

EEO Public Inspection Narrative Report
WETA-TV & FM (WETA), Washington, D.C., including
NewsHour Productions LLC (NHP)
June 1, 2022 to May 31, 2023

A. Attendance at Career, Job and Internship Fairs

Every year, WETA and/or NHP representatives attend Career, Job and Internships Fairs to promote current openings, connect with potential candidates for future openings, answer questions and collect resumes. During the reporting period, WETA/NHP attended the following career fairs:

- Think.Public.Media 2022 – National Association of Black Journalists and National Association of Hispanic Journalists. August 3rd-5th, 2022. Attended by 1 NHP representative.
- Think.Public.Media 2022 – Native American Journalists Association. August 25th-27 2022. Attended by 1 NHP representative.
- Columbia University Journalism School Virtual Career Expo. March 25th & 27th, 2023. Attended by 1 NHP representative and 1 recruiter.
- Public Media Virtual Career Fair. March 29, 2023. Attended by 1 NHP representative and 1 recruiter.

B. Diversity in Recruitment

WETA posts open positions on a wide variety of job boards that reach a diverse audience of potential applicants. WETA continues to partner with Circa, an aggregator whose job boards and exchanges reach a large and diverse audience by reposting our job listings to a wide variety of sources including some academic institutions, culturally affiliated groups, and community-based organizations. More information on where Circa distributes WETA's job openings is included in the Recruitment Sources spreadsheet of this EEO Report.

In addition to WETA's use of Circa for distribution of our job openings, WETA continues to post jobs to media specific sites Asian American Journalists Association Career Center, CPB Jobline, Idealists, Journalismjobs, MediaBistro, and the National Association of Black Journalists Career Center.

Diversity, Equity, and Inclusion

As a leading community-based public media organization, WETA/NHP values diversity and all that it brings to our company, culture, and community. We strive to ensure that our commitment to diversity, equity, and inclusion is represented in everything we do, from how we develop content, to how we develop people – and everything in between. We aspire to be a place where everyone can thrive, without regard to race, age, gender, ability, sexual orientation, or any other dimension of diversity, and a public broadcaster of choice within the diverse communities we serve.

In furtherance of WETA's commitment to diversity, equity and inclusion, WETA hired a Senior Vice President and Chief Diversity, Equity & Inclusion Officer in Fall 2022. WETA's new Chief DEI Officer's first steps in the role were to evaluate our current practices and goals and create an updated DEI strategy for our organization. This updated strategy, completed in early 2023, reinforces DEI as a key business priority that is integrated into the fabric of our organization and is fundamentally aligned with our core values.

Under the direction of our Chief DEI Officer, WETA has accomplished a number of milestones this reporting period, including the following:

- Established a partnership with Seramount (formerly Diversity Best Practices), a leading DEI strategy, benchmarking, and research organization. Leveraging Seramount's expertise and resources to continue increasing DEI competency and awareness companywide.
- Created a new DEI Advisory Committee, an updated and modified version of our previous DEI Council. The DEI Advisory Committee focuses on strategy and advancing DEI efforts companywide. The Committee also includes subcommittees with focuses in a variety of areas including multi-dimensional/intersectional DEI efforts.

C. Community Outreach for Employment and Volunteer Opportunities

Although WETA historically hosts many facility tours of our radio and television production centers, these tours were stopped in 2020 due to COVID. We've been unable to resume those tours during this reporting period due to construction at WETA's facility. During this reporting period, six volunteers donated a cumulative 681.45 hours of their time to WETA.

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.

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. 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 discussions with staff at the Public Broadcasting

Service (PBS), including from PBS departments such as learning media, digital media, and general audience programming.

