

WUSA
EEO PUBLIC FILE REPORT
May 21, 2018 - May 20, 2019

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
Investigative Photojournalist & Editor	1-14, 18, 20-22, 24-37, 40-47	32
Morning News Director	1-14, 17-18, 20-22, 24-31, 33-37, 39-47	39
Photojournalist/MMJ	1-5, 7-14, 18-20, 22-31, 33, 35-38, 40-43, 45-47	23
Sports Anchor/Multi-Skilled Journalist	1-5, 7-15, 18, 20-22, 24-31, 33, 35-37, 39-43, 45-47	39
Account Executive	1-5, 8-14, 18, 20-31, 33, 35-37, 40-43, 45-47	23
Media Strategist	1-6, 8-14, 18, 20-21, 24-31, 33, 35-37, 39-43, 45-47	39
Digital Investigative Specialist	1-6, 8-14, 18, 20-21, 24-31, 33, 35-37, 39-43, 45-47	39
Digital Investigative Specialist	1-6, 8-14, 18, 20-21, 24-31, 33, 35-37, 39-43, 45-47	39
Producer	1-5, 8-14, 18, 20-21, 24-31, 33, 35-37, 39-43, 45-47	39
Producer	1-5, 8-14, 18, 20-21, 24-31, 33, 35-37, 39-43, 45-47	39
Producer	1-5, 8-14, 18, 20-21, 24-31, 33, 35-37, 39-43, 45-47	39
Senior Morning Producer	1-5, 8-14, 18, 20-21, 24-31, 33, 35-37, 39-43, 45-47	39
Multi-Skilled Journalist	1-5, 8-14, 18, 20-21, 24-33, 35-37, 39-43, 45-47	32
Multi-Skilled Journalist	1-5, 8-14, 18, 20-21, 24-33, 35-37, 39-43, 45-47	2
Multi-Skilled Journalist	1-5, 8-14, 18, 20-21, 24-33, 35-37, 39-43, 45-47	39
Local Sales Manager	1-5, 8-14, 18, 20-21, 24-31, 33-37, 39-47	39
Local Sales Manager	1-5, 8-14, 18, 20-21, 24-31, 33-37, 39-47	2
Digital Editor	1-5, 8-14, 16-18, 20-21, 24-31, 33, 35-37, 39-43, 45-47	39
Digital Editor	1-5, 8-14, 16-18, 20-21, 24-31, 33, 35-37, 39-43, 45-47	39
Multi-platform Assignment Editor	1-5, 8-15, 18, 20-21, 24-31, 33, 35-37, 40-43, 45-47	15
Digital Account Manager	1-5, 8-14, 18, 20-21, 24-31, 33, 35-37, 39-47	39

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Broadcast Systems Engineer	1-5, 8-14, 17-18, 20-21, 24-31, 33-37, 39-43, 45-47	39
Visual Lead	1-5, 8-14, 18, 20-21, 25-31, 33, 35-37, 39-43, 45-47	39
MultiPlatform Storytelling Lead	1-5, 8-14, 18, 20-21, 25-31, 33, 35-37, 39-43, 45-47	39
MultiPlatform Storytelling Lead	1-5, 8-14, 18, 20-21, 25-31, 33, 35-37, 39-43, 45-47	39
Account Manager	1-5, 8-14, 18, 20, 25-31, 33, 35-37, 39- 43, 45-47	39
National Sales Manager	1-5, 8-14, 18, 20-21, 25-33, 35-37, 40- 43, 45-47	32

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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	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Career Service Manual Posting	N	4
3	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
4	Cornerstone Montgomery, Inc. 6040 Southport Drive Bethesda, Maryland Phone : 301-493-4200 x 296 Fax : 1-301-493-6209 Dave Kokoski	N	0
5	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
6	First Baptist Church of Glenarden 3600 Brightseat Road Landover, Maryland Phone : 301-773-3600 Fax : 1-301-386-9430 Kimberly Robinson	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	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
8	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
9	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
10	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
11	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	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
13	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
14	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
15	Indeed.com	N	2
16	Internal Candidate	N	1
17	ITT Technical Institute 7300 Boston Blvd. Springfield, Virginia Phone : 703-440-9535 Email : nsmalls@ITT-Tech.edu Jijiana Smalls	N	0
18	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
19	Job Board	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
20	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
21	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
22	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
23	Linked In	N	2
24	MD Workforce Exchange Westfield Shoppingtown Wheaton, 11002 Veir Mill Rd., South Building # 408 Wheaton, Maryland Fax : 1-301-933-4424 Kim Lamphier	N	0
25	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	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
27	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
28	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
29	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
30	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	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
32	Other Source	N	3
33	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
34	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
35	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
36	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	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
38	Station Website	N	2
39	TEGNA.com 8350 Broad Street McLean, Virginia 22107 Phone : 216-344-3362 Url : TEGNA.com Amanda Levi	N	21
40	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
41	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
42	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

