

**WUSA**  
**EEO PUBLIC FILE REPORT**  
**May 21, 2019 - May 20, 2020**

**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
Multi-Skilled Journalist	1-6, 8-10, 12-16, 18-20, 22-29, 31-32, 34-35, 37-41, 44-45	2
Producer	1-5, 8-10, 12-16, 18-20, 23-29, 31-41, 44-45	36
Producer	1-5, 8-10, 12-16, 18-20, 23-29, 31-41, 44-45	33
Account Executive	1-5, 7-10, 12-16, 18-19, 23-29, 31-35, 37-41, 44-45	37
Account Executive	1-5, 7-10, 12-16, 18-19, 23-29, 31-35, 37-41, 44-45	37
Digital Editor (6969)	1-4, 7-10, 12-16, 18-21, 23-35, 37-41, 44-45	37
Digital Editor (6969)	1-4, 7-10, 12-16, 18-21, 23-35, 37-41, 44-45	37
Digital Editor (6969)	1-4, 7-10, 12-16, 18-21, 23-35, 37-41, 44-45	21
Digital Editor (6969)	1-4, 7-10, 12-16, 18-21, 23-35, 37-41, 44-45	37
Digital Editor (6969)	1-4, 7-10, 12-16, 18-21, 23-35, 37-41, 44-45	37
Digital Editor (6969)	1-4, 7-10, 12-16, 18-21, 23-35, 37-41, 44-45	37
Multiskilled Journalist - 007089	1-4, 8-10, 12-16, 18-20, 23-29, 31-32, 34-42, 44-45	37
Multiskilled Journalist - 007089	1-4, 8-10, 12-16, 18-20, 23-29, 31-32, 34-42, 44-45	37
Video Editor	1-5, 8-10, 12-20, 23-29, 31-32, 34-35, 37-41, 44-45	17
Editor/Photojournalist - 007372	1-5, 8-10, 12-20, 23-29, 31-32, 34-41, 44-45	17
Editor/Photojournalist - 007372	1-5, 8-10, 12-20, 23-29, 31-32, 34-41, 44-45	37
Investigative Multiskilled Journalist - 007434	1-5, 8-10, 12-16, 18-20, 23-25, 27-29, 31-32, 34-35, 37-41, 44-45	37
Digital Account Manager - 007533	1-5, 8-16, 18-20, 23-25, 27-29, 31-32, 34-35, 37-41, 43-45	37
Sales Assistant	1-5, 7-10, 12-16, 18-20, 23-25, 27-29, 31-32, 34-35, 37-41, 44-45	37
Sales Assistant	1-5, 7-10, 12-16, 18-20, 23-25, 27-29, 31-32, 34-35, 37-41, 44-45	37

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Multiplatform Assignment Editor - 007831	1-5, 8-10, 12-20, 23-29, 31-32, 34-35, 38-41, 44-45	17
Studio Technician / Director 8654	1-5, 8-10, 13-16, 18-20, 23, 25, 27, 29, 31-32, 34-35, 37-41, 43-45	43
Studio Technician / Director 8654	1-5, 8-10, 13-16, 18-20, 23, 25, 27, 29, 31-32, 34-35, 37-41, 43-45	37

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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	2
3	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> 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 : <a href="http://www.princegeorgescountymd.gov">www.princegeorgescountymd.gov</a> Fax : 1-301-909-7117 Wanda Franklin	N	0
6	Drop In	N	1
7	Employee Referral	N	6
8	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

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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 : <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
10	Georgetown University Cawley Career Education Center One Leavey Center - Box 571086 Washington, District of Columbia 20057 Phone : 202-687-3578 Url : <a href="http://www.georgetown.edu">www.georgetown.edu</a> Email : <a href="mailto:sfc38@georgetown.edu">sfc38@georgetown.edu</a> Susan Cawley	N	0
11	Glassdoor 100 Shoreline Hwy Mill Valley, California 94941 Phone : 4153399105 Url : <a href="https://www.glassdoor.com/index.htm">https://www.glassdoor.com/index.htm</a> Recruiter Recruiter Manual Posting	N	1
12	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : <a href="http://www.vault.com">www.vault.com</a> . Email : <a href="mailto:slizik@602communications.com">slizik@602communications.com</a> Career Services	N	0
13	Greater Washington Urban League 2901 14th Street NW Washington, District of Columbia Phone : (202) 265-8200 Url : <a href="http://www.gwul.org/abougwul.html">http://www.gwul.org/abougwul.html</a> Email : <a href="mailto:uhiggins@gwul.org">uhiggins@gwul.org</a> Fax : 1-202-265-3323 Ursula Higgins	N	0

