

WUSA-TV
EEO PUBLIC FILE REPORT
May 21, 2024 - May 20, 2025

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
Assignment Editor - 269	1-3, 6-13, 15, 17-29	22
Photojournalist-294	12, 16, 22	22
Photojournalist-294	12, 16, 22	22
Multi-Skilled Journalist-277	1-4, 6, 8-13, 15, 17-21, 23-29	4
Producer 231	1-4, 6, 8-21, 23-28	4
Producer 231	1-4, 6, 8-21, 23-28	16
Producer 231	1-4, 6, 8-21, 23-28	14
Digital Editor #473	1-4, 6, 8-13, 15, 17-29	22
Digital Editor #473	1-4, 6, 8-13, 15, 17-29	4
Digital Editor #473	1-4, 6, 8-13, 15, 17-29	22
Reporter 508	22	22
Producer #552	1-3, 6, 8-13, 15-29	22
Assignment Desk Editor #600	1-3, 6, 8-11, 13, 15-29	22
Video Editor-683	1, 3, 6, 8-13, 15-29	16
Studio Technician / Director-730	1, 3, 5-6, 8-13, 15, 17-29	5
Managing Editor-902	1, 3, 6, 8-11, 13, 15, 18-20, 22-29	22
Senior News Producer-888	1, 3, 6, 8-11, 13, 15, 18-20, 22-29	22
Executive Producer-992	1, 3, 6, 8-11, 13, 15, 18-20, 22-29	22
Executive Producer-992	1, 3, 6, 8-11, 13, 15, 18-20, 22-29	22
Producer 1090	1, 3, 6, 8-11, 13, 15, 18-20, 22-29	22
Account Executive 1029	1, 3, 6, 8-11, 13, 15-20, 22-29	16
Assignment Desk Editor 3153	1, 3, 6, 8-11, 13, 15, 17-20, 22-29	22

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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	0
3	Cornerstone Montgomery, Inc. 6040 Southport Drive Bethesda, Maryland Phone : 301-493-4200 x 296 Fax : 1-888-496-8354 Dave Kokoski	N	0
4	Current Employee - Transfer/Promotion	N	3
5	Current Employee/Internal Promotion	N	1
6	Department of Social Services, Personnel Office 805 Brightseat Road Landover, Maryland Phone : (301) 909-7109 Url : Station Website Fax : 1-301-909-7117 Wanda Franklin	N	0
7	Employee Referral	N	1
8	Georgetown University Cawley Career Education Center One Leavey Center - Box 571086 Washington, District of Columbia 20057 Phone : 202-687-3578 Url : Station Website Email : sfc38@georgetown.edu Susan Cawley	N	0

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9	Greater Washington Urban League 2901 14th Street NW Washington, District of Columbia Phone : (202) 265-8200 Url : Station Website Email : uhiggins@gwul.org Fax : 1-202-265-3323 Ursula Higgins	N	0
10	Hampton University 2 Frissell Avenue Hampton, Virginia Phone : 757-727-5331 Url : Station Website Email : vivian.david@hamptonu.edu Fax : 1-757-727-5935 Vivian Wrenn David	N	0
11	Howard University Student Resource Center C.B. Powell Building 525 Bryant Street NW Washington, District of Columbia Phone : 202-806-7513 Url : Station Website Email : Hucareersandinternships@gmail.com Joan Brown	N	0
12	https://www.jobs.net/jobs/tegna/en-us/all-jobs/?companyf=WUSA , District of Columbia Url : Station Website Station Website Manual Posting	N	0
13	Japanese American Citizens League 1629 K Street NW Suite 400 Washington, District of Columbia Phone : 202-223-1240 Url : Station Website Email : dc@jacl.org Fax : 1-202-296-8082 Floyd Mori	N	0
14	Job posting on internet	N	1

