

EEO Public Inspection Narrative Report
WETA-TV & FM, Washington, D.C. and
NewsHour Productions LLC for Period
June 1, 2014 to May 31, 2015

Long-Term Recruitment Initiatives

A. Attendance at Career, Job or Intern Fairs

Since June 1, 2014 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.

- American University Fall Career and Internships Fair, September 17, 2014. Attended by the Employment Manager and HR Operations Manager.
- University of Maryland Fall Career and Internship Fair, September 18, 2014. Attended by the Employment Manager and HR Operations Manager.
- Gallaudet University Fall Internship and Job Fair, October 2, 2014. Attended by the Employment Manager and HR Operations Manager.
- George Mason University's Arts in the Real World Internship and Career Fair, February 12, 2015. Attended by the Employment Manager, HR Operations Manager, and HR Generalist.
- Women in Film and Video Media Job Fair, February 28, 2015. 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, 2014, WETA has provided tours of its radio and television production facilities to a variety of organizations in the metropolitan Washington, DC area, such as boy scout troops, college alumni groups and journalism and communication students, including international journalists with the United States Telecommunications Training Institute on June 4, 2014. During these tours, WETA discusses with the groups its operations and opportunities.

C. Internship Program

Throughout this past year, WETA hosted 15 interns from 12 different schools in a variety of departments, including Communications, Digital Media, Learning

Media, National Programming, Station Relations and Washington Week. 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's internships are an extension of learning outside the classroom and offer specific learning objectives which help the student. 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 colleges and universities:

- American University
- Christopher Newport University
- The College of William & Mary
- George Mason University
- George Washington University
- Hampton University
- Kenyon College
- University of Chicago
- University of Mary Washington
- University of Pennsylvania
- University of Saint Andrews
- University of Santo Tomas

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 2014 to the present, a total of one employee took advantage of our tuition reimbursement program.

Career Development Training

WETA offers employee training related to career and professional skill development. Since June 1, 2014 training has included seminars and training courses on writing and editing for outreach staff, training for newsroom staff and technicians on our media asset management system, proposal writing training for fundraising staff, Society of Human Resource Management training for human resource staff and CPR. WETA's benefit providers also have offered monthly

seminars for employees on personal and career success.

Additionally, seven WETA employees completed the DC Leadership Series of the Center for Nonprofit Success in December 2014. 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."

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

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 on such topics as *Cultural Diversity in the Workplace* as well as articles on topics such as *Age Discrimination in the Workplace*, and *How to Communicate with Cross-Cultural Colleagues*.

F. Unique and Exigent Circumstances

1. In May, 2014, WETA established a wholly owned subsidiary called NewsHour Productions LLC (NHP). Effective July 1, 2014, NHP acquired substantially all of the assets of MacNeil-Lehrer Productions (MLP). MLP had initiated recruitment of several positions before the July 1 transaction date; three of those positions were filled after the transaction date, with the new hires joining

as NHP employees. MLP was not subject to the FCC's EEO requirements, and did not maintain records of the places where these positions were posted, or the recruitment sources of the candidates interviewed. Recruitment for NHP positions that began after July 1, 2014 followed, and will continue to follow, WETA recruitment policies and procedures.

2. The position of Reporter Producer, Politics is a unique position within a highly competitive industry. These unique and exigent circumstances led to an exception in WETA's recruitment policies and procedures for this position.

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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>
Benefits Manager	4/2/2014	6/30/2014	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CPB		
			DC Networks		
			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			Foundation Center - PND		
			Idealist		
			Indeed		1
			LinkedIn		1
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			NOVA SHRM		
			PBMA		
			PBS		
			ProGay Jobs		
			SHRM		2
			Simply Hired		2
			VetSuccess		
			Virginia Workforce Connection		
			WACABA		
			Washington City Paper		
			WETA social media		
			WETA.org		1
Manager, Direct Response Fundraising	6/6/2014	12/15/2014	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CPB		
			DC Networks		
			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			Direct Marketing Association of Washington		
			Foundation Center - PND		
			Greater Public		
			Idealist		1
			LinkedIn		1
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			PBMA		

