

WUSA
EEO PUBLIC FILE REPORT
May 21, 2021 - May 20, 2022

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
Producer / Editor (VERIFY) NR9606	2-3, 10-17, 20-21, 25, 27-28, 30-32, 34, 36-38, 40-41	34
Integrated Account Executive	1-3, 6, 10-17, 20-22, 24-25, 27-28, 30- 32, 34-36, 38, 40-41	34
Integrated Account Executive	1-3, 6, 10-17, 20-22, 24-25, 27-28, 30- 32, 34-36, 38, 40-41	34
Integrated Account Executive	1-3, 6, 10-17, 20-22, 24-25, 27-28, 30- 32, 34-36, 38, 40-41	34
Integrated Account Executive	1-3, 6, 10-17, 20-22, 24-25, 27-28, 30- 32, 34-36, 38, 40-41	24
Studio Technician/Director - 10055	1-4, 6, 9-17, 20-22, 25-28, 30-31, 34- 36, 38, 40-41	34
Marketing Director-10220	1-8, 10-17, 20-21, 25-31, 33, 35-41	5
Account Manager - 10358	1-4, 9, 11-17, 20-21, 25-31, 34-41	34
Account Manager - 10358	1-4, 9, 11-17, 20-21, 25-31, 34-41	34
Meteorologist - 10487	1-4, 9, 11-17, 20-21, 25-31, 34-41	34
Producer-10557	1-4, 9, 11, 13-17, 20-21, 25-31, 34-41	34
Newscast Director / Broadcast Support Specialist	1-4, 6, 9, 11-14, 16-17, 20-21, 25-31, 34-41	34
Photojournalist - 010574	1-4, 6, 9, 11-17, 20-21, 25-31, 34-41	34
Multi-Platform Assignment Editor - 10696	1-4, 6, 9, 11-16, 20-21, 25-31, 34-41	34
Content Producer- 10793	1-4, 6, 9, 11-17, 20-21, 24-31, 34-41	34
Content Producer- 10793	1-4, 6, 9, 11-17, 20-21, 24-31, 34-41	24
Video Editor - 10800	1-4, 9, 11-18, 20-21, 25-31, 34, 36-41	34
Studio Technician/Director - 10831	1-4, 6, 9, 11-18, 20-21, 25-31, 34-41	34
Meteorologist-10828	1-4, 6, 9-17, 20-21, 25-31, 34-41	34
Digital Editor	1-4, 6, 9-17, 20-21, 25-31, 34-41	34
Digital Editor	1-4, 6, 9-17, 20-21, 25-31, 34-41	34
Broadcast Systems Engineer/IT Technician-10915	1-4, 6, 9, 11-17, 20-21, 25-31, 34-41	34
Marketing Producer-11258	1-4, 6, 9, 11-16, 20-21, 25-31, 34-41	34
Building Maintenance Supervisor-11303	1-4, 6, 9, 11-17, 20-21, 25-31, 35-41	2
Studio Technician / Director-11353	1-4, 6, 9, 11-17, 20-21, 25-31, 34-41	34
Studio Technician / Director-11353	1-4, 6, 9, 11-17, 20-21, 25-31, 34-41	34
Photojournalist-11391	1-4, 6, 9, 11-18, 20-21, 25-31, 34-41	34

WUSA
EEO PUBLIC FILE REPORT
May 21, 2021 - May 20, 2022

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Digital Account Manager-11420	1-4, 6, 9, 11-17, 20-21, 25-31, 34-41	34
Studio Technician Director- 11497	1-4, 6, 9, 11-21, 25-26, 28-31, 35-41	18
Account Executive	1-3, 6, 9-17, 20-21, 24-26, 28-31, 34-41	34
Account Executive	1-3, 6, 9-17, 20-21, 24-26, 28-31, 34-41	24
Photojournalist (Special Assignments)-11581	1-4, 6, 9, 11-12, 14-17, 20-21, 24-26, 28-31, 34-41	34
Traffic Coordinator-11823	1-4, 6, 9, 11-12, 14-17, 20-21, 25-26, 28-31, 34-41	34
Multi-Skilled Journalist-11844	1-4, 6, 9, 11-12, 14-17, 20-21, 25-26, 28-31, 34-41	34
Executive Producer-11871	1-4, 6, 9, 11-12, 14-18, 20-21, 25-26, 28-31, 34-41	18
Photojournalist - 012002	1-4, 6, 9, 11-18, 20-21, 24-26, 28-31, 34-41	34
Studio Technician / Director - 012237	1-4, 6, 9, 11-12, 14-18, 20-21, 23, 26, 28-31, 34-41	23
Multi-Skilled Journalist -012442	1-4, 6, 9, 11-12, 14-17, 20-21, 26, 28- 31, 34-38, 40-41	34
Systems Analyst-012288	1-4, 6, 9, 11-12, 14-17, 20-21, 26, 28- 31, 34-38, 40-41	34
Content Producer-12667	1-4, 6, 9, 11-12, 14-17, 20-21, 24, 26, 28-31, 34-38, 40-41	34

