

EEO Public Inspection Narrative Report
WETA-TV & FM (WETA), Washington, D.C., including
NewsHour Productions LLC (NHP)
June 1, 2017 to May 31, 2018

A. Attendance at Career, Job and Internship Fairs

During the reporting period, WETA has continued to participate in fairs in the Washington, D.C. metropolitan area and across the United States. At each event, WETA and/or NHP representatives promoted current openings, answered questions and collected resumes. At local fairs, representatives also distributed information on programming.

During the reporting period, WETA/NHP attended the following fairs:

- Syracuse University Newhouse Communications Career Fair, September 22, 2017. Attended by HR Generalist and NHP representative.
- University of Texas, Austin Moody College of Communication's Communication Job & Internship Fair, September 27, 2017. Attended by two NHP representatives.
- University of Maryland Philip Merrill College of Journalism Career and Internship Fair, October 17, 2017. Attended by two NHP representatives.
- 2017 Arlington Employment Center Fall Career Fair, October 19, 2017. Attended by HR Generalist and HR Coordinator.
- George Mason University Arts in the Real World, February 6, 2018. Attended by HR Generalist and HR Coordinator.
- New York University Journalism Career Fair, March 23, 2018. Attended by two NHP representatives.
- Columbia Journalism School's 2018 Career Expo, March 24, 2018. Attended by two NHP representatives.

B. Diversity in Recruitment

In order to increase and improve the diversity of our workforce, WETA posts all open vacancies to job boards that reach a diverse audience and skill set. Selected sites include: 40 Plus of Greater Washington D.C., National Association of Black Journalists, National Hispanic Media Coalition, National Lesbian and Gay Journalists Association, Public Private Partnership through the US Army Reserve, South Asian Journalists Association, USO Employment Pipeline, and Women in Film and Video.

Although WETA posts all job listings with recruitment sources that will reach a diverse and varied applicant pool, many applicants click through links in job listings that direct them to apply to the open position via WETA's website. This results in WETA's systems capturing WETA.org as the applicant's recruitment source in which they found the opening listed, regardless of first finding the open position listed elsewhere. All

information regarding recruitment sources contained in the attached spreadsheets reflects the recruitment source captured by WETA's application systems.

WETA demonstrated a commitment to diversity in recruiting by adding additional staffing firms that are woman and/or minority-owned to its list of regular staffing partners. WETA also partnered with Management Leadership for Tomorrow, which connects WETA with a diverse group of college students who may apply for one of WETA's many internship or fellowship opportunities.

C. Community Outreach for Employment and Volunteer Opportunities

WETA continues to provide facility tours of its radio and television production centers to a variety of organizations within the D.C. metropolitan area. During these tours, WETA discusses its operations and opportunities for employment and volunteering. WETA hosted approximately 20 tours since June 1, 2017 to groups including, but not limited to the following:

- High school students
- College alumni groups
- PBS NewsHour student interns and student reporters
- PBS and WETA interns

D. Internship, Fellowship, and Apprenticeship 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, corporate marketing, and outreach and community engagement, among others.

Internship Programs

In September 2017, WETA changed its internship program from unpaid, to paid. In doing so WETA acknowledged that not all students are able to participate in unpaid internships. This step was taken to create a more inclusive program. Each internship is designed to provide students and recent graduates with practical work experience, and educational and learning opportunities in the field of public broadcasting. During the summer internship program, when students have similar working hours, WETA organizes several workshop opportunities on subjects such as resume writing and understanding employee benefits.

- Throughout the reporting period, WETA hosted 18 interns from 13 different schools:
 - American University
 - Colby College
 - College of William and Mary
 - Columbia University
 - George Mason University
 - George Washington University

- Georgetown University
- Haverford College
- Johns Hopkins University
- Liberty University
- Muhlenberg College
- University of Virginia
- Wellesley College

Fellowship Programs

The Gwen Ifill Washington Week Fellowship

In 2018, The Washington Week Fellowship was renamed and dedicated to the late Gwen Ifill, who was the host and moderator of *Washington Week*. The fellowship is a five to six month paid position where individuals gain hands-on, real-world experience working on *Washington Week*, the longest running news analysis program on PBS. During this reporting period, two fellows participated in this program, beginning in July 2017 and March 2018, respectively.

The Gwen Ifill/PBS NewsHour Journalism Fellowship

The Washington Press Club Foundation renewed funding in 2018 for the second annual Gwen Ifill/PBS NewsHour Journalism Fellowship. This is a paid, ten week fellowship for a college or graduate student interested in journalism, who receives need-based financial assistance from his/her educational institution. The 2017 recipient of this fellowship began the position in June 2017 and attended California State University, Northridge. This year's recipient, a student from the University of North Texas, was selected from a pool of 39 candidates and began in May 2018.

Apprenticeship Program

In Summer 2017, NHP made significant changes to the News Assistant Program. The program was increased from six to twelve months and News Assistants are now eligible for the full WETA benefits package. The program is aimed at providing practical experience in both the broadcast and online news setting. Eight people have participated in the program since June 1, 2017.

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 June 2017, two employees have taken advantage of this program.

Career Development Training

WETA supports professional development of its staff. Each year, staff members, along with his/her manager, identify certifications, seminars, and other learning opportunities that will advance the employee's knowledge and skills in his/her profession. Budget allowing, WETA will cover the cost of these development opportunities. During this reporting period, many staff members took advantage of these opportunities, for example, members of NewsHour Productions' online news staff attended an Online News Association conference, several of our technicians attended training on camera equipment and staff in WETA's Individual Giving department attended a training session on the use of some of their network software. WETA also offers more generalized training for all employees including trainings and seminars on financial wellness, CPR certification, and AED and first aid training.

