

WUSA-TV
EEO PUBLIC FILE REPORT
May 21, 2023 - May 21, 2024

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
Anchor - 13926	1-4, 7, 10, 12-14, 16-17, 19-24, 26-28, 30-32, 34-36	28
Anchor - 13926	1-4, 7, 10, 12-14, 16-17, 19-24, 26-28, 30-32, 34-36	28
Marketing Director - 14038	1-5, 7, 10-17, 19-21, 23-32, 34-36	5
Account Manager-14084	1-4, 6-7, 10, 12, 14, 16-17, 19-20, 23- 24, 26-28, 30-32, 34-36	6
Assignment Editor- 14143	1-4, 7, 10, 12, 14-24, 26-32, 34-36	28
Producer 14146	28	28
Multiskilled Journalist-14412	1-4, 7, 10, 12-17, 19-20, 22-24, 26-32, 34-36	28
Multiskilled Journalist-14412	1-4, 7, 10, 12-17, 19-20, 22-24, 26-32, 34-36	28
Multiskilled Journalist-14412	1-4, 7, 10, 12-17, 19-20, 22-24, 26-32, 34-36	28
Photojournalist 14470	1-2, 4, 6, 10, 12, 14-16, 19-20, 22-24, 26-32, 34-36	6
Editor- 14513	1-2, 4, 7, 10, 12, 14-17, 19-20, 22-24, 26-32, 34-36	28
Sales Coordinator-14536	1-2, 4-5, 7, 10, 12-17, 19-24, 26-32, 34- 36	5
4pm News Photojournalist-14548	1-2, 4, 7-8, 10, 12-17, 19-24, 26-32, 34- 36	28
4pm News Photojournalist-14548	1-2, 4, 7-8, 10, 12-17, 19-24, 26-32, 34- 36	28
Studio Technician/Director-14592	1-2, 4, 6-7, 10, 12-17, 19-20, 22-24, 26- 32, 34-36	6
Digital Content Producer-14593	1-2, 4, 6-7, 10, 12, 14-24, 26-32, 34-36	2
Digital Content Producer-14593	1-2, 4, 6-7, 10, 12, 14-24, 26-32, 34-36	6
Sports Anchor-14653	1-2, 4, 7, 10, 12, 14-17, 19-20, 22-24, 26-32, 34-36	28
Meteorologist - 14652	1-2, 4, 7, 10, 12, 14-17, 19-24, 26-32, 34-36	28
Production Supv - 14776	1-2, 4, 6-7, 10, 12, 14-20, 22-24, 26-32, 34-36	6
Photojournalist-14798	1-2, 4, 7, 10-17, 19-24, 26-32, 34-36	28
Photojournalist-14798	1-2, 4, 7, 10-17, 19-24, 26-32, 34-36	21
Photojournalist-14798	1-2, 4, 7, 10-17, 19-24, 26-32, 34-36	28

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Photojournalist-14798	1-2, 4, 7, 10-17, 19-24, 26-32, 34-36	28
Assignment Planning Editor-14880	1-2, 4, 7, 10, 12, 14-17, 19-24, 26-32, 34-36	21
Sports Producer - 14957	1-2, 4, 7, 10, 12, 14-21, 23-24, 26-32, 34-36	21
Day Producer-15097	1-2, 4, 7, 10, 12-17, 19-20, 22-24, 26- 32, 34-36	28
Digital Editor- 15200	1-2, 4, 7, 10, 12, 14-17, 19-20, 23-24, 26-32, 34-36	28
Marketing Producer - 15228	1-2, 4, 7, 10, 12, 14-17, 19-20, 23-24, 26-32, 34-36	28
Traffic Coordinator-15399	1-2, 4-5, 7, 10, 12, 14-17, 19-20, 22-24, 26-27, 29-32, 34-36	5
Multi-Skilled Journalist	9	9
Studio Technician/Director-15457	1-2, 4-5, 7, 10, 12-17, 19-20, 22-24, 26- 27, 29-36	5
Account Executive	1-2, 4, 7, 11-17, 19-20, 22-24, 26-32, 34-36	28

