

EEO Public Inspection Report
Station WETA-TV, Washington, DC
For Period June 1, 2013 to May 31, 2014

Long-Term Recruitment Initiatives

A. Attendance at Career, Job or Intern Fairs

Since June 1, 2013 WETA representatives have attended or submitted information to the following career, job and intern fairs. At each event WETA attended, HR staff distributed relevant information about job openings, internships, and/or volunteer opportunities, provided attendees with information about WETA and its programming, and collected resumes from interested attendees.

- Howard University Career Exploration Fair, September 25, 2013. Attended by the Employment Manager and Human Resources Associate.
- University of Maryland Fall Career and Internship Fair, September 26, 2013. Attended by the Employment Manager and Human Resources Associate.
- Arlington Employment Center Fall Career Fair, October 8, 2013. Attended by the Employment Manager and Human Resources Associate.
- George Mason University's Arts in the Real World Internship and Career Fair, February 11, 2014. Attended by the Employment Manager and Human Resources Associate.
- Gallaudet University Internship and Job Fair, February 27, 2014. Attended by the Employment Manager and Human Resources Associate.
- American University Spring 2013 Job and Internship Fair, March 26, 2014. Attended by the Employment Manager and Human Resources Associate.
- Women in Film and Video Media Job Fair, April 12, 2014. Vacancy and internship announcements were sent to job fair coordinator for distribution to attendees.

B. Sponsorship of Community Events About Employment Opportunities

Since June 1, 2013, WETA representatives have participated in the following community and outreach events. At these events, WETA provides general information about its operations and activities as well as the subject-specific information when relevant.

- On July 19, 2013, the Director, National Publicity from WETA's Communications Department attended the Congressional Hispanic Leadership Institute Future Leaders Conference. This program was open to high school seniors, college students and young professionals participating in discussions about innovation and global competitiveness and the importance of science, technology, engineering and math education. WETA provided information regarding WETA career and internship opportunities to the attendees.
- Since June 1, 2013, WETA has provided tours of its radio and television production facilities to a variety of organizations in the metropolitan Washington, DC area, such as college alumni groups and journalism and communication students. During these tours, WETA discusses with the groups its operations and opportunities.

C. Internship Program

Throughout this past year, WETA hosted 17 interns from 14 different schools in a variety of departments, including Communications, Corporate Marketing, Learning Media, National Programming, and Television Broadcasting. Human Resources worked with each student, his/her school, and departmental supervisors to define components of the work experience that would qualify for college credit, where applicable, and to ensure that interns gained valuable job skills. WETA offered its interns opportunities to attend speaker seminars with industry leaders, and a resume review workshop with members of the Human Resources staff. Interns came to WETA from the following U.S. colleges and universities:

- Vassar College
- George Washington University
- Northern Virginia Community College
- Salisbury University
- The Art Institute of Washington
- Corcoran College of Art & Design
- University of Pennsylvania
- Syracuse University
- Ithaca College
- George Mason University

- The College of William & Mary
- Christopher Newport University
- Hampton University
- Emerson College

D. Employee Training Programs

Tuition Reimbursement

Through the company's tuition reimbursement benefit, WETA offers regular full-time employees reimbursement (upon the employee's successful completion of the course) of tuition for courses taken at accredited institutions related to professional advancement. From June 2013 to the present, a total of two employees took advantage of our tuition reimbursement program.

Career Development Training

WETA offers employee training related to career and professional skill development. Since June 1, 2013 training has included seminars on web development, project management, digital media, team and relationship building, and software and communication skills. WETA's benefits providers also have offered monthly seminars for employees on personal and career success.

Additionally, this year, seven WETA employees are participating in the 2014 DC Leadership Series of the Center for Nonprofit Success. The participants were selected based on their individual success and leadership potential. The Series consists of monthly off-site training seminars which offer significant professional development such as, "Building A Strong And Healthy Board Of Directors", "Social Media: Tips and Tools for Using Social Media to Build Support for Your Mission", "Proposal Writing", "Program Evaluations: Using Evaluation Data to Set Direction, Expand Impact and Maintain Accountability", and "Volunteer Management: Essential Ingredients and Successful Recipes for Volunteer Management". This program, which began in February, 2014, continues through December 2014.

