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 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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National Association of Black Journalists

PRESIDENT, Gregory Lee
VICE PRESIDENT – BROADCAST, Bob Butler
VICE PRESIDENT – PRINT, Errin Haines
SECRETARY, Lisa D. Cox
TREASURER, Keith Reed
PARLIAMENTARIAN, Cindy George
EXECUTIVE DIRECTOR, Maurice Foster

1100 Knight Hall, Suite 300, College Park, MD 20742
For Copies:

Please visit www.nabj.org;

Call (301) 405-0248;

Or write to

1100 Knight Hall, Suite 3100
College Park, MD 20742
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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.”
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 complies 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


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.

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.

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.

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.
Racial Breakdown of ABC 2012

- White: 80%
- Black: 13%
- Hispanic: 4%
- Asian: 3%
- Native: 3%

Racial Breakdown of ABC 2011

- White: 83%
- Black: 10%
- Hispanic: 4%
- Asian: 3%
- Native: 3%
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.

Gender Breakdown of Belo Corporation 2012

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.
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.
2012 NABJ Diversity Census

Racial Breakdown of Cox 2012

- White: 85%
- Black: 2%
- Hispanic: 3%
- Asian: 2%
- Native: 2%

Racial Breakdown of Cox 2011

- White: 83%
- Black: 5%
- Hispanic: 5%
- Asian: 2%
- Native: 2%
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%).
Racial Breakdown of Fox 2012

- White: 86%
- Black: 5%
- Hispanic: 6%
- Asian: 3%
- Native: 3%

Racial Breakdown of Fox 2011

- White: 90%
- Black: 4%
- Hispanic: 5%
- Asian: 1%
- Native: 1%
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

- 86%
- 12%
- 2%

Racial Breakdown of Post Newsweek 2011

- 85%
- 12%
- 3%
- 0%
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 Nextstar.

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.
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%).
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

- 88% White
- 8% Black
- 3% Hispanic
- 1% Asian
- 1% Native

Racial Breakdown of Gannett 2011

- 88% White
- 8% Black
- 4% Hispanic
- 1% Asian
- 1% Native
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.
Racial Breakdown of CBS 2012

- White: 89%
- Black: 4%
- Hispanic: 6%
- Asian: 1%
- Native: 1%

Racial Breakdown of CBS 2011

- White: 86%
- Black: 7%
- Hispanic: 6%
- Asian: 1%
- Native: 1%
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; Ashville, 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%).
Racial Breakdown of Meredith

2012

- White: 91%
- Black: 7%
- Hispanic: 2%
- Asian: 2%
- Native: 92%

2011

- White: 92%
- Black: 8%
- Hispanic: 2%
- Asian: 2%
- Native: 92%
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%).
2012 NABJ Diversity Census

Racial Breakdown of Hearst 2012

- White: 90%
- Black: 6%
- Hispanic: 2%
- Asian: 2%
- Native: 2%

Racial Breakdown of Hearst 2011

- White: 90%
- Black: 8%
- Hispanic: 1%
- Asian: 1%
- Native: 1%
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.
Racial Breakdown of EW Scripps
2012

- White: 91%
- Black: 2%
- Hispanic: 5%
- Asian: 2%
- Native: 3%
- Other: 4%

Racial Breakdown of EW Scripps
2011

- White: 91%
- Black: 2%
- Hispanic: 5%
- Asian: 2%
- Native: 3%
- Other: 4%
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.
Racial Breakdown of Lin Media

**2012**
- White: 94%
- Black: 4%
- Hispanic: 1%
- Asian: 1%
- Native: 0%

**2011**
- White: 93%
- Black: 4%
- Hispanic: 2%
- Asian: 1%
- Native: 0%
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.

None of the Media General stations matches the diversity of their respective metropolitan areas.
Racial Breakdown of Media General 2012

- White: 95%
- Black: 3%
- Hispanic: 2%
- Asian: 2%
- Native: 3%

Racial Breakdown of Media General 2011

- White: 91%
- Black: 7%
- Hispanic: 2%
- Asian: 2%
- Native: 3%
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.

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 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.

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.