Throughout the reporting period, WETA hosted 27 interns from 21 different schools:

- o American University
- o Arcadia University
- o Bard College
- o Emerson College
- o George Washington University
- o Georgetown University
- o Hofstra University
- o Howard University
- o Kennesaw State University
- o Northeastern University
- o Sarah Lawrence College
- o School of Art Institute
- o Smith College
- o Syracuse University
- o Towson University
- o University of Central Missouri
- o University of Maryland
- o University of Michigan
- o University of South Carolina
- o University of Southern California

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 for recent graduates, 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 Florida State University started the fellowship in June 2022 and is still in the position.

The Gwen Ifill/PBS NewsHour Journalism Fellowship

The Washington Press Club Foundation renewed funding in 2023 for the seventh 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 2022 recipient was a student from Michigan State University and was selected from a pool of 3 applications. The recipient held the position from May 2022 to July 2022.

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. The Jim Lehrer Fellowship is awarded to a recent college graduate who is an aspiring journalist, and who will 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. The 2023 recipient, who began the position in May 2023, is a student from Emory University and was selected from a pool of 20 applicants.

Apprenticeship Programs

News Assistant Program

The News Assistant program is a paid, entry-level program designed for recent college 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. Seven people have participated in the program since June 1, 2022.

Journalism Lab Program

PBS NewsHour Student Reporting Labs (SRL) is a hands-on student journalism training program that connects young people with real world experiences and educators with resources and community. The initiative is grounded in project-based learning around video storytelling, community journalism and civic engagement, and supporting student video journalism in classrooms and after-school programs. Through SRL's curriculum platform, StoryMaker, SRL supports over 4,000 educators and is connected to learning environments in every state and also internationally, including Japan, Brazil, Turkey, and France. SRL deploys a team of youth media producers who work with students and teachers to ensure their success and provides high-impact professional development for educators. SRL reaches tens of thousands of students each year; some of the students' 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. SRL is also growing a community of alumni and young professionals with internships, fellowships and freelance opportunities. Since 2009, 50 SRL-supported students have interned at public media stations or with PBS NewsHour, including 19 young journalists of color through the Gwen Ifill Legacy Fellowship. More than a dozen SRL alumni have been hired for jobs in public media – two at Arizona Public Media; six at WETA’s own NewsHour Productions; one at KMOT-TV; one at WKU-PBS, one at CET in Cincinnati and two at Wisconsin PBS.

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. During this reporting period, two employees have taken advantage of this program.

Wellness Program

WETA offers staff the Wellness Coach app as part of our overall wellness program. Wellness Coach is a holistic wellness platform featuring a diverse team of subject matter experts to support employees’ overall well-being. Staff have access to team coaching, wellness challenges, and on demand sessions. In addition, Wellness Coach offers free audiobooks that range in topics from self-awareness to collaboration to productivity. During this reporting period, WETA has conducted the following monthly team training sessions:

- Building Habits and Goal Setting
- Improve Heart Health through Fitness and Stress Management
- Mindful Eating Habits & Nutrition

Trauma-related Training

During this reporting period, WETA partnered with the DART Center for Journalism and Trauma to conduct a series of trauma-related trainings for our NHP staff. These trainings included the following sessions:

- Stress, Trauma, and Self-Care for Journalists
- Trauma-Informed Interviewing and Ethical Considerations with Vulnerable Sources
- Management Techniques for Supporting Trauma-Exposed Staff

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 several virtual sessions to all WETA/NHP staff covering the topic of Copyright and Fair Use. WETA also required all staff to participate in Security Awareness Training, covering a review of data security.

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 on-demand trainings, such as:

- Managing Emotions in the Workplace
- Managing Staff through Change and Stress
- The Confident You
- Time Management Tools and Principles
- Other topics such as personal finance, multigenerational care giving, reducing stress, and communication skills.

WETA staff members have also participated in industry-wide meetings during this reporting period. These meetings have included the PBS Annual Meeting, PBS TechCon, National Association of Broadcasters' annual conference, the Public Media Broadcasting Association conference, and the Society of Broadcast Engineers Conference. Additionally, WETA managers have facilitated training experiences for their staff in areas unique to their individual job functions. These trainings have covered topics such as grant writing, data science, programming languages, use of Excel, use of music programming software, and use of a variety of television production applications.

