

**WUSA**  
**EEO PUBLIC FILE REPORT**  
**May 21, 2015 - May 20, 2016**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Newscast Producer – Full Time	1, 4-5, 7-9, 13-14, 16, 19, 21, 23-32, 36-37, 40-51, 56, 58-59, 63-68, 70, 72-74, 76-77, 79	68
Photojournalist/MMJ	7, 19, 78-79	19
Photojournalist/MMJ	7, 19, 78-79	19
Great Day Washington Host	1-4, 7-9, 13-14, 16-17, 19, 21, 24-32, 35-37, 40-42, 44-51, 53-54, 56-58, 60, 62, 64-67, 70, 72-74, 76-77, 79	19
Great Day Washington Host	1-4, 7-9, 13-14, 16-17, 19, 21, 24-32, 35-37, 40-42, 44-51, 53-54, 56-58, 60, 62, 64-67, 70, 72-74, 76-77, 79	2
Great Day Washington Host	1-4, 7-9, 13-14, 16-17, 19, 21, 24-32, 35-37, 40-42, 44-51, 53-54, 56-58, 60, 62, 64-67, 70, 72-74, 76-77, 79	72
Digital Producer	3-4, 7-10, 13-14, 16-17, 19, 21, 24-33, 35-37, 40-42, 44-51, 53-54, 56-58, 60, 62, 64-68, 70, 72-74, 76-77, 79	33
Digital Producer	3-4, 7-10, 13-14, 16-17, 19, 21, 24-33, 35-37, 40-42, 44-51, 53-54, 56-58, 60, 62, 64-68, 70, 72-74, 76-77, 79	19
Multimedia Photographer Editor	3-4, 7-9, 11, 14, 17, 21, 24, 26-27, 29-33, 35-38, 40-42, 45, 47-50, 53-54, 56-57, 60-62, 64-65, 67, 71, 73-74, 76-77, 79	33
Technical Director - Part-Time	3-4, 7-9, 14, 16-17, 21, 24, 26-32, 34-37, 40-42, 45-51, 53-54, 56-58, 60-62, 64-67, 72-74, 76-77, 79	34
High School Sports Digital Producer/MMJ	2-4, 7-9, 14, 17, 21, 24, 26-27, 29-32, 36-37, 40-42, 45, 47-50, 53-54, 56-57, 60, 62, 64-65, 67, 71, 73-74, 76-77	2
Executive Assistant	7, 22	22
Integrated Marketing Coordinator	3-4, 7-9, 12-14, 16-17, 21, 24-32, 36-37, 40-42, 45-51, 53-54, 56-60, 62, 64-67, 72-74, 76-77, 79	59
Sales Operations Specialist	3-4, 7-9, 13-14, 17, 23-27, 29-32, 36-37, 40-42, 45, 47-50, 53-54, 56-57, 60, 62, 64-65, 67, 73-74, 76-77, 79	23
Account Executive	3-4, 7-10, 13-14, 16-19, 21, 24-32, 36-37, 40-43, 45-51, 53-54, 56-58, 60, 62, 64-67, 72-74, 76-77, 79	19
Systems Analyst	3-4, 7-9, 13-14, 16-17, 19, 21, 24-32, 36-37, 40-42, 45-51, 53-54, 56-58, 60, 62, 64-67, 72-74, 76-77, 79	19