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43	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
44	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
45	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
46	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
47	www.wusatv9.com /job line District of Columbia Url : www.wusa9.com Station Website Manual Posting	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			38

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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	6/14/2018	Establishment of training programs for station personnel	TEGNA Sales Summit - Annual Sales summit revolved around the topic of leadership and the belief that is it the foundation for winning. Over the course of 3 days, attendees had the chance to hold discussion and participate in sessions that addressed leadership coaching and cultural changes.	3	Director of Sales General Manager VP of News
2	6/22/2018	Participation in other activities designed by the station employment unit	Talent gave a tour of the WUSA9 Studio to the Kazakhstan Tour Group from Washington DC. During the tour a career in broadcast and journalism were discussed	1	Executive Assistant
3	6/26/2018	Participation in other activities designed by the station employment unit	Talent gave a tour of the WUSA9 Studio to the Gunston Middle School students from Washington DC. During the tour a career in broadcast and journalism were discussed	1	Executive Assistant
4	7/5/2018	Participation in other activities designed by the station employment unit	Anchor gave a tour to Gemma Puglis. During tour discussed careers in broadcast and journalism	1	Multi-Skilled Journalist
5	8/3/2018	Participation in other activities designed by the station employment unit	Station gave a tour to Afghan International Visitors. During the tour, careers were discussed within the broadcast and Journalism Industry.	1	Executive Assistant
6	8/8/2018	Establishment of training programs for station personnel	Brand Health Summit – Your brand health is the intersection of your brand mission and values with your customers voice and perceptions in each market. The Brand Health Summit brought leaders together from administration, marketing, news and promotions to better understand the impact of brand health on audience interest and loyalty, as well as employee engagement. Participants spent three days better understanding best practices during presentations and breakout groups. The final day of the summit included a real-time research project at the Mall of America, which included evaluating brand initiatives and interviewing customers and retailers.	2	Head of Marketing and Brand Creative Director

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7	8/13/2018	Establishment of training programs for station personnel	Journalism Ethics & Social Media Training - TEGNA updated the Principles of Ethical Journalism and Social Media policies to match the Company's guiding principles including truth, independence, public interest, fair play and integrity. This new training was developed and targeted to all staff that contribute in any way to a TV or digital news or entertainment product.	200	All Staff
8	8/15/2018	Participation in events or programs sponsored by educational institutions	Meteorologist spoke at Charles County Science Teachers, St. Charles, MD. Talent discussed personal career path as well as discussed career opportunities with the broadcast and Journalism industry.	1	Meteorologist
9	9/4/2018	Participation in other activities designed by the station employment unit	Talent gave a tour of the WUSA9 Studio to Chinese Delegation of Journalists. During the tour, careers in the broadcast and journalism industry were discussed.	1	Executive Assistant
10	9/6/2018	Participation in other activities designed by the station employment unit	Talent gave a tour of the WUSA9 Studio to Retirees from the Jubilee/MD Retirement Home. During the tour a career in broadcast and journalism were discussed.	1	Executive Assistant
11	10/4/2018	Participation in events or programs sponsored by educational institutions	Meteorologist hosted the Family Science Night, Annandale Terrace Elementary Talent discussed personal career path as well as discussed career opportunities within the broadcast and Journalism industry.	1	Meteorologist
12	10/4/2018	Participation in other activities designed by the station employment unit	Talent gave a tour of the WUSA9 Studio to the Danish Regional TV Station journalist. During the tour a career in broadcast and journalism were discussed	1	Executive Assistant
13	10/8/2018	Participation in other activities designed by the station employment unit	Talent gave a tour of the WUSA9 Studio to students from UNC- Charlottet. During the tour a career in broadcast and journalism were discussed.	1	Executive Assistant
14	10/17/2018	Participation in other activities designed by the station employment unit	Talent gave a tour of the WUSA9 Studio to 20 Dept of State's Intl. Visitor Leadership Program students. During the tour a career in broadcast and journalism were discussed.	1	Executive Assistant

