

WUSA
EEO PUBLIC FILE REPORT
May 21, 2017 - May 20, 2018

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
Studio Technician/ Director	2, 4-6, 8, 10, 12-19, 21-22, 24-26, 28-33, 35-36, 38-39, 41-44, 46-51, 53	44
Director of Digital Content	2, 4-8, 10, 12-19, 21-22, 24-33, 35-36, 38-39, 41-44, 46-53	44
Great Day Washington Host/Reporter	2-6, 8, 10, 12-22, 24-26, 28-30, 32-33, 35-39, 41-44, 46-51, 53	44
Great Day Washington Host/Reporter	2-6, 8, 10, 12-22, 24-26, 28-30, 32-33, 35-39, 41-44, 46-51, 53	44
Great Day Washington Host/Reporter	2-6, 8, 10, 12-22, 24-26, 28-30, 32-33, 35-39, 41-44, 46-51, 53	44
Content Creator/ Researcher	2, 4-6, 8-10, 12-26, 28-33, 35-36, 38-39, 41-43, 46-51, 53	20
Photojournalist/MMJ	2, 4-6, 8-19, 21-22, 24-33, 35-36, 38-39, 41-44, 46-51, 53	44
Photojournalist/MMJ	2, 4-6, 8-19, 21-22, 24-33, 35-36, 38-39, 41-44, 46-51, 53	11
Photojournalist/MMJ	2, 4-6, 8-19, 21-22, 24-33, 35-36, 38-39, 41-44, 46-51, 53	44
National Sales Assistant	2, 4-6, 8, 10, 12-19, 21-22, 24-26, 28-33, 35-36, 38-39, 41-51, 53	45
National Sales Assistant	2, 4-6, 8, 10, 12-19, 21-22, 24-26, 28-33, 35-36, 38-39, 41-51, 53	44
Marketing Director	1-2, 4-6, 8-10, 12-30, 32-51, 53	4
Transactional Account Executive	2, 4-6, 8, 10, 12-22, 24-33, 35-39, 41-43, 45-51, 53	37
Broadcast Producer	2, 4-6, 8, 10, 12-19, 21-22, 24-26, 28-33, 35-36, 38-39, 41-43, 45-51, 53	45
Media Strategist	2, 4-6, 8, 12-19, 22, 24, 26, 28-33, 35-36, 38, 41-44, 46-49, 51-53	44
Producer	2, 4-6, 8, 10, 12-19, 21-22, 24-26, 28-33, 35-36, 38-39, 41-43, 45-51, 53	45
Newsroom Assistant	2, 4-6, 8, 10, 12-22, 24-26, 28-33, 35-36, 38-39, 41-44, 46-53	20
TEGNA Episodic, Investigative Multi-Skilled Journa	2, 4-6, 8, 10, 12-19, 21-22, 24-26, 28-33, 35-36, 38-39, 41-43, 45-53	45
Motion Graphics Artist	2, 4-6, 8-10, 12-19, 21-22, 24-26, 28-33, 35-36, 38-39, 41-43, 46-53	9
Studio Technician/ Director	2, 4-6, 8, 10, 12-20, 22, 24-26, 28-33, 35-36, 38-39, 41-53	45
Account Executive	2, 4-6, 8, 10, 12-22, 24-33, 35-39, 41-43, 46-53	20

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Account Executive	2, 4-6, 8, 10, 12-22, 24-33, 35-39, 41-43, 46-53	37
Account Executive	2, 4-6, 8, 10, 12-22, 24-33, 35-39, 41-43, 46-53	37
Account Executive	2, 4-6, 8, 10, 12-22, 24-33, 35-39, 41-43, 46-53	37
Sports Anchor/Multi-Skilled Journalist	2, 4-6, 8, 12-20, 22, 24, 26, 28-33, 35-36, 38, 41-43, 46-49, 51-53	20