WETA has supported and pays for staff participation in industry conferences and continuing education courses including PBS Showcase and Annual Meeting; legal, human resources, accounting and finance continuing education courses; and 403(b) retirement seminars.

E. Management Training on Methods of Ensuring Equal Employment Opportunity

WETA's Employment Manager participated in the Northern Virginia Tech Council's Veteran's Employment Training workshop on March 5, 2014. This event was designed to teach companies how to increase business performance by recapitalizing American veterans, transitioning military, and serving National Guard and Reservists.

Since June 2012, WETA has provided mandatory online compliance training on *Preventing Discrimination and Harassment* and *Workplace Diversity*, as well as ongoing workplace training for managers and staff. The online training is designed to ensure that managers and supervisors have the knowledge and skills required to ensure equal employment opportunity and manage staff legally and fairly.

WETA's Human Resources Department regularly refers managers to WETA's Employee Assistance Program ("EAP") as a resource for issues that arise in the workplace. The EAP offers additional online training, including such topics as *Intercultural Business Etiquette*, *Obeying Equal Employment Opportunity Laws*, and *Valuing Diversity*.

EEO Public File Report

WETA TV/ WETA FM

June 1, 2013 - May 31, 2014

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

POSITION TITLE	DATE OPENED	DATE FILLED	RECRUITMENT SOURCES	INTERVIEWED	HIRED
Producer/Announcer	3/14/2013	7/1/2013	WETA.org	2	1
			PBS		
			CPB	1	
			Foundation Center		
			40 Plus of Greater Washington D.C.		
			National Hispanic Media Coalition		
			National Education Telecommunications Association (NETA)		
			Public Broadcasting Management Association (PMBA)		
			Arlington County Employment Center		
			Department of Homeland Security - Veterans Outreach		
			Defense Civilian Personnel Management Services		
			ProGay Jobs		
			Virginia Workforce Connection		
			DC Networks - Dept. of Empl. Services		
			Maryland Workforce Exchange		
			VetSuccess		
			City Paper		
			AM/FM Jobs - Broadcast Empl. Services		
			Cultural Alliance of Greater Washington (CAGW)		
			Current Newspaper		
			Peabody Institute		
			University of Maryland		
			George Mason University		
			PubRadio		
			Public Radio Program Directors Association		
			WETA internal candidate	2	
			indeed.com	1	
			DragonUKConnects.com	1	
Associate Producer, Local Projects (2 positions)	4/23/2013	6/24/2013	WETA.org	2	1
			PBS		
			CPB		
			Foundation Center		
			40 Plus of Greater Washington D.C.		
			National Hispanic Media Coalition		
			National Education Telecommunications Association (NETA)		
			Public Broadcasting Management Association (PMBA)		
			Arlington County Employment Center		
			Department of Homeland Security - Veterans Outreach		

			Defense Civilian Personnel Management Services		
			National Academy of Television Arts and Sciences (NATASDC)		
			Tvgigsonline		
			ProGay Jobs		
			Virginia Workforce Connection		
			DC Networks - Dept. of Empl. Services		
			Maryland Workforce Exchange		
			VetSuccess		
			City Paper		
			Indeed		2
			WETA internal candidate		1
		8/12/2013	referral		1
			Women in Film and Video		1
Data Analyst	8/22/2013	11/18/2013	WETA.org		2
			PBS		
			CPB		
			Foundation Center		
			40 Plus of Greater Washington D.C.		
			National Hispanic Media Coalition		
			National Education Telecommunications Association (NETA)		
			Public Broadcasting Management Association (PMBA)		
			Arlington County Employment Center		
			Department of Homeland Security - Veterans Outreach		
			Defense Civilian Personnel Management Services		
			ProGay Jobs		
			Virginia Workforce Connection		
			DC Networks - Dept. of Empl. Services		
			Maryland Workforce Exchange		
			VetSuccess		
			City Paper		
			former interns		
			American University		
			Bowie State University		
			Coppin State		
			George Mason University		
			Georgetown University		
			Galludet University		
			Howard University		
			George Washington University		
			University of Maryland		
			WETA internal candidate		1
Senior Vice President/Vice President, Development	1/22/2013	9/3/2013	WETA.org		1
			PBS		