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Newsroom Administrative Assistant	3-4, 7-9, 13-14, 16-17, 19, 21, 24-32, 35-37, 40-42, 45-51, 53-54, 56-58, 60-62, 64-67, 72-74, 76-77, 79	19
Anchor	20	20
Assistant News Director	20	20
Weekend Morning Meteorologist	1, 3, 7-9, 14, 16-17, 21, 24, 26-30, 32, 36-37, 40-42, 45-46, 48-56, 58, 60, 62, 64-67, 69, 72-77	72
Field Producer/MMJ	1, 3, 6-9, 14, 16-17, 21, 24, 26-30, 32, 36-37, 40-42, 45-46, 48-58, 60, 62, 64-67, 69, 72-73, 75-77	6
Reporter/Multi-media Journalist	1, 7-9, 14, 16, 19, 21, 24, 26-30, 32, 36-37, 40-42, 45-46, 48-52, 55-56, 58, 62, 64-67, 69, 72-77	19
Sales Operations Specialist	1, 7-9, 14, 16, 19, 21, 24, 26-30, 32, 36-37, 39-42, 45-46, 48-52, 55-56, 58, 62, 64-67, 69, 72-74, 76-77	19
Sales Operations Specialist	1, 7-9, 14, 16, 19, 21, 24, 26-30, 32, 36-37, 39-42, 45-46, 48-52, 55-56, 58, 62, 64-67, 69, 72-74, 76-77	19
Director of Digital Media	1, 7-9, 14, 16, 19, 21, 24, 26-30, 32, 36-37, 40-43, 46, 48-52, 55-56, 58, 62, 64-67, 69, 72-74, 76-77	19
MMJ/Reporter	1, 6-10, 14, 16, 21, 24, 26-30, 32, 36-37, 40-42, 45-46, 48-52, 55-56, 58, 62, 64-67, 69, 72-74, 76-77	6
MMJ/Reporter	1, 6-10, 14, 16, 21, 24, 26-30, 32, 36-37, 40-42, 45-46, 48-52, 55-56, 58, 62, 64-67, 69, 72-74, 76-77	10
Digital Sales Specialist	1, 3, 7-9, 11, 14, 16-17, 19, 21, 24, 26-30, 32, 34-37, 39-43, 45-46, 48-59, 62, 64-67, 69, 72-74, 76-77	11
Digital Sales Specialist	1, 3, 7-9, 11, 14, 16-17, 19, 21, 24, 26-30, 32, 34-37, 39-43, 45-46, 48-59, 62, 64-67, 69, 72-74, 76-77	19
Senior Marketing Writer/Producer	1, 3, 7-9, 14, 16-17, 21, 24, 26-30, 32, 35-37, 40-42, 45-46, 48-59, 62, 64-67, 69, 72-74, 76-77	59
Account Executive	1, 3, 7-10, 14-17, 21, 24, 26-30, 32, 35-37, 40-42, 45-46, 48-58, 62, 64-67, 69, 72-74, 76-77	10

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Account Executive	1, 3, 7-10, 14-17, 21, 24, 26-30, 32, 35-37, 40-42, 45-46, 48-58, 62, 64-67, 69, 72-74, 76-77	10
Account Executive	1, 3, 7-10, 14-17, 21, 24, 26-30, 32, 35-37, 40-42, 45-46, 48-58, 62, 64-67, 69, 72-74, 76-77	15

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	AFTRA 7735 Old Georgetown RD Suite 950 Bethesda, Maryland 20814 Phone : 301-657-2560, ext. 4864 Email : anee.raulerson@sagaftra.org Fax : 1-301-656-3615 Anee Raulerson	N	0
2	Agency Referral	N	2
3	American University 4400 Mass Ave NW Washington, District of Columbia 20016 Email : jolmste@american.edu Jil Olmstead	N	0
4	Arlington Employment Center 2100 Washington Blvd. First Floor Arlington, Virginia 22204 Phone : (703) 228-1400 Url : https://aec.arlingtonva.us Fax : 1-703-228-1170 Pam Egner	N	0
5	Asian American Journalist Association 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Email : marcias@aaaja.org Fax : 1-415-346-6343 Marcia Santillan	N	0
6	Call In	N	2
7	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Career Service Manual Posting	N	0
8	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0

