

EEO Public Inspection Narrative Report
WETA-TV & FM (WETA), Washington, D.C., including
NewsHour Productions LLC (NHP)
June 1, 2020 to May 31, 2021

A. Attendance at Career, Job and Internship Fairs

Throughout the pandemic, WETA has continued to participate in career fairs in the Washington, D.C. metropolitan area and across the United States virtually. At each event, WETA and/or NHP representatives promoted current openings, answered questions and collected resumes. During the reporting period, WETA/NHP attended the following career fairs virtually:

- 2020 National Association of Black Journalists Conference and Career Fair, August 5 – 9, 2020. Attended by eight NHP representatives.
- The Pennsylvania State University COMM Careers in the Capital Virtual Internship and Career Fair, November 6, 2020. Attended by Associate Director, HR and HR Associate.
- Asian American Journalists Association, August 9 – 15, 2020. Attended by Associate Director, HR, and four NHP representatives.
- Columbia University Journalism School Virtual Career Expo, April 12, 2021. Attended by three NHP representatives.
- George Mason University’s Media, Arts, Design and Communication Internship and Career Fair, March 18, 2021. Attended by HR Associate and HR Coordinator.
- Public Media Career Fair, March 31, 2021. Attended by HR Associate, HR Coordinator and one NHP representative.

B. Diversity in Recruitment

WETA is committed to employing people of diverse backgrounds. In March 2021, WETA expanded the role and responsibilities of WETA’s Vice President, Human Resources, to include the role and responsibilities of Chief Diversity Officer. The position continues to have primary responsibility for recruiting, training, and supporting staff.

WETA aims to post open positions on job boards that reach a diverse audience and skill set. WETA job openings are posted to the various job boards and exchanges managed by Circa, formerly known as America’s Job Exchange (AJE). Circa’s job boards and exchanges reach a large and diverse audience by reposting our job listings to a long list of academic institutions, culturally affiliated groups, and community-based organizations including but not limited to 40Plus of Greater Washington, Arlington Employment Center, SOME Center for Employment Training, Southern MD JobSource – Waldorf, and United Cerebral Palsy. More information on where Circa re-lists WETA’s job openings is included in the Recruitment Sources spreadsheet of this EEO Report.

In addition to WETA job openings being posted to the job boards of Circa, we continue to post our jobs to other media specific sites such as: Journalismjobs.com, MediaBistro, National Educational Telecommunications Association, and National Association of Black Journalists.

WETA remains a partner employer with Onward to Opportunity/Hire Heroes USA. Partnering with this organization allows us a more targeted outreach to veterans, transitioning military, and military spouses. As a Partner Employer, WETA has a dedicated Employee Engagement Specialist from Hire Heroes USA who helps identify transitioning military, military spouses, and veterans who may be qualified for our jobs.

Diversity, Equity, Inclusion Council

As part of WETA's commitment to diversity, equity, and inclusion, a Diversity, Equity and Inclusion (DEI) Council was created to monitor these important aspects of our organization and identify areas for growth and opportunity. The DEI Council, which is comprised of 22 staff volunteers of varying age, gender, race and background, are presently reviewing five areas of our organization: recruiting, hiring, and retention; structural inequality assessments; cultural awareness and belonging; handbook policy and procedures; and content, communication, and collaboration. Based on their findings, the DEI Council will recommend strategies and plans to support the goal of enhancing WETA's environment for diversity, inclusion and equity across the organization. Additionally, the DEI Council will advise senior leadership on editorial, strategic and daily practices from a diversity and inclusion lens, ensuring that our policies and procedures are inclusive.

The DEI Council conducted a first ever company-wide DEI survey in the fall of 2020. The DEI Council sought input of all WETA employees to guide the DEI Council's work for the year, and to lay the foundations for the DEI Council's work for years to come. The survey included questions from each of the five DEI Council subcommittees. Participation in the survey was voluntary and responses were anonymous. The DEI Council has presented summary findings in certain areas to management, and will be establishing benchmarks in order to measure progress for accountability for the future.

C. Community Outreach for Employment and Volunteer Opportunities

Although WETA usually hosts several facility tours of our radio and television production centers, these tours temporarily were stopped as of March 2020 due to COVID-19.

WETA regularly participates in several community-based activities throughout the year where WETA staff connect with members of our community and offer information about employment and volunteer opportunities with WETA. During the COVID-19 pandemic, WETA has been able to continue some of these activities virtually, including with the following virtual events:

- A screening and discussion of the film, *The Black Church*

- A screening and discussion of the first episode of *If You Lived Here*, a new television series produced by WETA
- A conversation about the 2020 Elections

WETA has created and distributed written material designed for parents, teachers and children to provide support and resources for learning and educating at home. In addition to the online learning resources, WETA offered 130 virtual literacy workshops for childcare providers, teachers and parents from underserved communities in the DC metropolitan area.

D. Internship, Fellowship, and Apprenticeship and Journalism Lab Programs

WETA offers a variety of programs for students and recent graduates in various fields of WETA and NHP's business including, online and broadcast news production, local television program production, digital media, and outreach and community engagement, among others.

Internship Programs

WETA's Internship Program is designed to provide college students and recent graduates with practical work experience, and educational opportunities in the field of public broadcasting. Along with most staff, interns, fellows, and news assistants worked remotely during this reporting period due to the pandemic. WETA provides interns with the technology and resources needed to perform their internship duties. WETA invites department representatives to connect virtually with interns twice a month about public broadcasting, personal career journeys, and roles at WETA. Where possible, WETA also arranges for interns to learn more about public television through virtual discussions with staff at the Public Broadcasting Service (PBS), from PBS departments such as learning media, digital media, and general audience programming.

- Throughout the reporting period, WETA hosted 19 interns from 16 different schools:
 - o American University
 - o Arizona State University
 - o Brown University
 - o Case Western Reserve University
 - o Colorado College
 - o Elon University
 - o Georgetown University
 - o James Madison University
 - o Liberty University
 - o New York University
 - o The George Washington University
 - o University of California, Berkley
 - o University of Maryland
 - o University of Virginia
 - o Wellesley College

- o Wesleyan College

Fellowship Programs

The Gwen Ifill Washington Week Fellowship

The Gwen Ifill fellowship is in memory of the late Gwen Ifill, host and moderator of *Washington Week*. The fellowship, a five to six month paid position, provides individuals hands-on, real-world experience working on *Washington Week*, the longest running news analysis program on PBS. The fellow works collaboratively with the Moderator and producers to research national and international news stories, gather video elements, monitor and log live news events, generate story ideas, copy edit, and produce broadcast and web content. During the reporting period, one recent graduate of S.I. Newhouse School of Public Communications participated in this program virtually.

The Gwen Ifill/PBS NewsHour Journalism Fellowship

The Washington Press Club Foundation renewed funding in 2021 for the fifth annual Gwen Ifill/PBS NewsHour Journalism Fellowship. This is a paid, ten-week fellowship, which was conducted entirely virtually this year, for a college or graduate student interested in journalism, who receives need-based financial assistance from his/her educational institution. The 2020 recipient was a student from American University and was selected from a pool of 13 applications. The recipient began the position in June 2020 and completed the position in August 2020.

Jim Lehrer Fellowship

In April 2020 WETA created a journalism fellowship in memory of Jim Lehrer, the Co-Founder and Anchor of *NewsHour* for 36 years. Lehrer set the gold standard for broadcast journalism and devoted his life to a vital public service — keeping Americans informed thereby strengthening our civil society. Jim Lehrer Fellowships are awarded to college or graduate students who are aspiring journalists, and who enhance the cultural or economic diversity of the NewsHour staff. This is a paid, one-year fellowship, which provides participants with a mentor from the *PBS NewsHour* team, and invaluable hands-on experience, and was conducted partially virtually this year. The 2020 recipient, who began the position in June 2020, was a student from the University of Alabama and was selected from a pool of 22 applicants.

Facebook Historically Black Colleges & Universities (HBCU) News Fellowship

During the general election cycle, NHP partnered with Facebook for the first time on the Facebook HBCU News Fellowship. This Fellowship, which was sponsored by Facebook, was a three-month position for a student at an HBCU. The Fellow worked with *NewsHour* staff to learn editorial best practices and support the organizations work

on Facebook and/or Instagram. NHP hosted one Facebook HBCU News Fellow in Fall 2020, who was a journalism student from Howard University.

Apprenticeship Programs

News Assistant Program

The News Assistant program is a paid, entry-level program designed for recent graduates and aimed at providing practical experience in both broadcast and digital news at *PBS NewsHour*. News Assistants research stories, pitch ideas, assist producers on field shoots, log videos feeds, and complete general duties associated with the news desk. Five people have participated in the program since June 1, 2020.

Journalism Lab Program

PBS NewsHour Student Reporting Labs (SRL) is a project-based learning program built around video storytelling, community journalism and civic engagement, and supporting student video journalism in classrooms and after-school programs. SRL currently serves 162 middle schools and high schools or registered Labs in 46 states with a journalism and digital media literacy curriculum, a team of youth media producers who work with students and teachers to ensure their success, and high-impact professional development for educators. SRL works with between two and three thousand students each year whose finished news stories are published on SRL's website, shared on social media, distributed through partnerships and aired on local PBS stations and the PBS NewsHour nightly broadcasts. In addition to students' work within the SRL program, SRL sees students through to internships and careers in journalism. Twelve SRL alumni are currently working in the public media industry, including at the PBS NewsHour, and twenty SRL alumni have interned at their local PBS station.