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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	7
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 : 1-888-496-8354 Dave Kokoski	N	0
5	Current Employee - Transfer/Promotion	N	4
6	Current Employee/Internal Promotion	N	5
7	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
8	Diversity Jobs 3980 North Broadway Ste 103-147 Boulder, Colorado Career Page Manual Posting	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
9	Exigent Circumstances	N	3
10	First Baptist Church of Glenarden 3600 Brightseat Road Landover, Maryland Phone : 301-219-6141 Fax : 1-301-386-6284 Tayo Akinsipe	N	0
11	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
12	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
13	Glassdoor 100 Shoreline Hwy Mill Valley, California 94941 Phone : 4153399105 Url : https://www.glassdoor.com/index.htm Recruiter Recruiter Manual Posting	N	0
14	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

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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	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
16	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
17	https://www.jobs.net/jobs/tegna/en-us/all-jobs/?companyf=WUSA , District of Columbia Url : www.wusa9.com Station Website Manual Posting	N	0
18	Indeed.com	N	12
19	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
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	Linked In	N	17

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	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
23	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
24	Prince George's Community College 301 Largo Road Largo, Maryland 20774 Phone : 301-546-0609 Url : infocenter@pgcc.edu Email : mevans26139@pgcc.edu Mechelle Evans	N	0
25	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
26	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

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27	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
28	TEGNA.com 8350 Broad Street McLean, Virginia 22107 Phone : 216-344-3362 Url : TEGNA.com Amanda Levi	N	99
29	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
30	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	0
31	University of District of Columbia 4200 Connecticut Avenue NW Washington, District of Columbia Phone : 202-274-6858 Url : www.universityofdc.org Email : careerservices@udc.edu Jared Moffett	N	0
32	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Unknown Referral Source	N	3
34	Virginia Wesleyan College 1584 Wesleyan Drive Norfolk, Virginia 23502 Phone : (757) 455-3337 Url : http://ww2.vwc.edu/ Email : jharrington@vwu.edu Fax : 1-757-233-8748 Leslie Hines	N	0
35	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
36	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			151

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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	6/1/2023	Participation in events or programs sponsored by educational institutions	WUSA9 President/General Manager served as a Panelist on the Ahead of the Game: State of the Media Industry Panel. The goal of this discussion is for interns to actively engage and gain an in-depth understanding of any recent or current trends, changes, and/or advancements in technology, the economy, politics, and/or social environments in the media industry. Additionally, the interns should gain an understanding of the importance of adapting to an ever-changing industry and strengthening their competitive advantage.	1	President/General Manager

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2	Ongoing Event	Establishment of an intern program designed to assist members of the community	This station is participating in TEGNA Inc.'s Producer-In-Residence ("PIR") Program. TEGNA Inc. established this PIR Program to train and provide experience to college graduates interested in a career in broadcasting/producing. The PIR Program affords each selected PIR the opportunity to gain real-life experience as a Producer. Each PIR attends an initial one-week training boot camp followed by a two-year placement as a Producer in one of TEGNA's stations. After a nation-wide search, TEGNA Inc. selects the PIR's, completes their initial training and then assigns each PIR to one of 15 stations participating in the PIR Program. The selected PIRs fulfill a 2-Year contract as a full-time employee with full compensation and benefits. The 2-year position provides the PIR on-the-job training, education, experience and resources that will become invaluable in this industry. The PIR will receive regular feedback on performance, consistent corporate training and check-in on progress. At the end of a successful two-year Program the contract period ends and the PIR has 2-years of on-the-job experience. While there is no guarantee of continued employment for the PIRs, at the end of the contract period the PIR may be offered an opportunity for retention and promotion to a Producer.	1	PIR
3	7/11/2023	Participation in events sponsored by organizations representing the community	Content News Director attended National Association of Hispanic Journalist Convention & Expo in Miami, Florida as part of the recruitment process for WUSA9. Careers in journalism and broadcast were discussed.	1	Content News Director