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
APPENDICES
NBC

WNBC, NYC:
51% Diversity
GM  bm
ND  wf
AND  hm
Asgt Mgr  wm
EP  wf
EP  wm
EP  bm
Web  wm

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

KXAS, Dallas:
49% Diversity
GM  wm
ND  wf
AND  bm
ME  wf
Asgt Mgr  bm
EP  wm
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

WTVJ, Miami:
65% Diversity
GM  hm
ND  hf
AND  wm
ME  hf
Asgt Mgr  hf
EP  hf
EP  wm
EP  wm

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
Web EP  hf

KNSD, San Diego:
51% Diversity
GM  wm
ND  wm
AND  wm
EP  wf
EP  wf
EP  wf
Web  wf
## 2012 NABJ Diversity Census

### 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: 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
- EP: wf
- Web: wm

### WPVI, Philadelphia:
- 35% Diversity
- GM: wm
- ND: wm
- AND: wf
- ME: wf
- EP: bm
- 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

**KTVK, Phoenix:**
- **41% Diversity**
  - GM: wm
  - ND: wm
  - Asgt Mgr: bm
  - Asgt Mgr: wf
  - 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: wm
  - Asgt Mgr: wm
  - EP: wf

**KREM, Spokane:**
- **13% Diversity**
  - GM: wm
  - ND: wm
  - AND: wf
  - Asgt Mgr: wf
  - Web: wf

**WHAS, Louisville:**
- **21% Diversity**
  - GM: wf
  - ND: wm
  - AND: wm
  - Asgt Mgr: wm
  - EP: bf

**KVUE, Austin:**
- **45% Diversity**
  - GM: wf
  - ND: wm
  - EP: wf
  - Web: wf

**WVEC, Norfolk:**
- **42% Diversity**
  - GM: wm
  - ND: hm
  - AND: wf
  - Asgt Mgr: bf

**WWL, New Orleans:**
- **46% Diversity**
  - GM: bm
  - ND: wm
  - ME: wm
  - Asgt Mgr: wm
  - EP: wf

**Wbens, San Antonio:**
- **64% Diversity**
  - GM: wm
  - ND: bm
  - AND: wf
  - Asgt Mgr: wf

**WCNC, Charlotte:**
- **39% Diversity**
  - GM: wm
  - ND: wm
  - AND: wf
  - EP: wm
  - EP: wf
  - Web: wf

**KENS, San Antonio:**
- **64% Diversity**
  - GM: wm
  - ND: bm
  - AND: wf
  - Asgt Mgr: wf

**WHAS, Louisville:**
- **21% Diversity**
  - GM: wf
  - ND: wm
  - AND: wm
  - Asgt Mgr: wm
  - EP: wf
  - Web: wf
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<tr>
<td>AND</td>
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<tr>
<td>Web/Digital</td>
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</table>

Please note that the table above includes the diversity percentages and gender roles for various media stations across different locations. The information is presented in a clear and organized manner, making it easy to read and understand.
**Raycom Media (continued)**

<table>
<thead>
<tr>
<th>Station</th>
<th>Diversity</th>
<th>GM</th>
<th>ND</th>
<th>AND</th>
<th>Asgt Mgr</th>
<th>AM EP</th>
<th>Web</th>
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<tbody>
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<td>45%</td>
<td>wm</td>
<td>bf</td>
<td>wm</td>
<td></td>
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<tr>
<td><strong>KPLC Lake Charles:</strong></td>
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<td>wm</td>
<td></td>
<td>wm</td>
<td></td>
<td></td>
<td>bf</td>
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<tr>
<td><strong>WAFB, Baton Rouge:</strong></td>
<td>42%</td>
<td>wf</td>
<td></td>
<td>wm</td>
<td></td>
<td></td>
<td>wf</td>
</tr>
<tr>
<td><strong>KPLC Lake Charles:</strong></td>
<td>30%</td>
<td>wm</td>
<td></td>
<td>wm</td>
<td></td>
<td></td>
<td>bf</td>
</tr>
<tr>
<td><strong>WAFB, Baton Rouge:</strong></td>
<td>42%</td>
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<td></td>
<td>wm</td>
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<td></td>
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</tr>
<tr>
<td><strong>WTOC, Savannah:</strong></td>
<td>42%</td>
<td>wm</td>
<td></td>
<td>fm</td>
<td></td>
<td></td>
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</tr>
<tr>
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<td>wf</td>
<td></td>
<td>wm</td>
<td></td>
<td></td>
<td>bf</td>
</tr>
<tr>
<td><strong>WSFA, Montgomery:</strong></td>
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<td></td>
<td>wm</td>
<td></td>
<td></td>
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<tr>
<td><strong>WLBT, Jackson:</strong></td>
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<td></td>
<td>wm</td>
<td></td>
<td></td>
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</tr>
<tr>
<td><strong>WALB, Albany:</strong></td>
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<td></td>
<td>wm</td>
<td></td>
<td></td>
<td>wf</td>
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<tr>
<td><strong>KXII, Waco:</strong></td>
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<td>wm</td>
<td></td>
<td>wm</td>
<td></td>
<td></td>
<td>wf</td>
</tr>
<tr>
<td><strong>WBAP, Waco:</strong></td>
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<td></td>
<td>wm</td>
<td></td>
<td></td>
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</tr>
<tr>
<td><strong>WBTX, Paris:</strong></td>
<td>50%</td>
<td>wm</td>
<td></td>
<td>wm</td>
<td></td>
<td></td>
<td>wf</td>
</tr>
<tr>
<td><strong>WFIE, Evansville:</strong></td>
<td>11%</td>
<td>wm</td>
<td></td>
<td>wm</td>
<td></td>
<td></td>
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</tr>
<tr>
<td><strong>WMBF, Myrtle Beach:</strong></td>
<td>22%</td>
<td>wm</td>
<td></td>
<td>wm</td>
<td></td>
<td></td>
<td>wf</td>
</tr>
</tbody>
</table>