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

Every WETA staff member must, at the time of hiring, complete online training programs covering the prevention of discrimination and harassment in the workplace. This training helps 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. All staff are required to repeat the workplace harassment annually.

EEO Public File Report
WETA TV/FM and NewsHour Productions LLC
June 1, 2022 - May 31, 2023
Note: Please see Recruitment Sources Contact sheet for the organizations' full names.

<u>POSITION TITLE</u>	<u>DATE OPENED</u>	<u>DATE FILLED</u>	<u>RECRUITMENT SOURCES</u>	<u>INTERVIEWED</u>	<u>HIRED</u>
Producer, Foreign Affairs, PBS NewsHour	2/22/2022	6/6/2022	Circa		
			Indeed		
			JournalismJobs		
			LinkedIn		
			MediaBistro		
			PBSNewsHour.Org		2
SVP, Human Resources	2/1/2022	6/6/2022	WETA Passive Sourcing		1
			WETA.Org		1
			Circa		
			Indeed		
Officer, Foundation and Government Development	2/15/2022	6/13/2022	LinkedIn		
			Stanton Chase		5
			WETA.Org		
			Circa		
Associate Producer, News, PBS NewsHour	5/2/2022	6/21/2022	Idealist		1
			Indeed		
			LinkedIn		2
			WETA.Org		4
News Assistant - PBS NewsHour (3)	1/27/2022	6/21/2022, 6/27/2022, 7/18/2022	Circa		
			Internal Applicant		
			LinkedIn		1
			PBSNewsHour.Org		1
			WETA.Org		3
Gwen Ifill Fellow, Washington Week and NewsHour Weekend	3/2/2022	6/27/2022	CPB Jobline		
			Indeed		1
			JournalismJobs		1
			LinkedIn		5
			PBSNewsHour.Org		1
			WETA.Org		6
Senior Producer, PBS News Weekend, Washington Week and PBS NewsHour	5/2/2022	7/1/2022	Circa		
			CPB Jobline		1
			JournalismJobs		2
			LinkedIn		
			PBSNewsHour.Org		2
Editor Technician	5/24/2022	7/11/2022	WETA.Org		2
			Indeed		1
			Internal Applicant		
			LinkedIn		2
			PBSNewsHour.Org		1
Production Assistant, News, PBS NewsHour	5/16/2022	7/11/2022	WETA.Org		3
			Indeed		
			CPB Jobline		
			JournalismJobs		
			LinkedIn		3
			MediaBistro		
Finance Coordinator	2/24/2022	7/11/2022	PBSNewsHour.Org		2
			WETA.Org		1
			Circa		
			Indeed		
			Internal Applicant		
Coordinating Line Producer, Washington Week and Weekend NewsHour	3/21/2022	7/17/2022	PBSNewsHour.Org		1
			WETA Passive Sourcing		2
			WETA.Org		2
			Indeed		1

EEO Public File Report
WETA TV/FM and NewsHour Productions LLC
June 1, 2022 - May 31, 2023
Note: Please see Recruitment Sources Contact sheet for the organizations' full names.