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			PBS		
			ProGay Jobs		
			VetSuccess		
			Virginia Workforce Connection		
			Washington City Paper		
			WETA social media		
			WETA.org	1	1
Senior Vice President and General Manager (NHP)	Unknown	8/25/2014	See Section F(1) of EEO Public Inspection Narrative Report	2	1
Senior Vice President and Executive Producer (NHP)	Unknown	9/1/2014	See Section F(1) of EEO Public Inspection Narrative Report	10	1
Data Producer (NHP)	Unknown	9/15/2014	See Section F(1) of EEO Public Inspection Narrative Report	4	1
Associate Producer, Local Projects	6/24/2014	9/22/2014	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CPB	1	
			DC Networks		
			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			Former /current WETA interns		
			Foundation Center - PND		
			Indeed	3	
			Internal candidate	1	
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			PBMA		
			PBS		
			ProGay Jobs		
			Simply Hired	1	
			VetSuccess		
			Virginia Workforce Connection		
			Washington City Paper		
			WETA social media		
			WETA.org	1	1
Senior Director, Data Strategy and Management	7/22/2014	4/13/2015	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			Association of Advancement Services Professionals	2	
			CPB		
			DC Networks		
			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		

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			Department for Aging and Rehabilitative Services		
			Direct Marketing Association		
			Direct Marketing Association of Washington	1	1
			Foundation Center - PND		
			Greater Public		
			Idealist		
			LinkedIn	1	
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			NonProfit Job Market	1	
			PBMA		
			PBS		
			ProGay Jobs		
			referral	2	
			Virginia Workforce Connection		
			Washington City Paper		
			WETA social media		
			WETA.org		
Manager, Corporate Marketing	8/14/2014	12/1/2014	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CPB		
			DC Networks		
			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			Former /current WETA interns		
			Foundation Center - PND		
			Indeed	1	
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			PBMA		
			PBS		
			ProGay Jobs		
			referral	2	1
			VetSuccess		
			Virginia Workforce Connection		
			Washington City Paper		
			WETA social media		
			WETA.org	3	
Development Coordinator	8/18/2014	10/27/2014	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		

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			CPB		
			DC Networks		
			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			Former /current WETA interns		
			Foundation Center - PND		
			Idealist		
			Indeed		1
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			NVT Staffing		1 1
			PBMA		
			PBS		
			ProGay Jobs		
			Virginia Workforce Connection		
			Washington City Paper		
			WETA social media		
			WETA.org		1
Officer, Foundation and Government Development	9/4/2014	11/3/2014	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			Association of Fundraising Professionals, Washington DC Metro Chapter		1
			CPB		
			DC Networks		
			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			Foundation Center - PND		1
			Greater Public		
			Idealist		
			Internal candidate		1 1
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			PBMA		
			PBS		
			ProGay Jobs		
			Virginia Workforce Connection		
			Washington City Paper		
			WETA social media		
			WETA.org		
Reporter Producer, Politics (NHP)	9/15/2014	10/13/2014	see section F(2) of EEO Public Inspection Narrative Report		1 1

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Director, Audience Development and Communications (NHP)	9/16/2014	11/10/2014	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CPB		
			DC Networks		
			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			Foundation Center - PND		
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			PBMA		
			PBS		
			PBS NewsHour website		
			ProGay Jobs		
			referral	1	1
			VetSuccess		
			Virginia Workforce Connection		
			Washington City Paper		
			WETA social media		
			WETA.org	2	
Director, Research and Marketing	10/10/2014	1/26/2015	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CPB		
			DC Networks		
			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			Foundation Center - PND		
			Greater Public		
			Internal candidate	1	
			LinkedIn	1	
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			PBMA		
			PBS		
			ProGay Jobs		
			referral	1	1
			The Choice Group		
			Virginia Workforce Connection		
			Washington City Paper		

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			WETA social media		
			WETA.org		
HR Coordinator	10/17/2014	12/8/2014, 3/16/2015	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CPB		
			DC Networks		
			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			Former /current WETA interns		
			Foundation Center - PND		
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			PBMA		
			PBS		
			PBS NewsHour website		
			ProGay Jobs		
			The Choice Group		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			Washington City Paper		
			WETA social media		
			WETA.org		
			Willmott and Associates	5	2
Staff Accountant/Grant Accountant	10/17/2014	11/3/2014	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CPB		
			DC Networks		
			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			Foundation Center - PND		
			Indeed	1	
			Internal candidate	2	1
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			PBMA		
			PBS		
			ProGay Jobs		
			The Choice Group		
			USO Employment Pipeline		