**Note:** The diversity percentages and gender roles are approximate and may not reflect the exact distribution.
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
### 2012 NABJ Diversity Census

#### 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

#### WFTV/WRDQ, Orlando:
- 46% Diversity
- GM: wm
- ND: wm
- ME: wf
- Asgt Mgr: wf
- EP: bm
- EP: wf
- EP: wf

#### WTOV, Steubenville:
- 6% Diversity
- GM: wm
- ND: wm
- EP: wf

#### WSO/WXAN, Charlotte:
- 39% Diversity
- GM: wm
- ND: wf
- AND: wf
- Asgt Mgr: wf
- EP: wm
- EP: wm
- EP: nm
### FOXY

#### WNYW, NY:
51% Diversity
- GM: wm
- ND: wf
- AND: am
- ME: wm
- EP: wf
- EP: wf
- EP: bm
- Web: wm

#### WTXF, Philadelphia:
35% Diversity
- GM: wm
- ND: wm
- AND: wf
- Asgt Mgr: wm
- EP: wf
- EP: hf
- Web: wm

#### WAGA, Atlanta:
49% Diversity
- GM: wm
- ND: wf
- ME: wm
- Asgt Mgr: wf
- EP: wf
- EP: wf
- Web: wm

#### KTTV/KCOP, L.A.:
68% Diversity
- GM: wm
- ND: wm
- AND: wf
- ME: wm
- ME: wm
- EP: wf
- EP: wf
- Web: wm

#### WFLD, Chicago:
45% Diversity
- GM: wm
- ND: wf
- AND: wf
- ME: hm
- Asgt Mgr: wm
- EP: am
- EP: wf
- EP: wf
- Web: wm

#### WFFXT, Boston:
25% Diversity
- GM: wf
- ND: wf
- AND: wm
- ME: wm
- ME: wm
- EP: bm
- EP: wf
- EP: wf
- Web: wm

#### WTTG, D.C.:
51% Diversity
- GM: wm
- ND: wf
- AND: wf
- EP: wf
- EP: hm
- Web: wm

#### WJBF, Detroit:
32% Diversity
- GM: wm
- ND: wf
- AND: wm
- ME: bm
- Asgt Mgr: wf
- EP: wf
- EP: wf
- EP: wf
- Web: wm

#### WWOR, NYC:
51% Diversity
- GM: wm
- ND: wm
### FOX (continued)

<table>
<thead>
<tr>
<th>KMSP, Minnesota:</th>
<th>KTBC, Austin:</th>
<th>WTVT, Tampa:</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>21% Diversity</strong></td>
<td><strong>45% Diversity</strong></td>
<td><strong>32% Diversity</strong></td>
</tr>
<tr>
<td>GM</td>
<td>GM</td>
<td>GM</td>
</tr>
<tr>
<td>wf</td>
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</tr>
<tr>
<td>ND</td>
<td>ND</td>
<td>ND</td>
</tr>
<tr>
<td>wm</td>
<td>wf</td>
<td>wm</td>
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<tr>
<td>AND</td>
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<tr>
<td>wf</td>
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<tr>
<td>wm</td>
<td>wm</td>
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</table>