			LinkedIn		1	
			PBSNewsHour.Org		1	
			WETA.Org		2	1
Major Gift Coordinator	5/20/2022	7/18/2022	Indeed		1	1
			LinkedIn		1	
			WETA.Org		3	
Senior Editor, Digital - PBS NewsHour (Remote)	4/29/2022	7/18/2022	Circa			
			Indeed		1	1
			JournalismJobs			
			LinkedIn		3	
			MediaBistro			
			PBSNewsHour.Org		2	
			WETA.Org			
Associate Producer, National Affairs - PBS NewsHour	4/1/2022	7/25/2022	AAJA Career Center		1	
			Circa			
			CPB Jobline			
			Indeed			
			JournalismJobs			
			LinkedIn		1	
			NABJ Career Center		1	
			PBSNewsHour.Org		1	
			WETA.Org		1	1
Production Assistant, Media Assets	7/11/2022	7/25/2022	Circa			
			CPB Jobline			
			Indeed			
			LinkedIn			
			MediaBistro			
			PBSNewsHour.Org			
			WETA.Org		4	1
Director, National Digital Content	6/3/2022	7/31/2022	Circa			
			LinkedIn		2	
			WETA.Org		7	1
Senior Project Accountant	5/20/2022	8/8/2022	Circa			
			Indeed			
			LinkedIn		1	
			WETA.Org		3	1
Program Associate - Television Programming	5/26/2022	8/8/2022	Circa			
			CPB Jobline			
			Indeed			
			LinkedIn		2	1
			WETA.Org		2	
Coordinator, Digital Fundraising	5/26/2022	8/8/2022	Circa			
			Indeed			
			LinkedIn			
			WETA Passive Sourcing		2	1
			WETA.Org		2	
Coordinator, National Projects	5/20/2022	8/15/2022	Circa			
			Indeed			
			LinkedIn		1	
			WETA.Org		5	1
Manager, Infrastructure / Security Administration	7/8/2022	8/15/2022	Circa			
			Indeed		1	
			WETA.Org		3	1
Night Editor, Digital (Remote)	4/29/2022	8/22/2022	Circa			
			CPB Jobline			
			Indeed		1	
			JournalismJobs		2	
			LinkedIn			
			MediaBistro			
			PBSNewsHour.Org		1	
			WETA.Org		2	1
			ZipRecruiter			

EEO Public File Report
WETA TV/FM and NewsHour Productions LLC
June 1, 2022 - May 31, 2023
Note: Please see Recruitment Sources Contact sheet for the organizations' full names.

Production Assistant, Local Projects	6/30/2022	8/28/2022	Circa		
			CPB Jobline		
			Indeed		
			Internal Applicant		
			LinkedIn	2	1
			WETA.Org	5	
Associate Producer, Social Media	5/26/2022	8/29/2022	Circa		
			Indeed	2	1
			Internal Applicant	1	
			JournalismJobs		
			LinkedIn	1	
			MediaBistro		
			PBSNewsHour.Org		
			WETA.Org	2	
Senior Software and Experience Engineer	8/10/2022	9/19/2022	Circa		
			LinkedIn	1	
			WETA Passive Sourcing		
			WETA.Org	2	1
Director, Human Resource Business Partner	8/16/2022	9/30/2022	Circa		
			CPB Jobline		
			Indeed		
			LinkedIn	1	
			WETA.Org	3	1
Vice President of Information Technology	8/8/2022	10/10/2022	Indeed	4	1
			Internal Applicant	1	
			LinkedIn	1	
			WETA Passive Sourcing		
			WETA.Org	4	
			ZipRecruiter		
Associate, Direct Response Fundraising	6/30/2022	10/23/2022	Circa		
			CPB Jobline	1	
			Indeed		
			LinkedIn	1	
			WETA Passive Sourcing	3	
			WETA.Org	3	1
Manager, Donor Care and Volunteer Services	8/31/2022	10/23/2022	Circa		
			Indeed	1	
			LinkedIn		
			WETA Passive Sourcing	3	
			WETA.Org	2	1
Manager, Media Assets	8/23/2022	10/24/2022	Circa		
			Indeed	1	1
			LinkedIn	1	
			MediaBistro		
			PBSNewsHour.Org		
			WETA Passive Sourcing	3	
			WETA.Org	2	
Director, Finance and Planning	8/8/2022	10/31/2022	Circa		
			Indeed	3	1
			Internal Applicant		
			LinkedIn	1	
			WETA.Org		
			ZipRecruiter		
Broadcast Engineer	5/20/2022	10/31/2022	Circa		
			Indeed	1	
			LinkedIn	2	
			WETA.Org	1	1
			ZipRecruiter		
Senior Manager, National Education	7/20/2022	10/31/2022	Circa		
			Indeed		
			LinkedIn		
			WETA Passive Sourcing	4	1

EEO Public File Report
WETA TV/FM and NewsHour Productions LLC
June 1, 2022 - May 31, 2023
Note: Please see Recruitment Sources Contact sheet for the organizations' full names.