WETA offers an 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. 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 industry-wide meetings. These meetings include the PBS Annual Meeting, National Association of Broadcasters Conference, PBS Tech Con, National Association of Independent Schools' People of Color Conference, 2018 Nonprofit Talent & Culture Summit, and American Association for the Advancement of Science Annual Meeting.

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

All Staff Training

WETA requires all staff to 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.

During this reporting period, the Human Resources Department began a series of small group sessions entitled “See Something, Say Something – Harassment,” in which any staff member may ask questions, voice concerns, and talk about harassment in the workplace with members of the HR team. During these sessions, HR provided hard copies of both our employee handbook policy on harassment as well as information on how to reach out to our third party confidential ethics and compliance hotline.

Manager 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

Additionally, the discrimination and harassment prevention and diversity training that WETA provides to all staff members, offers managers the knowledge and skills required to ensure equal employment opportunities and to manage staff legally and fairly.

G. Unique and Exigent Circumstances

Following the death of Gwen Ifill, co-anchor of *PBS NewsHour*, NewsHour Productions drew on internal and contract talent to substitute as co-anchor. In late 2017, it became clear that the increased pressure on staff was not sustainable, and as a result, NewsHour Productions needed to bring in additional on-screen reporting talent as soon as possible. These unique and exigent circumstances led to an exception in WETA’s recruitment policies and procedures for the position of Correspondent, NewsHour Productions. Upon hiring one Correspondent in this manner and filling this urgent need for qualified staff, WETA reinstated our normal recruitment policies and procedures in the hiring of two additional staff members in this role.

WETA TV/FM and NewsHour Productions LLC
Information Regarding Recruitment Sources Contacted for Full-Time Vacancies
June 1, 2017 - May 31, 2018

RECRUITMENT SOURCES	Contact	INTERVIEWED	HIRED
40 Plus of Greater Washington D.C. 1718 P Street, NW, T-2 Washington, DC 20036	jobpostings@40plus-dc.org		
Alabama A&M University 4900 Meridian St. N Huntsville, AL 35811	https://www.aamu.edu/administrativeoffices/student-affairs/campuservices/careerservices/pages/default.aspx		
Alabama State University 915 S Jackson St. Montgomery, AL 36104	http://www.alasu.edu/current-students/career-services/index.aspx		
American University 5th Floor Butler Pavilion 4400 Massachusetts Ave., NW Washington, DC 20016	www.american.edu/careercenter/		
Arlington Employment Center 2100 Washington Boulevard, 1st Floor Arlington, VA 22204	Pam Egner Pegner@arlingtonva.us		
Bowie State University 14000 Jericho Park Rd. Bowie, MD 20715	https://www.bowiestate.edu/campus-life/the-career-development-center/employers/		
Center for Asian American Media (CAAM) 145 Ninth St. Suite 350 San Francisco, CA 94103	http://caamedia.org/ ; Phone: 415-863-0814		
California State University, Northridge (CSU) 18111 Nordhoff St. Northridge, CA 91330	https://www.csun.edu/career# ; Phone: 818-677-2878		
City University of New York, Graduate School of Journalism (CUNY) 219 W. 40th St. New York, NY 10018	https://www.journalism.cuny.edu/		
Clark Atlanta University 223 James P. Brawley Dr., SW Atlanta, GA 30314	http://www.cau.edu/studentaffairs/career.html ; Phone: 404-880-6725		
Columbia School of Broadcasting, Dream 2 Destiny Film School 1819 L Street NW, Suite 100 Washington, DC 20036	http://www.csbdream2destiny.com/about-us/		
Columbia University, Graduate School of Journalism 2950 Broadway (at 116th Street) New York, NY 10027	http://www.journalism.columbia.edu/page/103-post-job-openings/104		
Coppin State University 2500 W North Ave. Baltimore, MD 21216	https://www.collegecentral.com/coppin/ ; Phone: 410-951-3919		

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Information Regarding Recruitment Sources Contacted for Full-Time Vacancies
June 1, 2017 - May 31, 2018

Corporation for Public Broadcasting (CPB) 401 Ninth Street, NW Washington, DC 20006	http://www.cpb.org	3	
DC Networks Dept. of Employment Services Government of the District of Columbia 64 New York Avenue NE Suite 3000 Washington, DC 20002	https://www.dcnetworks.org/		
Defense Civilian Personnel Advisory Service (DCPAS) 1400 Defense Pentagon Washington, DC 20301	Brent Redmon brent.redmon@cpms.osd.mil		
Delaware State University 1200 N Dupont Highway Dover, DE 19901	https://www.desu.edu/student-life/career-services ; Phone: 302-857-6120		
Department For Aging and Rehabilitative Services 722 East Market Street, Suite 202 Leesburg, VA 20176	Tymisha Robinson tymisha.robinson@dars.virginia.gov		
Department of Homeland Security - Veterans Outreach 650 Massachusetts Ave., NW Washington, DC 20001	Gary Gaston gary.gaston@ice.dhs.gov 202-732-3734		
DHR International 900 17th St., NW, #430 Washington, DC 20006	Steven Hayes shayes@dhrinternational.com 202-362-2700 x212	4	1
Digital Diversity Network 41 Madison Ave., 31st Floor New York, NY 10010	http://www.digitaldiversitynetwork.com ; Phone: 646-202-2643		
DMA Nonprofit Federation (DMANF) 1615 L Street, NW, Suite 1100 Washington, DC 20036	http://nonprofitfederation.org/		
Drexel University 3141 Chestnut St. Philadelphia, PA 19104	http://drexel.edu/scdc/employers/contact/		
Emma Bowen Foundation 1221 Avenue of Americas, 28th Floor New York, NY 10112	http://www.emmabowenfoundation.com/jobs		
Employee Referral	NA	6	3
Florida International University 11200 SW 8th St. Miami, FL 33199	https://studentaffairs.fiu.edu/academic-success/career-and-talent-development/index.php		
Gallaudet University 800 Florida Ave., NE Washington, DC 20002	https://gallaudet-csm.symplicity.com/		