E. Employee Training Programs

Tuition Reimbursement

WETA offers all regular, full-time employees tuition reimbursement for courses related to his/her current position. Each course must be taken at an accredited institution and upon successful completion of the course, WETA will reimburse the employee. Since 2020, two employees have taken advantage of this program.

Career Development Training

WETA is committed to learning, training and professional development for all employees and continues to offer LinkedIn Learning, the leading online learning platform that recommends expert-led courses to help employees develop and grow their skill set. LinkedIn Learning offers courses to enhance technology and coding skills, leadership and management style, marketing and finance knowledge, among other topics.

In addition to online learning, WETA offered the following virtual sessions to all WETA/NHP staff:

- Sharpen Your Network Skills
- Online Meeting Etiquette
- Copyright and Fair Use Workshop
- Personal Branding Session
- AED and First Aid Training

WETA also offered monthly Lunch and Learns with LinkedIn Learning. Courses included, “Microsoft Teams for Beginners,” “How to Be an Adaptable Employee during Change and Uncertainty,” “Increase Maximum Productivity,” among others.

In addition to LinkedIn Learning, WETA offers Mango Languages Learning, an online language learning software for staff and family members. Since launching Mango Languages, WETA employees have engaged in 457 total learning sessions. The top five popular languages learned are: Spanish (Latin America), French, Italian, Hebrew, Korean and Spanish (Castilian).

WETA continues to offer the Employee Assistance Program (EAP) to support employee work-life balance. Participation in the program is confidential and is designed to offer professional help to employees and members of their immediate families living in the same household. In addition to individual support sessions, the EAP offers considerable professional training through Skill Builders and Online Seminars on topics for employees and managers, such as:

- Interpersonal Skills
- Effective Management
- Career Development
- Training and Development
- Workplace Diversity
- Workplace Productivity
- Workplace Safety
- Career Transition
- Retirement Preparation
- Personal matters such as addiction, multigenerational care giving, and anti-bullying.

WETA staff has also participated in various virtual industry-wide meetings. These meetings include the PBS Annual Meeting, Television Critics Association, American Public Television Stations Public Media Summit, Nebraska Educational Technology Association Conference, Diversity Reboot 2021: Elevating Black Women, and 2021 Public Media Business Association Virtual Conference.

Manager Training

The Next Level Leadership Development Training for People Managers is a six-session program open to full-time, onsite WETA and PBS NewsHour staff who manage others. During this training, managers learn how to fully develop their personal leadership style, how to effectively communicate with others, how to promote productivity and efficiency among their staff, how to constructively delegate to grow and empower others, and how to resolve conflicts and build team cohesion. The training provides an opportunity for individual and group professional growth. This year's Next Level Leadership Development Training began in April 2021 and will continue into June 2021. A total of 12 WETA/NHP employees are participating in the training.

WETA's Human Resources Department regularly refers managers to WETA's EAP as a resource for issues that arise in the workplace. The EAP offers additional training on topics such as:

- Bridging Generation Gaps
- Addressing Workplace Incivility
- Communicating with Cross-Cultural Colleagues
- Managing a Diverse Staff

F. Staff Training and Activity on Diversity in the Workplace and Preventing Harassment

All Staff Training

Every WETA staff member must, at the time of hiring, complete online training programs covering the prevention of discrimination and harassment in the workplace and workplace diversity. These trainings help staff identify and recognize behavior that may be discriminatory or harassing and empowers staff to report behaviors that may constitute discrimination or harassment. Additionally, the training offers managers the knowledge and skills required to ensure equal employment opportunities and to manage staff legally and fairly. WETA/NHP staff are required to repeat both the workplace harassment and diversity and inclusion trainings annually.

In June 2020, WETA began regular voluntary Listening and Sharing Sessions open to participation by all WETA staff. The sessions provide staff with a space for sharing, reflection and support with regard to issues such as racism and racial injustice, the COVID pandemic, caregiving and social isolation. Each session has no set agenda, but rather provides an open platform of respect and empathy.

In September 2020, WETA partnered with Global Alliance Solutions, a diversity consultant, that facilitated small group sessions for all WETA staff members in which staff discussed diversity, equity, inclusions and the effects of unconscious bias, micro-aggressions, and stereotyping in the workplace.

In November 2021, NewsHour Productions began a long-term engagement with the Perception Institute to reduce discrimination linked to race, gender and other identity differences in NewsHour's reporting and among its staff. Perception facilitated a staff-wide climate survey for assessment purposes and moderated affinity spaces for those with similar racial and ethnic identities to learn more about each other. Those exercises then led to conducting mind science workshops to build a shared language and set of strategies to foster belonging across NewsHour Productions. Finally, the Perception Institute facilitated connection circles bringing staff together in small groups to find shared values and build authentic connections across identities and departments.

In April 2021, WETA began offering Racial Trauma Counseling Resources to all any staff members interested in participating, and particularly for employees whose roles require them to consume media that is potentially traumatizing. Employees who opt to participate in this program have access to two confidential racial trauma counseling sessions with a trained and licensed professional at no cost to the employee.

WETA TV/FM and NewsHour Productions LLC
Information Regarding Recruitment Sources Contacted for Full-Time Vacancies
June 1, 2020 - May 31, 2021

RECRUITMENT SOURCES	Contact	INTERVIEWED	HIRED
<p>America's Job Exchange (AJE) 400 Minuteman Road Andover, MA 01810</p> <p>In October, 2020 AJE was acquired by Circa.</p> <p><i>AJE is a service that WETA partners with to connect with diverse job seekers. WETA job postings are redistributed to DC/VA/MD based organizations that serve diverse populations. Selected examples of organizations and/or job boards include:</i></p> <ul style="list-style-type: none"> -Disability Job Exchange -Jobs for Disabled Veterans -MD, VA, DC State Job Boards -40 Plus -African-American Veterans and Families -American Council for the Blind -Christian Relief Services -Goodwill Industries of Greater Washington -SOME Center for Employment Training -Wider Opportunities for Women <p>For a full list, please see page four.</p>	<p>Keir Anzelmo kanzelmo@americasjobexchange.com 978-946-8657</p>		
<p>Center for Asian American Media (CAAM) 145 Ninth Street, Suite 350 San Francisco, CA 94103</p>	<p>http://caamedia.org/; Phone: 415-863-0814</p>		
<p>Circa (formerly known as America's Job Exchange) 23811 Network Place Chicago, IL 60673</p> <p><i>Circa is a service that WETA partners with to connect with diverse job seekers. WETA job postings are redistributed to DC/VA/MD based organizations that serve diverse populations. Selected examples of organizations and/or job boards include:</i></p> <ul style="list-style-type: none"> - 100 Black Men of Greater Washington, DC - 40 Plus - Accountants Society of Virginia <p>For full list, see last page.</p>	<p>Kayleigh Wier kayleigh.wier@circaworks.com 800-984-3775</p>		
<p>College Central College Central is an online platform that allows employers to post job vacancies to selected member colleges and universities at one time versus individual postings. We have leveraged this platform to post to Coppin State University.</p>	<p>https://www.collegecentral.com/</p>		

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Corporation for Public Broadcasting (CPB) 401 Ninth Street, N.W. Washington, DC 20006	http://www.cpb.org	12	
Current Virtual Career Fair	https://current.org/	1	
Daybook	https://employer.daybook.com/support@daybook.com		
Employee Referral	NA	4	1
Facebook	https://www.facebook.com/wetatvfm/app/312956218800137		
Glassdoor	https://www.glassdoor.com/index.htm	3	
Greater Public 401 North 3rd Street, Suite 370 Minneapolis, MN 554011	http://greaterpublic.org/		
GreenKey Staffing 2275 Research Blvd, Suite 350 Rockville, MD 20850	Judy Holt jholt@greenkeyllc.com 301-584-3185	1	
Handshake Handshake is an online platform that allows employers to post job vacancies to selected member colleges and universities at one time versus individual postings. We have leveraged this platform to post to the following schools: Howard University Marymount University Syracuse University	https://www.joinhandshake.com/employers-premium/		
Hire Heroes USA (HHUSA) 1360 Union Hill Road, Bldg. 2, Suite A Alpharetta, GA 30004	Daniel Kuhlmann dkuhlmann@hireheroesusa.org 719-888-1839		
Indeed 177 Broad Street, 6th Floor Stamford, CT 06901	http://www.indeed.com/	69	6
Internal Applicant	N/A	16	12
Journalismjobs.com	http://www.journalismjobs.com/post-new-job	2	
Ledgent 450 N. State College Blvd Orange, CA 92868	Cliff Thomas clthomas@ledgent.com 703-725-1674	1	1
LinkedIn 2029 Stierlin Court Mountain View, CA 94043	https://www.linkedin.com	70	3
Mediabistro 770 Broadway, 15th Floor New York, NY 10003	http://www.mediabistro.com	2	
National Association of Black Journalists (NABJ) 8800 Lakewood Drive, #117 Windsor, CA 95492	http://nabjcareers.org/		
National Association of Social Workers (NASW) 750 First Street, N.E., Suite 800 Washington, DC 20002	https://joblink.socialworkers.org/sign-in		

