

WUSA
EEO PUBLIC FILE REPORT
May 21, 2016 - May 20, 2017

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
Social Media Producer	1-8, 11, 13, 15-20, 22-27, 29-41, 43, 46 -49, 51-57	51
Multimedia Photographer/Editor - GDW	1-8, 11, 13, 15-20, 22-27, 29-41, 43, 46 -49, 51-57	51
Photojournalist/MMJ	1-9, 11, 13, 15-20, 23-27, 29-41, 43-44, 46-49, 51-57	53
Photojournalist/MMJ	1-9, 11, 13, 15-20, 23-27, 29-41, 43-44, 46-49, 51-57	9
Photojournalist/MMJ	1-9, 11, 13, 15-20, 23-27, 29-41, 43-44, 46-49, 51-57	51
Video Editor - FT	1-8, 13, 15-20, 22-27, 29-41, 43-44, 46- 50, 52-57	50
Assignment Editor	3, 51, 58	51
Associate Producer	3, 51, 58	51
Digital Account Manager	3, 51, 58	51
Building Maintenance Engineer	3, 42, 51, 58	51
Multi-Skilled Journalist	1, 3-7, 9, 11-20, 23-27, 29-35, 38-39, 41, 43-44, 46-49, 52-58	12
Multi-Skilled Journalist	1, 3-7, 9, 11-20, 23-27, 29-35, 38-39, 41, 43-44, 46-49, 52-58	12
Multi-Skilled Journalist	1, 3-7, 9, 11-20, 23-27, 29-35, 38-39, 41, 43-44, 46-49, 52-58	9
Multi-Skilled Journalist	1, 3-7, 9, 11-20, 23-27, 29-35, 38-39, 41, 43-44, 46-49, 52-58	9
Video Editor	1, 3-7, 9, 11, 13-21, 23-27, 29-35, 38- 39, 41, 43-44, 46-49, 52-58	21
Multi-Skilled Journalist/ Reporter	1, 3-6, 9, 11, 13-20, 23-27, 29-31, 33, 35, 38-39, 42-47, 49, 52-58	45
Multi-Skilled Journalist/ Reporter	1, 3-6, 9, 11, 13-20, 23-27, 29-31, 33, 35, 38-39, 42-47, 49, 52-58	42
Multi-Skilled Journalist/ Reporter	1, 3-6, 9, 11, 13-20, 23-27, 29-31, 33, 35, 38-39, 42-47, 49, 52-58	9
General Manager	10	10
Building Maintenance Engineer	1, 3-6, 9, 11, 13-21, 23-25, 27, 29-31, 33, 35, 38-39, 42-44, 46-47, 49, 52-58	9
Local Sales Manager	1, 3-6, 11, 13-20, 23-33, 35, 38-39, 43- 44, 46-47, 49, 51-58	51

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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	American University 4400 Mass Ave NW Washington, District of Columbia 20016 Email : jolmste@american.edu Jil Olmstead	N	0
3	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Career Service Manual Posting	N	0
4	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
5	Cornerstone Montgomery, Inc. 6040 Southport Drive Bethesda, Maryland Phone : 301-493-4200 x 296 Fax : 1-301-493-6209 Dave Kokoski	N	0
6	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	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
8	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
9	Employee Referral	N	8
10	Exigent Circumstances	N	1
11	First Baptist Church of Glenarden 3600 Brightseat Road Landover, Maryland Phone : 301-773-3600 Fax : 1-301-386-9430 Kimberly Robinson	N	0
12	Former Employee Referral	N	2
13	Forty Plus of Greater Washington 1718 P Street NW T-2 Washington, District of Columbia Phone : 202-387-1582 Url : www.40plus-dc.org Email : jobpostings@40plusdc.org Fax : 1-202-387-7669 Career Service	N	0
14	George Mason University 4400 university Drive – M/S 3 B6 Fairfax, Virginia Phone : 703-993-2370 Url : http://careers.gmu.edu.com University Career Services Manual Posting	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
15	George Washington University School of Media and Public Affairs 805 21st Street NW #400 Washington, District of Columbia 20052 Phone : (202) 994-6227 Url : http://www.gwu.edu/ Email : smpa@gwu.edu Fax : 1-202-994-5806 Samara Sit	N	0
16	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
17	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
18	Greater Washington Urban League 2901 14th Street NW Washington, District of Columbia Phone : (202) 265-8200 Url : http://www.gwul.org/aboutgwul.html Email : uhiggins@gwul.org Fax : 1-202-265-3323 Ursula Higgins	N	0
19	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

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20	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
21	Indeed.com	N	5
22	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
23	ITT Technical Institute 7300 Boston Blvd. Springfield, Virginia Phone : 703-440-9535 Email : nsmalls@ITT-Tech.edu Jijiana Smalls	N	0
24	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
25	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
26	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