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9	Cornerstone Montgomery, Inc. 6040 Southport Drive Bethesda, Maryland Phone : 301-493-4200 x 296 Fax : 1-301-493-6209 Dave Kokoski	N	0
10	Corporate Office	N	5
11	Corporate Recruiter	N	2
12	Current Employee	N	1
13	DCwebwomen.org District of Columbia, District of Columbia Phone : 202-467-2955 Url : www.DCwebwomen.org Email : jobs@dcwebwomen.org Karen O'Donnell	N	0
14	Department of Social Services, Personnel Office 805 Brightseat Road Landover, Maryland Phone : (301) 909-7109 Url : www.princegeorgescountymd.gov Fax : 1-301-909-7117 Wanda Franklin	N	0
15	Did not indicate (Source Unknown)	N	1
16	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Url : http://www.emmabowenfoundation.com/ Email : Sandra.Rice@nbcuni.com Fax : 1-212-975-5884 Sandra Rice	N	0
17	Emma L. Bowen Foundation for Minority Interests in Media 1299 Pennsylvania Ave 11th Floor Washington, District of Columbia 20004 Phone : (202) 637-4494 Url : www.emmabowenfoundation.com Email : phylis.eagle-oldson@corporate.ge.com Fax : (202) 637-4495 Phylis Eagle-Oldson	N	0
18	Employee Promotion	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Employee Referral	N	17
20	Exigent Circumstances	N	2
21	First Baptist Church of Glenarden 3600 Brightseat Road Landover, Maryland Phone : 301-773-3600 Fax : 1-301-386-9430 Kimberly Robinson	N	0
22	Former Employee	N	1
23	Former Employee Referral	N	2
24	Forty Plus of Greater Washington 1718 P Street NW T-2 Washington, District of Columbia Phone : 202-387-1582 Url : <a href="http://www.40plus-dc.org">www.40plus-dc.org</a> Email : <a href="mailto:jobpostings@40plusdc.org">jobpostings@40plusdc.org</a> Fax : 1-202-387-7669 Career Service	N	0
25	George Mason University 4400 university Drive – M/S 3 B6 Fairfax, Virginia Phone : 703-993-2370 Url : <a href="http://careers.gmu.edu.com">http://careers.gmu.edu.com</a> University Career Services Manual Posting	N	0
26	George Washington University School of Media and Public Affairs 805 21st Street NW #400 Washington, District of Columbia 20052 Phone : (202) 994-6227 Url : <a href="http://www.gwu.edu/">http://www.gwu.edu/</a> Email : <a href="mailto:smpa@gwu.edu">smpa@gwu.edu</a> Fax : 1-202-994-5806 Samara Sit	N	0

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27	Georgetown University Cawley Career Education Center One Leavey Center - Box 571086 Washington, District of Columbia 20057 Phone : 202-687-6288 Url : www.georgetown.edu Email : jms46@georgetown.edu Mike Schaub	N	0
28	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : www.vault.com. Email : slizik@602communications.com Career Services	N	0
29	Greater Washington Urban League 2901 14th Street NW Washington, District of Columbia Phone : (202) 265-8200 Url : http://www.gwul.org/abougwul.html Email : uhiggins@gwul.org Fax : 1-202-265-3323 Ursula Higgins	N	0
30	Hampton University 2 Frissell Avenue Hampton, Virginia Phone : 757-727-5331 Url : http://www.hamptonu.edu/ Email : vivian.david@hamptonu.edu Fax : 1-757-727-5935 Vivian Wrenn David	N	0
31	Hispanic Committee of Virginia 5827 Columbia Pike Suite 200 Falls Church, Virginia Phone : 703-671-5666 Url : www.hispaniccommitteeofvirginia.org Email : tnanranjo@hcva.org Fax : 1-703-671-2325 Jasmine Nino	N	0

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32	Howard University Student Resource Center C.B. Powell Building 525 Bryant Street NW Washington, District of Columbia Phone : 202-806-7513 Url : www.howard.edu Email : Hucareersandinternships@gmail.com Joan Brown	N	0
33	Indeed.com	N	6
34	Indeed.com - Not Directly Contacted by SEU	N	2
35	International Women's Foundation 1726 M St. NE Washington, District of Columbia 20036 Phone : 202-496-1992 Fax : 202-496-1977 Placement Director	N	0
36	ITT Technical Institute 7300 Boston Blvd. Springfield, Virginia Phone : 703-440-9535 Email : nsmalls@ITT-Tech.edu Jijiana Smalls	N	0
37	Japanese American Citizens League 1629 K Street NW Suite 400 Washington, District of Columbia Phone : 202-223-1240 Url : www.jacl.org Email : dc@jacl.org Fax : 1-202-296-8082 Floyd Mori	N	0
38	Job Board	N	1
39	Job posting on internet	N	2
40	JOBS! Ministry Career Resource Center P.O. Box 690 Falls Church, Virginia Phone : 703-536-9068 Email : Jack.dunlap@verizon.net Jack Dunlap	N	0