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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	National Association of Broadcasters 1771 N St. NW Washington, District of Columbia Phone : 202-429-5497 Url : www.nab.org Fax : 1-202-429-5343 Alex Hitz Sanchez	N	1
2	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
3	Agency Referral	N	1
4	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Career Service Manual Posting	N	12
5	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
6	Cornerstone Montgomery, Inc. 6040 Southport Drive Bethesda, Maryland Phone : 301-493-4200 x 296 Fax : 1-301-493-6209 Dave Kokoski	N	0
7	Current Employee	N	1
8	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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9	Employee Referral	N	5
10	First Baptist Church of Glenarden 3600 Brightseat Road Landover, Maryland Phone : 301-773-3600 Fax : 1-301-386-9430 Kimberly Robinson	N	0
11	Former Employee	N	1
12	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
13	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
14	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
15	Georgetown University Cawley Career Education Center One Leavey Center - Box 571086 Washington, District of Columbia 20057 Phone : 202-687-3578 Url : www.georgetown.edu Email : sfc38@georgetown.edu Susan Cawley	N	0

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16	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
17	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
18	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
19	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
20	Indeed.com	N	21
21	ITT Technical Institute 7300 Boston Blvd. Springfield, Virginia Phone : 703-440-9535 Email : nsmalls@ITT-Tech.edu Jijiana Smalls	N	0

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22	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
23	Job Board	N	3
24	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
25	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
26	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
27	Linked In	N	10
28	MD Workforce Exchange Westfield Shoppingtown Wheaton, 11002 Veir Mill Rd., South Building # 408 Wheaton, Maryland Fax : 1-301-933-4424 Kim Lamphier	N	0

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29	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
30	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
31	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
32	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
33	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	1

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34	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5428 Email : careercenter@nab.org Fax : 1-202-429-3930 Rumana Sultana	N	1
35	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
36	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
37	Other Source	N	9
38	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
39	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
40	Recruiter	N	1

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41	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
42	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
43	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
44	Station Website	N	29
45	TEGNA.com 7960 Jones Branch Drive McLean, Virginia 22107 Phone : 216-344-3362 Url : TEGNA.com Anna Avelar	N	13
46	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

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47	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	3
48	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
49	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
50	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
51	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

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52	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
53	www.wusatv9.com /job line District of Columbia Url : www.wusa9.com Station Website Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			112

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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	5/21/2017	Establishment of training programs for station personnel	TEGNA Labor Relations provides a series of monthly webinar training sessions for HR Business Partners to stay informed of current and changing employment laws. Best practices are discussed and HR Business Partners then share this topical information with their Executive Teams.	2	HRBP HRBP
2	5/22/2017	Establishment of training programs for station personnel	Over the course of 3 days the Sales Summit revolved around the topic of empowerment. Attendees had a chance to hold discussion and participate in sessions that modeled successes around various components of sales transformation. Attendees focused on adoption of process by other stations within TEGNA and had a chance to learn from other station members. Breakout sessions included a focus on recruitment, addressing whether we have the right folks on the team and how we hire and use our resources. TEGNA's sales consulting group also participated in leading workgroups in developing a framework to help us in building our own elite team.	1	Director of Sales
3	6/25/2017	Sponsorship of events in the community designed to increase public awareness	Afternoon anchor was honored by Lord & Taylor Chevy Chase as an "Iconic Woman in the Media." The event shared her story as a journalist while she also participated in a Q&A session for attendees and discussed career paths to get into a career in broadcast and journalism.	1	Anchor
4	6/26/2017	Establishment of training programs for station personnel	Over the course of 4 days, attended multiple presentations from stations located all over the country at TEGNA's annual content summit. Presentation focused on content and newsroom transformation, creating better content and examining and learning from the mistakes/success of multiple stations' transformation journey.	2	News Director Marketing Director