			WETA.Org		7	
Manager, Community Engagement	4/20/2022	10/31/2022	Circa			
			CPB Jobline			
			Indeed			
			LinkedIn		3	
			WETA.Org		5	1
Associate Producer, Local Projects	9/19/2022	11/14/2022	Circa			
			CPB Jobline			
			Indeed		1	
			Internal Applicant			
			LinkedIn		2	1
			WETA Passive Sourcing		2	
			WETA.Org		3	
			Women in Film and Video		1	
Corporate Controller	9/29/2022	11/14/2022	Circa			
			Indeed		2	
			LinkedIn		1	
			WETA Passive Sourcing		1	
			WETA.Org		7	1
Applications and Integrations Manager	10/14/2022	11/21/2022	Circa			
			LinkedIn		2	1
			WETA.Org		1	
Chief Diversity, Equity & Inclusion Officer	8/9/2022	11/28/2022	Circa			
			Indeed			
			LinkedIn			
			PBSNewsHour.Org			
			WB&B Executive Search		3	
			WETA.Org		1	1
Production Assistant, Washington Week and PBS News Weekend	10/12/2022	11/30/2022	AAJA Career Center			
			Circa			
			CPB Jobline		1	
			Indeed			
			LinkedIn		2	
			MediaBistro		1	
			PBSNewsHour.Org		6	
			WETA.Org		4	1
Accounts Receivable Accountant	11/4/2022	12/5/2022	Circa			
			Indeed		1	
			LinkedIn			
			WETA.Org		2	1
Project and Implementation Manager	11/14/2022	12/19/2022	Circa			
			Indeed			
			WETA.Org		3	1
Senior Coordinating Producer	11/11/2022	12/19/2022	Circa			
			Indeed			
			Internal Applicant		1	1
			LinkedIn		1	
			MediaBistro		1	
			PBSNewsHour.Org		1	
			WETA Passive Sourcing		2	
			WETA.Org		1	
Technical Support Specialist (2)	11/16/2022	12/19/2022, 12/19/2022	Circa			
			Indeed			
			LinkedIn			
			WETA.Org		3	2
Audience Services Representative	10/27/2022	1/3/2023	Circa			
			Indeed		5	1
			Internal Applicant			
			LinkedIn			
			WETA Passive Sourcing		1	
			WETA.Org			
Correspondent Assistant	10/24/2022	1/3/2023	Circa			

EEO Public File Report
WETA TV/FM and NewsHour Productions LLC
June 1, 2022 - May 31, 2023
Note: Please see Recruitment Sources Contact sheet for the organizations' full names.