WUSA
EEO PUBLIC FILE REPORT
May 21, 2021 - May 20, 2022

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	5
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	2
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
7	Diversity Jobs 3980 North Broadway Ste 103-147 Boulder, Colorado Career Page Manual Posting	N	0
8	Employee Referral	N	4

WUSA
EEO PUBLIC FILE REPORT
May 21, 2021 - May 20, 2022

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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	First Baptist Church of Glenarden 3600 Brightseat Road Landover, Maryland Phone : 301-219-6141 Fax : 1-301-386-6284 Tayo Akinsipe	N	0
10	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
11	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
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

WUSA
EEO PUBLIC FILE REPORT
May 21, 2021 - May 20, 2022

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	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
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	8
19	ITT Technical Institute 7300 Boston Blvd. Springfield, Virginia Phone : 703-440-9535 Email : nsmalls@ITT-Tech.edu Jijiana Smalls	N	0

WUSA
EEO PUBLIC FILE REPORT
May 21, 2021 - May 20, 2022

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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	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
21	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
22	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
23	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	1
24	Linked In	N	12
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

WUSA
EEO PUBLIC FILE REPORT
May 21, 2021 - May 20, 2022

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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 : 443-885-3110 Url : http://www.morgan.edu/Administration.html Email : careers@morgan.edu Fax : 1-443-885-8267 EARLENE GOODSON	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 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
29	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
30	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

WUSA
EEO PUBLIC FILE REPORT
May 21, 2021 - May 20, 2022

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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	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
32	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
33	Spots N' Dots 167 Oakdale Road Johnson City, New York 13790 Phone : 888-884-2630 Spot's N Dots Ad Sales Manual Posting	N	0
34	TEGNA.com 8350 Broad Street McLean, , Virginia 22107 Phone : 216-344-3362 Url : TEGNA.com Amanda Levi	N	90
35	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
36	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

WUSA
EEO PUBLIC FILE REPORT

May 21, 2021 - May 20, 2022

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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	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
38	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
39	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
40	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
41	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			122

WUSA
EEO PUBLIC FILE REPORT
May 21, 2021 - May 20, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	5/25/2021	Establishment of training programs for station personnel	Sales Leaders attend Inside Out training. This training is a part of TEGNA onboarding training for all new sales leaders. Over the course of two days, topics covered include the art of teaching product intelligence and awareness, prospecting, presentations, building a proposal and closing the deal. Participants role play real scenarios for maximum learning.	2	Local Sales Manager Local Sales Manager
2	5/26/2021	Establishment of training programs for station personnel	Sales Leaders attend Inside Out training. This training is a part of TEGNA onboarding training for all new sales leaders. Over the course of two days, topics covered include the art of teaching product intelligence and awareness, prospecting, presentations, building a proposal and closing the deal. Participants role play real scenarios for maximum learning.	2	Local Sales Manager Local Sales Manager
3	5/27/2021	Establishment of training programs for station personnel	Sales Leaders attend Inside Out training. This training is a part of TEGNA onboarding training for all new sales leaders. Over the course of two days, topics covered include the art of teaching product intelligence and awareness, prospecting, presentations, building a proposal and closing the deal. Participants role play real scenarios for maximum learning.	2	Local Sales Manager Local Sales Manager
4	6/9/2021	Provision of training to management	TEGNA's Diversity and Inclusion HR Business Partner held a training for the staff on inclusive hiring practices. Topics covered included learning about diversity, equity, and inclusion; the benefits of diverse teams, leveraging colleges, universities, and local organizations; measuring diversity; looking for transferrable skills; combatting unconscious bias; and best practices. Digital webinar- Leveraging Transparency to Build Equity.	90	News Department
5	6/23/2021	Establishment of training programs for station personnel	Microsoft Teams training as we made the switch to this new communication tool. We learned how to utilize it to communicate information in breaking news and on a daily basis.	90	News Department