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4	7/20/2023	Establishment of training programs for station personnel	TEGNA VP/News provided 2 sessions on Writing with Urgency and Timestamping. According to new audience research, there is a growing demand by our consumers that they want information that will make them smarter, they want information that is timely and they hate gimmicks. In these sessions we focus on how to write scripts that convey urgency and the work we need to do behind the scenes to convey to the audience that we are delivering the very latest developments on a story.	90	News Department Marketing Department
5	9/28/2023	Participation in events sponsored by organizations representing the community	WUSA9 Anchor served as Host for the opening ceremony of the Prince George's Film Festival. Careers in journalism and broadcast were discussed.	1	Anchor
6	9/28/2023	Participation in events sponsored by organizations representing the community	WUSA9 Anchors co-hosted the Mayor Muriel Bowser 38th Annual Mayor's Arts Awards. The month-long celebration showcases and engages the District's Entrepreneurial and Creative Communities through a diverse series of events which will be taking place throughout all (8) eight Wards. Careers in journalism and broadcast were discussed.	2	Anchor Anchor
7	11/20/2023	Participation in events or programs sponsored by educational institutions	WUSA9 anchor was the guest speaker for Fundamentals of Journalism Class at the University of the District of Columbia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Anchor
8	1/15/2024	Participation in events sponsored by organizations representing the community	WUSA9 Anchor served as emcee for the 41st Annual UNCF Martin Luther King Day Breakfast. Careers in journalism and broadcast were discussed	1	Anchor
9	1/29/2024	Participation in events or programs sponsored by educational institutions	WUSA9 Anchor visited St. Bernadette Catholic School to discuss her career track and discuss jobs in broadcasting.	1	Anchor

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10	2/1/2024	Participation in events or programs sponsored by educational institutions	WUSA9 Meteorologist spoke to students at Catholic Academies for STM Career Day. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Meteorologist
11	2/27/2024	Participation in other activities designed by the station employment unit	WUSA9 Anchor provided a station tour to the DC Police Department's 5th District Community Outreach Team which included men and women in the MPD's senior program and a few high schooler's. Gave the group an opportunity to see a professional studio and see how a team gets ready for a live news broadcast. Also discussed opportunities within the television media field.	1	Anchor
12	3/13/2024	Participation in events sponsored by organizations representing the community	WUSA9 VP/Station Manager participated as a Panelist in the TV Tech Summit. With major media companies push to reduce carbon emissions and operate more sustainably, this panel focused on both the challenges and opportunities of deploying more sustainable technologies. It covered how many of the newest tech trends in remote production, artificial intelligence and cloud-based solutions can both improve operational efficiency and cut carbon emissions and delve into some of the best practices for more sustainable operations. Learn how to build operations that are both green and profitable.	1	VP/Station Manager

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13	4/18/2024	Sponsorship of events in the community designed to increase public awareness	WUSA9 Sports Director served as Master of ceremony for The Inaugural Community Legacy Awards Ceremony. This exclusive event is designed to recognize excellence and honor the legacies of two extraordinary individuals through The James Brown Spirit Award and the Diane Richardson Community Impact Award. The awards, named after their esteemed recipients, aim to celebrate and amplify the enduring contributions of these individuals in the realms of sports, education, business, and community engagement. Careers in journalism and broadcast were discussed.	1	Sports Director
14	4/25/2024	Participation in other activities designed by the station employment unit	WUSA9 Executive Assistant provided tour for 5 students from E.L. Haynes Charter Public School as part of their career shadow day, with the goal of exposing them to our career industry. Gave these students an opportunity to see a professional studio and see how a team gets ready for a live news broadcast.	20	News Department Marketing Team Sales Team Executive Assistant
15	5/7/2024	Participation in events or programs sponsored by educational institutions	WUSA9 Meteorologist served as a speaker at the Covering Climate Now webinar focusing on how to cover climate change. Sharing her experience as a meteorologist, and careers in journalism and broadcast were discussed.	1	Meteorologist
16	5/16/2024	Participation in events sponsored by organizations representing the community	WUSA9 Anchor served as guest speaker in the commemoration of "Asian American Native Hawaiian and Pacific Islander Heritage Month," a program which is observed annually during the month of May. WUSA9 anchor also shared professional and/or personal experiences, careers in journalism and broadcast.	1	Anchor