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			Virginia Workforce Connection		
			Washington City Paper		
			WETA social media		
			WETA.org		
HR Generalist	10/17/2014	12/15/2014	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CPB		
			DC Networks		
			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			Foundation Center - PND		
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			PBMA		
			PBS		
			ProGay Jobs		
			The Choice Group		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			Washington City Paper		
			WETA social media		
			WETA.org		
			Willmott and Associates	3	1
Assistant Controller , Budget & Analysis	10/17/2014	2/23/2015	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CPB		
			DC Networks		
			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			Foundation Center - PND		
			JustinBradley	8	1
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			PBMA		
			PBS		
			ProGay Jobs		
			The Choice Group		
			USO Employment Pipeline		
			Virginia Workforce Connection		

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			Washington City Paper		
			WETA social media		
			WETA.org		
Development Associate (NHP)	10/23/2014	12/8/2014	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CPB		
			DC Networks		
			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			Former /current WETA interns		
			Foundation Center - PND		
			Greater Public		
			Idealist	1	1
			Indeed	1	
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			PBMA		
			PBS		
			PBS NewsHour website		
			ProGay Jobs		
			The Choice Group		
			USO Employment Pipeline		
			VetSuccess		
			Virginia Workforce Connection		
			Washington City Paper		
			WETA social media		
			WETA.org	1	
IT Support Technician (NHP)	10/23/2014	1/12/2015	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CPB		
			DC Networks		
			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			Foundation Center - PND		
			Indeed	3	1
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			PBMA		
			PBS		

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			PBS NewsHour website		
			ProGay Jobs		
			The Choice Group		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			Washington City Paper		
			WETA social media		
			WETA.org		
Accounting Technician	11/7/2014	1/26/2015	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CPB		
			DC Networks		
			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			Foundation Center - PND		
			Glassdoor	1	1
			Indeed	2	
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			PBMA		
			PBS		
			ProGay Jobs		
			The Choice Group		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			Washington City Paper		
			WETA.org	1	
Grants Writer (NHP)	11/10/2014	1/20/2015	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CPB		
			DC Networks		
			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			Foundation Center - PND		
			Greater Public		
			Idealist		
			Indeed	2	1
			Maryland Workforce Exchange		
			NETA		
			NHMC		

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			PBMA		
			PBS		
			PBS NewsHour website		
			ProGay Jobs		
			The Choice Group		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			Washington City Paper		
			WETA social media		
			WETA.org		1
Executive Assistant to the CEO	11/14/2014	1/26/2015	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CPB		
			DC Networks		
			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			Foundation Center - PND		
			Indeed		1
			Internal candidate		1
			Maryland Workforce Exchange		1
			NETA		
			NHMC		
			PBMA		
			PBS		
			ProGay Jobs		
			The Choice Group		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			Washington City Paper		
			WETA social media		
			WETA.org		1
Major Giving Associate	11/21/2014	1/26/2015	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CPB		
			DC Networks		
			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			former/current WETA		
			Foundation Center - PND		
			Internal candidate		1
			Maryland Workforce Exchange		1

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			NETA		
			NHMC		
			PBMA		
			PBS		
			ProGay Jobs		
			The Choice Group		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			Washington City Paper		
			WETA social media		
			WETA.org		2
Coordinator, Foundation and Government Development	12/4/2014	1/26/2015	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CPB		
			DC Networks		
			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			Former / current WETA interns		
			Foundation Center - PND		
			Greater Public		
			Idealist		1
			Internal candidate		1
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			PBMA		
			PBS		
			ProGay Jobs		
			referral		1
			The Choice Group		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			Washington City Paper		
			WETA social media		
			WETA.org		1
Legal Assistant	12/18/2014	2/23/2015	40 Plus of Greater Washington D.C.		1
			American University		
			Arlington Employment Center		
			Brandeis University		
			CareerBuilder		1
			Catholic University		