WETA TV/FM and NewsHour Productions LLC
Information Regarding Recruitment Sources Contacted for Full-Time Vacancies
June 1, 2017 - May 31, 2018

George Mason University 4400 University Drive Fairfax, VA 22030	https://careers.gmu.edu/ ; Phone: 703-993-2370		
George Washington University The GW Career Center Old Main, Suite 200 1922 F Street, NW Washington, DC 20052	http://www.alumni.gwu.edu/career/index.html		
Georgetown University One Leavey Center, Box 571086 Washington, DC 20057	http://careerweb.georgetown.edu/		
Georgetown University School of Continuing Studies 640 Massachusetts Ave., NW Washington, DC 20001	Stephanie Snyder Stephanie.snyder@georgetown.edu		
Global Jobs	https://www.globaljobs.org/		
Granite State College 25 Hall St. Concord, NH 03301	https://my.granite.edu/job-opportunities		
Greater Public 401 North 3rd Street, Suite 370 Minneapolis, MN 554011	http://greaterpublic.org/		
Hampton University 100 E Queen St. Hampton, VA 23669	http://www.hamptonu.edu/student-services/careercenter/erecruiting.cfm		
Howard University, School of Communications 525 Bryant Street, NW, #230 Washington, DC 20059	Carol Dudley cdudley@howard.edu		
Human Resources Leadership Forum (HRLF) 222 South Church St., #100 Charlotte, NC 28202	admin@hrleadershipforum.org		
Idealist 302 Fifth Avenue, 11th Floor New York, NY 10001	http://www.idealists.org/		1
Indeed 177 Broad Street, 6th Floor Stamford, CT 06901	http://www.indeed.com/		19
Internmatch.com	https://www.looksharp.com/employers/sign_in		
Internships.com	https://www.internships.com/login		
Journalismjobs.com	http://www.journalismjobs.com/post-new-job		2
Langston University 701 Sammy Davis Jr. Drive Langston, OK 73050	https://lionlinks.langston.edu/organization/careerservices/news		
LinkedIn 2029 Stierlin Ct. Mountain View, CA 94043	https://www.linkedin.com		20
			4

WETA TV/FM and NewsHour Productions LLC
Information Regarding Recruitment Sources Contacted for Full-Time Vacancies
June 1, 2017 - May 31, 2018

Maryland Film Office 401 East Pratt Street, 14th Floor Baltimore, MD 21202	http://marylandfilm.org/Pages/Job-Opportunities-Internships.aspx		
Maryland Workforce Exchange 1100 N. Eutaw Street, Room 209 Baltimore, MD 21201	https://mwe.dllr.state.md.us/		
Marymount University 2807 N Glebe Rd. Arlington, VA 22207	Jennifer Jackson 703-522-5600		
Mediabistro 770 Broadway, 15th floor New York, NY 10003	http://www.mediabistro.com	4	1
MEOjobs	Mark Oppenheim meojobs@gmail.com		
Middle Georgia State University 100 University Parkway Macon, GA 31206	https://www.mga.edu/career-services/employers-recruiters.php		
Mississippi Valley State University 14000 U.S. 82 Itta Bena, MS 38941	careerservices@mvsu.edu; Phone: 662-254-3440		
Morgan State University 1700 E Cold Spring Ln. Baltimore, MD 21251	https://morgan-csm.symplicity.com/employers/?signin_tab=0		
National Association for Multi-Ethnicity In Communications (NAMIC) 50 Broad Street, Suite 1801 New York, NY 10004	http://namic.com/jobbank/		
National Association of Black Journalists (NABJ) 8800 Lakewood Dr., #117 Windsor, CA 95492	http://nabjcareers.org/	1	
National Association of Hispanic Journalists (NAHJ) 1050 Connecticut Avenue, NW, 10th Floor Washington, DC 20036	http://www.nahjcareercenter.com/		
National Association of Science Writers (NASW) PO Box 7905 Berkeley, CA 94707	https://www.nasw.org/services-employers-and-writers	1	
National Educational Telecommunications Association (NETA) PO Box 50008 Columbia, SC 29250	http://www.netaonline.org/jobs.htm		
National Hispanic Media Coalition (NHMC) 1825 K Street, NW, Ste. 400 Washington, DC 20006	http://www.nhmc.org/		

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Information Regarding Recruitment Sources Contacted for Full-Time Vacancies
June 1, 2017 - May 31, 2018