			CPB Jobline		
			Indeed		
			JournalismJobs		
			LinkedIn		
			MediaBistro	1	1
			PBSNewsHour.Org		
			WETA Passive Sourcing		
			WETA.Org	7	
			ZipRecruiter		
Coordinator, Digital Fundraising	11/1/2022	1/23/2023	Circa		
			Indeed		
			LinkedIn	1	
			WETA Passive Sourcing	3	1
			WETA.Org	1	
Production Manager	11/14/2022	1/23/2023	Circa		
			Indeed		
			LinkedIn	1	
			WETA Passive Sourcing		
			WETA.Org	3	1
Anchor Assistant	11/14/2022	1/23/2023	Circa		
			CPB Jobline	1	
			Indeed	3	
			JournalismJobs	1	
			LinkedIn	3	1
			PBSNewsHour.Org	1	
			WETA.Org	1	
Digital Content Producer, National Digital Content	12/20/2022	1/30/2023	Circa		
			Indeed	2	
			LinkedIn		
			WETA.Org	1	1
Senior Director, National Digital Content	10/27/2022	2/6/2023	Circa		
			Indeed		
			Internal Applicant		
			LinkedIn	5	1
			WETA Passive Sourcing	4	
			WETA.Org	1	
			Women in Film and Video		
Senior Manager, Communications	1/6/2023	2/6/2023	Circa		
			Indeed	1	
			JournalismJobs		
			LinkedIn		
			MediaBistro	2	
			PBSNewsHour.Org		
			WETA.Org	2	1
Associate Producer, Multimedia Fundraising	12/19/2022	2/13/2023	Circa		
			Indeed	2	
			LinkedIn		
			WETA.Org	1	1
Technical Support Specialist Supervisor	1/10/2023	2/13/2023	Circa		
			Indeed	1	
			WETA.Org	3	1
Digital Technical Manager	12/19/2022	3/6/2023	Circa		
			LinkedIn	1	
			WETA Passive Sourcing	1	
			WETA.Org	4	1
Senior Director, Principal & Major Gifts	1/24/2023	3/6/2023	Circa		
			Indeed		
			LinkedIn		
			WETA.Org	2	1
			ZipRecruiter	1	
Production Manager, Local Projects	1/12/2023	3/13/2023	Circa		
			Indeed	3	

EEO Public File Report
WETA TV/FM and NewsHour Productions LLC
June 1, 2022 - May 31, 2023
Note: Please see Recruitment Sources Contact sheet for the organizations' full names.

			LinkedIn		
			WETA Passive Sourcing	1	1
			WETA.Org	3	
Facilities Engineer	1/17/2023	3/13/2023	Circa		
			Indeed	2	
			WETA Passive Sourcing	1	1
Audience Services Representative	2/7/2023	3/13/2023	Circa		
			Indeed	2	1
			Internal Applicant		
			WETA Passive Sourcing	1	
			WETA.Org		
			ZipRecruiter		
Associate Producer, National Affairs	2/6/2023	4/10/2023	AAJA Career Center		
			Circa		
			CPB Jobline	1	
			Indeed		
			Internal Applicant	2	
			JournalismJobs	1	
			NABJ Career Center		
			PBSNewsHour.Org	5	1
			WETA Passive Sourcing		
			WETA.Org	3	
Broadcast Engineer	1/17/2023	4/17/2023	Circa		
			Indeed		
			Internal Applicant	1	
			LinkedIn	1	
			WETA.Org	2	1
News Assistant (2)	3/2/2023	4/17/2023, 4/17/2023	Circa		
			CPB Jobline		
			Handshake	1	
			Indeed		
			JournalismJobs	4	2
			LinkedIn	1	
			PBSNewsHour.Org	3	
			WETA.Org	9	
			ZipRecruiter	1	
Senior Director, Local Productions	2/17/2023	4/24/2023	Circa		
			Indeed		
			LinkedIn		
			WETA Passive Sourcing		
			WETA.Org	6	1
Associate Producer, Student Reports Labs	3/8/2023	4/24/2023	Circa		
			CPB Jobline	1	
			Indeed	1	
			JournalismJobs		
			LinkedIn		
			PBSNewsHour.Org		
			WETA.Org	4	1
Operations Specialist, Communications	2/27/2023	4/24/2023	Circa		
			LinkedIn	1	
			WETA Passive Sourcing		
			WETA.Org	7	1
Manager, Infrastructure / Security Administration	2/17/2023	5/8/2023	Circa		
			LinkedIn	1	1
			WETA.Org	2	
Production Assistant, News	3/31/2023	5/8/2023	AAJA Career Center		
			Circa		
			CPB Jobline		
			Indeed		
			Internal Applicant		
			JournalismJobs		
			LinkedIn		

EEO Public File Report
WETA TV/FM and NewsHour Productions LLC
June 1, 2022 - May 31, 2023