			CPB		
			Cultural Alliance of Greater Washington (CAGW)		
			Foundation Center		
			40 Plus of Greater Washington D.C.		
			National Hispanic Media Coalition		
			National Education Telecommunications Association (NETA)		
			Public Broadcasting Management Association (PMBA)		
			Arlington County Employment Center		
			Department of Homeland Security - Veterans Outreach		
			Defense Civilian Personnel Management Services		
			ProGay Jobs		
			Virginia Workforce Connection		
			DC Networks - Dept. of Empl. Services		
			Maryland Workforce Exchange		
			VetSuccess		
			Direct Marketing Association		
			The Hill		
			Current Newspaper		
			Roll Call		
			Politico		
			The Bridgespan Group		
			Chronicle of Philanthropy		
			CEO Update		
			DHR International	4	1
			indeed	1	
			referral	3	
Production Accounting Associate	6/6/2013	9/30/2013	WETA.org	2	1
			PBS		
			CPB		
			Foundation Center		
			40 Plus of Greater Washington D.C.		
			National Hispanic Media Coalition		
			National Education Telecommunications Association (NETA)		
			Public Broadcasting Management Association (PMBA)		
			Arlington County Employment Center		
			Department of Homeland Security - Veterans Outreach		
			Defense Civilian Personnel Management Services		
			ProGay Jobs		
			Virginia Workforce Connection		
			DC Networks - Dept. of Empl. Services		
			Maryland Workforce Exchange		
			VetSuccess		
			City Paper		
			indeed	1	
			former interns		
			referral	1	

Coordinator, Foundation and Government	9/12/2013	11/18/2013	WETA.org		1	1
			PBS			
			CPB			
			Foundation Center			
			40 Plus of Greater Washington D.C.			
			National Hispanic Media Coalition			
			National Education Telecommunications Association (NETA)			
			Public Broadcasting Management Association (PMBA)			
			Arlington County Employment Center			
			Department of Homeland Security - Veterans Outreach			
			Defense Civilian Personnel Management Services			
			ProGay Jobs			
			Virginia Workforce Connection			
			DC Networks - Dept. of Empl. Services			
			Maryland Workforce Exchange			
			VetSuccess			
			City Paper			
			former interns			
			WETA social media			
			WETA internal candidate		2	
			referral		1	
TV Producer, On-Air Fundraising	11/1/2013	1/27/2014	WETA.org		1	1
			PBS			
			CPB		1	
			Foundation Center			
			40 Plus of Greater Washington D.C.			
			National Hispanic Media Coalition			
			National Education Telecommunications Association (NETA)			
			Public Broadcasting Management Association (PMBA)			
			Arlington County Employment Center			
			Department of Homeland Security - Veterans Outreach			
			Defense Civilian Personnel Management Services			
			ProGay Jobs			
			Virginia Workforce Connection			
			DC Networks - Dept. of Empl. Services			
			Maryland Workforce Exchange			
			VetSuccess			
			City Paper			
			WETA social media			
			Department For Aging and Rehabilitative Services			
			former interns			
			National Academy of Television Arts and Sciences (NATASDC)			
			Tvgigsonline			
			Tvjobs.com			
			indeed		1	
Project Manager, Interactive Engagement	12/3/2013	3/10/2014	WETA.org		1	
			PBS			
			CPB			
			Foundation Center			

