

2023 ANNUAL PUBLIC FILE EEO REPORT

Stations Call Letters: WRC-TV, WZDC-CD

Reporting Period: 6/1/2022 – 5/31/2023

1. List all full-time job vacancies filled by any station covered by this report during the past year.

Content Producer
Reporter
Digital Content Producer
Reporter
Platform Manager
VP, Community Affairs
Executive Producer
Platform Manager
Digital Content Producer
Executive Producer
Commercial Producer
Senior Producer
Reporter
Anchor
Investigative Reporter
Multimedia Brand Producer
Media Specialist
Account Executive
Systems Engineer
Platform Manager
Photographer
Research Manager
Content Producer
Weather Anchor
Sports Reporter
Content Producer

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form.
3. In total, how many interviewees did the station (or station group) interview for all the full-time job vacancies identified in response to Question 1? 100

4. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station? Please provide this information in matrix form.

| Name of Recruitment Source | Total Number of Interviewees Referred During Year |
|--|---|
| American University Career Center | |
| Bowie State University | |
| DirectEmployers Association | |
| DragonukConnects.com | |
| Elizabeth City State University | |
| Employee Referral | 22 |
| George Mason University Career Services | |
| Georgetown University | |
| Greater Urban League | |
| Hampton University Career Center | |
| Handshake | |
| Hart Talent Management | 1 |
| Howard University | |
| Indeed, Inc. | |
| Internal | 29 |
| IUOE | |
| LinkedIn Corporation | 2 |
| Loudoun Workforce Resource Center | |
| Maryland Workforce Exchange | |
| Marymount Career Services | |
| Morgan State University Career Resource Center | |
| NABJ | 2 |
| NBC Job Line | |
| nbcunicareers.com | 44 |
| nbcwashington.com | |
| telemundowashington.com | |
| The Catholic University of America Office of Career Services | |
| Workforce Development Center | |

5. Please summarize the station's (or station group's) broad recruitment outreach initiatives during the past year. Please identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative; and a short summary of the nature and extent of the station's participation in each initiative.

WRC-TV and WZDC-CD are committed to diversity and equal employment and, as such, have conducted broad and extensive recruitment outreach over the last year. The Stations' outreach efforts include the following:

Internet Recruiting

All positions are posted on nbcunicareers.com (the "Career Site"), a link to which is provided on the Stations' websites. All positions posted on the Career Site are republished by numerous third-party online general audience job boards, including commonly used sites like LinkedIn, AboutJobs, Indeed, and ZipRecruiter.

Additionally, NBCUniversal partners with Direct Employers, which disseminates Career Site postings to additional online job boards targeted to reach diversity-focused, military veteran, disabled, and federal government job seekers.

Job Fair Participation

Mike Goldrick - Vice President News, Janette Luviano - News Director, Melissa Younger - Executive Producer, Marcus Foster- Executive Producer, Jummy Olabanji - Anchor, Melinda Woolbright - Planning Editor, Mark Stephens - Senior Producer, Teneille Gibson - Senior Digital Multimedia Journalist, attended the combined National Association of Black Journalists and National Association of Hispanic Journalist Convention in Las Vegas, Nevada on August 3-6, 2022.

Morgan Hoisington - HR Manager, participated in the Phillip Merrill College of Journalism Career Fair at the University of Maryland in College Park, Maryland on October 14, 2022.

Aimee Cho - Reporter, participated in the Asian American Journalists Association Conference in Los Angeles, California on July 27-31, 2022.

Rachel Manning - VP, HR, Matt Glassman - Assistant News Director and Melinda Woolbright - Planning Editor participated in the Georgetown University School of Continuing Studies Journalism Career Fair on April 1, 2023 in Washington, D.C.

Community Events Participation

Rick Yarborough - Senior Producer, Pamela Leahigh - Assignment Editor and Melinda Woolbright - Planning Editor attended the Out and Equal Executive Forum at the MGM National Harbor in Oxon Hill, Maryland on February 28-March 2, 2023.

Student Career Participation

Teneille Gibson - Senior Digital Multimedia Journalist, was a guest lecturer for a Georgetown University School of Continuing Studies Studio Reporting class on August 31, 2022.

Ambrose Vurnis - Photographer, was a guest lecturer for an Ohio University Visual Communication Students at the National Press Club in Washington, D.C. on September 6, 2022.

Mike Goldrick - VP, News, participated in University of Florida Journalism Department's Alumni Advisory Panel in Gainesville, Florida on September 17-21, 2022.

Matt Glassman - Assistant News Director, was a guest lecturer for a Georgetown University School of Continuing Studies Studio Reporting class on October 12, 2022.

Adam Jacobs - Executive Producer, was a guest lecturer for a Georgetown University School of Continuing Studies Studio Reporting class on November 16, 2022.