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15	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
16	Linked In	N	13
17	NATAS (National Academy of Television Arts & Sciences) 12504 Quarterhorse Drive Bowie, Maryland 20720 Phone : 206-623-8632 Url : Station Website Email : natas@asi-seattle.net Mike Sensney	N	0
18	National Council of Negro Women 633 Pennsylvania Avenue NW Washington, District of Columbia 20004 Phone : 202-737-0120 Url : Station Website Email : membership@ncnw.org Mary Holder	N	0
19	Prince George's Community College 301 Largo Road Largo, Maryland 20774 Phone : 301-546-0609 Url : Station Website Email : mevans26139@pgcc.edu Mechelle Evans	N	0
20	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
21	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : Station Website Scott Jones	N	0

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22	TEGNA Careers Page 8350 Broad St. Suite 2000 Tysons, Virginia 22102 Human Resources Manual Posting	N	33
23	Television Bureau of Advertising 120 Wall Street 15th Floor New York, New York 10005 Phone : (212) 891-2218 Url : Station Website Fax : 1-212-935-5631 Steve Lanzano	N	0
24	Tvjobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : Station Website Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	0
25	University of District of Columbia 4200 Connecticut Avenue NW Washington, District of Columbia Phone : 202-274-6858 Url : Station Website Email : careerservices@udc.edu Jared Moffett	N	0
26	University of Maryland – Eastern Shore 11868 Back Bone Rd Princess Anne, Maryland Phone : 410-651-6652 Url : Station Website Email : plcottman@umes.edu Preston Cottman	N	0
27	Virginia Wesleyan College 1584 Wesleyan Drive Norfolk, Virginia 23502 Phone : (757) 455-3337 Url : Station Website Email : jharrington@vwu.edu Fax : 1-757-233-8748 Leslie Hines	N	0

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28	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
29	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:			52

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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	5/31/2024	Participation in events sponsored by organizations representing the community	WUSA9 Anchor served as Emcee for Capital Pride Honors at the MGM National Harbor, Oxon Hill, MD. Careers in journalism and broadcast were discussed.	1	Anchor
2	6/1/2024	Participation in events sponsored by organizations representing the community	WUSA9 Anchor and Meteorologists served as Co-Hosts in Washington, DC's largest gaming festival featuring E-sports, Gaming, Music and STEM! WUSA9 Mobile Weather Unit was set up to provide a real life weather forecast to consumers. Careers in journalism and broadcasting were also discussed.	4	Meteorologist Meteorologist Meteorologist Anchor
3	6/15/2024	Participation in events sponsored by organizations representing the community	WUSA9 Anchor served as Emcee for the Opening Night Celebration for The Annual Scotland Juneteenth Heritage Festival. Careers in journalism and broadcast were also discussed.	1	Anchor
4	6/18/2024	Participation in events or programs sponsored by educational institutions	WUSA9 Anchor served as Commencement Speaker for Roosevelt STAY High School. Careers in journalism and broadcast were discussed.	1	Anchor

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5	Ongoing Event	Establishment of an intern program designed to assist members of the community	This station participated in TEGNA Inc.'s Producer-In-Residence Program. TEGNA Inc. established the Producer-In-Residence Program to train and provide experience to college graduates interested in a career in broadcasting/producing. The Producer-In-Residence Program affords them the opportunity to gain real-life experience as a Producer. Each Producer-In-Residence 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 nationwide search, TEGNA Inc. selects the Producer-In-Residence, completes their initial training, and then assigns each participant to one of 36 stations in the Producer-In-Residence Program. The selected Producers-In-Residence fulfill a two-year contract as a full-time employee with full compensation and benefits. The two-year position provides on-the-job training, education, experience and resources that will become invaluable in this industry. They will receive regular feedback on performance, consistent corporate training and check-ins on progress. At the end of a successful two-year program the contract period ends, and the Producer-In-Residence has two years of on-the-job experience. While there is no guarantee of continued employment at the end of the contract period, they may be offered an opportunity for retention and promotion to be a Producer.	1	Producer in Residence