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

			MediaBistro		
			PBSNewsHour.Org	1	
			WETA.Org	2	1
			ZipRecruiter		
Digital Video Content Producer	3/9/2023	5/22/2023	Circa		
			Indeed	1	
			LinkedIn	2	
			WETA.Org	4	1
			ZipRecruiter		
Production Assistant, Broadcast	4/11/2023	5/22/2023	Circa		
			Indeed	1	
			Internal Applicant	1	
			LinkedIn		
			PBSNewsHour.Org	2	1
			WETA.Org		
			ZipRecruiter		
			Total	412	72

WETA TV/FM and NewsHour Productions LLC
Information Regarding Recruitment Sources Contacted for Full-Time Vacancies
June 1, 2021 - May 31, 2022

RECRUITMENT SOURCES	Contact	INTERVIEWED	HIRED
Asian American Journalists Association (AAJA)	https://www.aaaja.org/ ; support@aaaja.org; Phone: 202-729-8383	1	
Circa 23811 Network Place Chicago, IL 60673 <i>WETA partners with Circa to connect with diverse job seekers. WETA job postings are redistributed to DC/VA/MD based organizations that serve diverse populations. WETA selects various sources within Circa based on each individual job posting. Please see the final page for a list of all Circa-sourced organizations utilized by WETA.</i>	Kayleigh Wier kayleigh.wier@circaworks.com 800-984-3775		
Corporation for Public Broadcasting (CPB) 401 Ninth Street, N.W. Washington, DC 20006	http://www.cpb.org	6	
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 listed below.	https://www.joinhandshake.com/employers-premium/	1	
Idealist	www.idealists.org	1	1
Indeed 177 Broad Street, 6th Floor Stamford, CT 06901	http://www.indeed.com/	47	8
Internal Applicant	N/A	7	1
Journalismjobs.com	http://www.journalismjobs.com/post-new-job	11	3
LinkedIn 2029 Stierlin Court Mountain View, CA 94043	https://www.linkedin.com	64	9
Mediabistro 770 Broadway, 15th Floor New York, NY 10003	http://www.mediabistro.com	5	1
National Association of Black Journalists (NABJ) 8800 Lakewood Drive, #117 Windsor, CA 95492	http://nabjcareers.org/	1	
PBSNewsHour.org 3939 Campbell Avenue Arlington, VA 22206	http://www.pbs.org/newshour/	34	4

WETA TV/FM and NewsHour Productions LLC
 Information Regarding Recruitment Sources Contacted for Full-Time Vacancies
 June 1, 2021 - May 31, 2022

Stanton Chase 10 G Street N.E., Suite 600 Washington, D.C. 20002	https://www.stantonchase.com/	5	1
WB&B Executive Search 1000 Franklin Avenue, Suite 201 Garden City, NY 11530	212-684-6900	3	
WETA.Org 3939 Campbell Avenue Arlington, VA 22206	http://www.weta.org	188	38
WETA Passive Sourcing 3939 Campbell Avenue Arlington, VA 22206	http://www.weta.org	35	6
Women in Film & Video of Washington, DC (WIFV) 1233 20th Street N.W., Suite 401 Washington, DC 20036	http://www.wifv.org	1	
ZipRecruiter Santa Monica, CA	https://www.ziprecruiter.com/	2	
		Total Interviewed: 412	Total Hired: 72

WETA TV/FM and NewsHour Productions LLC
Information Regarding Recruitment Sources Contacted for Full-Time Vacancies
June 1, 2021 - May 31, 2022