			40 Plus of Greater Washington D.C.		
			National Hispanic Media Coalition		
			National Education Telecommunications Association (NETA)		
			Public Broadcasting Management Association (PMBA)		
			Arlington County Employment Center		
			Department of Homeland Security - Veterans Outreach		
			Defense Civilian Personnel Management Services		
			ProGay Jobs		
			Virginia Workforce Connection		
			DC Networks - Dept. of Empl. Services		
			Maryland Workforce Exchange		
			VetSuccess		
			City Paper		
			WETA social media		
			Department For Aging and Rehabilitative Services		
			former interns		
			Women in Film and Video		
			WETA internal candidate	1	1
			DCWebwomen		
			indeed	1	
Audience Services Coordinator	11/22/2013	3/31/2014	WETA.org	3	
			PBS		
			CPB		
			Foundation Center		
			40 Plus of Greater Washington D.C.		
			National Hispanic Media Coalition		
			National Education Telecommunications Association (NETA)		
			Public Broadcasting Management Association (PMBA)		
			Arlington County Employment Center		
			Department of Homeland Security - Veterans Outreach		
			Defense Civilian Personnel Management Services		
			ProGay Jobs		
			Virginia Workforce Connection		
			DC Networks - Dept. of Empl. Services		
			Maryland Workforce Exchange		
			VetSuccess		
			City Paper		
			weta social media		
			Department For Aging and Rehabilitative Services		
			former interns		
			NVT Staffing	1	1
Maintenance Technician	9/6/2013	4/21/2014	WETA.org	2	
			PBS		
			CPB		
			Foundation Center		
			40 Plus of Greater Washington D.C.		
			National Hispanic Media Coalition		
			National Education Telecommunications Association (NETA)		
			Public Broadcasting Management Association (PMBA)		

			Arlington County Employment Center		
			Department of Homeland Security - Veterans Outreach		
			Defense Civilian Personnel Management Services		
			ProGay Jobs		
			Virginia Workforce Connection		
			DC Networks - Dept. of Empl. Services		
			Maryland Workforce Exchange		
			VetSuccess		
			City Paper		
			Current		
			Society of Broadcast Engineers		
			National Academy of Television Arts and Sciences (NATASDC)		
			Tvjobs.com		
			Mandy.com		
			Tvgigsonline		
			DC Office of Motion Picture & TV Development		
			Broadcast Institute of Maryland		
			WIFV		
			referral	1	1
			Media Match		
			Society of Motion Picture and Television Engineers (SMPTE)		
			LinkedIn		
			Columbia School of Broadcasting		
Director, Direct Response Fundraising	3/24/2014	5/19/2014	WETA.org		
			PBS		
			CPB		
			Foundation Center		
			40 Plus of Greater Washington D.C.		
			National Hispanic Media Coalition		
			National Education Telecommunications Association (NETA)		
			Public Broadcasting Management Association (PMBA)		
			Arlington County Employment Center		
			Department of Homeland Security - Veterans Outreach		
			Defense Civilian Personnel Management Services		
			ProGay Jobs		
			Virginia Workforce Connection		
			DC Networks - Dept. of Empl. Services		
			Maryland Workforce Exchange		
			VetSuccess		
			City Paper		
			WETA social media		
			Department For Aging and Rehabilitative Services		
			former interns		
			Indeed	2	
			WETA internal candidate	1	1
Executive Vice President/Chief Operating Officer	3/5/2014	9/16/2014	WETA.org		
			PBS		
			CPB		
			Foundation Center - PND		

			40 Plus of Greater Washington D.C.		
			National Hispanic Media Coalition		
			National Education Telecommunications Association (NETA)		
			Public Broadcasting Management Association (PMBA)		
			Arlington County Employment Center		
			Department of Homeland Security - Veterans Outreach		
			Defense Civilian Personnel Management Services		
			ProGay Jobs		
			Virginia Workforce Connection		
			DC Networks		
			Maryland Workforce Exchange		
			VetSuccess		
			Current		
			NETA Consulting/Bornstein & Associates	4	1
			WETA internal candidate	1	
			Roll Call		
			Chronicle of Philanthropy		
			The Washington Post		