<table>
<thead>
<tr>
<th>WOFL, Orlando:</th>
<th>WHBQ, Memphis:</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>46% Diversity</strong></td>
<td><strong>53% Diversity</strong></td>
</tr>
<tr>
<td>GM</td>
<td>GM</td>
</tr>
<tr>
<td>wm</td>
<td>wm</td>
</tr>
<tr>
<td>ND</td>
<td>ND</td>
</tr>
<tr>
<td>wm</td>
<td>bm</td>
</tr>
<tr>
<td>Asst ND</td>
<td>Asgt Mgr</td>
</tr>
<tr>
<td>hm</td>
<td>wf</td>
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<td>WM</td>
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<td>Web</td>
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</tr>
<tr>
<td>wf</td>
<td>wm</td>
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</tbody>
</table>
Post Newsweek

**KPRC, Houston:**

60% Diversity
GM  wm
ND  wf
AND wm
ME  hm
Weekend Mgr hf
EP  wm
EP  wf
EP  wm
EP  wf
EP  wm
Web  wf

**WKMG, Orlando:**

46% Diversity
GM  wm
ND  wm
AND wm
ME  wf
EP  wm
EP  hm

**WDIV, Detroit:**

32% Diversity
GM  wf
ND  wf
Asgt Mgr wm
EP  wf
EP  wf
EP  wf
EP  wm
Web  wf

**WJXT, Jacksonville:**

34% Diversity
GM  wm
ND  wf
AND wm
ME  wf
Asgt Mgr wm
EP  wf
EP  wf
Web  wm

**WPLG, Miami:**

65% Diversity
GM  wm
ND  wm
AND wm
Asgt Mgr hf
EP  wf
EP  wf
EP  wf
Web  wf
### Nexstar

<table>
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<tr>
<th>Station</th>
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<th>Asgt Mgr</th>
<th>Ep</th>
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<tbody>
<tr>
<td>WHAG, Hagerstown</td>
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<td>WBRE, Wilkes Barre</td>
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<tr>
<td>KARK, Little Rock</td>
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<td>wf</td>
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<td>KOZL, Springfield</td>
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<td>WFFT, Fort Wayne</td>
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<td>KNWA/KFTA, Ft Smith</td>
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<td>KBTB, Beaumont</td>
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<tr>
<td>KLBK, Lubbock</td>
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<td>wm</td>
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### Nexstar (continued)

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<tr>
<th>Station</th>
<th>Location</th>
<th>Diversity</th>
<th>GM</th>
<th>ND</th>
<th>ME</th>
<th>Asgt Mgr</th>
<th>Web</th>
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</thead>
<tbody>
<tr>
<td>WJET, Erie</td>
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<td>13%</td>
<td>wm</td>
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<tr>
<td>KSNF/KODE, Joplin</td>
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<td>wm</td>
<td>wf</td>
<td></td>
<td>wF</td>
<td>wf</td>
</tr>
<tr>
<td>KMID, Midland</td>
<td></td>
<td>46%</td>
<td>hm</td>
<td>wm</td>
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<tr>
<td>WTO, Terre Haute</td>
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<td>10%</td>
<td>wm</td>
<td>wm</td>
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<td>wm</td>
<td></td>
</tr>
<tr>
<td>KTAB, Abilene</td>
<td></td>
<td>31%</td>
<td>wm</td>
<td>wm</td>
<td></td>
<td>wm</td>
<td></td>
</tr>
<tr>
<td>KMID, Midland</td>
<td></td>
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<td>wF</td>
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<tr>
<td>WTWO, Terre Haute</td>
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</tr>
<tr>
<td>KTAB, Abilene</td>
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<td>31%</td>
<td>wm</td>
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</tr>
<tr>
<td>WDHN, Dothan</td>
<td></td>
<td>28%</td>
<td>wF</td>
<td>wm</td>
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</tr>
<tr>
<td>KLST, San Antonio</td>
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<tr>
<td>KQTV, St. Joseph</td>
<td></td>
<td>12%</td>
<td>wm</td>
<td>wf</td>
<td></td>
<td>WM</td>
<td></td>
</tr>
<tr>
<td>KTAL, Shreveport</td>
<td></td>
<td>45%</td>
<td>wm</td>
<td>wm</td>
<td></td>
<td>bm</td>
<td></td>
</tr>
</tbody>
</table>

