	wf
ME	wm

KMSP, Minnesota:

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

APPENDIX G: HEARST

WCVB, Boston:

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

WMUR, Manchester:

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

WESH, Orlando:

GM wm
 ND wm
 Asst ND wf
 ME wm
 EP wm
 EP

KCRA, Sacto:

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

WTAE, Pittsburgh:

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

WBAL, Baltimore:

GM wm
 ND wf
 Asst ND wm
 ME wf
 EP wf
 EP wf

KMBC, Kansas City:

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

WLWT, Cincinnati:

GM bm
 ND wf
 Asst ND wm
 EP wm
 EP wm

WISN, Milwaukee:

GM wf
 ND bf
 Asst ND wm
 ME wf
 Asgt/Ops Mgr wf
 EP wf
 EP wf

WYFF, Greenville:

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

WPBF, West Palm Beach:

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

WGAL, Lancaster:

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

Fox Television Stations (continued)

KOCO, Oklahoma

City:

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

KOAT, Albuquerque:

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

WXII, Winston-Salem:

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

WLKY, Louisville:

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

WDSU, New Orleans:

GM	bm
ND	wm
ME	wf
EP	wf
EP	wm

KITV, Honolulu:

GM	wm
ND	wf
Asgt Mgr	wm
EP	wm
	wf

KCCI, Des Moines:

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

KETV, Omaha:

GM	
ND	wf
Asst ND	wm
Asgt Mgr	wm
EP	wf

WMTW, Portland, ME:

GM	wm
ND	wm
ME	wf
EP	wm

WPTZ/WNNE

Plattsburg:

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

WAPT, Jackson:

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

KHBS/KHOG, Fort Smith:

GM	wm
ND	wf
Asst ND	wm
Asgt Mgr	wf

KSBW, Monterey:

GM	wm
ND	wm
Asst ND	wf
Asgt Mgr	wm

APPENDIX H: MEREDITH

WGCL, Atlanta:

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

KPHO, Pheonix:

GM wm
 ND wf
 Asst ND wf
 ME wm
 EP wm
 EP wf

KPTV/KPDX, Portland:

GM wm
 ND wf
 Asst ND wm
 EP wm

WSMV, Nashville:

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

WNEM, Bay City, MI:

GM wm
 ND wm
 Asst ND bm
 Asgt Mgr wm

WSFB, Hartford:

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

KCTV/KSMO, Kansas City:

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

KVVU, Las Vegas:

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

WHNS, Greenville, SC:

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

WSHM, Springfield, MA:

GM wm
 ND wm

APPENDIX I: MEDIA GENERAL

WFLA, Tampa:		WKRK, Mobile:		GM	
ND	wm	GM	wm	ND	wm
		ND	wm	Asst ND	wm
WNCN, Raleigh:		Asgt Mgr	wf	EP	wf
GM	wm	EP	wm		
ND	bf			WAGT, Augusta:	
Asst ND	wm	WCBD, Charleston:		GM	wm
EP	wm			ND	wm
		GM	wm	EP	bf
WCMH, Columbus:		ND	wm		
GM	wm	Asst ND	hf	WJBF, Augusta:	
ND	wm			GM	wm
ME	wm	WSLS, Roanoke:		ND	wm
Asgt Mgr	wm	GM	wf	Asst ND	wm
		ND	wf	EP	wm
WSPA, Spartanburg:					
		WJTV/WHLT, Jackson:		WRBL, Columbus:	
GM		GM	wm	GM	wm
ND	wm	ND	wm	ND	wm
ME	wf	Asgt Mgr	bf		
Asgt Mgr	wf	EP	bm		
EP	wm				
		WJHL, Johnson City:			
WVTM, Birmingham:		GM	wm		
GM	wm	ND	wm		
ND	wm	Asgt Mgr	wm		
Asst ND	wm	EP	wf		
Asgt Mgr	wm			WSAV, Savannah:	
				GM	wf
WJAR, Providence:				ND	wm
GM					wf
ND	wm				
AND	wm	WNCT, Greenville:			
ME	wm	GM	wf		
Asgt Mgr	wm	ND	wm		
EP	wf	EP	wf		
		WBTB, Myrtle Beach:			

APPENDIX J: TRIBUNE

WPIX, NYC:

GM wm
 ND wm
 Asst ND wm
 ME wm
 EP wm
 EP wf
 EP bm

KTLA L. A.