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National Educational Telecommunications Association (NETA) P.O. Box 50008 Columbia, SC 29250	http://www.netaonline.org/jobs.htm		
PBSNewsHour.org 3939 Campbell Avenue Arlington, VA 22206	http://www.pbs.org/newshour/	9	2
Philanthropy News Digest (PND) 32 Old Slip, 24th Floor New York, NY 10005	http://philanthropynewsdigest.org/jobs		
Public Media Business Association (PMBA) 7918 Jones Branch Drive, Suite 300 McLean, VA 22102	http://www.pmbaonline.org/		
Robert Half 225 Reinekers Lane, Suite 600 Alexandria, VA, 22314	https://www.roberthalf.com/locations/va-alexandria/225-reinekers-lane; Phone: 703-797-0165	2	1
Sally M. Sterling Executive Search	https://www.sallymsterlingexecutivesearch.com/ Phone: 571-483-0895 sallymsterling@outlook.com		
Symplicity 3003 Washington Boulevard, Suite 900 Arlington, VA 22201 Symplicity is an online platform that allows employers to post job vacancies to selected member colleges and universities at one time versus individual postings. We have leveraged this platform to post to the following schools: Columbia University, Graduate School of Journalism Gallaudet University Morgan State University University of Virginia	https://www.symplicity.com/employers/campus-recruiting; Phone: 703-351-0200		
The Chronical of Philanthropy 1255 23rd Street N.W. Washington, DC 20037	https://hire.philanthropy.com/ Phone: 202-466-1050		
The D.C. Science Writers Association (DCSWA) P.O. Box 19110 Washington, DC 20036	https://dcswa.org/jobs_list/		
Traverse Jobs P.O. Box 106 Falls Church, VA 22040	https://www.traversejobs.com/jobs_add.cfm Phone: 703-629-5165 support@traversejobs.com		
WETA.org 3939 Campbell Avenue Arlington, VA 22206	http://www.weta.org	139	15

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Women in Film & Video of Washington, DC (WIFV) 1233 20th Street N.W., Suite 401 Washington, DC 20036	http://www.wifv.org	2	
ZipRecruiter Santa Monica, CA	https://www.ziprecruiter.com/	1	
		Total Interviewed: 334	Total Hired: 41

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<ul style="list-style-type: none"> -America's Job Exchange - Full posting list -40 Plus of Greater Washington D.C. -AARP Foundation -AccessHousing Inc.: DC/Southeast Veteran's Center -Acceses -African-American Veterans and Families -American Business School -American Council for the Blind -American Job Center - Northeast -American Job Center - Southeast -American Job Center - Headquarters -Arc - Montgomery County -Arch Training Center -Arlington Employment Center -Arlington Family Education Center -Beltway Job Search Partners -Brain Injury Association -Brain Injury Services -Career Network Ministry/McLean Bible Church -Center City Community Corp. -Christian Relief Services -Citiwide Computer Training Center -City of Alexandria Workforce Development Center -Columbia Lighthouse - The Blind -Community Family Life Services -Community Preservation and Development Corp. -Crossway Community Inc. -DC Coalition for the Homeless -DC Department of Employment Services -Deaf - Reach -Department of Disability Services DC -Departmnet of Veteran Affairs -Department of Community and Human Services -National Association of Councils of Developmental Disabilities -Efforts -Emerald Cities Collaborative -Employer Support of The Guard and Reserve -Employment Resources Center -Epliepsy Foundation -FACETS -Fairfax SkillSource Center - Reston and Alexandria -Falls Church SkillsSource Center 	<ul style="list-style-type: none"> -Families Forward -Georgetown University -Goodwill Industries of Greater Washington -Greater Washington Urban League -Hannah House -Health Tech Institute -Howard University, School of Communications - Office of Career Development -Howard University Career Services Office -Independing Living Centers -Jobs 4 Vets -Jubilee Jobs Inc. -Laurel Regional Workforce Center -Linden Resources -Manuel Daniels Burke Intl. LLC -Marymount University Counseling and Career Services - Ballston Career Center -MD Division of Rehab Services -Military Officers Association of America -MontgomeryWorks One Stop Workforce Center -National Association of Hispanic Journalists -National Council of Senior Citizens -National Council on Disability -National MS Society Jobs -National Organization of Concerned Black Men -New Endeavors by Women -Notre Dame Graduate School -OIC/DC -Omega Studios -PA CareerLink Adams County -People Encouraging People -People-4-People: Employment Assistance Program- Beth World Outreach Church; Immanuel's Church; Mount Jezreel Baptist Church; Resurrection Baptist Church; The Lutheran Church of St. Andrew; The People's Community Baptist Church -Prince George's American Job Center -Prince George's Community College -Prince William SkillSource Center -Project Action - Easter Seals -Protection and Advocacy Systems -Quadri Technology Ltd. -Rock Creed Foundation -Samaritan Inns Lazarus House -Samuel Christian Service Network 	<ul style="list-style-type: none"> -Samuel Christian Service Network -Senior Employment Resources -Service Source/Warrior Bridge -SOME Center for Employment Training -Southeast Ministries -Southern MD JobSource - Waldorf -Strive DC Inc. -Student Veterans of America -TASH -Ten Program -The Arc -The Employment Support Center Job-Strategy Networking Sessions - The Employment Support Center -The SkillSource Group -The Treatment and Learning Center -Transcen Inc. -U.S. Department of Labor -United Cerebral Palsy -U.S. Veterans Assistance Center -University of Maryland System -University of Maryland/University of Maryland University College -Urban League -U.S. Marine Corps - Career Resource Management Center -USDOL - VETS -United Service Organization (Vet Center) -Veteran Employment Center - VA -Vietnam Veterans of America -VA Employment Commission - Alexandria Workforce Center -VA Transition Assistance Program -VA Win Family Resource Center -VA Workforce Center -Wider Opportunities for Women -Worksource Germantown- American Job Center -YMCA -YMCA - DC -YMCA DC Workforce
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WETA TV/FM and NewsHour Productions LLC
June 1, 2020 - May 31, 2021

Note: Please see Recruitment Sources Contact sheet for the organizations' full names.

POSITION TITLE	DATE OPENED	DATE FILLED	RECRUITMENT SOURCES	INTERVIEWED	HIRED
Financial Analyst	3/5/2020	6/1/2020	Affinity Groups/Community Organizations		
			NETA		
			PMBA		
			Other		
			AJE (See Sources list for complete listing)		
			CPB		
			Facebook		
			Glassdoor		
			Indeed		
			LinkedIn	5	
			WETA.org	1	1
Creative Director	6/3/2019	6/15/2020	Affinity Groups/Community Organizations		
			NETA		
			PMBA		
			HHUSA		
			Other		
			AJE (See Sources list for complete listing)		
			CPB	1	
			Employee Referral	1	
			Facebook		
			Glassdoor	1	
			Indeed		
			LinkedIn	5	
			WETA.org	2	1
Coordinator, Foundation and Government Development	2/25/2020	6/22/2020	Affinity Groups/Community Organizations		
			HHUSA		
			NETA		
			PMBA		
			Other		
			AJE (See Sources list for complete listing)		
			CPB		
			Facebook		
			Glassdoor		
			GreenKey Staffing	1	
			Indeed	1	1
			Internal Applicant		
			LinkedIn		
			PND		
			WETA.org	2	
Jim Lehrer Fellow (NHP)	4/20/2020	6/22/2020	Affinity Groups/Community Organizations		
			CAAM		
			NETA		
			PMBA		
			Other		
			AJE (See Sources list for complete listing)		
			CPB		
			Facebook		
			Glassdoor		
			Indeed		
			LinkedIn		

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			PBSNewsHour.org		1	
			WETA.org		3	1
Newsdesk Operations Editor (NHP)	5/12/2020	7/6/2020	<i>Affinity Groups/Community Organizations</i>			
			Journalismjobs.com		1	
			Mediabistro			
			NABJ			
			<i>Other</i>			
			AJE (See Sources list for complete listing)			
			CPB			
			Facebook			
			Glassdoor			
			Indeed		1	
			LinkedIn		4	1
			PBSNewsHour.org			
			WETA.org		1	
News Assistant (2) (NHP)	4/9/2020	7/13/2020, 7/27/2020	<i>Affinity Groups/Community Organizations</i>			
			Handshake			
			Howard University			
			Syracuse University			
			Symlicity			
			Columbia University			
			University of Virginia			
			<i>Other</i>			
			AJE (See Sources list for complete listing)			
			CPB		1	
			Facebook			
			Glassdoor			
			Indeed			
			LinkedIn			
			PBSNewsHour.org		5	1
			WETA.org		8	1
Assistant Controller	1/28/2020	7/13/2020	<i>Affinity Groups/Community Organizations</i>			
			NETA			
			PMBA			
			<i>Other</i>			
			AJE (See Sources list for complete listing)			
			CPB		3	
			Employee Referral		1	
			Facebook			
			Glassdoor			
			Indeed		5	
			LinkedIn		2	
			Robert Half		2	1
			WETA.org		4	
Production Manager, Local Projects	1/28/2020	7/20/2020	<i>Affinity Groups/Community Organizations</i>			
			NETA			
			PMBA			
			<i>Other</i>			
			AJE (See Sources list for complete listing)			
			CPB			