- **GM**: General Manager
- **ND**: News Director
- **ME**: News Manager
- **Asgt Mgr**: Assistant Manager
- **Web**: Web Manager
- **KQTV**: KTAL, Shreveport
Gannett

WUSA, D.C.:
51% Diversity
GM  wm
ND  wm
AND wm
Asgt Mgr  wm
EP  bf
EP  wm
EP  bf
Web  wm

WTVD/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

WGRZ, Buffalo:
20% Diversity
GM  wm
ND  wm
EP  wm
EP  wm
Web  wm

WTLV-WJXX, Jacksonville:
34% Diversity
GM  wm
ND  bf
ME  wf
Asgt Mgr  wm
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

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

KXTV, Sacto:
44% Diversity
GM  af
ND  wm
Asgt Mgr  wm
EP  wf
EP  wm
EP  wm
Web
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
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</table>
CBS (continued)

**KOVV, Sacto:**
44% Diversity
GM   wm
ND   wf
ME/Asgt Mgr   wf
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
<table>
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<th>Station</th>
<th>City, Location</th>
<th>Diversity</th>
<th>GM</th>
<th>ND</th>
<th>AND</th>
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<tr>
<td>WHNS, Greenville, SC</td>
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<tr>
<td>KCTV/KSMO,</td>
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<tr>
<td>KVVU, Las Vegas</td>
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<tr>
<td>KPHO, Phoenix</td>
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<td>WSHM, Springfield, MA</td>
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<tr>
<td>WNEM, Bay City, MI</td>
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<tr>
<td>KPTV, Portland</td>
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<tr>
<td>WHSM, Springfield, MA</td>
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<td>28%</td>
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</tbody>
</table>
## Hearst

**WCVB, Boston:**
- 25% Diversity
- GM: wm
- ND: wm
- AND: wm
- ME: wm
- Asgt Mgr: wf
- EP: wf
- EP: wf
- EP: wm
- Web: wm

**KMBC, Kansas City:**
- 25% Diversity
- GM: wf
- ND: wf
- AND: wm
- ME/Asgt Mgr: wm
- 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

**WBAL, Baltimore:**
- 40% Diversity
- GM: wm
- ND: wf
- AND: wm
- ME: wf
- EP: wf
- EP: wf
- Web: am

**WGAL, Lancaster:**
- 15% Diversity
- GM: wm
- ND: wm
- AND: wm
- Asgt Mgr: wm
- EP: wm
- EP: wm
- Web: wm

**WAFF, Huntsville:**
- 2% Diversity
- GM: wm
- ND: wf
- AND: wf
- ME: wf
- Asgt Mgr: wf
- EP: wf
- EP: wf
- Web: am

**WBNF, Fort Wayne:**
- 15% Diversity
- GM: wf
- ND: wf
- AND: wm
- ME: wf
- Asgt Mgr: wm
- EP: wf
- EP: wf
- Web: wf

**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: wf
- AND: wm
- ME: wf
- Asgt/Ops Mgr: wm
- EP: wf
- EP: wf
- Web: wm

**KOAT, Albuquerque:**
- 57% Diversity
- GM: wf
- ND: wf
- AND: wf
- Asgt Mgr: wm
- EP: wf
- Web: wm

**WMUR, Manchester:**
- 12% Diversity
- GM: wm
- ND: wf
- AND: wm
- Asgt Mgr: wm
- EP: wf
- Web: wf
### 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:** wf  
**EP:** wf  
**Web:** wf

#### KHBS/KHOG, Fort Smith:
24% Diversity  
**GM:** wm  
**ND:** wm  
**AND:** wm  
**Asgt Mgr:** wf  
**Web:** wf

#### KETV, Omaha:
21% Diversity  
**GM:** wf  
**ND:** wf  
**Asgt Mgr:** wm  
**EP:** wf  
**Web:** hm

#### KSBW, Monterey:
67% Diversity  
**GM:** wm  
**ND:** wm  
**Asgt Mgr:** wf  
**Web:** wf

#### KCCI, Des Moines:
16% Diversity  
**GM:** wm  
**ND:** wm  
**Asgt Mgr:** wm  
**Web:** wm

#### KITV, Honolulu:
80% Diversity  
**GM:** wm  
**ND:** wm  
**Asgt Mgr:** wm  
**EP:** hw  
**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
AND  wf
ME   wf
EP   wm
Web  af