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			CPB		
			DC Networks		
			Cobs	1	
			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			Former / current WETA interns		
			Foundation Center - PND		
			Gallaudet University		
			George Mason University		
			George Washington University		
			Georgetown University		
			Howard University		
			Indeed	1	
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			PBMA		
			PBS		
			ProGay Jobs		
			referral	1	
			The Choice Group		
			Trinity Washington University		
			University of Maryland		
			University of Virginia		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			Washington City Paper		
			WETA social media		
			WETA.org	1	1
Director, Station Relations	1/30/2015	4/6/2015	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CPB		
			Current		
			DC Networks		
			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			Foundation Center - PND		
			LinkedIn		
			Maryland Workforce Exchange		
			NETA		
			NHMC		

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			PBMA		
			PBS		
			ProGay Jobs		
			referral	2	1
			The Choice Group		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			WETA social media		
			WETA.org	1	
TV Station Coordinator	1/12/2015	9/22/2015	40 Plus of Greater Washington D.C.		
			American University		
			Arlington Employment Center		
			CPB		
			DC Networks		
			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			Former / current WETA interns	1	
			Foundation Center - PND		
			Gallaudet University		
			George Mason University		
			George Washington University		
			Georgetown University		
			Howard University		
			Internal candidate	1	1
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			PBMA		
			PBS		
			ProGay Jobs		
			The Choice Group		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			Washington City Paper		
			WETA social media		
			WETA.org	1	
			Women in Film and Video		
Audience Services Coordinator (2 positions)	1/30/2015	3/2/2015, 3/16/2015	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CPB		
			DC Networks		
			Defense Civilian Personnel Management Service		

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			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			Former / current WETA interns	1	1
			Foundation Center - PND	1	1
			Idealist	1	
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			PBMA		
			PBS		
			ProGay Jobs		
			The Choice Group		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			Washington City Paper		
			WETA social media		
			WETA.org	1	
Senior Coordinating Producer, News Gathering and Production (NHP)	1/16/2015	3/16/2015	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CPB		
			DC Networks		
			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			Foundation Center - PND		
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			PBMA		
			PBS		
			PBS NewsHour website		
			ProGay Jobs		
			referral	1	
			The Choice Group		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			WETA social media		
			WETA.org	2	1
Executive Assistant to SVP and GM (NHP)	1/16/2015	2/22/2015	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CPB		
			DC Networks		

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

			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			Foundation Center - PND		
			Indeed	2	
			Internal candidate	1	1
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			PBMA		
			PBS		
			PBS NewsHour website		
			ProGay Jobs		
			The Choice Group		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			WETA social media		
			WETA.org		
Senior Vice President and Chief Financial Officer, Corporate Treasurer	12/4/2014	3/9/2015	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CPB		
			Current		
			DC Networks		
			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			DHR International	5	1
			Foundation Center - PND		
			Maryland Workforce Exchange		
			National Hispanic Media Coalition		
			NETA		
			PBS		
			PBMA		
			ProGay Jobs		
			The Choice Group		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			WETA social media		
			WETA.org		
Senior Content Producer (2 positions) (NHP)	2/4/2015	2/16/2015, 4/20/2015	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			Broadcasting Institute of Maryland		

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

			CPB		
			DC Networks		
			DC Office of Motion Picture & TV Development		
			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			Foundation Center - PND		
			Maryland DC Delaware Broadcaster's Association		
			Maryland Film Office		
			Maryland Workforce Exchange		
			Mediabistro		
			National Academy of Television Arts and Sciences		
			NETA		
			NHMC		
			PBMA		
			PBS		
			PBS NewsHour website		
			ProGay Jobs		
			referral	3	1
			The Choice Group		
			TV Newser	1	
			USO Employment Pipeline		
			Virginia Workforce Connection		
			Washington City Paper		
			WETA social media		
			WETA.org	3	1
Unit Production Manager	2/6/2015	4/22/2015	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CPB	1	
			DC Networks		
			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			Foundation Center - PND		
			Glassdoor	1	
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			PBMA		
			PBS		
			ProGay Jobs		
			referral	1	1
			The Choice Group		