National Lesbian and Gay Journalists Association (NLGJA) 2120 L Street, NW, Suite 850 Washington, DC 20037	https://nlgja.site-ym.com/networking/		
New Mexico State University 1780 E University Ave Las Cruces, NM 88003	https://www.myinterfase.com/nmsu/employer/home.aspx		
New York University, Arthur L. Carter Journalism Institute 20 Cooper Sq. New York, NY 10003	http://careerservices.nyujournalism.org/submit/		
Nonprofit HR 1400 Eye St., NW, Suite 500 Washington, DC 20005	Yvonne Rivera 202-644-7422 yrivera@nonprofithr.com		1
North Carolina Central University 1801 Fayetteville St. Durham, NC 27707	http://www.nccu.edu/careerservices/recruitatnccu.cfm ; Phone: 919-530-6100		
Northern Virginia Temporaries (NVT) 7115 Leesburg Pike, Suite 314 Falls Church, VA 22043	Kathryn Gwensberg 703-761-4357 kathryn.gwensberg@nvtstaffing.com		1
PBSNewsHour.org 3939 Campbell Ave. Arlington, VA 22206	http://www.pbs.org/newshour/	22	6
Philanthropy News Digest (PND) 32 Old Slip, 24th Floor New York, NY 10005	http://philanthropynewsdigest.org/jobs	2	
Prairie View A&M University 100 University Dr. Prairie View, TX 77446	careers@pvamu.edu; Phone: 936-261-3570		
Private Public Partnership Fort George G. Mead USARC 2118 Annapolis Rd. Ft Meade, MD 20755	James Tharpe 301-833-6817 james.c.tharpe2.ctr@mail.mil		
ProGay Jobs 1800 Market Street, #26 San Francisco, CA 94102	http://www.progayjobs.com/		
Public Media Business Association (PMBA) 7918 Jones Branch Drive, Suite 300 McLean, VA 22102	http://www.pmbaonline.org/		
Simmons College 300 The Fenway Boston, MA 02115	http://www.simmons.edu/cec/faculty-and-staff/job-and-internship-listings		
South Asian Journalists Association (SAJA) 3620 Walnut St. Philadelphia, PA 19104	http://www.saja.org/jobs		

WETA TV/FM and NewsHour Productions LLC
Information Regarding Recruitment Sources Contacted for Full-Time Vacancies
June 1, 2017 - May 31, 2018

Southern University and A&M College 801 Harding Boulevard Baton Rouge, LA 70807	https://subr-csm.symplicity.com/employers/index.php?signin_tab=0		
Syracuse University 215 University Pl. Syracuse, NY 13210	http://careerservices.syr.edu/employer/recruitsu.html ; Phone: 315-443-9093; Email: careers@syr.edu		
Tennessee State University 3500 John A Merritt Boulevard Nashville, TN 37209	https://tnstate.joinhandshake.com/employer_registrations/new		
The Choice Group 4807 Radford Ave. Richmond, VA 23230	Shadi Zadeh shadizzadeh@thechoicegroup.com		
Tom Manatos Jobs	https://www.tommanatosjobs.com/login.aspx		
University of Maryland, Baltimore County 1000 Hilltop Circle Baltimore, MD 21250	Phone: 410-455-1000 x2216		
University of Maryland, College Park 3100 Hornbake Library, 3rd floor, South Wing 4130 Campus Dr. College Park, MD 20742	http://merrill.umd.edu/		
University of New Mexico 1 Univeristy of New Mexico Albuquerque, NM 87131	Keith Hitz 505-277-2531 khitz@unm.edu		
University of the District of Columbia 4200 Connecticut Ave., NW Washington, DC 20008	https://www.myinterfase.com/udc/employer/home.aspx		
University of Virginia P.O. Box 400134 Bryant Hall, 2nd floor Charlottesville, VA 22904-4134	http://virginia-csm.symplicity.com/employers/		
USO Employment Pipeline 2111 Wilson Blvd., #1200 Arlington, VA 22201	https://usoemploymentpipeline.com/		
Virigina State University 1 Hayden St. Petersburg, VA 23806	https://vsu-csm.symplicity.com/employers/index.php?signin_tab=0		
Virginia Workforce Connection 703 E. Main St. Richmond, VA 23219	https://www.vawc.virginia.gov/		
WETA Internal Candidate 3939 Campbell Avenue Arlington, VA 22206	N/A	15	7
WETA Social Media 3939 Campbell Avenue Arlington, VA 22206	Lacy Baugher 703-998-2051 Lbaugher@weta.org		

WETA TV/FM and NewsHour Productions LLC
 Information Regarding Recruitment Sources Contacted for Full-Time Vacancies
 June 1, 2017 - May 31, 2018

WETA.org 3939 Campbell Avenue Arlington, VA 22206	http://www.weta.org	78	11
Winston-Salem State University 601 S. Martin Luther King Jr. Dr. Winston-Salem, NC 27110	https://www.myinterfase.com/wssu/employer/		
Women in Film & Video of Washington, DC (WIFV) 1233 20th Street NW, Suite 401 Washington, DC 20036	http://www.wifv.org	1	
Xavier University of Louisiana 1 Drexel Dr. New Orleans, LA 70125	http://www.xula.edu/career-services/index.html		
		Total Interviewed: 181	Total Hired: 37

Note: Although WETA posts all job listings with recruitment sources that will reach a diverse and varied applicant pool, many applicants click through links in job listings that direct them to apply to the open position via WETA's website. This results in WETA's systems capturing WETA.org as the applicant's recruitment source in which they found the opening listed, regardless of first finding the open position listed elsewhere.