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27	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
28	Linked In	N	2
29	MD Workforce Exchange Westfield Shoppingtown Wheaton, 11002 Veir Mill Rd., South Building # 408 Wheaton, Maryland Fax : 1-301-933-4424 Kim Lamphier	N	0
30	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
31	Morgan State University Fine and Performing Arts Department 1700 East Cold Spring Lane Baltimore, Maryland 21251 Phone : 443-885-3111 Url : http://www.morgan.edu/Administration.html Email : earlene.goodson@morgan.edu Fax : 1-443-885-8267 EARLENE GOODSON	N	0
32	NAACP – Washington Bureau 1156 – 15th St. NW #915 Washington, District of Columbia Phone : 202- 463-2940 Url : www.naACP.org Email : hoshelton@naACPnet.org Fax : 1-202-463-2953 MR. Hilary Shelton	N	0

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33	NATAS (National Academy of Television Arts & Sciences) 12504 Quarterhorse Drive Bowie, Maryland 20720 Phone : 206-623-8632 Url : www.natasnw.org Email : natas@asi-seattle.net Mike Sensney	N	0
34	National Association Of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : bcrmail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0
35	National Association of Black Journalists 8701-A Adelphi Road Adelphi, Maryland Phone : (301) 445-7100 Url : www.nabjcareers.org Email : vdodson@nabj.org Fax : 1-301-314-1714 Veronique Dodson	N	0
36	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
37	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

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38	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
39	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
40	National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : bsalkin@nlaja.org Brian Salkin	N	0
41	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlaja.org Email : info@nlaja.org Career Service	N	0
42	Other Source	N	3
43	Prince George's Community College 301 Largo Road Largo, Maryland 20774 Phone : 301-336-6000 Url : http://www.pgcc.edu/ Email : parkersa@pgcc.edu Sandra Parker	N	0

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44	Prince George's Workforce Development 1800 McCormick Drive Largo, Maryland 20774 Phone : 301-583-4650 Url : www.mwejobs.com Email : bcarlyle@dllr.state.md.us Fax : 1-301-772-8540 Beverly Carlyle	N	0
45	Recruiter	N	1
46	Salisbury State Department of Communications Arts Salisbury, Maryland Phone : 410-543-6075 Email : ccdickerson@salisbury.edu Fax : 1-410-546-6910 Paul Scovall	N	0
47	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
48	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
49	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
50	Station On-Air Advertisement	N	1
51	Station Website	N	9

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52	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
53	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	1
54	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
55	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
56	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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57	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
58	www.wusatv9.com /job line District of Columbia Url : www.wusa9.com Station Website Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			33

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/23/2016	Participation in events or programs sponsored by educational institutions	Great Day Washington Host spoke to a graduate Public Relations class at Georgetown University about making pitching to TV Shows. GDW Host talked about Journalism and opportunities within the industry.	1	Host of Great Day Washington
2	7/13/2016	Participation in events or programs sponsored by educational institutions	Provided Station Tour to Metropolitan Police Department Summer Youth Program from ages 14-17 years old. The group size was 20 kids. Kids toured the station and learn about the operations, career paths within the broadcasting industry and viewed the news set.	1	Executive Asst/ Office Manager
3	7/13/2016	Participation in events or programs sponsored by educational institutions	Provided station tour to incoming students at American University. Group size = 15. Students had an opportunity to visit with each department and learn about career paths within the broadcasting industry.	1	Executive Asst/ Office Manager
4	7/20/2016	Provision of training to management	Great Day Washington host attended the Annual Conference for Women of Color in communications to receive mentoring and guidance from senior level females executives from leading media companies.	1	Host of Great Day Washington
5	7/29/2016	Participation in events or programs sponsored by educational institutions	Great Day Washington Host spoke to a group of high school girls at The Boys & Girls Club of Greater Washington about career paths in Journalism and opportunities with the Broadcast Industry.	1	Host of Great Day Washington
6	8/3/2016	Co Sponsoring Job Fair	8/3/2016 - 8/7/2016 - Assistant News Director at WUSA9 attended the National Association of Black Journalist annual conference. While at the conference he recruited for TEGNA for three days and spoke on a panel about "How to Get Into Management".	1	Asst. News Director
7	8/30/2016	Participation in events sponsored by community groups	A WUSA9 meteorologist attended the Food & Nutrition Preparedness fair and shared proactive steps that can be taken in order to prevent, prepare and respond to emergencies. Discussed the importance of having proactive steps in place both for the Station as well as for all Meteorologist in the industry.	1	Meteorologist