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

			USO Employment Pipeline		
			Virginia Workforce Connection		
			Washington City Paper		
			WETA social media		
			WETA.org		3
Digital Video Producer (NHP)	2/20/2015	4/19/2015	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CPB		1
			DC Networks		
			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			Internal candidate		1 1
			Maryland Workforce Exchange		
			Mediabistro		
			NETA		
			NHMC		
			PBMA		
			ProGay Jobs		
			referral		2
			The Choice Group		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			WETA social media		
			WETA.org		2
Associate Web Producer	3/17/2015	5/4/2015	CPB		
			FishbowlDC		
			Former / current WETA interns		
			Indeed		1
			journalismjobs.com		
			Mediabistro		
			NABJ		
			NAHJ		
			NETA		
			NLGJA		
			PBMA		
			PBS		
			PBS NewsHour website		
			referral		1
			SAJA		
			USO Employment Pipeline		
			WETA social media		
			WETA.org		1 1

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Production Associate, Washington Week	2/27/2015	5/7/2015	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CPB		2
			DC Networks		
			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			Former / current WETA interns	2	1
			Foundation Center - PND		
			Indeed	2	
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			PBMA		
			PBS		
			ProGay Jobs		
			referral	3	
			The Choice Group		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			WETA social media	1	
			WETA.org	3	
Sustainer Care Associate	3/13/2015	5/11/2015	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CPB		1
			DC Networks		
			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			Former / current WETA interns		
			Foundation Center - PND		
			Greater Public		
			Internal candidate	2	
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			PBMA		
			PBS		
			ProGay Jobs		
			referral	1	
			The Choice Group		
			USO Employment Pipeline		
			Virginia Workforce Connection		

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

			Washington City Paper		
			WETA social media		
			WETA.org	1	1
Senior Editorial Producer (NHP)	2/20/2015	5/11/2015	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CPB		
			DC Networks		
			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			Former /current WETA interns		
			Foundation Center - PND		
			journalismjobs.com		
			Maryland Workforce Exchange		
			Mediabistro		
			NETA		
			NHMC		
			PBMA		
			PBS		
			PBS NewsHour website		
			ProGay Jobs		
			referral	3	1
			The Choice Group		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			WETA social media		
			WETA.org		
Correspondent (NHP)	1/16/2015	5/11/2015	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CPB		
			DC Networks		
			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			Foundation Center - PND		
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			PBMA		
			PBS		
			PBS NewsHour website		
			ProGay Jobs		
			referral	3	1

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

			The Choice Group		
			USO Employment Pipeline		
			Virginia Workforce Connection		
			WETA social media		
			WETA.org		
Reporter Producer, Online Business & Economics (NHP)	3/17/2015	5/26/2015	CPB		
			FishbowlDC		
			Former /current WETA interns		
			Internal candidate		3
			journalismjobs.com		1
			Mediabistro		1 1
			NABJ		
			NAHJ		
			NETA		
			NLGJA		
			PBMA		
			PBS		
			PBS NewsHour website		
			SAJA		
			USO Employment Pipeline		
			WETA social media		
			WETA.org		
Reporter Producer, Online Science (NHP)	3/17/2015	4/27/2015	CPB		
			Fishbowl DC		
			Former /current WETA interns		
			Internal candidate		3
			journalismjobs.com		
			Mediabistro		1 1
			NABJ		
			NAHJ		
			NETA		
			NLGJA		
			PBMA		
			PBS		
			PBS NewsHour website		
			SAJA		
			USO Employment Pipeline		
			WETA social media		
			WETA.org		
News Developer (NHP)	8/12/2014	5/11/2015	40 Plus of Greater Washington D.C.		
			Arlington Employment Center		
			CPB		