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			Facebook		
			Glassdoor		
			Indeed	4	
			Internal Applicant	1	1
			LinkedIn		
			WETA.org	3	
Production Assistant, Washington Week	6/25/2020	8/10/2020	<i>Affinity Groups/Community Organizations</i>		
			NETA		
			PMBA		
			WIFV		
			<i>Other</i>		
			AJE (See Sources list for complete listing)		
			CPB	3	
			Facebook		
			Glassdoor		
			Indeed		
			Internal Applicant	1	1
			LinkedIn		
			WETA.org	5	
Project Manager, WETA Facilities and Building Administration	1/9/2020	8/31/2020	<i>Affinity Groups/Community Organizations</i>		
			HHUSA		
			NETA		
			PMBA		
			<i>Other</i>		
			AJE (See Sources list for complete listing)		
			CPB		
			Facebook		
			Glassdoor		
			Indeed	3	1
			LinkedIn		
			WETA.org	2	
Technical Director	2/26/2020	9/14/2020	<i>Affinity Groups/Community Organizations</i>		
			<i>Other</i>		
			AJE (See Sources list for complete listing)		
			Facebook		
			Glassdoor		
			Indeed		
			LinkedIn		
			WETA.org	4	1
Associate Line Producer (NHP)	8/20/2020	9/21/2020	<i>Affinity Groups/Community Organizations</i>		
			Journalismjobs.com	1	
			Mediabistro	1	
			NABJ		
			<i>Other</i>		
			AJE (See Sources list for complete listing)		
			CPB		
			Facebook		
			Glassdoor		
			Indeed	3	1
			LinkedIn		
			PBSNewsHour.org		

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			WETA.org		5	
Project Accountant	8/4/2020	9/21/2020	<i>Affinity Groups/Community Organizations</i>			
			NETA			
			PMBA			
			WIFV			
			<i>Other</i>			
			AJE (See Sources list for complete listing)			
			CPB			
			Facebook			
			Glassdoor			
			Indeed		1	
			Internal Applicant		1	
			LinkedIn			
			WETA.org		2	1
Associate Producer, Local Projects	6/18/2020	9/21/2020	<i>Affinity Groups/Community Organizations</i>			
			NETA			
			PMBA			
			WIFV		1	
			<i>Other</i>			
			AJE (See Sources list for complete listing)			
			CPB		1	
			Facebook			
			Glassdoor			
			Indeed		1	
			LinkedIn		4	
			WETA.org		7	1
Revenue Reporting and Reconciliation Specialist	6/30/2020	10/11/2020	<i>Affinity Groups/Community Organizations</i>			
			NETA			
			PMBA			
			WIFV		1	
			<i>Other</i>			
			AJE (See Sources list for complete listing)			
			CPB			
			Facebook			
			Glassdoor			
			Indeed			
			Internal Applicant		1	1
			LinkedIn		1	
			WETA.org		2	
Field Camera and Audio Technician	2/25/2020	10/12/2020	<i>Affinity Groups/Community Organizations</i>			
			<i>Other</i>			
			AJE (See Sources list for complete listing)			
			Facebook			
			Glassdoor			
			Indeed			
			LinkedIn			
			WETA.org		3	1
Coordinator, Online Fundraising	8/20/2020	10/26/2020	<i>Affinity Groups/Community Organizations</i>			
			AFP			
			Greater Public			
			NETA			

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Note: Please see Recruitment Sources Contact sheet for the organizations' full names.

			NPT		
			PMBA		
			PND		
			WIFV		
			<i>Other</i>		
			AJE (See Sources list for complete listing)		
			CPB		1
			Facebook		
			Glassdoor		
			Indeed		5
			LinkedIn		2
			WETA.org		6
Gwen Ifill Washington Week Fellow	9/3/2020	11/16/2020	<i>Affinity Groups/Community Organizations</i>		1
			CAAM		
			Handshake		
			Howard University		
			NETA		
			PMBA		
			Symlicity		
			Gallaudet University		
			<i>Circa</i>		
			Blue Ridge Job Corps Center		
			City of Alexandria Workforce Development Center		
			Hampton University		
			Latin American Youth Center		
			Morgan State University		
			Southern Maryland Workforce Services - Veteran Services		
			University of Maryland - Baltimore		
			University of Maryland Eastern Shore		
			Urban Alliance Foundation		
			Young Members Committee of the National Press Club		
			<i>Other</i>		
			AJE (See Sources list for complete listing)		
			CPB		
			Facebook		
			Glassdoor		
			Indeed		4
			LinkedIn		3
			WETA.org		8
Audience Services Representative	10/15/2020	11/16/2020	<i>Affinity Groups/Community Organizations</i>		1
			HHUSA		
			NETA		
			PMBA		
			WIFV		
			<i>Circa</i>		
			City of Alexandria JobLink		
			City of Alexandria Workforce Development Center		
			Doorways for Women and Families		
			Fort Belvoir - Employment Readiness Program		
			International Association of Business Communicator		
			Latin American Youth Center		

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			National Association of Black Accountants - Hampton University		
			Southern Maryland Workforce Services - Veteran Services		
			Urban Alliance Foundation		
			Young Members Committee of the National Press Club		
			<i>Other</i>		
			CPB		
			Facebook		
			Glassdoor		
			Indeed	8	1
			LinkedIn		
			WETA.org	4	
Manager, Data Strategy & Management	10/5/2020	11/23/2020	<i>Affinity Groups/Community Organizations</i>		
			HHUSA		
			NETA		
			PMBA		
			WIFV		
			<i>Circa</i>		
			Anne Arundel One Stop Career Center		
			Benedict College		
			Capitol College		
			Chimes		
			Christopher Newport University		
			City of Alexandria Workforce Development Center		
			Concord University		
			Disabled American Veterans - PFC J DEMARR MEM Ch. #36		
			Dress for Success - Washington DC		
			Elizabeth City State University		
			Emory & Henry College		
			Family Service Foundation, Inc.		
			George Washington University Graduate School of Business		
			Latin American Youth Center		
			Mount Saint Mary's University		
			National Association for Black Veterans - Prince George's County Chapter #0089		
			New Hope Housing		
			Norfolk State University		
			Potomac College		
			Randolph-Macon College		
			Saint Augustine's College		
			Shepherd University		
			Soldier for Life Transition Assistance Program - Joint Base Langley-Eustis		
			Southern Maryland Workforce Services - Veteran Services		
			Sweet Briar College		
			Tomorrow's Black Men		
			United States Veterans Initiative - Washington DC		
			Virginia State University		
			Walter Reed Army Medical Center - Family Employment Readiness Program		
			<i>Other</i>		
			CPB		

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			Facebook		
			Glassdoor		
			Indeed		1
			Internal Applicant		1
			LinkedIn		1
			WETA.org		1
Director, BrainLine.org (Content Editor)	9/3/2020	12/21/2020	<i>Affinity Groups/Community Organizations</i>		
			DCSWA		
			Greater Public		
			HHUSA		
			NASW		
			NETA		
			PMBA		
			WIFV		
			<i>Circa</i>		
			Chimes		
			City of Alexandria JobLink		
			City of Alexandria Workforce Development Center		
			Disabled American Veterans - Ernie Pyle Ch. #4		
			Division of Rehabilitation Services - Westminster		
			Dress for Success - Washington DC		
			Family Service Foundation, Inc.		
			Flatwoods Job Corps Center		
			Fort Belvoir - Employment Readiness Program		
			Fort Meade Outreach Center		
			International Association of Business Communicator		
			Jesus Empowers Ministries		
			Loudoun Workforce Resource Center		
			Marine for Life - Quantico		
			National Association of Black Accountants - Hampton University		
			National Association of Hispanic Publications, Inc.		
			Prince George's County Workforce Development		
			Solider for Life - Transition Assistance Program - Fort Belvoir		
			Soldier for Life Transition Assistance Program - Joint Base Langley-Eustis		
			Southern Maryland Workforce Services - Veteran Services		
			UDC/DHS PATHS Program		
			United Community		
			United States Veterans Initiative - Washington DC		
			Urban Alliance Foundation		
			Veterans Support Foundation		
			Virginia Vocational Rehabilitation - Leesburg Office		
			Walter Reed Army Medical Center - Family Employment Readiness Program		
			Young Members Committee of the National Press Club		
			<i>Other</i>		
			AJE (See Sources list for complete listing)		
			CPB		
			Facebook		
			Glassdoor		
			Indeed		2

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			LinkedIn	2	
			WETA.org	3	1
Senior Digital Producer, Learning Media	11/6/2020	12/21/2020	<i>Affinity Groups/Community Organizations</i>		
			HHUSA		
			NETA		
			PMBA		
			WIFV		
			<i>Circa</i>		
			Anne Arundel One Stop Career Center		
			Chimes		
			City of Alexandria JobLink		
			City of Alexandria Workforce Development Center		
			Disabled American Veterans - PFC J DEMARR MEM Ch #36		
			Doorways for Women and Families		
			Dress for Success - Washington DC		
			Family Service Foundation, Inc.		
			Fort Belvoir - Employment Readiness Program		
			Fort Meade Outreach Center		
			George Washington University Graduate School of Business		
			International Association of Business Communicator		
			Marine for Life - Quantico		
			National Association for Black Veterans - Prince George's County Chapter #0089		
			National Association of Black Accountants - Hampton University		
			National Association of Hispanic Publications, Inc.		
			Soldier for Life Transition Assistance Program - Joint Base Langley-Eustis		
			Southern Maryland Workforce Services - Veteran Services		
			UDC/DHS PATHS Program		
			United States Veterans Initiative - Washington, DC		
			Urban Alliance Foundation		
			Walter Reed Army Medical Center - Family Employment Readiness Program		
			Washington Association of Black Journalists		
			Young Members Committee of the National Press Club		
			<i>Other</i>		
			CPB		
			Facebook		
			Glassdoor		
			Indeed	3	
			LinkedIn	2	
			WETA.org	2	1
News Assistant (NHP)	9/3/2020	12/22/2020	<i>Affinity Groups/Community Organizations</i>		
			Handshake		
			Howard University		
			Syracuse University		
			Symplicity		
			Columbia University		
			University of Virginia		
			<i>Circa</i>		