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies
June 1, 2011 - May 31, 2012

RECRUITMENT SOURCES	Contact	INTERVIEWED	HIRED
40+ of Greater Washington DC (40+) 1718 P Street, NW, Suite T-2 Washington, DC 20036	jobpostings@40plus-dc.org		
American University 5th floor Butler Pavilion 4400 Massachusetts Ave, NW Washington, DC 20016	www.american.edu/careercenter/		
Arlington County Employment Center 2100 Washington Boulevard, 1st Floor Arlington, Virginia 22204	http://www.arlingtonva.us/departments/HumanServices/EconomicIndependence/EmploymentCenter/HumanServicesEmploymentEmploymentCenterIndex.aspx		
AM FM Jobs - Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052	http://www.amfmjobs.com/postjobs/		
Bowie State University 14000 Jericho Park Road, Bowie, MD 20715- 9465	https://bowiestate-csm.symplicity.com/employers/		
The Bridgespan Group 535 Boylston Street 10th Floor Boston, MA 02116	http://www.bridgespan.org/Home.aspx		
Broadcast Institute of Maryland 7200 Harford Rd Parkville, MD 21234	http://www.bim.org/careers		
Cultural Alliance of Greater Washington (CAGW) 1436 U Street NW, Suite 103 Washington, DC 20009	www.cultural-alliance.org		
CEO Update 1990 M St NW, 8th Floor, Washington, D.C. 20036-3435	http://www.ceoupdate.com/employers/		
Chronicle of Philanthropy 1255 Twenty-Third Street, N.W. Seventh Floor Washington, D.C. 20037	http://philanthropy.com/section/Home/172/		
City Paper 1400 Eye St., NW, Suite 900 Washington, DC 20005	http://classifieds.washingtoncitypaper.com/washington/Results?section=oid%3A3		
Coppin State University 2500 W North Ave, Baltimore, MD 21216	http://www.coppin.edu/career_development/employers.asp		
Corporation of Public Broadcasting (CPB) 401 Ninth Street, NW Washington, DC 20006	www.cpb.org		2
Current Newspaper 6930 Carroll Ave., Suite 350 Takoma Park, MD 20912	http://www.current.org/		
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/		
DC Office of Motion Picture and TV Development 200 I Street, SE, Washington, DC 20003	http://film.dc.gov/		

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies
June 1, 2011 - May 31, 2012

DC Web Women	http://www.dcwebwomen.org/		
Defense Civilian Personnel Management Services	brent.redmon@cpms.osd.mil		
Department of Homeland Security - Veterans Outreach	gary.gaston@ice.dhs.gov ; 202-732-0192		
Department For Aging and Rehabilitative Services 722 East Market Street, Suite 202 Leesburg, VA 20176	tymisha@robinson@dars.virginia.gov		
DHR International 71 South Wacker Drive Suite 2700 Chicago, IL 60606	http://www.dhrinternational.com/ , Steve Hayes shayes@dhrinternational.com	4	1
Direct Marketing Association 1615 L St. NW, Suite 1100 Washington, DC 20036	http://www.the-dma.org		
DragonUKConnects	http://www.dragonukconnects.com/home.php	1	
Columbia School of Broadcasting 912 Thayer Avenue, # 212 Silver Spring, Maryland 20910	http://www.csbdream2destiny.com/		
Former interns mailing list			
Foundation Center (Philanthropic News Digest (PND)) 1627 K Street, NW, Third Floor Washington, DC 20006-1708 202-331-1400	http://foundationcenter.org/		
Gallaudet University 800 Florida Ave NE, Washington, DC 20002	https://gallaudet-csm.symplcity.com/		
George Mason University 4400 University Drive Fairfax, VA 22030	careerhp@gmu.edu		
Georgetown University One Leavey Center, Box 571086, Washington, DC 20057 202-687-3493	http://careerweb.georgetown.edu/		
George Washington University The GW Career Center Old Main, Suite 200 1922 F Street, NW Washington, D.C. 20052	www.alumni.gwu.edu/career/index.html		
Howard University 525 Bryant Street, NW #230 Washington DC 20059	Carol Dudley cdudley@howard.edu		
Indeed 177 Broad Street, 6th Floor Stamford, CT 06901	http://www.indeed.com/	9	
LinkedIn	www.linkedin.com		
Mandy 85-87 Bayham Street, London NW1 0AG, England.	http://www.mandy.com/1/filmvjobs.cfm		
Maryland Workforce Exchange 1100 N. Eutaw Street, Rm 209 Baltimore, MD 21201	https://mwe.dllr.state.md.us/		
Media Match	www.media-match.com		