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

			DC Networks		
			Defense Civilian Personnel Management Service		
			Department of Homeland Security - Veterans Outreach		
			Department for Aging and Rehabilitative Services		
			Foundation Center - PND		
			journalismjobs.com	1	
			Maryland Workforce Exchange		
			NETA		
			NHMC		
			PBMA		
			PBS		
			PBS NewsHour social media	2	
			ProGay Jobs		
			referral	1	1
			Virginia Workforce Connection		
			Washington City Paper		
			WETA social media		
			WETA.org		
NewsHour Extra Editor (NHP)	unknown	8/4/2014	See Section F(1) of EEO Public Inspection Narrative Report	15	1
Desk Assistant (ongoing short term positions) (NHP)	7/1/2014	Various start dates	AAJA		
			American University		
			Arizona State University		
			Berkeley University of California Job Board		
			BradTraverse.com	1	1
			Brown University		
			Columbia University		
			Cornell University		
			CPB		
			Dartmouth College		
			DC Journalism Jobs Facebook group	1	1
			Furman University		
			George Washington University		
			Georgetown University		
			Harvard University		
			Idealist	2	
			indeed	2	
			internships.com	1	1
			journalismjobs.com		
			LinkedIn	2	
			Northwestern University		
			PBS NewsHour social media	6	3

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

		PBS NewsHour website	6	1
		Princeton University		
		referral	16	8
		Southern California University		
		University Career Action Network		
		University of Maryland		
		University of North Carolina		
		University of Pennsylvania		
		Yale University		

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RECRUITMENT SOURCES	Contact	INTERVIEWED	HIRED
40 Plus of Greater Washington DC 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/		
Arizona State University Tempe AZ 85281	http://cronkite.asu.edu/experience/internships		
Arlington Employment Center 2100 Washington Boulevard, 1st Floor Arlington, Virginia 22204	Pam Egner, Pegner@arlingtonva.us		
Asian American Journalist Association (AAJA) 5 Third Street Suite 1108 San Francisco, CA 94103	http://www.aaja.org/category/jobs-opportunities/		
Association of Advancement Services Professionals 225 West Wacker Drive, Suite 650 Chicago, Illinois 60606 Phone: 312.981.6798 Fax: 312.265.2908	http://www.advserv.org/	2	
Association of Fundraising Professionals, Washington DC Metro Chapter 20 F Street, 7th Floor Washington, DC 20001 Phone: 202-524-6888 Fax: 215-564-2175	http://afpdc.afpnet.org/	1	
Berkeley University of California Job Board 2440 Bancroft Way Berkeley, CA 94720-4350	https://berkeley-csm.symplicity.com/employers/.		
BradTraverse.com P.O. Box 106 Falls Church, VA 22040	http://bradtraverse.com/jobs_add.cfm	1	1
Brandeis University 15 South Street, MS 204, Waltham, MA 02453	http://www.brandeis.edu/hiatt/employers/index.html		
Broadcasting Institute of Maryland 7200 Harford Rd Parkville, MD 21234	http://www.bim.org/careers		

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Brown University Providence, RI 02912	https://alumni-brown-csm.symplicity.com/employers/index.php/pid034077?		
CareerBuilder 200 N. LaSalle St. Suite 1100 Chicago, IL 60601	http://www.careerbuilder.com/	1	
Catholic University 620 Michigan Ave NE, Washington, DC 20064	http://careers.cua.edu/		
Columbia University 2950 Broadway (at 116th Street) New York, NY 10027	http://www.journalism.columbia.edu/page/103-post-job-openings/104		
Cornell University Ithaca, NY 14850	http://www.career.cornell.edu/employers/		
Corporation for Public Broadcasting (CPB) 401 Ninth Street, NW Washington, DC 20006	www.cpb.org	6	
Current 6930 Carroll Ave., Suite 350 Takoma Park, MD 20912	http://www.current.org/		
Dartmouth College Hanover, NH 03755	http://www.dartmouth.edu/~csrc/employers/		
DC Journalism Jobs (Facebook group)	https://www.facebook.com/groups/dcjournalismjobs/	1	1
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/		
DCJobs 202-338-2288	http://www.dcjobs.com/	1	
Defense Civilian Personnel Management Service	brent.redmon@cpms.osd.mil		
Department For Aging and Rehabilitative Services 722 East Market Street, Suite 202 Leesburg, VA 20176	tymisha@robinson@dars.virginia.gov		
Department of Homeland Security - Veterans Outreach	gary.gaston@ice.dhs.gov ; 202-732-0192		