**WEWS, Cleveland:**
28% Diversity
GM   wm
ND   wf
AND  wm
ME   wm
EP   wf
EP   wm
Web  wf

**WRTV, Indianapolis:**
25% Diversity
GM   wm
ND   wm
Asgt NDbf  
ME   wm
Asgt Mgr  wm
EP   wm
EP   wf
Web  wm

**WCP0, Cincinnati:**
18% Diversity
GM   wm
ND   wm
AND  wf
ME   wm
EP   wf
Web  wm

**WPTV, West Palm:**
32% Diversity
GM   wm
ND   wm
AND  wm
ME   wf
Asgt Mgr  wm
EP   wf
Web  wm

**KJRH, Tulsa:**
32% Diversity
GM   wf
ND   
AND  wf
ME   
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:**

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<td>GM</td>
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<tr>
<td>Asgt Mgr</td>
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<td>Web</td>
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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   wm
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
2012 NABJ Diversity Census

Media General

WFLA, Tampa:
32% Diversity
GM  wm
ND  wm
EP  wm
Planning Mgr  wm
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
Asgt Mgr  wf
Web  wf

WJHL, Johnson City:
7% Diversity
GM  wm
ND  wm
Asgt Mgr  wm
EP  wf

WNCT, Greenville:
26% Diversity
GM  wf
ND  wm
EP  wf

WBTW, Myrtle Beach:
22% Diversity
GM  wm
ND  wf
Asgt Mgr  wm

WSAV, Savannah:
42% Diversity
GM  wf
ND  wm
Web  wm

WAGT, Augusta:
43% Diversity
GM  wm
ND  wf
Asgt Mgr  wm

WJBF, Augusta:
43% Diversity
GM  wm
ND  wf
Asgt Mgr  wm

WRBL, Columbus:
50% Diversity
GM  wm
ND  wm
2012 NABJ Diversity Census

**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
EP  wm
EP  wf
Web  wf

**KTLA, L.A.:**
68% Diversity
GM  wm
ND  wm
AND  wf
Asgt Mgr  wm
EP
EP  wf
EP  wf
Web  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
EP  wf
Web  wf

**KIAH, Houston:**
60% Diversity
GM  wm
ND  wm
AND  wm
Asgt 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

**KDAF, Dallas:**
49% Diversity
GM  wm
ND  wf
AND  wf
Asgt Mgr  hm
EP
EP  wf
Web  wf

**KSWB, San Diego:**
51% Diversity
GM  wm
ND  wm
ME/Asgt Mgr  wm
EP  wm
EP  wf
Web  wm

**KPLR, St. Louis:**
24% Diversity
GM  wm
ND  wf
Asgt Mgr  wm
EP  wf
EP  wf
Web

**WTIC Hartford:**
28% Diversity
GM  wm
ND  wf
Asgt Mgr  bm
Asgt Mgr  wf
EP  wf
Web  bm
2012 NABJ Diversity Census

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

<table>
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<tr>
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<th>KMTV, Omaha: 21% Diversity</th>
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<td>GM    wm</td>
<td>GM    wm</td>
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<tr>
<td>ND    wm</td>
<td>ND    wm</td>
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<tr>
<td>AND   wf</td>
<td>AND   wf</td>
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<tr>
<td>ME    wm</td>
<td>Asgt Mgr wf</td>
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<tr>
<td>Web   wm</td>
<td>EP    wf</td>
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<table>
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<th>KTNV, Las Vegas: 52% Diversity</th>
<th>KIVI Boise: 18% Diversity</th>
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<td>GM    wf</td>
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<tr>
<td>EP    wf</td>
<td>Web   wm</td>
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<table>
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<th>WFTX, Fort Myers: 29% Diversity</th>
<th>KMIR, Palm Springs: 34% Diversity</th>
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<tbody>
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<td>GM    wm</td>
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<tr>
<td>ND    wm</td>
<td>ND    wm</td>
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<tr>
<td>Web   wm</td>
<td>Web   wm</td>
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</table>

<table>
<thead>
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<th>WSYM, Lansing: 21% Diversity</th>
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<tbody>
<tr>
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<td>GM    wm</td>
</tr>
<tr>
<td>ND    wm</td>
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KEYE, Austin:
### Sinclair Broadcasting (continued)

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