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14	Hampton University 2 Frissell Avenue Hampton, Virginia Phone : 757-727-5331 Url : <a href="http://www.hamptonu.edu/">http://www.hamptonu.edu/</a> Email : <a href="mailto:vivian.david@hamptonu.edu">vivian.david@hamptonu.edu</a> Fax : 1-757-727-5935 Vivian Wrenn David	N	0
15	Howard University Student Resource Center C.B. Powell Building 525 Bryant Street NW Washington, District of Columbia Phone : 202-806-7513 Url : <a href="http://www.howard.edu">www.howard.edu</a> Email : <a href="mailto:Hucareersandinternships@gmail.com">Hucareersandinternships@gmail.com</a> Joan Brown	N	0
16	<a href="https://www.jobs.net/jobs/tegna/en-us/all-jobs/?companyf=WUSA">https://www.jobs.net/jobs/tegna/en-us/all-jobs/?companyf=WUSA</a> District of Columbia Url : <a href="http://www.wusa9.com">www.wusa9.com</a> Station Website Manual Posting	N	0
17	Indeed.com - Not Directly Contacted by SEU	N	5
18	Japanese American Citizens League 1629 K Street NW Suite 400 Washington, District of Columbia Phone : 202-223-1240 Url : <a href="http://www.jacl.org">www.jacl.org</a> Email : <a href="mailto:dc@jacl.org">dc@jacl.org</a> Fax : 1-202-296-8082 Floyd Mori	N	0
19	JOBS! Ministry Career Resource Center P.O. Box 690 Falls Church, Virginia Phone : 703-536-9068 Email : <a href="mailto:Jack.dunlap@verizon.net">Jack.dunlap@verizon.net</a> Jack Dunlap	N	0

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20	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
21	Linked In	N	1
22	MD Workforce Exchange Westfield Shoppingtown Wheaton, 11002 Veir Mill Rd., South Building # 408 Wheaton, Maryland Fax : 1-301-933-4424 Kim Lamphier	N	0
23	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
24	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
25	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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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
26	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
27	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
28	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
29	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
30	On Air Recruitment Ad	N	1
31	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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32	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
33	Self Referral	N	5
34	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
35	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
36	Station Website	N	11
37	TEGNA.com 8350 Broad Street McLean, Virginia 22107 Phone : 216-344-3362 Url : TEGNA.com Amanda Levi	N	43
38	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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39	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
40	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
41	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
42	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
43	Walk In	N	2
44	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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45	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>78</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	6/3/2019	Establishment of training programs for station personnel	Assistant News Director attended the TEGNA producer academy. The weeklong training is for the company's emerging leaders who are ready for the next step in news management. The curriculum dug deep into leading journalists on all platforms and understanding the workplace is changing as fast as audiences are changing their habits. Topics included time management, legal best practices, work happy, research, diversity and managing different generations, talent and ethics.	3	Exec Producer News Director Multi-Platform Content Leader
2	6/11/2019	Establishment of training programs for station personnel	Account Manager attended Inside Out Seller Workshop in McLean, Virginia. Training is part of TEGNA onboarding for all news sales professionals. Over the course of three days, topics covered include product intelligence and awareness, prospecting, presentations, building a proposal and closing the deal. Participants role play real scenarios for maximum learning.	2	Account Executive Account Executive
3	6/12/2019	Establishment of training programs for station personnel	Investigative reporter attended IRE Conference in Houston, Texas on June 12-14. Participated in seminars, workshops and meetings and discussed ways to improve reporting, new journalism strategies and innovation in the field. The TEGNA team also networked at the conference and talked about company-wide initiatives and future goals and plans..	1	Investigative Reporter
4	6/19/2019	Participation in other activities designed by the station employment unit	Talent gave a tour of the WUSA9 Studio to the Camp Kidz non-profit from Washington DC. During the tour, careers in broadcast and journalism were discussed.	1	Executive Assistant

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5	6/24/2019	Provision of training to management	President & General Manager, News Director, Marketing Director and Digital Director attended the TEGNA HQ Content Summit. Over the course of four days, leaders focused on new ways to examine and transform content, shared transformational journeys and best practices across all platforms, trained on ethics and social media policies and capitalized on networking and recruitment opportunities.	3	GM Multi-Platform Content Leader Head of Marketing
6	7/25/2019	Establishment of training programs for station personnel	Integrity is a core value at TEGNA. As a media company, we must comply with all laws and take the necessary safeguards to prevent any action or association that may adversely impact our business and the trusted information and services we provide to our communities. Knowing, understanding and abiding by our TEGNA Ethics Policy is fundamental to our ability to serve our communities with the highest of standards. Because it is critical that we hold ourselves to the highest level of ethics and professionalism, we require all employees to complete "Conflicts of Interest: Protecting Company Interest" training as well as a brief survey on ethics. Training and survey was open to employees to participate from July 15-August 2, 2019.	190	All Station Employees
7	8/18/2019	Participation in other activities designed by the station employment unit	Anchor gave a tour to a group of journalists from Uzbekistan. During their time together, they discussed careers in broadcast, and journalism	1	Anchor
8	8/27/2019	Establishment of training programs for station personnel	System Analyst Attended Nutanix Bootcamp training for commissioning of new WUSA virtual environment.	1	System Analyst