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8	9/7/2016	Participation in events sponsored by community groups	News Anchor served as a panel moderator for the NAB Broadcast Innovations event that focused on Newsrooms currently using Drones, HD Radio Multicasts, 260/VR & AWARD, the new Emergency Alert System in order to bring their viewers all the news that matters. News Anchors shared how this has impacted the broadcasting industry.	3	Assistant News Director Anchor Host, Great Day Washington
9	9/23/2016	Establishment of training programs for station personnel	Lakana & Great Day Washington Social Media Training. This training was provided by our Integrated Marketing Specialist so that employees that work directly with Great Day Washington can better position the show via social media.	4	Integrated Marketing Specialist Integrated Marketing Specialist Integrated Marketing Manager Sales Admin Asst
10	9/26/2016	Establishment of training programs for station personnel	Investigative Producer attended an offsite training on how best to cover the National Opioid Crisis at The National Press Club	1	Investigative Reporter
11	10/4/2016	Participation in events or programs sponsored by educational institutions	Traffic Reporter/MSJ spoke to a group of students at Bond Mill Elementary School about weather and lightning safety. Report/MSJ talked about their position with the Station as well as career opportunities within the broadcasting industry.	1	Traffic Reporter/MSJ
12	10/6/2016	Participation in events or programs sponsored by educational institutions	Traffic Reporter/MSJ spoke to a group of students at Cool Springs Elementary School about weather and lightning safety. Report/MSJ talked about their position with the Station as well as career opportunities within the broadcasting industry.	1	Traffic Reporter/MSJ
13	10/19/2016	Participation in events or programs sponsored by educational institutions	Traffic Reporter/MSJ spoke to a group of students at Calverton Elementary School about weather and lightning safety. Report/MSJ talked about their position with the Station as well as career opportunities within the broadcasting industry.	1	Traffic Reporter/MSJ

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14	10/22/2016	Participation in job banks, internet programs and other programs designed to promote outreach	Make a Difference Day. Volunteer Day for both WUSA9 and TEGNA Corporate employees where members of the media organizations made blankets, put together bikes and stuffed bears for the Boys & Girls Club in Washington. President of TEGNA Media spoke about the importance the media industry has within the community.	100	CEO TEGNA TEGNA President President, WUSA Executive Assistant
15	10/27/2016	Participation in events or programs sponsored by educational institutions	Traffic Reporter/MSJ spoke to a group of students at Concord Elementary School about weather and lighting safety. Report/MSJ talked about their position with the Station as well as career opportunities within the broadcasting industry.	1	Traffic Reporter/MSJ
16	11/9/2016	Participation in events or programs sponsored by educational institutions	Traffic Reporter/MSJ spoke to a group of students at Drew Elementary School about weather and lighting safety. Report/MSJ talked about their position with the Station as well as career opportunities within the broadcasting industry.	1	Traffic Reporter/MSJ
17	1/26/2017	Sponsorship of events in the community designed to increase public awareness	A member of the production department participated in the Miss District of Columbia Scholarship Program and Pageant. As a finalist she will be participating in a variety of volunteer, charity and outreach work while representing her career in the media industry.	1	Mrg. of Technology IT Analyst Studio Technician Studio Technician
18	1/26/2017	Establishment of training programs for station personnel	In-House training conducted by Crispin in order to educate employees of WUSA in the Master Control Department how to successfully complete the Corporate Media Clearinghouse process.	5	Production Assistant
19	2/22/2017	Establishment of training programs for station personnel	Digital Manager conducted training on Lakana. This allows individuals to utilize social media from a station standpoint more efficiently and effectively.	1	Digital Manager

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20	3/12/2017	Participation in events sponsored by community groups	Anchor, WUSA was the Guest Speaker at the International Women's History Day inaugural "Leaders Light The Way" event. During the speech, Anchor spoke to her role as a News Anchor and leading the way.	1	Anchor
21	3/28/2017	Participation in events sponsored by community groups	A WUSA meteorologist attended the Food & Nutrition Preparedness Fair and shared proactive steps that can be taken in order to prevent, prepare, and respond to emergencies. Discussed the importance of having proactive steps in place both for the Station as well as for all Meteorologist in the industry.	1	Meteorologist
22	3/28/2017	Participation in events or programs sponsored by educational institutions	Traffic Reporter/MSJ spoke to a group of students at Capitol Heights Elementary School about weather and lightning safety. Report/MSJ talked about their position with the Station as well as career opportunities within the broadcasting industry.	1	Traffic Reporter/ MSJ
23	3/28/2017	Participation in events or programs sponsored by educational institutions	Great Day Washington Host spoke to a group of high school girls at the Boys & Girls Clubs of Greater Washington about college, life and career opportunities in Broadcast. GDW Host spoke to the group about their career and career opportunities within the broadcasting industry.	1	GDW Host
24	3/30/2017	Participation in other activities designed by the station employment unit	Provided station tour to Metropolitan Police Department Summer Youth Program to a group of 20 from the ages of 14-17 Years old. Tour participants visited with each department and learned about their function, career path within journalist and more about the operation of the Station.	1	Administrative Assistant

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25	4/15/2017	Participation in events sponsored by community groups	Anchor, WUSA was the special guest speaker at the JWH League's Luncheon that celebrated the groups 79th year of community service. During this time WUSA's Anchor provided a speech to help raise money for various pediatric facilities throughout the DMV and the league's annual scholarship fund. Anchor focused specifically on her time at WUSA as an anchor and her community service outreach efforts in Media.	1	Anchor
26	5/5/2017	Participation in events or programs sponsored by educational institutions	Anchor, WUSA participated as an Emcee at the DC Educators Excellence Award. Anchor spoke about WUSA9 and the importance of education, their career, and opportunities within the broadcasting industry.	1	Anchor