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6	6/29/2024	Participation in events sponsored by organizations representing the community	WUSA9 Anchors and Reporter served as Moderators for Fit, Fabulous and Fearless: National Coalition of 100 Black Women, DC Chapter: First Annual Wellness Fair to advocate on behalf of black women and girls to promote leadership development and gender equity in the areas of health, education and economic empowerment. Careers in journalism and broadcasting were also discussed.	3	Anchor Anchor Reporter
7	7/10/2024	Participation in events sponsored by organizations representing the community	WUSA9 Anchor served as emcee for the 16th Annual Home Runs for Horton's Kids fundraiser. Careers in journalism and broadcast were discussed.	1	Anchor
8	7/31/2024	Participation in events sponsored by organizations representing the community	President/General Manager and Content News Director served as speakers at the National Association of Black Journalists Convention and Career Fair in Chicago, Illinois as part of the recruitment process for WUSA9. Careers in journalism and broadcast were discussed.	2	President/General Manager Content New Director
9	8/12/2024	Participation in events or programs sponsored by educational institutions	WUSA9 President/General Manager served as speaker at the Emerson Coleman Fellowship closing session. ECF Fellows learned from broadcast television executives, programmers and producers what makes a hit show.	1	President/General Manager
10	8/23/2024	Participation in events or programs sponsored by educational institutions	WUSA9 Anchor served as Emcee at the Second Annual Chase Back to School Community Day. Careers in journalism and broadcast were discussed.	1	Anchor
11	9/4/2024	Participation in events sponsored by organizations representing the community	WUSA9 Assistant Director of Multiplatform Content attended National Lesbian and Gay Journalists Association: The Association of LGBTQ+ Journalists National Convention in Los Angeles, California as part of the recruitment process for WUSA9. Careers in journalism and broadcast were discussed.	1	Assistant Director of Multiplatform Content

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12	9/12/2024	Participation in other activities designed by the station employment unit	WUSA9 Executive Assistant provided a station tour to the Village School of Northern Village. These learners embarked on a six-week project dedicated to journalism and building their own newspaper. Also discussed opportunities within the television media field.	30	Executive Assistant News Department
13	9/14/2024	Participation in events sponsored by organizations representing the community	WUSA9 Meteorologist attended the National Weather Association 2024 Conference in Irving, Texas to learn about the latest in weather forecasting and communication, to participate in interactive workshops, to collaborate with others in the Weather Enterprise, and to showcase products and network with others who share excitement for weather!	1	Meteorologist
14	9/21/2024	Participation in events sponsored by organizations representing the community	WUSA9 Anchors served as Emcees for the American Diabetes Association's Step Out DMV National Mall 2024. Careers in journalism and broadcasting were also discussed.	2	Anchor Anchor
15	2/5/2025	Participation in other activities designed by the station employment unit	WUSA9 Meteorologists and Executive Assistant provided a station tour to a loyal viewer. Offered viewer a behind-the-scenes look at a professional studio, showcasing how the team prepares for a live news broadcast and giving insight into the work of meteorologists in action.	4	Meteorologist Meteorologist Executive Assistant News Department
16	2/27/2025	Establishment of training programs for station personnel	TEGNA Feature Storyteller, Reporter and National Coach delivered a training session to WUSA9's Content Team in Washington, DC, focused on enhancing writing skills and elevating storytelling techniques.	2	Reporter News Department
17	3/21/2025	Participation in events or programs sponsored by educational institutions	WUSA9 Anchor visited Weyanoke Elementary School to discuss her career track and discuss jobs in broadcasting for Career Day. Career Day is an opportunity for students to learn about different professions, spark their curiosity, and inspire them to think about their future.	1	Anchor

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18	4/30/2025	Participation in events or programs sponsored by educational institutions	WUSA9 Reporter visted Capitol Heights Elementary School in Capitol Heights, MD for Career Day. Careers in journalism and broadcast were discussed.	1	Reporter
19	5/1/2025	Participation in events sponsored by organizations representing the community	WUSA9 Anchor served as Emcee for Food Recovery Network. Food Recovery Network recovers excess food from college campuses/sporting events to donate those meals to the less fortunate in our area. Careers in journalism and broadcast were discussed.	1	Anchor