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41	Korean Community Service Center 7700 Little River Turnpike # 406 Annandale, Virginia Phone : 703-354-6345 Url : www.kcscgw.org Fax : 1-703-354-6391 Ji Young Cho	N	0
42	Latin American Youth Center 1419 Columbia Road NW Washington, District of Columbia Phone : 202-319-2225 Url : www.layc-dc.org Email : info@layc-dc.org Lori Kaplan	N	0
43	Linked In	N	8
44	Loudoun Workforce Resource Center 102 Heritage Way, NE #200 Leesburg, Virginia 20176 Phone : 703-771-5934 Email : wrjobs@loudoun.gov Barbara Kunetz	N	0
45	MD Workforce Exchange Westfield Shoppingtown Wheaton, 11002 Veir Mill Rd., South Building # 408 Wheaton, Maryland Fax : 1-301-933-4424 Kim Lamphier	N	0
46	Media Line P.O. Box 51909 Pacific Grove, California 93950 Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
47	Montgomery Works 703 Russell Ave., E 205 Gaithersburg, Maryland Phone : 301-519-8253, 301-929-688 Url : www.mwejobs.com Email : lreilly@montgomeryworks.com Fax : 1-301-933-4424 Lulu Aguilar	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
48	Morgan State University Fine and Performing Arts Department 1700 East Cold Spring Lane Baltimore, Maryland 21251 Phone : 443-885-3111 Url : <a href="http://www.morgan.edu/Administration.html">http://www.morgan.edu/Administration.html</a> Email : <a href="mailto:earlene.goodson@morgan.edu">earlene.goodson@morgan.edu</a> Fax : 1-443-885-8267 EARLENE GOODSON	N	0
49	NAACP – Washington Bureau 1156 – 15th St. NW #915 Washington, District of Columbia Phone : 202- 463-2940 Url : <a href="http://www.naACP.org">www.naACP.org</a> Email : <a href="mailto:hoshelton@naACPnet.org">hoshelton@naACPnet.org</a> Fax : 1-202-463-2953 MR. Hilary Shelton	N	0
50	NATAS (National Academy of Television Arts & Sciences) 12504 Quarterhorse Drive Bowie, Maryland 20720 Phone : 206-623-8632 Url : <a href="http://www.natasnw.org">www.natasnw.org</a> Email : <a href="mailto:natas@asi-seattle.net">natas@asi-seattle.net</a> Mike Sensney	N	0
51	National Association Of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : <a href="mailto:bcmail@aol.com">bcmail@aol.com</a> Fax : 1-404-523-5467 Lo Jelks	N	0
52	National Association of Black Journalists 8701-A Adelphi Road Adelphi, Maryland Phone : (301) 445-7100 Url : <a href="http://www.nabjcareers.org">www.nabjcareers.org</a> Email : <a href="mailto:vdodson@nabj.org">vdodson@nabj.org</a> Fax : 1-301-314-1714 Veronique Dodson	N	0

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53	National Association of Black Owned Broadcasters 1155 Connecticut Ave., NW, Suite 600 Washington, District of Columbia 20036 Phone : (202) 463-8970 Url : www.nabob.org Email : info@nabob.org Fax : (202) 429-0657 Director of Placement	N	0
54	National Association of Hispanic Journalists 1000 National Press Building 529 14th St., NW Washington, District of Columbia 20045 Phone : 202-662-7145 Email : jobbank@nahj.org Fax : 1-202-662-7144 Michelle Vignoli	N	0
55	National Association of Hispanic Journalists 1000 National Press Building 14th Street NW Washington, District of Columbia 20045-1000 Phone : 202-662-7168 Url : www.nahj.org Email : kolivas@nahj.org Kevin Olivas	N	0
56	National Council of Negro Women 633 Pennsylvania Avenue NW Washington, District of Columbia 20004 Phone : 202-737-0120 Url : www.ncnw.org Email : membership@ncnw.org Mary Holder	N	0
57	National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : bsalkin@nljja.org Brian Salkin	N	0
58	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlja.org Email : info@nlja.org Career Service	N	0