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15	10/17/2018	Participation in events sponsored by community groups	Meteorologist attended Children's Science Center, STEM Advisory Council. Talent discussed personal career path as well as discussed career opportunities with the broadcast and Journalism industry.	1	Meteorologist
16	10/19/2018	Participation in events sponsored by community groups	Meteorologist attended Children's Science Center, STEM Advisory Council. Talent discussed personal career path as well as discussed career opportunities within the broadcast and Journalism industry.	1	Meteorologist
17	10/19/2018	Participation in events sponsored by community groups	Meteorologist hosted Children's Science Center Founder's Luncheon. Talent discussed personal career path as well as discussed career opportunities with the broadcast and Journalism industry.	1	Meteorologist
18	12/5/2018	Participation in events or programs sponsored by educational institutions	Meteorologist spoke at Payne Elementary Kindergarten . Talent discussed personal career path as well as discussed career opportunities with the broadcast and Journalism industry.	1	Meteorologist
19	1/6/2019	Participation in events or programs sponsored by educational institutions	Meteorologist hosted a Winter Weather Learning Event at the Children's Science Center, where careers in broadcast and Journalism were discussed.	1	Meteorologist
20	1/22/2019	Participation in events sponsored by community groups	Meteorologist was in attendance during the STEM Advisory Council at the Children's Science Center, where careers in broadcast and Journalism were discussed.	1	Meteorologist
21	2/5/2019	Participation in events sponsored by community groups	Meteorologist spoke at the Children's Science Center Event Volunteer where careers in broadcast and Journalism were discussed.	1	Meteorologist
22	2/6/2019	Participation in events or programs sponsored by educational institutions	Meteorologist spoke at Piccowaxen Middle School, Newburg Maryland where careers in broadcast and Journalism were discussed.	1	Meteorologist
23	2/7/2019	Participation in events sponsored by community groups	A member of the sales department participated in the Health Expo, where careers in the broadcast industry were discussed to all attendees	1	Promotion Manager

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24	2/7/2019	Participation in events or programs sponsored by educational institutions	WUSA Staff hosted a health fair in Washington,DC where careers in broadcast and Journalism were discussed.	50	Meteorologist Head of Marketing and Brand News
25	3/4/2019	Establishment of a mentoring program	Sports reporter attended Morgan State University where he mentors young students. Talent discussed personal career path as well as discussed career opportunities within the broadcast and Journalism industry.	1	Sports Director
26	3/5/2019	Participation in events or programs sponsored by educational institutions	Sports reporter attended Forestdale Elementary School and discussed personal career path as well as discussed career opportunities within the broadcast and Journalism industry.	1	Sports Director
27	3/13/2019	Participation in events sponsored by community groups	Meteorologist, spoke at Children's Science Center STEM Advisory Council.Talent discussed personal career path as well as discussed career opportunities with the broadcast and Journalism industry.	1	Meteorologist
28	3/14/2019	Participation in events sponsored by community groups	Sports reporter hosted an event at Playworks DC. Talent discussed personal career path as well as discussed career opportunities with the broadcast and Journalism industry.	1	Sports Director
29	3/15/2019	Participation in events or programs sponsored by educational institutions	PM News Team attended career panel at Elon University. Career opportunities within the broadcast and Journalism industry were discussed.	3	Executive Producer Producer Content Director
30	3/22/2019	Participation in events or programs sponsored by educational institutions	Meteorologist hosted Little River Elementary Science & Engineering Fair.Talent discussed personal career path as well as discussed career opportunities within the broadcast and Journalism industry.	1	Meteorologist
31	3/23/2019	Participation in events sponsored by community groups	Sports reporter hosted at the Game Changer Conference. Talent discussed personal career path as well as discussed career opportunities within the broadcast and Journalism industry.	1	Sports Director

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32	4/17/2019	Establishment of training programs for station personnel	TEGNA Innovation Summit –Innovation summit where employees from across the country came to brainstorm new content ideas for shows, segment pilots and discuss how to have better working news rooms. Discussed options for greater audience involvement, how to get our talent noticed, how to gain audience trust and how to report hard issues without being too negative. Many pilot projects that are in full swing (i.e., The Loop) came from ideas generated at the Innovation Summit.	3	Project Leader Executive Producer Multi-Skilled Journalist
33	5/20/2019	Participation in events or programs sponsored by educational institutions	Meteorologist attended Dogwood Elementary in Reston, Virginia. Talent discussed personal career path as well as discussed career opportunities within the broadcast and Journalism industry.	1	Meteorologist