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5	6/27/2017	Participation in other activities designed by the station employment unit	Hosted a student enrolled in Inroads College Links for a station tour. Student learned about the operation and about the technology on our set. Also learned about careers in the journalist field.	1	Executive Assistant
6	6/27/2017	Establishment of training programs for station personnel	The Human Resources Business Partner attended the HR Summit in McLean, VA for two days with a focus on transformation. The summit was full of interactive sessions, breakout groups, entertaining presentations and more. A good amount of time was spent with HR peer working through various aspects of our transformation.	1	HR Business Partner
7	7/24/2017	Participation in other activities designed by the station employment unit	Hosted station tour for Corporate Interns. Allowing former interns to share their experiences as interning at WUSA9. Students learned about the operations of the station and careers within the broadcast industry.	1	Executive Assistant
8	8/8/2017	Establishment of training programs for station personnel	Engineering conducted training on the Clear-Com intercom system that was installed in 2017. This two day training allowed users to learn the basic operation and layout of intercom panels.	6	Broadcast System Engineer Producer Writer Executive Producer
9	8/16/2017	Establishment of training programs for station personnel	Director and Producers participated in training on the new Masstech storage system will be used for all videos. They were trained on how to access, archive and retrieve with the newly commissioned archive system.	12	Broadcast Manager IT Manager Multi-platform Producer Producer
10	8/25/2017	Establishment of training programs for station personnel	Studio Technician conducted training on the new Web UI Audio Mixer. The mixer was installed for live performances and the training was conducted in order to familiarize users with its operation.	8	Studio Technicians
11	10/11/2017	Establishment of training programs for station personnel	Members of the News team provided an in depth training to Multi-Skilled Journalists and News Photographers teaching them the best way to utilize the technology that allows them to due their jobs.	19	MSJs Photographers

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12	10/16/2017	Establishment of training programs for station personnel	Employee from our station in Austin, TX. provided an in-depth training to photographers at WUSA on MOVI Wireless Studio. Helping them operate the new wireless steady-cam studio camera system.	9	Photographers
13	10/28/2017	Participation in other activities designed by the station employment unit	Hosted Station tour conducted for winners of a local contest held for viewers of the "The Great Eclipse Event". Students learned about the operation of the station and careers within the broadcast industry.	2	Executive Assistant Administrative Assistant
14	11/2/2017	Participation in events or programs sponsored by educational institutions	Guest speaker at American University. Topics discussed included person career path and leadership responsibilities in current role at WUSA.	1	Journalist, MM
15	1/26/2018	Sponsorship of events in the community designed to increase public awareness	Guest speaker at a fundraising dinner for a non-profit group that supports at-risk youth. Topics discussed included her personal career path and leadership responsibilities in current role at WUSA.	1	Anchor/MSJ
16	2/6/2018	Establishment of a mentoring program	TEGNA rolled out the Byte Back Challenge training curriculum to educate all employees on the proper handling of sensitive data. Among other things, the training reminded employees that information that is private to you or to the company should never be stored on your computer or mobile phone and should not be shared through email. The training was rolled out electronically on January 26, 2018 with an expected completion date of February 2, 2018.	202	All Station Employees
17	3/1/2018	Provision of assistance to unaffiliated non-profit entities and the maintenance of websites	Hosted a Station tour for Millersville University of the National Broadcasting Society for (8) students. Students learned about the operation of the station and careers within the broadcast industry.	1	Executive Assistant

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18	5/7/2018	Establishment of training programs for station personnel	The annual TEGNA Sales Summit revolved around the topic of leadership and the belief that it is the foundation for winning. Over the course of 3 days, attendees had a chance to hold discussion and participate in sessions that addressed leadership expectations, pricing strategy, leadership coaching and cultural changes. Attendees learned about successes achieved by other stations within TEGNA and had a chance to learn from other station members. Breakout sessions included a focus on structure, talent development and culture. TEGNA's product teams also updated the group on various products and differentiators. Speakers tied into the themes of innovating for the future and connecting our audiences to advertisers.	1	Director of Sales