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			100 Black Men of Greater Washington, DC		
			African American Chamber of Montgomery County		
			Arlington Street People's Assistance Network		
			Association for Women in Communications		
			Benedict College		
			Chimes		
			Christopher Newport University		
			City of Alexandria JobLink		
			City of Alexandria Workforce Development Center		
			Concord University		
			Dickinson College		
			Disabled American Veterans - PFC J DEMARR MEM Ch #36		
			Doorways for Women and Families		
			Dress for Success - Washington DC		
			Elizabeth City State University		
			Emory & Henry College		
			Family Service Foundation, Inc.		
			Fort Belvoir - Employment Readiness Program		
			Fort Meade Outreach Center		
			George Washington University Graduate School of Business		
			Interfaith Works Empowerment Center		
			International Association of Business Communicator		
			Latin American Youth Center		
			Marine for Life - Quantico		
			Morgan State University		
			Mount Saint Mary's University		
			National Association of Black Accountants - Hampton University		
			National Association of Hispanic Publications, Inc.		
			Norfolk State University		
			Potomac College		
			Prince George's County Workforce Development		
			Randolph-Macon College		
			Saint Augustine's College		
			Shepherd University		
			Skill Source Group		
			Soldier for Life - Transition Assistance Program - Fort Belvoir		
			Soldier for Life Transition Assistance Program - Joint Base Langley-Eustis		
			Southern Maryland Workforce Services - Veteran Services		
			Sweet Briar College		
			UDC/DHS PATHS Program		
			United Community		
			United States Veterans Initiative - Washington DC		
			University of Maryland Eastern Shore		
			Urban Alliance Foundation		
			Virginia State University		
			Walter Reed Army Medical Center - Family Employment Readiness Program		
			Washington Association of Black Journalists		
			Women's Center - University of Virginia		
			Young Members Committee of the National Press Club		

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			<i>Other</i>		
			AJE (See Sources list for complete listing)		
			CPB		
			Employee Referral		1
			Facebook		
			Glassdoor		1
			Indeed		
			Internal Applicant		2
			LinkedIn		11
			PBSNewsHour.org		
			WETA.org		10
Vice President, Foundation & Government Development	5/14/2020	1/4/2021	<i>Affinity Groups/Community Organizations</i>		
			HHUSA		
			NETA		
			PMBA		
			<i>Circa</i>		
			Anne Arundel One Stop Career Center		
			Bethany House of Northern Virginia		
			Chimes		
			City of Alexandria JobLink		
			City of Alexandria Workforce Development Center		
			Dress for Success - Washington DC		
			Family Service Foundation, Inc.		
			Flatwoods Job Corps Center		
			Fort Belvoir - Employment Readiness Program		
			George Washington University Graduate School of Business		
			International Association of Business Communicator		
			Loudoun Workforce Resource Center		
			Marine for Life - Quantico		
			NABVETS Prince George's Community College Owls Chapter #0122		
			Organization of Chinese American Women - Maryland		
			Prince George's County Workforce Development		
			Soldier for Life Transition Assistance Program - Joint Base Langley-Eustis		
			Southern Maryland Workforce Services - Veteran Services		
			UDC/DHS PATHS Program		
			United States Veterans Initiative - Washington DC		
			Urban Alliance Foundation		
			Virginia Employment Commission - Hampton		
			Virginia Employment Commission - Cedar Bluff VEC Field Office		
			Virginia Vocational Rehabilitation - Leesburg Office		
			Walter Reed Army Medical Center - Family Employment Readiness Program		
			West Anne Arundel County Chamber of Commerce		
			Women's Center - University of Virginia		
			Young Members Committee of the National Press Club		
			<i>Other</i>		
			AJE (See Sources list for complete listing)		
			CPB		
			Facebook		

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			Glassdoor		
			Indeed	1	
			Internal Applicant	1	
			LinkedIn	2	
			Sally M. Sterling Executive Search		
			WETA.org	6	1
Assistant, Broadcast Traffic	9/21/2020	1/11/2021	<i>Affinity Groups/Community Organizations</i>		
			HHUSA		
			NETA		
			PMBA		
			WIFV		
			<i>Circa</i>		
			Accountants Society of Virginia		
			Anne Arundel One Stop Career Center		
			Bridges from School to Work		
			Careers through Culinary Arts Program		
			Chimes		
			City of Alexandria JobLink		
			City of Alexandria Workforce Development Center		
			Disabled American Veterans - PFC J DEMARR MEM Ch #36		
			Doorways for Women and Families		
			Dress for Success - Washington DC		
			Employ Prince George's		
			Family Service Foundation, Inc.		
			Fort Belvoir - Employment Readiness Program		
			Fort Meade Outreach Center		
			Latin American Youth Center		
			Marine for Life - Quantico		
			Mattaponi-Pamukey-Monacan, Inc.		
			N Street Village, Inc.		
			Northern Virginia Family Service - Training Futures Program		
			Northern Virginia Hispanic Chamber of Commerce		
			Service Source		
			Soldier for Life Transition Assistance Program - Joint Base Langley-Eustis		
			Southern Maryland Workforce Services - Veteran Services		
			The Alternative House		
			The Freedom Center		
			UDC/DHS PATHS Program		
			United States Veterans Initiative - Washington, DC		
			Urban Alliance Foundation		
			Walter Reed Army Medical Center - Family Employment Readiness Program		
			<i>Other</i>		
			AJE (See Sources list for complete listing)		
			CPB		
			Facebook		
			Glassdoor		
			Indeed	4	
			Internal Applicant	1	
			LinkedIn	1	1

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			WETA.org		3	
Graphic Designer	12/4/2020	2/1/2021	<i>Affinity Groups/Community Organizations</i>			
			HHUSA			
			NETA			
			PMBA			
			WIFV			
			<i>Circa</i>			
			All Faith Consortium			
			Arlington Employment Center			
			Arlington Street People's Assistance Network			
			Chimes			
			City of Alexandria JobLink			
			City of Alexandria Workforce Development Center			
			Disabled American Veterans - PFC J DEMARR MEM Ch #36			
			Doorways for Women and Families			
			Dress for Success - Washington DC			
			Fort Belvoir - Employment Readiness Program			
			Fort Meade Outreach Center			
			International Association of Business Communicator			
			Latin American Youth Center			
			Marine for Life - Quantico			
			New Hope Housing			
			Prince George's County Workforce Development			
			Service Source			
			Soldier for Life Transition Assistance Program - Joint Base Langley-Eustis			
			Southern Maryland Workforce Services - Veteran Services			
			UDC/DHS PATHS Program			
			United States Veterans Initiative - Washington, DC			
			Urban Alliance Foundation			
			Veterans Support Foundation			
			Virginia Vocational Rehabilitation - Leesburg Office			
			Walter Reed Army Medical Center - Family Employment Readiness Program			
			Workforce Investment Council			
			<i>Other</i>			
			CPB			
			Facebook			
			Glassdoor			
			Indeed		4	1
			LinkedIn		3	
			WETA.org			
			ZipRecruiter		1	
Senior Editor, Digital (NHP)	1/29/2021	3/1/2021	<i>Affinity Groups/Community Organizations</i>			
			Journalismjobs.com			
			Mediabistro			
			NABJ			
			<i>Circa</i>			
			100 Black Men of Greater Washington, DC			
			CentroNia			
			Chimes			

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			City of Alexandria JobLink		
			Doorways for Women and Families		
			Dress for Success - Washington DC		
			Fort Belvoir - Employment Readiness Program		
			George Washington University Graduate School of Business		
			Interfaith Works Empowerment Center		
			International Association of Business Communicator		
			National Association of Black Accountants - Hampton University		
			Society for Technical Communication - DC		
			Soldier for Life Transition Assistance Program - Joint Base Langley-Eustis		
			Southern Maryland Workforce Services - Veteran Services		
			UDC/DHS PATHS Program		
			United States Veterans Initiative - Washington, DC		
			Walter Reed Army Medical Center - Family Employment Readiness Program		
			Young Members Committee of the National Press Club		
			<i>Other</i>		
			CPB		
			Facebook		
			Glassdoor		
			Indeed		
			Internal Applicant		1
			LinkedIn		1
			PBSNewsHour.org		
			WETA.org		1
Associate Producer, On-Air Fundraising	12/17/2020	3/3/2021	<i>Affinity Groups/Community Organizations</i>		
			HHUSA		
			NETA		
			PMBA		
			WIFV		
			<i>Circa</i>		
			100 Black Men of Greater Washington, DC		
			All Faith Consortium		
			Anne Arundel One Stop Career Center		
			Arlington Employment Center		
			Catholic Community Services - Spanish Catholic Center		
			CentroNia		
			Chimes		
			City of Alexandria JobLink		
			City of Alexandria Workforce Development Center		
			Disabled American Veterans - PFC J DEMARR MEM Ch #36		
			Doorways for Women and Families		
			Dress for Success - Washington DC		
			Family Service Foundation, Inc.		
			Fort Belvoir - Employment Readiness Program		
			Fort Meade Outreach Center		
			George Mason University		
			Hispanic Chamber of Commerce - Montgomery County		
			Incsys - Power4Vets		
			International Association of Business Communicator		