Melinda Woolbright- Planning Editor and Dominique Moody - Reporter, were guest lecturers for a journalism class at Bowie State University on February 16, 2023.

Jason Gittlen - Executive Producer, Vince Lattanzio - Digital Director, Mike Goldrick - VP, News, Teneille Gibson - Senior Digital Multimedia Journalist, Aimee Cho - Reporter, Mark Seagraves - Reporter participated in FaceTime with the Pros at the University of Maryland in College Park, Maryland. The event was sponsored by the Chesapeake Bay NATAS chapter on March 4, 2023.

Dominique Moody - Reporter, participated as a mentor for the National Association of Black Journalist Multimedia Short Course at North Carolina A&T University on March 16-17, 2023.

Mike Goldrick - VP, News was a guest lecturer for a Media Law Class at American University on April 5, 2023.

Employee EEO Training

All Station employees and management are required to attend an annual mandatory training (by each September) on methods to ensure equal employment opportunities and to prevent employee harassment and discrimination. "Respect in the Workplace" is a training course that outlines the company's policies regarding the prevention of harassment and discrimination in the workplace. All of the Stations' employees completed this training.

Skills Enhancement Training

NBCUniversal provides its employees with training that is designed to enable station personnel to acquire skills that could qualify them for higher level positions. The Talent Lab is NBCUniversal's suite of nomination-based learning and developmental experiences that are uniquely designed to develop and engage NBCUniversal employees. It consists of five "tracks" with several underlying programs and experiences designed to develop leadership capabilities, enhance business acumen, and help shape and define culture within NBCUniversal. In addition, WRC-TV and WZDC-CD also provided employee training and development opportunities designed to enhance employees' abilities to assume positions of greater responsibility. Various training sessions were provided by internal staff on topics including creative writing & storytelling, enterprise reporting, digital platforms, weather coverage, ethics/standards and racial justice in news coverage.

NBCUniversal's diverse employee population is reflected in our Employee Resource Groups. These voluntary organizations focus on the professional development of their members by creating opportunities for coaching, mentoring and networking with employees and senior management. In addition, they are a major force in driving

recruitment and retention of top talent in the organization. Participation in these groups is open to all employees. There are 10 established groups at NBCUniversal including the Black Employee Network @ NBCUniversal, OUT @ NBCUniversal (LGBTQ+ Ally) and Unidos @ NBCUniversal. All of the groups provide professional networking and skill development courses to employees.

Intern Program

WRC-TV and WZDC-CD offer a year-round, paid college internship program. From June 2022- May 2023, 16 interns participated in the program from 7 colleges and universities.

Grants

WRC-TV and WZDC-CD awarded grants totaling \$315,000 in the summer of 2022 to non-profits who serve minority and/or underserved parts of our local community to help fund programs in the following areas.

- Culture of Inclusion - Programs that encourage equitable access, opportunities, and resources for traditionally underrepresented communities.
- Youth Education and Empowerment - In-school and out-of-school programs that equip youth with the tools they need to succeed, including STEM/ STEAM education and youth entrepreneurship.
- Next Generation Storytellers - Programs that promote access and develop pathways for emerging talent, diverse voices, and underrepresented youth to explore careers in arts, news, sports and entertainment.
- Community Engagement - Programs that enable individuals to engage and volunteer in their communities.

**NBCUNIVERSAL OWNED STATIONS GROUP IS AN EQUAL
OPPORTUNITY EMPLOYER**

NBCU IS AN EQUAL OPPORTUNITY EMPLOYER

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WRC-TV/WZDC-CD

Job Title: Content Producer

Date Job Filled: 6/6/2022

Recruitment Source
That Referred
Ultimate Hire: Internal

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|---|-----------------------|---------------------------|---|
| NBC Job Line | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4057 | No |
| nbcunicareers.com | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4368 | No |
| DirectEmployers Association | 9002 Purdue Road, #100 Indianapolis, IN 46268 | | (317)874-9000 | No |
| LinkedIn Corporation | 2029 Stierlin Court Mountain View, CA 94043 | | (650)687-3600 | No |
| Indeed, Inc. | 470 West Ave, #2002 Stamford, CT 06902 | | (203)564-2418 | No |
| AFTRA | 7735 Old Georgetown Road, #950 Bethesda, MD 20814 | Pat O' Donnell | (301)657-2560 | Yes |
| Bowie State University | Bowie State U Bowie, MD 20715 | | Handshake | No |