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9	9/14/2019	Establishment of training programs for station personnel	Executive Producer, attended an IRE Workshop held at Hampton University. The session helped improve the ability to find information on the Web quickly, and point you to key documents and data that will help you add depth to your daily work and produce quick-hit enterprise stories. In addition, the workshop gave tips on bulletproofing stories, digging deeper on the Web with social media, search engines and much more.	1	Executive Producer
10	9/21/2019	Participation in events or programs sponsored by educational institutions	Anchor addressed 42nd Annual Korean Festival of Maryland, where careers in broadcast and journalism were discussed.	1	Anchor
11	9/24/2019	Establishment of training programs for station personnel	Director of Technology attended the Broadcast & Cable News Technology Summit. Discussed during the two-day conference were the latest trends affecting the broadcast industry and the application of new technologies.	1	Director of Technology
12	10/3/2019	Participation in events sponsored by community groups	Anchor attended Soar Summit , where careers in broadcast and journalism were discussed	1	Anchor
13	10/7/2019	Participation in events or programs sponsored by educational institutions	Anchor spoke at Elon University where careers in broadcast and journalism were discussed.	1	Executive Producer
14	10/21/2019	Establishment of training programs for station personnel	WUSA news staff participated in a four day Immersive Producer training. Led by coaches in television and digital writing, and a representative from TEGNA's "Tank", topics discussed and practiced were conversational writing, content showcasing, working in a happy newsroom. The group then brainstormed and discussed	2	Marketing Producer Marketing Producer
15	10/30/2019	Participation in other activities designed by the station employment unit	Executive Assistant gave a tour to Ha Tran, NAB. A career in broadcast and journalism was discussed.	1	Executive Assistant

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16	11/5/2019	Establishment of training programs for station personnel	WUSA sales department managers, account executives, and account managers attended a meeting and discussion with the Center for Sales Strategy. Goals and visions for 2020 were discussed.	17	Sales Department
17	11/22/2019	Participation in events or programs sponsored by educational institutions	Anchor addressed students at the University of Kentucky, where careers in broadcast and journalism were discussed	1	Anchor
18	12/6/2019	Participation in events sponsored by community groups	Anchor attended, Virginia Women's Business Conference where careers in broadcast and journalism were discussed.	1	Anchor
19	1/16/2020	Establishment of training programs for station personnel	When it comes to cybersecurity, TEGNA, like other companies, work around the clock to prevent IT security breaches and ensure the confidentiality and integrity of our business systems. All of us must be vigilant and savvy when it comes to identifying attempts to gain access to our network or confidential information. To help, TEGNA launched an annual Byte Back Security Awareness Campaign in January to help employees understand TEGNA's IT standards and procedures, the employee's role in keeping us safe from attacks, and how to incorporate security practices into their daily work routine. Every employee was required to take the Byte Back Challenge to test their knowledge on how they can prevent cyberattacks. The challenge is a seven question on line simulation based on the topics featured throughout the campaign. The online challenge was open to employees from January 16-31, 2020.	190	All Station Employees
20	1/23/2020	Participation in other activities designed by the station employment unit	Executive Assistant gave a tour to Anne Arundel Chapter Jack & Jill. A career in broadcast and journalism were discussed.	1	Executive Assistant
21	2/25/2020	Participation in events or programs sponsored by educational institutions	Producer gave a tour for DC Charter School A career in broadcast and journalist were discussed.station	1	Producer

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22	3/10/2020	Participation in events or programs sponsored by educational institutions	Producer gave a tour for DC Charter School A career in broadcast and journalist were discussed.station	1	Producer
23	3/11/2020	Establishment of training programs for station personnel	WUSA Leadership led the TEGNA Verify and Disinformation training for newscast and digital producers, anchors, multi-skilled journalists, photographers, editors and directors. Providing trustworthy news and information is our highest priority at TEGNA and journalists are trained to search for the truth. This training focused on how to identify false information and understanding how best to stop the spread of that information. Also discussed was the demand from consumers for transparent, trustworthy content and deciphering what is real and false in their social media needs.	50	News Department
24	3/12/2020	Establishment of training programs for station personnel	WUSA Sales Managers, Account Executives, Account Managers and attended training with the Center for Sales Strategy. This two-day training held on site reviewed and role played client calls and effective presentations	17	Sales Department
25	3/13/2020	Establishment of training programs for station personnel	WUSA Multi-Skilled Journalists and Photographers participated in training led by the station's Director of Visual Presentation and Senior Anchor/Reporter. Two full day sessions were held and along with slideshows and discussions about photographer vs. cameraman and the day in the life of an MSJ, editing and writing were covered. There was a group discussion about teamwork and intensive critiques of stories shot, produced and reported.	50	News Department