An introductory note, if you will. 2019 marks my 25th year conducting the

RTDNA (before that, RTNDA) Annual Survey. First at Ball State University and now at Hofstra University. It has been my privilege to do this, and I want to thank RTDNA, Ball State and Hofstra for the support and opportunity to keep this going. Most of all, I want to thank all of you who spend what I know is way too much time poring over the way too many questions that I ask on this survey. Thank you.

- Bob Papper

**Who’s Under Contract … TV and Radio**

**by Bob Papper**

The latest RTDNA/Hofstra University Survey found little meaningful movement in the percentage of either radio or TV contract rates.

**TV newsroom employees under contract and non-competes - 2019**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Percent under contract | Percent with non-competes | Percent under contract with non-competes |
| News Director | 40.8% | 46.7% | 90.4% |
| Assistant News Director | 48.7 | 46.6 | 86.8 |
| Managing Editor | 35.3 | 34.9 | 88.2 |
| Executive Producer | 70 | 67.3 | 90.8 |
| News Anchor | 97.6 | 90.4 | 90.9 |
| Weathercaster | 97.5 | 90.1 | 91.3 |
| Sports Anchor | 96 | 87.9 | 90.9 |
| News Reporter | 87.4 | 81.9 | 89.1 |
| MMJ | 92.1 | 85.2 | 89.7 |
| Sports Reporter | 88.5 | 80.3 | 93.4 |
| Assignment Editor | 36.1 | 40.2 | 89.2 |
| News Producer | 76.2 | 72.3 | 88.1 |
| News Writer | 17.2 | 20.8 | 100 |
| News Assistant | 3.1 | 3.6 | \* |
| Photographer | 10.4 | 14.7 | 91.7 |
| Video Editor | 6.7 | 10.3 | 100 |
| Graphics Specialist | 3.6 | 4.3 | \* |
| Digital Content Manager | 53.2 | 57.3 | 94.2 |
| Social Media Prod/Ed | 35.5 | 39.3 | 100 |
| Web/Mobile Writer/Prod | 36 | 44.8 | 96.3 |

\*Insufficient data

Not a lot of movement here one way or the other. News director, assistant news director and managing editor each dropped a few points. Executive producer, assignment editor, news producer and all the digital positions went up a bit.

**Radio newsroom employees under contract and non-competes - 2019**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Percent under contract | Percent with non-competes | Percent under contract with non-competes |
| News Director | 19% | 15.6% | 50% |
| News Reporter | 22.7 | 8.6 | 35.7 |
| News Producer | 14.6 | 5 | 25 |
| News Anchor | 21.2 | 14.9 | 75 |
| Sports Anchor | 14.3 | 11.5 | 66.7 |
| Sports Reporter | 14.3 | 11.1 | 100 |
| Web Prod/Ed | 20 | 11.1 | 60 |

These numbers are fairly similar to last year’s. News director, news producer and sports anchor are all down slightly. News reporter, news anchor and web producer/editor are all up slightly. But none of the changes (except sports anchor) moved more than 2 or 3 points.

Note that non-compete agreements are illegal in a number of states.

***Bob Papper is Emeritus Distinguished Professor of Journalism at Hofstra University and has worked extensively in radio and TV news. This research was supported by the Lawrence Herbert School of Communication at Hofstra University and the Radio Television Digital News Association.***

**About the Survey**

The RTDNA/Hofstra University Survey was conducted in the fourth quarter of 2018 among all 1,685 operating, non-satellite television stations and a random sample of 3,481 radio stations. Valid responses came from 1,310 television stations (77.7%) and 645 radio news directors and general managers representing 1,938 radio stations. Some data sets (e.g. the number of TV stations originating local news, getting it from others and women TV news directors) are based on a complete census and are not projected from a smaller sample.