| | | | | |
|--|--|--|---------------------------|-----|
| DragonukConnects.com | 3701 Burmont Ave Randallstown, MD 21133 | Brian Dragonuk | (410)922-6797 | Yes |
| Elizabeth City State University | 1704 Weeksville Road Elizabeth City, NC 27909 | LaToya Scott | (252)335-3713 | Yes |
| George Mason University Career Services | 4400 University Dr. Fairfax, VA 22030 | | Handshake | No |
| Georgetown University | 3700 O St NW, Washington, DC 20057 | | Handshake | No |
| Greater Urban League | 3501 14 th Street, NW Washington, DC 20010 | Ursula Higgins | (202)265-8200 | Yes |
| Hampton University Career Center | Hampton, VA 23668 | Andre Ledoux | (757)727-5000 | Yes |
| Howard University | 525 Bryant St. NW Washington, DC 20059 | | Handshake | No |
| Loudoun Workforce Resource Center | 102 Heritage Way, NE Suite 200 Leesburg, VA 20176 | Kelly Hartles | (703)777-0150 | Yes |
| Maryland Workforce Exchange | 701 Russell Ave. E 208 Gaithersburg, MD 20877 | Lulu Aguilar | (301)519-8253 | Yes |
| Morgan State University Career Resource Center | 1700 E Cold Spring Ln, Baltimore, MD 21251 | | Handshake | No |
| Workforce Development Center | 7511 Fordson Rd. Alexandria, VA 22306 | Wdcec2@ucmagency.org | (703)768-7106 | Yes |
| The Catholic University of America Office of Career Services | 620 Michigan Ave., NE Washington, DC 20064 | | Handshake | No |
| Marymount Career Services | 2807 N. Glebe Rd Arlington, VA 22207 | | Handshake | No |
| American University Career Center | 4400 Mass Ave, NW 5 th Fl Butler Pavilion, Washington, DC 20016 | | Handshake | No |

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WRC-TV/WZDC-CD

Job Title: Reporter

Date Job Filled: 6/20/2022

Recruitment Source
That Referred
Ultimate Hire: Internal

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|---|---|----------------|---------------------------|------------------------------------|
| NBC Job Line | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4057 | No |
| nbcunicareers.com | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4368 | No |
| DirectEmployers Association | 9002 Purdue Road, #100 Indianapolis, IN 46268 | | (317)874-9000 | No |
| LinkedIn Corporation | 2029 Stierlin Court Mountain View, CA 94043 | | (650)687-3600 | No |
| Indeed, Inc. | 470 West Ave, #2002 Stamford, CT 06902 | | (203)564-2418 | No |
| AFTRA | 7735 Old Georgetown Road, #950 Bethesda, MD 20814 | Pat O' Donnell | (301)657-2560 | Yes |
| Bowie State University | Bowie State U Bowie, MD 20715 | | Handshake | No |
| DragonukConnects.com | 3701 Burmont Ave Randallstown, MD 21133 | Brian Dragonuk | (410)922-6797 | Yes |
| Elizabeth City State University | 1704 Weeksville Road Elizabeth City, NC 27909 | LaToya Scott | (252)335-3713 | Yes |
| George Mason University Career Services | 4400 University Dr. Fairfax, VA 22030 | | Handshake | No |

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|--|--|--|---------------------------|-----|
| Georgetown University | 3700 O St NW, Washington, DC 20057 | | Handshake | No |
| Greater Urban League | 3501 14 th Street, NW Washington, DC 20010 | Ursula Higgins | (202)265-8200 | Yes |
| Hampton University Career Center | Hampton, VA 23668 | Andre Ledoux | (757)727-5000 | Yes |
| Howard University | 525 Bryant St. NW Washington, DC 20059 | | Handshake | No |
| Loudoun Workforce Resource Center | 102 Heritage Way, NE Suite 200 Leesburg, VA 20176 | Kelly Hartles | (703)777-0150 | Yes |
| Maryland Workforce Exchange | 701 Russell Ave. E 208 Gaithersburg, MD 20877 | Lulu Aguilar | (301)519-8253 | Yes |
| Morgan State University Career Resource Center | 1700 E Cold Spring Ln, Baltimore, MD 21251 | | Handshake | No |
| Workforce Development Center | 7511 Fordson Rd. Alexandria, VA 22306 | Wdcec2@ucmagency.org | (703)768-7106 | Yes |
| The Catholic University of America Office of Career Services | 620 Michigan Ave., NE Washington, DC 20064 | | Handshake | No |
| Marymount Career Services | 2807 N. Glebe Rd Arlington, VA 22207 | | Handshake | No |
| American University Career Center | 4400 Mass Ave, NW 5 th Fl Butler Pavilion, Washington, DC 20016 | | Handshake | No |

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
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Station: WRC-TV/WZDC-CD