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Direct Marketing Association 1615 L St. NW, Suite 1100 Washington, DC 20036	http://www.the-dma.org		
Direct Marketing Association of Washington 11709 Bowman Green Drive Reston, VA 20190 (703) 689-3629	info@dmaw.org · (703) 689-DMAW (3629)		1 1
DHR International 5425 Wisconsin Avenue, 4th Floor Washington DC 20815	http://www.dhrinternational.com/	5	1
FishbowlDC (job listings provided by Mediabistro)	http://www.adweek.com/fishbowlDC/		
Former/current WETA interns		4	2
Foundation Center - Philanthropic News Digest (PND) 1627 K Street, NW, Third Floor Washington, DC 20006-1708 202-331-1400	http://foundationcenter.org/	2	1
Furman University 3300 Poinsett Hwy, Greenville, SC 29613	http://www.furman.edu/studentlife/career/employerservices/pages/default.aspx		
Gallaudet University 800 Florida Ave NE, Washington, DC 20002	https://gallaudet-csm.symplicity.com/		
George Mason University 4400 University Drive Fairfax, VA 22030	careerhp@gmu.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		
Georgetown University One Leavey Center, Box 571086, Washington, DC 20057 202-687-3493	http://careerweb.georgetown.edu/		
Glassdoor 100 Shoreline Hwy, Bldg A Mill Valley, CA 94941-3645	http://www.glassdoor.com/	2	1
Greater Public 401 North 3rd Street, Suite 370 Minneapolis, MN 554011-888-454-2314	http://greaterpublic.org/		
Harvard University Cambridge, MA 02138	http://www.ocs.fas.harvard.edu/employers/post-job.htm		

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Howard University 525 Bryant Street, NW #230 Washington DC 20059	Carol Dudley cdudley@howard.edu		
Idealist 302 Fifth Avenue, 11th Floor New York, NY 10001	http://www.idealists.org/	6	1
Indeed 177 Broad Street, 6th Floor Stamford, CT 06901	http://www.indeed.com/	24	2
Internal Candidates 3939 Campbell Avenue, Arlington, VA 22206	n/a	20	8
Internships.com	http://www.internships.com/employer	1	1
journalismjobs.com 510-653-1521	http://www.journalismjobs.com/post-new-job	2	
JustinBradley 1725 I Street, NW Suite 300 Washington, DC 20006	Jennifer Yeaw, Financial Recruiter 202-349-3731; jyeaw@justinbradley.com	8	1
LinkedIn 2029 Stierlin Ct, Mountain View, CA 94043	www.linkedin.com	6	
Maryland DC Delaware Broadcaster's Association 150 Fayetteville Street Suite 1270 Raleigh, NC 27601	(888) FON-MDCD info@mdcdbroadcasters.com		
Maryland Film Office 401 East Pratt Street, 14th Floor Baltimore, MD 21202	marylandfilm.org		
Maryland Workforce Exchange 1100 N. Eutaw Street, Rm 209 Baltimore, MD 21201	https://mwe.dllr.state.md.us/		
Mediabistro 770 Broadway, 15th floor New York, NY 10003	www.mediabistro.com	2	2
Missouri School of Journalism 120 Neff Hall, Columbia, MO 65211	http://journalism.missouri.edu/career-center/recruiters/	1	
National Academy of Television Arts and Sciences 9405 Russell Road Silver Spring, MD 20910	www.natasdc.org		