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59	Non-Employee Referral	N	4
60	Operation Job Match 2021 K Street, NW, Suite 715 Washington, District of Columbia 20006 Phone : (202) 887-0136 Url : <a href="http://www.msandyou.org/programs_services/">www.msandyou.org/programs_services/</a> Email : <a href="mailto:swnissen@aol.com">swnissen@aol.com</a> Director of Placement	N	0
61	Organization of Chinese Americans 1001 Connecticut Avenue, N W Ste. 707 Washington, District of Columbia 20036 Phone : (202) 223-5500 Fax : (202) 296-0540 EEO Officer	N	0
62	Prince George's Community College 301 Largo Road Largo, Maryland 20774 Phone : 301-336-6000 Url : <a href="http://www.pgcc.edu/">http://www.pgcc.edu/</a> Email : <a href="mailto:parkersa@pgcc.edu">parkersa@pgcc.edu</a> Sandra Parker	N	0
63	Prince George's Workforce Development 1800 McCormick Drive Largo, Maryland 20774 Phone : 301-583-4650 Url : <a href="http://www.mwejobs.com">www.mwejobs.com</a> Email : <a href="mailto:bcarlyle@dllr.state.md.us">bcarlyle@dllr.state.md.us</a> Fax : 1-301-772-8540 Beverly Carlyle	N	0
64	Salisbury State Department of Communications Arts Salisbury, Maryland Phone : 410-543-6075 Email : <a href="mailto:ccdickerson@salisbury.edu">ccdickerson@salisbury.edu</a> Fax : 1-410-546-6910 Paul Scovall	N	0

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65	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Email : kjones@sbe.org Scott Jones	N	0
66	South Asian Journalists Association 2950 Broadway New York, New York Phone : (212) 854-5979 Url : www.saja.org Email : saja@columbia.edu Career Service	N	0
67	Southeast Asian Resource Action Center 1628 16th Street NW #3 Washington, District of Columbia 20009 Phone : 202-667-4690 Url : www.searac.org Email : searac@searac.org Naomi Steinberg	N	0
68	Station Website	N	3
69	Television Bureau of Advertising 120 Wall Street 15th Floor New York, New York 10005 Phone : (212) 891-2218 Url : http://www.tvb.org/ Fax : 1-212-935-5631 Steve Lanzano	N	0
70	The UPLIFT Community Foundation, Inc. 1776 K Street NW Suite 800 Washington, District of Columbia 20006 Phone : 202-785-0022 Url : http://www.upliftfoundation.org Email : smiles@upliftfoundation.org Fax : 1-202-291-4632 Solomon Miles	N	0
71	Trade Website	N	2

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72	Tvjobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	2
73	University of District of Columbia 4200 Connecticut Avenue NW Washington, District of Columbia Phone : 202-274-6413 Url : www.universityofdc.org Email : ccoates@udc.edu Fax : 1-202-274-5016 Mr Cliff Coates	N	0
74	University of Maryland – Eastern Shore 11868 Back Bone Rd Princess Anne, Maryland Phone : 410-651-6652 Url : http://www.umes.edu/ Email : plcottman@umes.edu Preston Cottman	N	0
75	Virginia Commonwealth University 907 Floyd Ave Room 143 Richmond, Virginia 23284 Phone : (804) 828-1645 Url : http://www.vcu.edu/ Email : careers@vcu.edu Fax : 1-804-828-2060 VCU Career Services na	N	0
76	Virginia Wesleyan College 1584 Wesleyan Drive Norfolk, Virginia 23502 Phone : (757) 455-3337 Url : http://ww2.vwc.edu/ Email : career_services@vwc.edu Fax : 1-757-233-8748 Leslie Hines	N	0

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77	Washington Adventist University 7600 Flower Avenue Takoma Park, Maryland 20912 Phone : 301-891-4542 Email : hr@wau.edu Fax : 1-301-891-4020 Stephanie Wilson	N	0
78	Word of Mouth Referral	N	1
79	www.wusatv9.com /job line District of Columbia Url : www.wusa9.com Station Website Manual Posting	N	3
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>70</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	5/31/2015	Establishment of an intern program designed to assist members of the community	<p>WUSA is committed to the education of future journalists including reaching out to college students through an internship program. Thirty students participated in the program during the past year and worked in various departments including the Information Center, Sales, Marketing, Sports Investigative Units, Health Units, Online, Technology, and Community Relations departments. Candidates are required to submit applications and go through a formal interview. The student earns academic credit for their participation in the program. Our program is disseminated in a variety of ways including community organizations, job fairs and college and university guidance offices. During the reporting period we had students interning from the following colleges and universities:</p> <p>University of Maryland  Howard University  American University  George Washington University  University of Florida  Virginia Tech  Marymount University</p>	1	Intern Coordinator
2	6/4/2015	Establishment of training programs for station personnel	<p>Investigative Reporters and Editors Annual Conference- These national and regional conferences are packed with panels, workshops and roundtables covering the last developments in the field of investigative reporting. The conferences have become know for the practical tips and story ideas shared by prize winning member in quick-hit sessions. Speakers will share strategies for locating document and gain access to public files, finding the best stories and managing investigations.</p>	2	Investigative Investigative