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

WGN, Chicago:

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

KTXL, Sacto:

GM wm
 ND wm
 Asgt Mgr hm
 EP wm
 EP wm

KDAF, Dallas:

GM wm
 ND wm
 Asst ND wm
 EP wm

KIAH, Houston:

GM wm
 ME wm
 EP wm

KCPQ, Seattle:

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

KWGN, Denver:

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

WGNO, New Orleans:

GM wm
 ND wm
 Asgt Mgr wf
 EP wm

WXMI, Grand Rapids:

GM wm
 ND wm
 Asgt Mgr wm

WXIN, Indianapolis:

GM wm
 ND wm
 Asgt Mgr wf
 EP wm
 EP wf

KSWB, San Diego:

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

WTIC, Hartford:

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

WPMT, Harrisburg:

GM wm
 ND wm
 Asst ND wm
 Asgt Mgr wm

KPLR, St. Louis:

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

APPENDIX K: NEXSTAR BROADCASTING

WHAG, Hagerstown:

GM wm
 ND wm
 Asst ND wm
 Asgt Mgr wf

WLYH, Harrisburg:

GM wf
 ND wm
 Asst ND wf

WBRE, Wilkes Barre:

GM wm
 ND wm
 Asgt Mgr wf

KARK, Little Rock:

GM wm
 ND wm
 Asst ND wm
 ME wm
 EP bf
 EP wm

KSFX, Springfield, MO:

GM wm
 ND wf
 Asst ND wf
 Asgt Mgr wm

WROC, Rochester:

GM wm
 ND wm
 ME wm
 Asgt Mgr am
 EP wf

KTAL, Shreveport:

GM wm
 ND wm
 Asst ND bm

WCIA, Champaign:

GM wm
 ND wm
 Asst ND wm
 EP wf

KNWA/KFTA, Ft Smith:

ND wm
 Asst ND wm
 EP wf

WTAJ, Altoona:

GM wm
 ND wm

WTVW, Evansville:

GM wm
 ND wm
 ME wm
 Asgt Mgr wm

WFFT, Fort Wayne:

GM wm
 ND wm

WMBD, Bloomington:

GM wm
 ND wm
 ME wm

KAMR, Amarillo:

GM wm
 ND wf

WTVO, Rockford, IL:

GM wm
 ND bm
 ME wf

KTVE, Monroe, LA:

GM wm
 ND bm
 Asgt Mgr wm
 EP hm

KBTB, Beaumont:

GM wm
 ND bm
 ME wm

KLBK, Lubbock:

GM wm
 ND wm
 Asst ND wm
 EP wm

WJET, Erie:

GM wm
 ND wm
 ME wm
 Asgt Mgr wm

KFDX, Wichita Falls:

GM wf
 ND wm
 Asgt Mgr wm
 EP wf

KSNF, Joplin:

GM wm
 ND wf
 EP wm

Nexstar Broadcasting (continued)

		Asgt Mgr	wm		
WTWO, Terre Haute:		EP	wm		
GM	wm			KQTV, St. Joseph, MO:	
ND	wm	WDHN, Dothan:		GM	wf
Asst ND	wf	GM	wf	ND	wf
Asgt Mgr	wm	ND	wm	KMID, Midland:	
		Asst ND	wm	GM	hm
KTAB, Abilene:				ND	wm
GM	wm	KLST, San Angelo, TX:			
ND	wm	GM	wm		
ME	wm	ND	hf		

APPENDIX L: BELO CORPORATION**WFAA, Dallas:**

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

WWL, New Orleans:

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

KTVK, Phoenix:

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

KING, Seattle:

GM wm
 ND wm
 Asst ND wf
 Asgt Mgr hf
 EP am
 EP wm
 EP wm

KMSB, Tucson:

GM wm
 Asgt Mgr wm
 EP wm

KREM, Spokane:

GM wm
 ND wm
 Asgt Mgr wf
 EP wf

KVUE, Austin:

GM wf
 ND wm
 EP wm
 EP wf

KGW, Portland, OR:

GM wf
 Asst ND wm
 ME wm
 EP wf
 EP wm
 EP wf

WCNC, Charlotte:

GM wm
 ND wm
 Asst ND wf
 EP wm
 EP wm

KENS, San Antonio:

GM wm
 ND bm
 Asst ND wf
 EP bf

WVEC, Norfolk:

GM bm
 ND wm
 Asst ND hm
 Asgt Mgr bf
 EP wm

KMOV, St. Louis:

GM wm
 ND wm
 Asst ND wm
 Asgt Mgr wm
 EP bf
 EP wm

WHAS, Louisville:

GM wm
 ND wm
 Asst ND wm
 Asgt Mgr wm
 EP wm

KHOU, Houston:

GM wf
 ND wm
 ME wm
 EP wf
 EP hm

KTVB, Boise:

GM wm
 ME wm
 Ops Mgr hm
 Asgt Mgr hf
 EP wf

APPENDIX M: LIN MEDIA

WISH, Indianapolis:

GM w m
 ND w f
 Asst ND w m
 EP w f
 EP w m

WTNH, New Haven:

GM w m
 ME w m
 Asgt Mgr h f
 EP w m
 EP w f
 EP w f
 EP w m

WOOD, Grand Rapids:

GM w f
 ND w f
 Asst ND w m
 Asgt Mgr w m
 EP w m

WAVY, Norfolk:

GM w m
 ND w m
 EP b f
 EP w f
 EP w m

KXAN, Austin:

GM w m
 ND w m
 AND b f
 ME w m
 Asgt Mgr w m

KRQE, Albuquerque:

GM w m
 ND w m
 ME w m
 EP w f
 EP w f

WIVB, Buffalo:

GM w m
 ND w m
 Asst ND w f
 ME w f
 EP w f

WPRI, Providence:

GM w m
 ND a m
 Asst ND w f
 Asgt Mgr w m
 EP w m
 EP w f

WALA, Mobile:

GM w m
 ND w m
 Asst ND w m
 ME b m
 EP w f
 EP w m

WDTN, Dayton:

GM w f
 ND w m
 Asst ND w m
 Asgt Mgr w f

WUPW, Toledo:

GM w m
 ND w m
 ME w f
 EP w m

WLUK, Green Bay:

GM w m
 ND w f
 Asst ND w m
 Asgt Mgr w m
 EP w m

WANE, Ft Wayne:

GM w m
 ND w m
 Asgt Mgr w m
 EP w m

WWLP, Springfield:

GM w m
 ND w m
 Asgt Mgr w m

WTHI, Terre Haute:

GM w m
 ND w f
 EP w f

WFLI, Lafayette:

GM w m
 ND w m

APPENDIX N: E. W. SCRIPPS COMPANY

WXYZ, Detroit:

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

KNVX, Phoenix:

GM	wf
ND	wm
Asst ND	hm
EP	hf
EP	wf

WFTS, Tampa:

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

WEWS, Cleveland:

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

WMAR, Baltimore:

GM	wm
ND	wf
Asgt Mgr	wm
EP	wf
EP	wm

KSHB/KMCI, KC:

GM	wm
ND	wf
Asst ND	am
EP	wf
EP	bm
EP	wf

WCPO, Cincinnati:

GM	wm
ND	wm
Asst ND	wf
ME	wm
EP	wf
EP	wf

WPTV, West Palm:

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

KJTH, Tulsa:

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

APPENDIX O: POST NEWSWEEK

KPRC, Houston:

GM wm
 ND wf
 ND wm
 Asst ND wm
 ME hm
 Asgt Mgr hf
 EP wf
 EP wf
 EP wf

WDIV, Detroit:

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

WPLG, Miami:

GM wm
 ND wm
 Asst ND wm
 Asgt Mgr hf
 EP wf
 EP wf
 EP wf
 wf

WKMG, Orlando:

GM wm
 ND wm
 Asst ND wm
 ME wf
 EP wm
 EP wf
 EP hf

KSAT, San Antonio:

GM
 ND wm
 EP wf
 EP hm

WJXT, Jacksonville:

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

APPENDIX P: GANNETT

WXIA, Atlanta:

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

WUSA, D.C.:

GM	wm
ND	wm
Asst ND	wm
Asgt Mgr	wm
EP	bf
EP	wm
EP	wm
EP	bf

KPNX, Phoenix:

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

WTSP, Tampa:

GM	wm
ND	wm
ME	wf
Asgt Mgr	wf
EP	wf

KARE, Minneapolis:

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

KTVD/KUSA, Denver:

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

WKYC, Cleveland:

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

KXTV, Sacramento:

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

KSDK, St Louis:

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

WZZM Grand Rapids:

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

WFMY, Greensboro:

GM	wm
ND	wm
ME	bf
EP	wm

WTLV-WJXX, Jacksonville:

GM	wf
ND	wm
ME	wm
EP	bm

WGRZ, Buffalo:

GM	wm
ND	wm
EP	wm
EP	wm

Gannett (continued)

KTHV Little Rock:

GM	wm
ND	wm
Asgt Mgr	wf
EP	

WBIR, Knoxville:

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

WCSH/WLBZ, Portland:

GM	wm
GM	wf
ND	wf
ME	wf
EP	wm

WLTX, Columbia, SC:

GM	wm
ND	wf
ME	bf
EP	wm

WMAZ, Macon:

GM	wm
ND	wm
ME	wm
EP	wf

NOTES