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WETA TV/FM and NewsHour Productions LLC
June 1, 2017 - May 31, 2018

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

POSITION TITLE	DATE OPENED	DATE FILLED	RECRUITMENT SOURCES	INTERVIEWED	HIRED
Producer, General Assignment (NHP)	5/8/2017	6/5/2017	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CAAM		
			CPB		
			DC Networks		
			Department for Aging and Rehabilitative Services		
			Department of Homeland Security - Veterans Outreach		
			Digital Diversity Network		
			Global Jobs		
			Indeed		1
			Journalismjobs.com		
			LinkedIn		
			Maryland Film Office		
			Maryland Workforce Exchange		
			Mediabistro		
			MEOjobs		
			NABJ		
			NAHJ		
			NETA		
			NHMC		
			NLGJA		
			PBSNewsHour.org		2
			PMBA		
			PND		
			Private Public Partnership		
ProGay Jobs					
SAJA					
USO Employment Pipeline					
Virginia Workforce Connection					
WETA Internal Candidate		1	1		
WETA Social Media					
WETA.org		1			
Gwen Ifill/PBS NewsHour Journalism Fellow (NHP)	3/8/2017	6/5/2017	Alabama State University		
			American University		
			Bowie State University		
			CSU		
			Clark Atlanta University		
			Coppin State University		
			CUNY		
			Delaware State University		
			Drexel University		
			Florida International University		
			George Washington University		
			Granite State College		
			Hampton University		
Howard University					

EEO Public File Report
WETA TV/FM and NewsHour Productions LLC
June 1, 2017 - May 31, 2018

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			Langston University		
			Mississippi Valley State University		
			Morgan State University		
			New Mexico State University		
			North Carolina Central University		
			PBSNewsHour.org	4	1
			Prairie View A&M University		
			Southern University and A&M College		
			Tennessee State University		
			University of the District of Columbia		
			Virginia State University		
Production Assistant, Segment Unit (2) (NHP)	5/22/2017	6/19/2017, 6/19/2017	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CAAM		
			CPB		
			DC Networks		
			Department for Aging and Rehabilitative Services		
			Department of Homeland Security - Veterans Outreach		
			Digital Diversity Network		
			Emma Bowen Foundation		
			Indeed		
			Journalismjobs.com		
			LinkedIn		
			Maryland Film Office		
			Maryland Workforce Exchange		
			Mediabistro		
			MEOjobs		
			NABJ		
			NAHJ		
			NAMIC		
			NETA		
			NHMC		
			NLGJA		
			PBSNewsHour.org	1	1
			PMBA		
			PND		
			Private Public Partnership		
			ProGay Jobs		
			SAJA		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			WETA Internal Candidate	4	1
			WETA Social Media		
			WETA.org	1	
			WIFV		
Associate Producer, Student Reporting Labs (NHP)	5/18/2017	7/5/2017	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		

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WETA TV/FM and NewsHour Productions LLC
June 1, 2017 - May 31, 2018

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			CAAM		
			CPB		
			DC Networks		
			Department for Aging and Rehabilitative Services		
			Department of Homeland Security - Veterans Outreach		
			Digital Diversity Network		
			Emma Bowen Foundation		
			Indeed		
			Journalismjobs.com		
			LinkedIn	1	1
			Maryland Film Office		
			Maryland Workforce Exchange		
			Mediabistro	1	
			MEOjobs		
			NABJ	1	
			NAHJ		
			NAMIC		
			NETA		
			NHMC		
			NLGJA		
			PBSNewsHour.org	1	
			PMBA		
			PND		
			Private Public Partnership		
			ProGay Jobs		
			SAJA		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			WETA Social Media		
			WETA.org	1	
			WIFV		
Fellow, Washington Week	4/21/2017	7/5/2017	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CPB	2	
			DC Networks		
			DCPAS		
			Department for Aging and Rehabilitative Services		
			Department of Homeland Security - Veterans Outreach		
			Indeed		
			LinkedIn		
			Maryland Workforce Exchange		
			Mediabistro	3	1
			NETA		
			NHMC		
			PMBA		
			PND		
			ProGay Jobs		
			Simmons College		

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WETA TV/FM and NewsHour Productions LLC
June 1, 2017 - May 31, 2018

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			The Choice Group		
			Private Public Partnership		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			WETA Social Media		
			WETA.org	9	
Associate Producer, Washington Week	4/21/2017	7/10/2017	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CPB		
			DC Networks		
			DCPAS		
			Department for Aging and Rehabilitative Services		
			Department of Homeland Security - Veterans Outreach		
			Indeed	1	
			LinkedIn	4	1
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			PMBA		
			PND	1	
			ProGay Jobs		
			Private Public Partnership		
			The Choice Group		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			WETA Social Media		
			WETA.org	4	
Science and Social Media News Assistant (2) (NHP)	2/17/2017	7/10/2017, 9/25/2017	40 Plus of Greater Washington D.C.		
			American University		
			Arlington Employment Center		
			CAAM		
			Columbia University, Graduate School of Journalism		
			CPB	1	
			DC Networks		
			Department for Aging and Rehabilitative Services		
			Department of Homeland Security - Veterans Outreach		
			Columbia School of Broadcasting, Dream 2 Destiny Productions		
			Galludet University		
			George Mason University		
			George Washington University		
			Georgetown University		
			Georgetown University School of Continuing Studies		
			Howard University		
			Indeed	2	
			Internmatch.com		
			Internships.com		

EEO Public File Report
WETA TV/FM and NewsHour Productions LLC
June 1, 2017 - May 31, 2018

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

			LinkedIn	1	1
			Maryland Film Office		
			Maryland Workforce Exchange		
			Marymount University		
			MEOjobs		
			NASW	1	
			New York University, Arthur L. Carter Journalism Institute		
			NHMC		
			NLGJA		
			PBSNewsHour.org	1	1
			PMBA		
			SAJA		
			Syracuse University		
			University of Maryland, Baltimore County		
			University of Maryland, College Park		
			University of Virginia		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			WETA Social Media		
			WETA.org	4	
			WIFV		
Announcer/Producer (2)	6/22/2017	8/1/2017, 8/1/2017	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CAAM		
			CPB		
			DC Networks		
			DCPAS		
			Department for Aging and Rehabilitative Services		
			Department of Homeland Security - Veterans Outreach		
			Indeed		
			LinkedIn		
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			PMBA		
			PND		
			Private Public Partnership		
			ProGay Jobs		
			SAJA		
			The Choice Group		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			WETA Internal Candidate	2	2
			WETA Social Media		
			WETA.org	4	