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National Association of Black Journalists (NABJ) 8800 Lakewood Dr #117 Windsor, CA 95492	http://nabjcareers.org/		
National Association of Hispanic Journalists (NAHJ) 1050 Connecticut Avenue NW 10th Floor Washington, DC, 20036	http://www.nahjcareercenter.com/		
National Education Telecommunications Association (NETA) PO Box 50008 / Columbia, SC 29250	http://www.netaonline.org/jobs.htm		
National Hispanic Media Coalition (NHMC) 55 S Grand Avenue Pasadena CA, 91105	http://www.nhmc.org/		
National Institute for Computer-Assisted Reporting (NICAR) (job listing provided by Investigative Reporters & Editors)	https://www.ire.org/jobs/		1
National Lesbian and Gay Journalists Association (NLGJA) 2120 L Street, NW Suite 850 Washington, DC 20037	https://nlgia.site-ym.com/networking/		
NonProfit Job Market	http://www.nonprofitjobmarket.org/		1
Northern Virginia Society of Human Resource Management (NOVA SHRM) P.O. Box 2474 Springfield, VA 20172-22152	http://www.novashrm.org/jobs.html		
Northwestern University 620 Lincoln Street, Evanston, IL 60208	http://www.northwestern.edu/recruit/recruit/post-a-job-internship/index.html		
NVT Staffing 7115 Leesburg Pike, Suite 314 Falls Church, VA 22043-2301	http://www.nvtstaffing.com		1
PBS NewsHour social media 2700 South Quincy Street Arlington VA 22206			10
PBS NewsHour website 2700 South Quincy Street Arlington, VA 22206	http://www.pbs.org/newshour/		6
Princeton University 36 University Place, Suite 200 Princeton, NJ 08544	http://careerservices.princeton.edu/employers		
ProGay Jobs 1800 Market Street #26 San Francisco, CA 94102	http://www.progayjobs.com/		

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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/		
Referrals		45	17
See Section F(1) of EEO Public Inspection Narrative Report		25	2
See Section F(2) of EEO Public Inspection Narrative Report		1	1
Simply Hired 370 San Aleso Ave, #200 Sunnyvale, CA 94085	http://employers.simplyhired.com/simplypost	3	
Society of Human Resource Management (SHRM) 1800 Duke Street Alexandria, Virginia 22314 USA	http://jobs.shrm.org/	2	1
South Asian Journalists Association (SAJA) 3620 Walnut St, Philadelphia, PA 19104	http://www.saja.org/jobs		
Southern California University Student Union 110 Los Angeles, CA 90089-4897	http://careers.usc.edu/employers		
The Choice Group 4807 Radford Ave Richmond VA 23230	shadizzadeh@thechoicegroup.com		
Trinity Washington University 125 Michigan Ave NE, Washington, DC 20017	http://www.trinitydc.edu/		
TV Newser (job listings provided by Mediabistro) 770 Broadway, 15th floor New York, NY 10003	http://www.adweek.com/tvnewser/	1	
University Career Action Network	https://ucan-csm.symplicity.com/employers/index.php/pid149491?cck=1&au=&cck=		
University of Maryland University of Maryland, College Park, MD 20742	umd.csm.symplicity.com/employers		
University of North Carolina 219 Hanes Hall Chapel Hill, NC 27599 ph: 919-962-6507	http://careers.unc.edu/employers/employers/post-job-or-internship.html		
University of Pennsylvania 3718 Locust Walk, Philadelphia, PA 19104	http://www.vpul.upenn.edu/careerservices/employer/		

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University of Virginia P.O. Box 400134 Bryant Hall, 2nd floor Charlottesville, VA 22904-4134	virginia-csm.symplicity.com/employers/		
USO Employment Pipeline 2111 Wilson Blvd #1200 Arlington, VA 22201	https://usoemploymentpipeline.com/		
VetSuccess	http://vetsuccess.gov/		
Virginia Workforce Connection 703 E. Main St Richmond, 23219 804-786-1485	https://www.vawc.virginia.gov/		
Washington Area Compensation and Benefits Association (WACABA)	http://www.wacaba.org/jobs_search.asp		
Washington City Paper 400 Eye St., NW, Suite 900 Washington, DC 20005	http://classifieds.washingtoncitypaper.com/washington/Results?section=oid%3A3		
WETA social media 3939 Campbell Avenue, Arlington, VA 22206		1	
WETA.org 3939 Campbell Avenue, Arlington, VA 22206	www.weta.org	36	8
Willmott and Associates, Inc. 8201 Greensboro Drive, Suite 300 Mclean, VA 22102	Virginia Mumaw Tel: (703)287-0087, BB: (703)728-0088 vmumaw@willmott.com	8	3
Women in Film & Video 1233 20th Street NW, Suite 401 Washington, DC 20036	www.wifv.org		
Yale University New Haven, CT 06520	http://ocs.yale.edu/content/campus-recruiting-employers		