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies
June 1, 2011 - May 31, 2012

National Academy of Television Arts and Sciences (NATASDC) 9405 Russell Road Silver Spring, MD 20910	www.natasdc.org		
National Hispanic Media Coalition 55 S Grand Avenue Pasadena CA, 91105	http://www.nhmc.org/		
National Education Telecommunications Association (NETA) PO Box 50008 / Columbia, SC 29250	http://www.netaonline.org/jobs.htm		
NETA Consulting/Bornstein & Associates 2588 East Via Corta Di Amore Tucson AZ 85718	Ron Bornstein 520-825-8494; rbornstein@aol.com	4	1
NVT Staffing 7115 Leesburg Pike, Suite 314 Falls Church, VA 22043- 2301	http://www.nvtstaffing.com	1	1
Peabody Institute	http://www.peabody.jhu.edu/conservatory/mecc/		
Politico 1100 Wilson Blvd, Suite 601, Arlington, VA, 22209	sales@powerjobs.com		
ProGay Jobs 1800 Market Street #26 San Francisco, CA 94102	http://www.progayjobs.com/		
Public Broadcasting Management Association (PBMA) PO Box 50008, Columbia, SC 29250	maryanne@netaonline.org		
Public Broadcasting Service (PBS) ATTN: HR/Recruiting 2100 Crystal Drive Arlington, VA 22202	connect.pbs.org/		
PubRadio	http://www.pubradio.org/ ; pubradio@lists.pubradio.org		
Public Radio Program Directors Association 38 Milford Street Hamilton, NY 13346	http://www.prpd.org/topmenu/home.aspx		
Referrals		7	2
Roll Call 77 K Street NE 8th Floor Washington, DC 20002-4681	http://www.rollcall.com/		
The Hill 1625 K Street, NW Suite 900 Washington DC 20006	www.thehill.com ; Keith Winer, kwiner@thehill.com		
Society of Broadcast Engineers (SBE) 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260	www.sbe.org		
Society of Motion Picture and Television Engineers (SMPTE) 3 Barker Ave. 5th Floor White Plains, NY 10601	http://careercentral.smpte.org/search.cfm		
Tvgigsonline The Maslow Media Group, Inc. 2134 Wisconsin Avenue, NW Washington, DC 20007	postagig@tvgigsonline.com		

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies
June 1, 2011 - May 31, 2012

TVJobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052	www.tvjobs.com		
University of Maryland University of Maryland, College Park, MD 20742	umd.csm.symplicity.com/employers		
Virginia Workforce Connection 703 E. Main St Richmond, 23219 804-786-1485	https://www.vawc.virginia.gov/ http://vetsuccess.gov/		
VetSuccess			
The Washington Post 1150 15th St NW #4, Washington, DC 20071(202) 334-6000	http://www.washingtonpost.com/jobs/home		
WETA Internal Candidates 3939 Campbell Avenue, Arlington, VA 22206	n/a	9	3
WETA.org ("WETA") 3939 Campbell Avenue, Arlington, VA 22206	www.weta.org	16	5
WETA social media sources (Twitter, FB, etc)			
Women in Film & Video (WIFV) 1233 20th Street NW, Suite 401 Washington, DC 20036	www.wifv.org	1	