EEO Public File Report
WETA TV/FM and NewsHour Productions LLC
June 1, 2017 - May 31, 2018

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

		8/8/2017, 8/21/2017, 9/5/2017, 9/11/2017			
News Assistant (4) (NHP)	6/1/2017		40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CAAM		
			Columbia University, Graduate School of Journalism		
			CPB		
			DC Networks		
			Department for Aging and Rehabilitative Services		
			Department of Homeland Security - Veterans Outreach		
			Digital Diversity Network		
			Howard University		
			Indeed	1	1
			Internships.com		
			LinkedIn		
			Maryland Workforce Exchange		
			Marymount University		
			MEOjobs		
			NHMC		
			NLGJA		
			New York University, Arthur L. Carter Journalism Institute		
			PBSNewsHour.org	4	2
			PMBA		
			PND		
			ProGay Jobs		
			SAJA		
			Syracuse University		
			University of Maryland, Baltimore County		
			University of Maryland, College Park		
			USO Employment Pipeline		
			University of Virginia		
			Virginia Workforce Connection		
			WETA Social Media		
			WETA.org	5	1
			WIFV		
Production Associate, Washington Week	6/5/2017	8/15/2017	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CAAM		
			CPB		
			DC Networks		
			DCPAS		
			Department for Aging and Rehabilitative Services		
			Department of Homeland Security - Veterans Outreach		
			Indeed	4	
			LinkedIn	2	
			Maryland Workforce Exchange		

EEO Public File Report
WETA TV/FM and NewsHour Productions LLC
June 1, 2017 - May 31, 2018

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

			NETA		
			NHMC		
			PMBA		
			PND		
			Private Public Partnership		
			ProGay Jobs		
			SAJA		
			The Choice Group		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			WETA Social Media		
			WETA.org	2	1
Chief Financial Officer	5/31/2017	8/23/2017	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CAAM		
			CPB		
			DC Networks		
			DCPAS		
			Department for Aging and Rehabilitative Services		
			Department of Homeland Security - Veterans Outreach		
			DHR International	4	1
			Indeed		
			LinkedIn		
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			PMBA		
			PND		
			Private Public Partnership		
			ProGay Jobs		
			SAJA		
			The Choice Group		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			WETA Social Media		
			WETA.org		
HR Coordinator	6/28/2017	8/28/2017	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CAAM		
			CPB		
			DC Networks		
			DCPAS		
			Department for Aging and Rehabilitative Services		
			Department of Homeland Security - Veterans Outreach		
			Employee Referral	1	
			Indeed	1	1
			LinkedIn		
			Maryland Workforce Exchange		

EEO Public File Report
WETA TV/FM and NewsHour Productions LLC
June 1, 2017 - May 31, 2018

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

			NETA		
			NHMC		
			Nonprofit HR	1	
			PMBA		
			PND		
			Private Public Partnership		
			ProGay Jobs		
			The Choice Group		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			WETA Social Media		
			WETA.org	1	
News Assistant, Foreign Affairs (NHP)	6/1/2017	9/5/2017	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CAAM		
			Columbia University, Graduate School of Journalism		
			CPB		
			DC Networks		
			Department for Aging and Rehabilitative Services		
			Department of Homeland Security - Veterans Outreach		
			Digital Diversity Network		
			Howard University		
			Indeed		
			LinkedIn		
			Maryland Workforce Exchange		
			MEOjobs		
			New York University, Arthur L. Carter Journalism Institute		
			NHMC		
			NLGJA		
			PBSNewsHour.org	2	
			PMBA		
			PND		
			ProGay Jobs		
			SAJA		
			Syracuse University		
			University of Maryland, Baltimore County		
			University of Maryland, College Park		
			University of Virginia		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			WETA Social Media		
			WETA.org	1	1
			WIFV		
Production Assistant, Segment Unit (NHP)	7/27/2017	9/18/2017	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CAAM		
			CPB		

EEO Public File Report
WETA TV/FM and NewsHour Productions LLC
June 1, 2017 - May 31, 2018

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

			DC Networks		
			Department for Aging and Rehabilitative Services		
			Department of Homeland Security - Veterans Outreach		
			Digital Diversity Network		
			Emma Bowen Foundation		
			Indeed		
			Journalismjobs.com		
			LinkedIn		
			Maryland Film Office		
			Maryland Workforce Exchange		
			Mediabistro		
			MEOjobs		
			NABJ		
			NAHJ		
			NAMIC		
			NETA		
			NHMC		
			NLGJA		
			PBSNewsHour.org	1	
			PMBA		
			PND		
			Private Public Partnership		
			ProGay Jobs		
			SAJA		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			WETA Internal Candidate	1	
			WETA Social Media		
			WETA.org	1	1
			WIFV		
News Assistant, Politics (NHP)	5/26/2017	9/25/2017	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CAAM		
			Columbia University, Graduate School of Journalism		
			CPB		
			DC Networks		
			Department for Aging and Rehabilitative Services		
			Department of Homeland Security - Veterans Outreach		
			Digital Diversity Network		
			Howard University		
			Indeed		
			Internships.com		
			LinkedIn		
			Maryland Workforce Exchange		
			Marymount University		
			MEOjobs		
			New York University, Arthur L. Carter Journalism Institute		