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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
3	6/22/2015	Establishment of training programs for station personnel	Promax- A four day critical gathering where networks, station groups syndicators and local broadcasters discuss, dialogue and debate the issues, trends and emerging business opportunities driving success in local television.	2	Animation Producer Promotion Manager
4	6/23/2015	Participation in other activities designed by the station employment unit	<p>As part of our community outreach WUSA 9 gave tours of the WUSA 9 broadcast facility. Each tour is given by a station Meteorologist, News Manager or our V/P of Community Outreach and includes the areas of News, Production and Engineering. In each area our employees discuss their jobs and duties performed giving student's information on opportunities in the broadcasting field. The following are the tour dates, the group attending and the number of students and adults in the tour.</p> <p>6/23/2015 National Presbyterian School (10)  7/14/2015 Fishing School of DC (13)  7/16/2015 ATF (12)  8/14/2015 East of the River Career Exposure Camp (20)  8/20/2015 Metropolitan School of the Arts (24)  10/13/2015 College Pathways Group (10)  10/23/2015 Friendship Prep (12)  11/18/2015 Chinese Delegation (10)  2/12/2016 Montgomery College (18)  3/3/2016 Howard University Journalism Class (15)</p>	2	WUSA Staff

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5	8/13/2015	Participation in other activities designed by the station employment unit	<p>WUSA provides job shadowing opportunities for high school and college students. Job shadowing can be within any area of the broadcast site. The job shadow has the opportunity to learn about careers available in the field of broadcasting and what those careers entail.</p> <p>8/13/2015 Meteorologist had a job shadow for the day. During this time he shadowed the preparations of the weather report and then the meteorologist watched the students resume tape and provided pointers as feedback.</p>	1	Meteorologist
6	9/15/2015	Establishment of training programs for station personnel	<p>Provide training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p> <p>October 2015 – Two Account Executives attended Digital Sales Training in Atlanta Georgia in order to gain a better understanding while enhancing their knowledge of Digital Media Sales.</p>	2	Account Executives

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7	10/5/2015	Participation in events sponsored by community groups	<p>During the reporting period, speaking support and appearances from personnel in the Information Center, on-air talent and other staff members participating in various community events and community group projects. Group sizes, dates and groups were as follows:</p> <p>October 5, 2015 – An Anchor at WUSA9 Emceed the Silver Anniversary Gala of National Catholic Education Association. During this time, the anchor was able to speak about their position within the newsroom while also saluting young students for their scholarship and community service.</p> <p>October 10, 2015 – An Anchor at WUSA9 was the Honoree at the Inova Galas Fundraiser. At this event the Anchor received the Inova Heart of the Community Award due to their excellence as a broadcaster serving their community.</p> <p>October 27, 2015 – HR Business Partner of WUSA9 attended the Calvary Women’s Center Community breakfast for Empowering Women. During this time, the HR Business Partner was able to speak on working within the broadcast &amp; media industry to other women.</p>	2	Anchor HRBP
8	10/19/2015	Participation in Job Fairs	WUSA’s V/P of Community Relations & HR Business Partner attended the University Of Maryland School Of Journalism Career Fair. They spoke with 50 students regarding careers in television broadcasting.	2	VP Community Relations HRBP

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9	12/15/2015	Establishment of training programs for station personnel	<p>December 2015 – Using Halogen/TEGNA Total Development for Performance Management attended by all Operation Team Members and all middle managers.</p> <p>February 2016 – All managers and supervisors inclusive of middle managers and the General Manager attended training on CareerBuilder which is the system we utilize as a company in order to recruit and hire individuals. Training was conducted by Corporate HR.</p>	6	Operations Team Managers
10	5/6/2016	Participation in other activities designed by the station employment unit	<p>June 2015 – A Photographer at WUSA9 volunteers on a regular basis in order to mentor students, parallel faculty and review curriculum at Penn State College of Community Alumni Board.</p> <p>May 6, 2016 – News Anchor joined a panel of journalism professors to offer critique and feedback to journalism students of University of Maryland.</p>	2	News Anchor Photographer