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			Latin American Youth Center		
			Loudoun Workforce Resource Center		
			Marine for Life - Quantico		
			National Association of Black Accountants - Hampton University		
			Northern Virginia Hispanic Chamber of Commerce		
			Prince George's County Workforce Development		
			Soldier for Life - Transition Assistance Program - Fort Belvoir		
			Soldier for Life - Transition Assistance Program - Joint Base Langley- Eustis		
			Southern Maryland Workforce Services - Veteran Services		
			The Freedom Center		
			UDC/DHS PATHS Program		
			United Community		
			United States Veterans Initiative - Washington, DC		
			Urban Alliance Foundation		
			Virginia Employment Commission - Cedar Bluff VEC Field Office		
			Virginia Vocational Rehabilitation - Leesburg Office		
			Walter Reed Army Medical Center - Family Employment Readiness Program		
			Young Members Committee of the National Press Club		
			<i>Other</i>		
			CPB	1	
			Facebook		
			Glassdoor		
			Indeed		
			Internal Applicant	1	1
			LinkedIn	1	
			WETA.org		
Senior Manager of Education, National Programming	1/14/2021	3/15/2021	<i>Affinity Groups/Community Organizations</i>		
			HHUSA		
			NETA		
			PMBA		
			WIFV		
			<i>Circa</i>		
			Bridges from School to Work		
			Chimes		
			City of Alexandria JobLink		
			City of Alexandria Workforce Development Center		
			Doorways for Women and Families		
			Dress for Success - Washington DC		
			Family Service Foundation, Inc.		
			Fort Belvoir - Employment Readiness Program		
			George Mason University		
			Loudoun Workforce Resource Center		
			Marine for Life - Quantico		
			Mattaponi-Pamukey-Monacan, Inc.		
			Medical Education Center		
			Melwood		
			Northern Virginia Family Service - Training Futures Program		
			Organization of Chinese American Women - Maryland		
			Prince George's County Workforce Development		

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			Soldier for Life - Transition Assistance Program - Fort Belvoir		
			Soldier for Life - Transition Assistance Program - Joint Base Langley-Eustis		
			Southern Maryland Workforce Services - Veteran Services		
			The Alternative House		
			UDC/DHS PATHS Program		
			United States Veterans Initiative - Washington, DC		
			Urban Alliance Foundation		
			Virginia Vocational Rehabilitation - Leesburg Office		
			Walter Reed Army Medical Center - Family Employment Readiness Program		
			<i>Other</i>		
			CPB		
			Facebook		
			Glassdoor		
			Indeed		
			LinkedIn		2
			WETA.org		4
Senior Producer, Content and Special Projects (NHP)	12/22/2020	3/15/2021	<i>Affinity Groups/Community Organizations</i>		1
			Journalismjobs.com		
			Mediabistro		1
			NABJ		
			<i>Circa</i>		
			100 Black Men of Greater Washington, DC		
			All Faith Consortium		
			Arlington Employment Center		
			Boston University		
			Catholic Community Services - Spanish Catholic Center		
			CentroNia		
			Chimes		
			City of Alexandria JobLink		
			City of Alexandria Workforce Development Center		
			Community Business Partnership		
			Disabled American Veterans - PFC J DEMARR MEM Ch #36		
			Doorways for Women and Families		
			Dress for Success - Washington DC		
			Fort Belvoir - Employment Readiness Program		
			Fort Meade Outreach Center		
			George Washington University Graduate School of Business		
			International Association of Business Communicator		
			Marine for Life - Quantico		
			National Association for Black Veterans - Prince George County Chapter #0089		
			National Association of Black Accountants - Hampton University		
			Prince George's County Workforce Development		
			Service Source		
			Soldier for Life - Transition Assistant Program - Fort Belvoir		
			Soldier for Life Transition Assistance Program - Joint Base Langley-Eustis		
			Southern Maryland Workforce Services - Veteran Services		
			UDC/DHS PATHS Program		

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			United States Veterans Initiative - Washington, DC		
			Urban Alliance Foundation		
			Veterans Support Foundation		
			Walter Reed Army Medical Center - Family Employment Readiness Program		
			Washington Association of Black Journalists		
			Women's Center - University of Virginia		
			Young Members Committee of the National Press Club		
			<i>Other</i>		
			CPB		
			Facebook		
			Glassdoor		1
			Indeed		
			LinkedIn		5
			PBSNewsHour.org		3
			WETA.org		1
Youth Media Producer (NHP)	11/19/2020	4/5/2021	<i>Affinity Groups/Community Organizations</i>		
			Journalismjobs.com		
			Mediabistro		
			NABJ		
			<i>Circa</i>		
			100 Black Men of Greater Washington, DC		
			Alexandria Vet Center		
			All Faith Consortium		
			Anne Arundel One Stop Career Center		
			Arlington Employment Center		
			Bethany House of Northern Virginia		
			Bridges from School to Work		
			Catholic Charities of the Diocese of Arlington		
			Catholic Community Services - Spanish Catholic Center		
			CentroNia		
			Chimes		
			City of Alexandria JobLink		
			City of Alexandria Workforce Development Center		
			Community Business Partnership		
			Concerned Black Men of Northern, VA		
			Covenant House Washington, DC		
			Disabled American Veterans - Ernie Pyle Ch #4		
			Disabled American Veterans - PFC J DEMARR MEM Ch #36		
			Division of Rehabilitation Services - Germantown		
			Division of Rehabilitation Services - Oxon Hill		
			Doorways for Women and Families		
			Dress for Success - Washington DC		
			Family Service Foundation, Inc.		
			Fort Belvoir - Employment Readiness Program		
			Fort Meade Outreach Center		
			George Mason University		
			Hispanic Chamber of Commerce - Montgomery County		
			International Association of Business Communicator		
			Loudoun Workforce Resource Center		
			Marine for Life - Quantico		

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Note: Please see Recruitment Sources Contact sheet for the organizations' full names.

			Mattaponi-Pamukey-Monacan, Inc.		
			N Street Village, Inc.		
			NABVETS Prince George's Community College Owls Chapter #0122		
			National Association for Black Veterans - Prince George's County Chapter #0089		
			National Association of Black Accountants - Hampton University		
			National Association of Hispanic Publications, Inc.		
			New Hope Housing		
			Northern Virginia Hispanic Chamber of Commerce		
			Organization of Chinese American Women - National		
			Organization of Chinese American Women - Maryland		
			Prince George's County Workforce Development		
			Prince William Chamber of Commerce		
			Service Source		
			Soldier for Life - Transition Assistance Program - Fort Belvoir		
			Soldier for Life Transition Assistance Program - Joint Base Langley-Eustis		
			Southern Maryland Workforce Services - Veteran Services		
			The Alternative House		
			The Freedom Center		
			UDC/DHS PATHS Program		
			United Community		
			United States Veterans Initiative - Washington, DC		
			Urban Alliance Foundation		
			Veterans Support Foundation		
			Virginia Employment Commission - Hampton		
			Virginia Employment Commission - Cedar Bluff VEC Field Office		
			Virginia Vocational Rehabilitation - Leesburg Office		
			Walter Reed Army Medical Center - Family Employment Readiness Program		
			Washington DC Department of Employment Services		
			Year Up - DC		
			Young Members Committee of the National Press Club		
			<i>Other</i>		
			CPB		
			Facebook		
			Glassdoor		
			Indeed		2
			LinkedIn		3
			PBSNewsHour.org		1
			WETA.org		7
Associate, Communications	1/19/2021	4/11/2021	<i>Affinity Groups/Community Organizations</i>		
			College Central		
			Handshake		
			Howard University		
			HHUSA		
			NAMIC		
			NETA		
			PMBA		
			Symplicity		

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Note: Please see Recruitment Sources Contact sheet for the organizations' full names.

			Morgan State University		
			WIFV		
			<i>Circa</i>		
			100 Black Men of Greater Washington, DC		
			Arlington Street People's Assistance Network		
			Chimes		
			City of Alexandria JobLink		
			City of Alexandria Workforce Development Center		
			Concerned Black Men of Northern, VA		
			Disabled American Veterans - Ernie Pyle Ch #4		
			Doorways for Women and Families		
			Dress for Success - Washington DC		
			Family Service Foundation, Inc.		
			Fort Belvoir - Employment Readiness Program		
			Fort Meade Outreach Center		
			International Association of Business Communicator		
			Latin American Youth Center		
			Marine for Life - Quantico		
			National Association of Black Accountants - Hampton University		
			Prince George's County Workforce Development		
			Solider for Life Transition Assistance Program - Joint Base Langley-Eustis		
			Southern Maryland Workforce Services - Veteran Services		
			UDC/DHS PATHS Program		
			United Community		
			United States Veterans Initiative - Washington, DC		
			Urban Alliance Foundation		
			Virginia Vocational Rehabilitation - Leesburg Office		
			Walter Reed Army Medical Center - Family Employment Readiness Program (FERP)		
			Washington, DC Department of Employment Services		
			Wounded Warrior Regiment - United States Marine Corps		
			Young Members Committee of the National Press Club		
			<i>Other</i>		
			CPB		
			Facebook		
			Glassdoor		
			Indeed		3
			Internal Applicant		1 1
			LinkedIn		3
			WETA.org		4
Associate Producer, Arts (NHP)	3/1/2021	4/11/2021	<i>Affinity Groups/Community Organizations</i>		
			Journalismjobs.com		
			Mediabistro		
			NABJ		
			<i>Circa</i>		
			100 Black Men of Greater Washington, DC		
			40 Plus		
			Alexandria Vet Center		
			Amazing Love Health Services		
			American Association of Community Colleges		

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Note: Please see Recruitment Sources Contact sheet for the organizations' full names.