EEO Public File Report
WETA TV/FM and NewsHour Productions LLC
June 1, 2017 - May 31, 2018

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

			NHMC		
			NLGJA		
			PBSNewsHour.org	5	1
			PMBA		
			PND		
			ProGay Jobs		
			SAJA		
			Syracuse University		
			University of Maryland, Baltimore County		
			University of Maryland, College Park		
			University of Virginia		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			WETA Social Media		
			WETA.org	2	
			WIFV	1	
Production Assistant, Segment Unit (NHP)	9/13/2017	10/2/2017	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CAAM		
			CPB		
			DC Networks		
			Department for Aging and Rehabilitative Services		
			Department of Homeland Security - Veterans Outreach		
			Digital Diversity Network		
			Emma Bowen Foundation		
			Indeed		
			Journalismjobs.com		
			LinkedIn		
			Maryland Film Office		
			Maryland Workforce Exchange		
			Mediabistro		
			MEOjobs		
			NABJ		
			NAHJ		
			NAMIC		
			NETA		
			NHMC		
			NLGJA		
			PBSNewsHour.org	1	
			PMBA		
			PND		
			Private Public Partnership		
			ProGay Jobs		
			SAJA		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			WETA Internal Candidate	1	1
			WETA Social Media		

EEO Public File Report
WETA TV/FM and NewsHour Productions LLC
June 1, 2017 - May 31, 2018

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

			WETA.org	1	
			WIFV		
Manager, Grant Stewardship	7/27/2017	10/9/2017	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CAAM		
			CPB		
			DC Networks		
			DCPAS		
			Department for Aging and Rehabilitative Services		
			Department of Homeland Security - Veterans Outreach		
			Indeed		
			LinkedIn		
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			PMBA		
			PND		
			Private Public Partnership		
			ProGay Jobs		
			The Choice Group		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			WETA Internal Candidate	1	1
			WETA Social Media		
			WETA.org	2	
Senior Associate, Donor Care and Volunteer Services	8/23/2017	10/23/2017	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CAAM		
			CPB		
			DC Networks		
			DCPAS		
			Department for Aging and Rehabilitative Services		
			Department of Homeland Security - Veterans Outreach		
			Idealist	1	
			Indeed		
			LinkedIn		
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			PMBA		
			PND		
			Private Public Partnership		
			ProGay Jobs		
			The Choice Group		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			WETA Internal Candidate	1	
			WETA Social Media		

EEO Public File Report
WETA TV/FM and NewsHour Productions LLC
June 1, 2017 - May 31, 2018

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

			WETA.org	2	1
Producer, Politics (NHP)	6/19/2017	11/1/2017	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CAAM		
			CPB		
			DC Networks		
			Department for Aging and Rehabilitative Services		
			Department of Homeland Security - Veterans Outreach		
			Digital Diversity Network		
			Emma Bowen Foundation		
			Indeed		
			Journalismjobs.com	1	
			LinkedIn	1	
			Maryland Film Office		
			Maryland Workforce Exchange		
			Mediabistro		
			MEOjobs		
			NABJ		
			NAHJ		
			NAMIC		
			NETA		
			NHMC		
			NLGJA		
			PBSNewsHour.org		
			PMBA		
			PND		
			Private Public Partnership		
			ProGay Jobs		
			SAJA		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			WETA Internal Candidate	1	1
			WETA Social Media		
			WETA.org		
			WIFV		
Coordinator, Direct Response Fundraising	9/29/2017	12/4/2017	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CAAM		
			CPB		
			DC Networks		
			DCPAS		
			Department for Aging and Rehabilitative Services		
			Department of Homeland Security - Veterans Outreach		
			Employee Referral	1	1
			Indeed		
			LinkedIn	1	
			Maryland Workforce Exchange		
			NETA		

EEO Public File Report
WETA TV/FM and NewsHour Productions LLC
June 1, 2017 - May 31, 2018

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

			NHMC		
			PMBA		
			PND		
			Private Public Partnership		
			ProGay Jobs		
			The Choice Group		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			WETA Internal Candidate	1	
			WETA Social Media		
			WETA.org	1	
Assistant, Facilities	11/9/2017	1/16/2018	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CAAM		
			CPB		
			DC Networks		
			DCPAS		
			Department for Aging and Rehabilitative Services		
			Department of Homeland Security - Veterans Outreach		
			Indeed	1	
			LinkedIn		
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			PMBA		
			PND		
			Private Public Partnership		
			ProGay Jobs		
			The Choice Group		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			WETA Social Media		
			WETA.org	4	1
Senior Associate, Foundation and Government Development	10/6/2017	1/16/2018	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CAAM		
			CPB		
			DC Networks		
			DCPAS		
			Department for Aging and Rehabilitative Services		
			Department of Homeland Security - Veterans Outreach		
			Greater Public		
			Idealist		
			Indeed	1	
			LinkedIn	2	
			Maryland Workforce Exchange		
			NETA		
			NHMC		

EEO Public File Report
WETA TV/FM and NewsHour Productions LLC
June 1, 2017 - May 31, 2018