<p>Circa - Full posting list -100 Black Men of Greater Washington, DC -40 Plus of Greater Washington -American Association of Community Colleges -American Association of People with Disabilities -American Council for the Blind -American Job Center - Southeast -American Job Center - Headquarters -American University -ARCH -Arlington Employment Center -Army Community Service/Employment Readiness Program - Fort Belvoir -Asian Pacific Islander American Scholarship Fund -Association of Latino Professionals in Finance and Accounting UMD Chapter -Black Woman's Agenda, Inc. -Business and Professional Women's Foundation -Catholic Charities - DC& Maryland -Catholic University of America -Center for Employment Training -Center for Minority Veterans -Community Organization Recipient -Concerned Black Men - National Office -DC Department of Employment Services -DC Mayor's Office of LGBTQ Affairs -Department of Employment Services -DeVry University -Disabled American Veterans - Federal Chapter #1 -Diversity Center of Oklahoma Inc. -Dress for Success - Washington, DC -ESDS: Oklahoma -ESGR - Employer Support of the National Guard and Reserve - DC -Fetcher -Gallaudet University - Career Center -Georgetown University Career Services -Greater Washington Hispanic Chamber of Commerce -Hiring Our Heros</p>	<p>-Hispanic Chamber of Commerce - Montgomery County -Howard University -Jubilee Jobs -Kogod School of Business, American University - Accounting Club -Korean American Women's Chamber of Commerce -MANA - A National Latina Organization - DC -Maryland Society of Accounting & Tax Professionals -National Association for Black Veterans - Prince George County Chapter #0089 -NABA Metropolitan Washington, DC Chapter -National Association of Veteran Serving Organizations -Network of South Asian Professionals -NLGJA: The Association of LGBTQ Journalists -Oklahoma City University -Oklahoma City Vet Center -Oklahoma Department of Veteran Affairs -Oklahoman Job Fair -P3 -Prince George's County Workforce Development -The Navy Transition Assistance Program - Walter Reed National Military Medical Center -Thurgood Marshall College Fund -Tinker AFB Transition Assistance Program -Trinity University - DC -University of Maryland Association of Black Journalists - Washington Adventist University -Washington Association of Black Journalists -Washington Interfaith Network -Wounded Warrior Project -Year Up - DC -Year Up - National Capital Region</p>	

WETA TV/FM and NewsHour Productions LLC
Information Regarding Recruitment Sources Contacted for Full-Time Vacancies
June 1, 2021 - May 31, 2022

<p>Handshake (full posting list) Alabama A&M University Alcorn State University American University Arizona State University Atlanta University Center Consortium Auburn University Bates College Boston University Bowie State University Bowling Green State University Brandeis University Butler University California Baptist University California State University, Northridge Canisius College Career and Internship Connection Consortium Carnegie Mellon University - CMU Case Western Reserve University Claflin University Claremont Consortium Claremont Graduate University Claremont McKenna College Clark Atlanta University Clarkson University Colorado College Columbia University Davidson College Delaware State University Denison University DePaul University Dickinson College Drexel University Eastern Michigan University Emory University Fayetteville State University</p>	<p>Florida International University George Mason University George Washington University Georgetown University Georgia State University Grambling State University Harvey Mudd College Hofstra University Hood College Howard University Ithaca College Johns Hopkins University Kalamazoo College Keck Graduate Institute Langston University Lebanon Valley College Longwood University Messiah University Michigan State University Middle Georgia State University Morehouse College Morgan State University Nazareth College North Carolina Central University Northern Arizona University Oklahoma Christian University Oklahoma City University Pitzer College Point Park University Pomona College Prairie View A&M University Princeton University Purdue Northwest Rider University San Jose State University Scripps College</p>	<p>Seton Hill University Simmons University South Dakota State University Southwestern Oklahoma State University Spelman College St. Lawrence University Stevenson University Stonehill College SUNY College of Technology at Canton Tennessee State University Texas Southern University The Ohio State University Department of Athletics The University of Michigan The University of Oklahoma The University of Scranton The University of Texas at San Antonio Towson University Trinity University University at Albany University at Buffalo University of Central Missouri University of Delaware University of Louisiana at Lafayette University of Miami University of New Mexico University of Pittsburg University of Rochester University of San Diego University of South Florida University of Texas at Austin University of the District of Columbia (UDC) University of Virginia Ursinus College Vassar College Villanova University Virginia Tech</p>	<p>Wake Forest University Webster University Wellesley College Xavier University of Louisiana</p>
---	--	--	--