			American Association of People with Disabilities		
			American Council for the Blind		
			American Job Center - Northwest		
			American Job Center - Southeast		
			American Job Center - Headquarters		
			American University Career Center		
			ARCH		
			Arlington Employment Center		
			Army Career and Alumni Program - Walter Reed National Military Medical Center		
			Army Community Service/Employment Readiness Program - Fort Belvoir		
			Asian Pacific Islander American Scholarship Fund		
			Benedict College		
			Black Woman's Agenda, Inc.		
			Capitol College		
			Catholic Charities - DC & Maryland		
			Center for Employment Training		
			Center for Minority Veterans		
			Christopher Newport University		
			City of Alexandria Workforce Development Center		
			Concerned Black Men - National Office		
			Concord University		
			DC Department of Employment Services		
			Dickinson College		
			Disabled American Veterans - Federal Chapter #1		
			Disabled American Veterans - PFC J DEMARR MEM Ch #36		
			Doorways for Women and Families		
			Dress for Success - Washington DC		
			Elizabeth City State University		
			Emory & Henry College		
			Fort Belvoir - Employment Readiness Program		
			Gallaudet University - Career Center		
			George Mason University		
			George Washington University Career Center		
			George Washington University Graduate School of Business		
			Georgetown University - Career Services		
			Greater Washington Hispanic Chamber of Commerce		
			Hiring Our Heroes		
			Hispanic Chamber of Commerce - Montgomery County		
			Howard University		
			Jubilee Jobs		
			Korean American Women's Chamber of Commerce		
			Latin American Youth Center		
			Maryland State Department of Education, Division of Rehabilitation Services		
			Marymount University		
			Morgan State University		
			Mount Saint Mary's University		
			National Association for Black Veterans - Prince George's County Chapter #0089		

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Note: Please see Recruitment Sources Contact sheet for the organizations' full names.

			NLGA: The Association of LGBTQ Journalists		
			Norfolk State University		
			Potomac College		
			Prince George's County Workforce Development		
			Public Private Partnership		
			Randolph-Macon College		
			Saint Augustine's College		
			Shepherd University		
			Soldier for Life Transition Assistance Program - Joint Base		
			Langley-Eustis		
			Southern Maryland Workforce Services - Veteran Services		
			Thurgood Marshall College Fund		
			Trinity University - DC		
			UDC/DHS PATHS Program		
			University of District of Columbia		
			University of Maryland Association of Black Journalists		
			University of Maryland Eastern Shore		
			Urban Alliance Foundation		
			Veterans Support Foundation		
			Virginia State University		
			Walter Reed Army Medical Center - Family Employment		
			Readiness Program		
			Washington Adventist University		
			Wounded Warrior Project		
			Year Up - DC		
			<i>Other</i>		
			CPB		
			Facebook		
			Glassdoor		
			Indeed		2
			Internal Applicant		1
			LinkedIn		1
			PBSNewsHour.org		
			WETA.org		3
Director, National Foundation and Government Development	1/27/2021	4/11/2021	<i>Affinity Groups/Community Organizations</i>		
			Daybook		
			HHUSA		
			NETA		
			PMBA		
			The Chronical of Philanthropy		
			Traverse Jobs		
			WIFV		
			<i>Circa</i>		
			100 Black Men of Greater Washington, DC		
			Chimes		
			City of Alexandria JobLink		
			City of Alexandria Workforce Development Center		
			Concerned Black Men of Northern, VA		
			Disabled American Veterans - PFC J DEMARR MEM Ch #36		
			Division of Rehabilitations Services - Region 3		
			Doorways for Women and Families		

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Note: Please see Recruitment Sources Contact sheet for the organizations' full names.

			Family Service Foundation, Inc.		
			Fort Belvoir - Employment Readiness Program		
			Fort Meade Outreach Center		
			Headquarters Marine Corps		
			Interfaith Works Empowerment Center		
			International Association of Business Communicator		
			Loudoun Workforce Resource Center		
			Marine for Life - Quantico		
			National Association of Black Accountants - Hampton University		
			New Hope Housing		
			Prince George's County Workforce Development		
			Service Source		
			Soldier for Life Transition Assistance Program - Joint Base Langley-Eustis		
			Southern Maryland Workforce Services - Veteran Services		
			UDC/DHS PATHS Program		
			United Community		
			United States Veterans Initiative - Washington, DC		
			Urban Alliance Foundation		
			Veterans Support Foundation		
			Virginia Career Works - Fairfax Reston Center		
			Virginia Vocational Rehabilitation - Leesburg Office		
			Walter Reed Army Medical Center - Family Employment Readiness Program		
			Wounded Warrior Regiment - United States Marine Corps		
			Year Up - DC		
			Young Members Committee of the National Press Club		
			<i>Other</i>		
			CPB		
			Facebook		
			Glassdoor		
			Indeed		
			Internal Applicant		1
			LinkedIn		1
			WETA.org		3
Assistant Program Director, WETA-FM	12/9/2020	4/12/2021	<i>Affinity Groups/Community Organizations</i>		
			HHUSA		
			NETA		
			PMBA		
			WIFV		
			<i>Circa</i>		
			100 Black Men of Greater Washington, DC		
			40 Plus		
			Alexandria Vet Center		
			All Faith Consortium		
			Amazing Love Health Services		
			American Association of Community Colleges		
			American Association of People with Disabilities		
			American Council for the Blind		
			American Job Center - Northwest		
			American Job Center - Southeast		

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Note: Please see Recruitment Sources Contact sheet for the organizations' full names.

			American Job Center - Headquarters		
			American University Career Center		
			American Women Veterans		
			Anne Arundel One Stop Career Center		
			ARCH		
			Arlington Employment Center		
			Arlington Street People's Assistance Network		
			Army Career and Alumni Program		
			Army Community Service/Employment Readiness Program - Fort Belvoir		
			Asian Pacific Islander American Scholarship Fund		
			Bethany House of Northern Virginia		
			Black Woman's Agenda, Inc.		
			Catholic Charities - DC & Maryland		
			Catholic Charities of the Diocese of Arlington		
			Catholic Community Services - Spanish Catholic Center		
			Center for Employment Training		
			Center for Minority Training		
			Chimes		
			City of Alexandria JobLink		
			City of Alexandria Workforce Development Center		
			Concerned Black Men of Northern, VA		
			DC Department of Employment Services		
			Disabled American Veterans - Ernie Pyle Ch #4		
			Disabled American Veterans - PFC J DEMARR MEM Ch #36		
			Doorways for Women and Families		
			Dress for Success - Washington DC		
			Dulles Regional Chamber of Commerce		
			Family Service Foundation, Inc.		
			Fort Belvoir - Employment Readiness Program		
			Fort Meade Outreach Center		
			Gallaudet University - Career Center		
			Georgetown University - Career Services		
			Greater Washington Hispanic Chamber of Commerce		
			Headquarters Marine Corps		
			Hiring our Heroes		
			Hispanic Chamber of Commerce - Montgomery County		
			Howard University		
			Jubilee Jobs		
			Korean American Women's Chamber of Commerce		
			Loudoun Workforce Resource Center		
			Marine for Life - Quantico		
			Marymount University		
			NABVETS Prince George's Community College Owls Chapter #0122		
			National Association for Black Veterans - Prince George's County Chapter #0089		
			New Hope Housing		
			NLGJA: The Association of LGBTQ Journalists		
			Northern Virginia Hispanic Chamber of Commerce		
			Prince George's County Workforce Development		

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Note: Please see Recruitment Sources Contact sheet for the organizations' full names.

			Prince William Chamber of Commerce		
			Public Private Partnership		
			Service Source		
			Skill Source Group		
			Soldier for Life - Transition Assistance Program - Fort Belvoir		
			Soldier for Life Transition Assistance Program - Joint Base Langley-Eustis		
			Southern Maryland Workforce Services - Veteran Services		
			Thurgood Marshall College Fund		
			Trinity University - DC		
			UDC/DHS PATHS Program		
			United Community		
			United States Veterans Initiative - Washington, DC		
			University of District of Columbia		
			University of Maryland Association of Black Journalists		
			Urban Alliance Foundation		
			Veterans Support Foundation		
			Virginia Career Works - Fairfax Reston Center		
			Virginia Employment Commission - Cedar Bluff VEC Field Office		
			Virginia Vocational Rehabilitation - Leesburg Office		
			Walter Reed Army Medical Center - Family Employment Readiness Program		
			Washington Adventist University		
			Washington DC Department of Employment Services		
			Wounded Warrior Project		
			Wounded Warrior Regiment - United States Marine Corps		
			Year Up - DC		
			<i>Other</i>		
			CPB		
			Employee Referral	1	1
			Facebook		
			Glassdoor		
			Indeed	3	
			LinkedIn		
			WETA.org	5	
Senior Director, National Publicity	1/26/2021	4/19/2021	<i>Affinity Groups/Community Organizations</i>		
			College Central		
			Handshake		
			Howard University		
			HHUSA		
			NAMIC		
			NETA		
			PMBA		
			Symplicity		
			Morgan State University		
			WIFV		
			<i>Circa</i>		
			100 Black Men of Greater Washington, DC		
			Chimes		
			City of Alexandria JobLink		
			City of Alexandria Workforce Development Center		

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Note: Please see Recruitment Sources Contact sheet for the organizations' full names.