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

			NVT	1	1
			PMBA		
			PND	1	
			Private Public Partnership		
			ProGay Jobs		
			The Choice Group		
			Tom Manatos Jobs		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			WETA Social Media		
			WETA.org	4	
Vice President, Human Resources & Organizational Development	9/20/2017	2/1/2018	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CAAM		
			CPB		
			DC Networks		
			DCPAS		
			Department for Aging and Rehabilitative Services		
			Department of Homeland Security - Veterans Outreach		
			Employee Referral	1	
			HRLF		
			Indeed	1	
			LinkedIn	5	1
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			PMBA		
			PND		
			Private Public Partnership		
			ProGay Jobs		
			The Choice Group		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			WETA Internal Candidate	1	
			WETA Social Media		
			WETA.org	1	
Gwen Ifill Washington Week Fellow (formerly known as Fellow, Washington Week)	1/24/2018	3/8/2018	Alabama A&M University		
			Bowie State University		
			CSU		
			Delaware State University		
			Florida International University		
			Howard University		
			Indeed	1	
			Langston University		
			LinkedIn		
			Middle Georgia State University		
			NABJ		

EEO Public File Report
WETA TV/FM and NewsHour Productions LLC
June 1, 2017 - May 31, 2018

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

			NAHJ		
			NHMC		
			North Carolina Central University		
			ProGay Jobs		
			University of New Mexico		
			Virginia State University		
			Winston-Salem State University		
			WETA Social Media		
			WETA.org	3	1
			Xavier University of Louisiana		
Correspondent (2) (NHP)	1/11/2018	4/2/2018, 5/9/2018	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CAAM		
			CPB		
			DC Networks		
			Department for Aging and Rehabilitative Services		
			Department of Homeland Security - Veterans Outreach		
			Digital Diversity Network		
			Emma Bowen Foundation		
			Employee Referral	1	
			Indeed		
			Journalismjobs.com		
			LinkedIn		
			Maryland Film Office		
			Maryland Workforce Exchange		
			Mediabistro		
			MEOjobs		
			NABJ		
			NAHJ		
			NAMIC		
			NETA		
			NHMC		
			NLGJA		
			PBSNewsHour.org		
			PMBA		
			PND		
			Private Public Partnership		
			ProGay Jobs		
			SAJA		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			WETA Social Media		
			WETA.org	10	2
			WIFV		
Production Assistant, Online (NHP)	2/9/2018	4/9/2018	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CAAM		

EEO Public File Report
WETA TV/FM and NewsHour Productions LLC
June 1, 2017 - May 31, 2018

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

			CPB		
			DC Networks		
			Department for Aging and Rehabilitative Services		
			Department of Homeland Security - Veterans Outreach		
			Digital Diversity Network		
			Emma Bowen Foundation		
			Indeed	1	
			Journalismjobs.com	1	
			LinkedIn		
			Maryland Film Office		
			Maryland Workforce Exchange		
			Mediabistro		
			MEOjobs		
			NABJ		
			NAHJ		
			NAMIC		
			NETA		
			NHMC		
			NLGJA		
			PBSNewsHour.org		
			PMBA		
			PND		
			Private Public Partnership		
			ProGay Jobs		
			SAJA		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			WETA Internal Candidate	1	
			WETA Social Media		
			WETA.org	2	1
			WIFV		
Producer, Washington Week	10/16/2017	4/11/2018	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CAAM		
			CPB		
			DC Networks		
			DCPAS		
			Department for Aging and Rehabilitative Services		
			Department of Homeland Security - Veterans Outreach		
			Employee Referral	1	1
			Indeed	2	
			Journalismjobs.com		
			LinkedIn	2	
			Maryland Workforce Exchange		
			NABJ		
			NAHJ		
			NETA		
			NHMC		

EEO Public File Report
WETA TV/FM and NewsHour Productions LLC
June 1, 2017 - May 31, 2018

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

			PMBA		
			PND		
			Private Public Partnership		
			ProGay Jobs		
			The Choice Group		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			WETA Social Media		
			WETA.org	6	
Manager, Development Operations	3/6/2018	4/23/2018	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CAAM		
			CPB		
			DC Networks		
			DCPAS		
			Department for Aging and Rehabilitative Services		
			Department of Homeland Security - Veterans Outreach		
			DMANF		
			Employee Referral	1	1
			Indeed	1	
			LinkedIn		
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			PMBA		
			PND		
			Private Public Partnership		
			ProGay Jobs		
			The Choice Group		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			WETA Social Media		
			WETA.org	1	
Assistant General Counsel			40 Plus of Greater Washington D.C.		
	2/1/2018	5/21/2018	Arlington Employment Center		
			CAAM		
			CPB		
			DC Networks		
			DCPAS		
			Department for Aging and Rehabilitative Services		
			Department of Homeland Security - Veterans Outreach		
			Indeed	1	1
			LinkedIn	1	
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			PMBA		
			PND		

EEO Public File Report
WETA TV/FM and NewsHour Productions LLC
June 1, 2017 - May 31, 2018

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			Private Public Partnership		
			ProGay Jobs		
			The Choice Group		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			WETA Social Media		
			WETA.org	2	
Gwen Ifill/PBS NewsHour Journalism Fellow	2/6/2018	5/21/2018	Alabama A&M University		
			Bowie State University		
			CSU		
			Delaware State University		
			Florida International University		
			Howard University		
			Indeed		
			Langston University		
			LinkedIn		
			Middle Georgia State University		
			NABJ		
			NAHJ		
			NHMC		
			North Carolina Central University		
			PBSNewsHour.org		
			ProGay Jobs		
			University of New Mexico		
			Virginia State University		
			WETA Social Media		
			WETA.org	3	1
			Winston-Salem State University		
			Xavier University of Louisiana		
			Total:	181	37

Note: Although WETA posts all job listings with recruitment sources that will reach a diverse and varied applicant pool, many applicants click through links in job listings that direct them to apply to the open position via WETA's website. This results in WETA's systems capturing WETA.org as the applicant's recruitment source in which they found the opening listed, regardless of first finding the open position listed elsewhere.