WUSA
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May 21, 2021 - May 20, 2022

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	7/1/2021	Establishment of training programs for station personnel	Breaking news crawl training so there is better understanding of how this tool is changing and how to get vital information on the air in the case of an emergency.	90	News Department
7	7/21/2021	Establishment of training programs for station personnel	The photography staff went through virtual NPPA training to gain photography skills that improved our audience experience and storytelling.	10	Photography Dept
8	8/24/2021	Establishment of training programs for station personnel	Sales Leaders attend Inside Out training. This training is a part of TEGNA on-boarding training for all new sales leaders. Over the course of two days, topics covered include the art of teaching product intelligence and awareness, prospecting, presentations, building a proposal and closing the deal. Participants role play real scenarios for maximum learning.	1	Digital Sales Manager
9	8/25/2021	Establishment of training programs for station personnel	Sales Leaders attend Inside Out training. This training is a part of TEGNA on-boarding training for all new sales leaders. Over the course of two days, topics covered include the art of teaching product intelligence and awareness, prospecting, presentations, building a proposal and closing the deal. Participants role play real scenarios for maximum learning.	1	Digital Sales Manager
10	8/26/2021	Establishment of training programs for station personnel	Sales Leaders attend Inside Out training. This training is a part of TEGNA on-boarding training for all new sales leaders. Over the course of two days, topics covered include the art of teaching product intelligence and awareness, prospecting, presentations, building a proposal and closing the deal. Participants role play real scenarios for maximum learning.	1	Digital Sales Manager
11	9/9/2021	Establishment of training programs for station personnel	Sharpen marketing skill set through our in-person workshops and sessions, that address tactical, practical and strategic ideas from the best marketing talent in the country.	20	Sales Department

WUSA
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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
12	9/10/2021	Establishment of training programs for station personnel	Sharpen marketing skill set through our in-person workshops and sessions, that address tactical, practical and strategic ideas from the best marketing talent in the country.	20	Sales Department
13	9/13/2021	Provision of training to management	TEGNA's Diversity and Inclusion HR Business Partner held a training for the staff on inclusive hiring practices. Topics covered included learning about diversity, equity, and inclusion; the benefits of diverse teams, leveraging colleges, universities, and local organizations; measuring diversity; looking for transferrable skills; combatting unconscious bias; and best practices. Digital webinar- Leveraging Transparency to Build Equity.	90	News Department
14	9/29/2021	Establishment of training programs for station personnel	Over 4,100 TVB members and customer guests registered for this popular event. Session topics included measurement, business and political forecasts, automated TV, automotive, political, sports betting, business development and much more.	20	Sales Department
15	11/2/2021	Establishment of training programs for station personnel	New Account Executives attend Inside Out training. This training is a part of TEGNA on-boarding training for all new 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	1	Account Executive
16	1/11/2022	Establishment of training programs for station personnel	New Account Executives attend Inside Out training. This training is a part of TEGNA on-boarding training for all new 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	3	Account Executive Account Executive Account Executive

WUSA
EEO PUBLIC FILE REPORT
May 21, 2021 - May 20, 2022

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
17	2/7/2022	Provision of training to management	TEGNA's Diversity and Inclusion HR Business Partner held a training for the Executive team on inclusive hiring practices. Topics covered included learning about diversity, equity, and inclusion; the benefits of diverse teams, leveraging colleges, universities, and local organizations; measuring diversity; looking for transferrable skills; combatting unconscious bias; and best practices. Digital webinar- Leveraging Transparency to Build Equity.	10	Sales Managers
18	3/15/2022	Establishment of training programs for station personnel	Training to show our staff and our weather watchers what to look for in severe weather.	90	News Department
19	3/15/2022	Establishment of training programs for station personnel	Court Tracking Training was done by our assignment desk expert. The assignment staff was taught how to track court cases in our computer system.	90	News Department
20	3/23/2022	Establishment of training programs for station personnel	Exciting 2-day virtual event to get the latest updates from PREMION leadership, hear from our publishing partners, and celebrate our successes.	20	Sales Department
21	4/6/2022	Establishment of training programs for station personnel	This training was done to enhance our knowledge and use of Dataminr tools to track and report on breaking news and enhance our coverage.	90	News Department
22	4/7/2022	Establishment of training programs for station personnel	Crucial Conversations is a New York Times business bestseller that has changed the way millions of people communicate. This training is one of the most powerful and useful tools that you can apply immediately.	2	Content Discovery Manager Executive Producer