			Disabled American Veterans - PFC J DEMARR MEM Ch #36		
			Doorways for Women and Families		
			Dress for Success - Washington DC		
			Family Service Foundation, Inc.		
			Flatwoods Job Corps Center		
			Fort Belvoir - Employment Readiness Program		
			George Washington University Graduate School of Business		
			International Association of Business Communicator		
			Marine for Life - Quantico		
			National Association of Black Accountants - Hampton University		
			Organization of Chinese American Women - Maryland		
			Prince George's County Workforce Development		
			Soldier for Life Transition Assistance Program - Joint Base Langley-Eustis		
			UDC/DHS PATHS Program		
			United States Veterans Initiative - Washington, DC		
			Urban Alliance Foundation		
			Veterans Support Foundation		
			Virginia Employment Commission - Cedar Bluff VEC Field Office		
			Virginia Vocational Rehabilitation - Leesburg Office		
			Walter Reed Army Medical Center - Family Employment Readiness Program		
			Women's Center - University of Virginia		
			Young Members Committee of the National Press Club		
			<i>Other</i>		
			CPB		
			Facebook		
			Glassdoor		
			Indeed	2	1
			LinkedIn	1	
			WETA.org	6	
Senior Director, Communications	1/26/2021	4/26/2021	<i>Affinity Groups/Community Organizations</i>		
			College Central		
			Handshake		
			Howard University		
			HHUSA		
			NAMIC		
			NETA		
			PMBA		
			Symplicity		
			Morgan State University		
			WIFV		
			<i>Circa</i>		
			Association for Women in Communications		
			Chimes		
			City of Alexandria JobLink		
			City of Alexandria Workforce Development Center		
			Disabled American Veterans - PFC J DEMARR MEM Ch #36		
			Doorways for Women and Families		
			Dress for Success - Washington DC		
			Family Service Foundation, Inc.		

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Note: Please see Recruitment Sources Contact sheet for the organizations' full names.

			Flatwoods Job Corps Center		
			Fort Belvoir - Employment Readiness Program		
			George Washington University Graduate School of Business		
			International Association of Business Communicator		
			Marine for Life - Quantico		
			National Association of Black Accountants - Hampton University		
			Organization of Chinese American Women - Maryland		
			Prince George's County Workforce Development		
			Soldier for Life Transition Assistance Program - Joint Base Langley-Eustis		
			Southern Maryland Workforce Services - Veteran Services		
			UDC/DHS PATHS Program		
			United States Veterans Initiative - Washington, DC		
			Urban Alliance Foundation		
			Veterans Support Foundation		
			Virginia Employment Commission - Cedar Bluff VEC Field Office		
			Virginia Vocational Rehabilitation - Leesburg Office		
			Walter Reed Army Medical Center - Family Employment Readiness Program		
			Women's Center - University of Virginia		
			Young Members Committee of the National Press Club		
			<i>Other</i>		
			CPB		1
			Facebook		
			Glassdoor		
			Indeed		2
			LinkedIn		5
			WETA.org		7
Archive Specialist (NHP)	3/24/2021	5/3/2021	<i>Affinity Groups/Community Organizations</i>		1
			Journalismjobs.com		
			Mediabistro		
			NABJ		
			<i>Circa</i>		
			100 Black Men of Greater Washington, DC		
			40 Plus		
			Amazing Love Health Services		
			American Association of Community Colleges		
			American Association of People with Disabilities		
			American Council for the Blind		
			American Job Center - Northwest		
			American Job Center - Southeast		
			American Job Center - Headquarters		
			American University Career Center		
			ARCH		
			Arlington Employment Center		
			Army Career and Alumni Program - Walter Reed National Military Medical Center		
			Army Community Service/Employment Readiness Program - Fort Belvoir		
			Asian Pacific Islander American Scholarship Fund		
			Black Woman's Agenda, Inc.		

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Note: Please see Recruitment Sources Contact sheet for the organizations' full names.

			Catholic Charities - DC & Maryland		
			Center for Employment Training		
			Center for Minority Veterans		
			City of Alexandria JobLink		
			City of Alexandria Workforce Development Center		
			Concerned Black Men - National Office		
			DC Department of Employment Services		
			Disabled American Veterans - Federal Chapter #1		
			Dress for Success - Washington DC		
			Family Service Foundation, Inc.		
			Fort Belvoir - Employment Readiness Program		
			Gallaudet University - Career Center		
			Greater Washington Hispanic Chamber of Commerce		
			Hiring our Heroes		
			Hispanic Chamber of Commerce - Montgomery County		
			International Association of Business Communicator		
			Jubilee Jobs		
			Korean American Women's Chamber of Commerce		
			Marymount University		
			National Association for Black Veterans - Prince George's County Chapter #0089		
			National Association of Black Accountants - Hampton University		
			NLGJA: The Association of LGBTQ Journalists		
			Prince George's County Workforce Development		
			Public Private Partnership		
			Soldier for Life Transition Assistance Program - Joint Base Langley-Eustis		
			Southern Maryland Workforce Services - Veteran Services		
			Thurgood Marshall College Fund		
			Trinity University - DC		
			UDC/DHS PATHS Program		
			University of District of Columbia		
			University of Maryland Association of Black Journalists		
			USVets - Washington, DC		
			Virginia Vocational Rehabilitation - Leesburg Office		
			Walter Reed Army Medical Center - Family Employment Readiness Program		
			Washington Adventist University		
			Women's Center - University of Virginia		
			Wounded Warrior Project		
			Year Up - DC		
			<i>Other</i>		
			CPB		
			Facebook		
			Glassdoor		
			Indeed		2
			Internal Applicant		1
			LinkedIn		
			PBSNewsHour.org		
			WETA.org		
Associate Youth Media Producer (NHP)	3/26/2021	5/24/2021	Affinity Groups/Community Organizations		1

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Note: Please see Recruitment Sources Contact sheet for the organizations' full names.

			Current Virtual Career Fair		1
			Journalismjobs.com		
			Mediabistro		
			NABJ		
			<i>Circa</i>		
			100 Black Men of Greater Washington, DC		
			40 Plus		
			Amazing Love Health Services		
			American Association of Community Colleges		
			American Association of People with Disabilities		
			American Council for the Blind		
			American Job Center - Northwest		
			American Job Center - Southeast		
			American Job Center - Headquarters		
			ARCH		
			Arlington Employment Center		
			Army Career and Alumni Program - Walter Reed National Military Medical Center		
			Army Community Service/Employment Readiness Program - Fort Belvoir		
			Asian Pacific Islander American Scholarship Fund		
			Black Woman's Agenda, Inc.		
			Bridges from School to Work		
			Brown Girls Doc Mafia		
			Catholic Charities - DC & Maryland		
			Center for Minority Veterans		
			Chimes		
			City of Alexandria Workforce Development Center		
			Community Business Partnership		
			Concerned Black Men - National Office		
			DC Department of Employment Services		
			Disabled American Veterans - Federal Chapter #1		
			Dress for Success - Washington DC		
			Employ Prince George's		
			Gallaudet University - Career Center		
			Greater Washington Hispanic Chamber of Commerce		
			Hiring our Heroes		
			Hispanic Chamber of Commerce - Montgomery County		
			International Association of Business Communicator		
			Jubilee Jobs		
			Korean American Women's Chamber of Commerce		
			Marymount University		
			Mattaponi-Pamukey-Monacan, Inc.		
			National Association for Black Veterans - Prince George's County Chapter #0089		
			National Association of Black Accountants - Hampton University		
			NLGJA: The Association of LGBTQ Journalists		
			Prince George's County Workforce Development		
			Public Private Partnership		
			Southern Maryland Workforce Services - Veteran Services		
			The Alternative House		

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Note: Please see Recruitment Sources Contact sheet for the organizations' full names.

			Thurgood Marshall College Fund		
			Trinity University - D.C.		
			UDC/DHS PATHS Program		
			University of District of Columbia		
			University of Maryland Association of Black Journalists		
			Urban Alliance Foundation		
			USVets - Washington, DC		
			Walter Reed Army Medical Center - Family Employment Readiness Program		
			Washington Adventist University		
			Wounded Warrior Project		
			Year Up - DC		
			Young Members Committee of the National Press Club		
			<i>Other</i>		
			CPB		
			Facebook		
			Glassdoor		
			Indeed		1
			Internal Applicant		1
			LinkedIn		1
			PBSNewsHour.org		
			WETA.org		
Technician, Accounting	4/16/2021	5/24/2021	<i>Affinity Groups/Community Organizations</i>		
			NAMIC		
			NETA		
			PMBA		
			WIFV		
			<i>Circa</i>		
			Accountants Society of Virginia		
			American Women Veterans		
			Chimes		
			City of Alexandria JobLink		
			City of Alexandria Workforce Development Center		
			Doorways for Women and Families		
			Dress for Success - Washington DC		
			Marine for Life - Quantico		
			Northern Virginia Family Service - Training Futures Program		
			Southern Maryland Workforce Services - Veteran Services		
			UDC/DHS PATHS Program		
			United Community		
			Urban Alliance Foundation		
			Veterans Support Foundation		
			Walter Reed Army Medical Center - Family Employment Readiness Program		
			<i>Other</i>		
			CPB		
			Facebook		
			Glassdoor		
			Indeed		1
			Ledgent		1
			LinkedIn		1