Job Title: Digital Content Producer

Date Job Filled: 6/23/2022

Recruitment Source
That Referred
Ultimate Hire: Employee Referral

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|---|---|----------------|---------------------------|------------------------------------|
| NBC Job Line | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4057 | No |
| nbcunicareers.com | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4368 | No |
| DirectEmployers Association | 9002 Purdue Road, #100 Indianapolis, IN 46268 | | (317)874-9000 | No |
| LinkedIn Corporation | 2029 Stierlin Court Mountain View, CA 94043 | | (650)687-3600 | No |
| Indeed, Inc. | 470 West Ave, #2002 Stamford, CT 06902 | | (203)564-2418 | No |
| AFTRA | 7735 Old Georgetown Road, #950 Bethesda, MD 20814 | Pat O' Donnell | (301)657-2560 | Yes |
| Bowie State University | Bowie State U Bowie, MD 20715 | | Handshake | No |
| DragonukConnects.com | 3701 Burmont Ave Randallstown, MD 21133 | Brian Dragonuk | (410)922-6797 | Yes |
| Elizabeth City State University | 1704 Weeksville Road Elizabeth City, NC 27909 | LaToya Scott | (252)335-3713 | Yes |
| George Mason University Career Services | 4400 University Dr. Fairfax, VA 22030 | | Handshake | No |

| | | | | |
|--|--|--|---------------------------|-----|
| Georgetown University | 3700 O St NW, Washington, DC 20057 | | Handshake | No |
| Greater Urban League | 3501 14 th Street, NW Washington, DC 20010 | Ursula Higgins | (202)265-8200 | Yes |
| Hampton University Career Center | Hampton, VA 23668 | Andre Ledoux | (757)727-5000 | Yes |
| Howard University | 525 Bryant St. NW Washington, DC 20059 | | Handshake | No |
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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
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Station: WRC-TV/WZDC-CD

Job Title: Reporter

Date Job Filled: 6/27/2022

Recruitment Source
That Referred
Ultimate Hire: Hart Talent Management

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|---|---|----------------|---------------------------|------------------------------------|
| NBC Job Line | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4057 | No |
| nbcunicareers.com | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4368 | No |
| DirectEmployers Association | 9002 Purdue Road, #100 Indianapolis, IN 46268 | | (317)874-9000 | No |
| LinkedIn Corporation | 2029 Stierlin Court Mountain View, CA 94043 | | (650)687-3600 | No |
| Indeed, Inc. | 470 West Ave, #2002 Stamford, CT 06902 | | (203)564-2418 | No |
| AFTRA | 7735 Old Georgetown Road, #950 Bethesda, MD 20814 | Pat O' Donnell | (301)657-2560 | Yes |
| Bowie State University | Bowie State U Bowie, MD 20715 | | Handshake | No |
| DragonukConnects.com | 3701 Burmont Ave Randallstown, MD 21133 | Brian Dragonuk | (410)922-6797 | Yes |
| Elizabeth City State University | 1704 Weeksville Road Elizabeth City, NC 27909 | LaToya Scott | (252)335-3713 | Yes |
| George Mason University Career Services | 4400 University Dr. Fairfax, VA 22030 | | Handshake | No |

| | | | | |
|--|--|--|---------------------------|-----|
| Georgetown University | 3700 O St NW, Washington, DC 20057 | | Handshake | No |
| Greater Urban League | 3501 14 th Street, NW Washington, DC 20010 | Ursula Higgins | (202)265-8200 | Yes |
| Hampton University Career Center | Hampton, VA 23668 | Andre Ledoux | (757)727-5000 | Yes |
| Howard University | 525 Bryant St. NW Washington, DC 20059 | | Handshake | No |
| Loudoun Workforce Resource Center | 102 Heritage Way, NE Suite 200 Leesburg, VA 20176 | Kelly Hartles | (703)777-0150 | Yes |
| Maryland Workforce Exchange | 701 Russell Ave. E 208 Gaithersburg, MD 20877 | Lulu Aguilar | (301)519-8253 | Yes |
| Morgan State University Career Resource Center | 1700 E Cold Spring Ln, Baltimore, MD 21251 | | Handshake | No |
| Workforce Development Center | 7511 Fordson Rd. Alexandria, VA 22306 | Wdcec2@ucmagency.org | (703)768-7106 | Yes |
| The Catholic University of America Office of Career Services | 620 Michigan Ave., NE Washington, DC 20064 | | Handshake | No |
| Marymount Career Services | 2807 N. Glebe Rd Arlington, VA 22207 | | Handshake | No |
| American University Career Center | 4400 Mass Ave, NW 5 th Fl Butler Pavilion, Washington, DC 20016 | | Handshake | No |
| Hart Talent Management | 1026 S. Orange Grove Ave. #1 Los Angeles, CA 90019 | | (310) 962-3093 | No |

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WRC-TV//WZDC-CD

Job Title: Platform Manager

Date Job Filled: 7/4/2022

Recruitment Source
That Referred
Ultimate Hire: Internal

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|---|---|----------------|---------------------------|------------------------------------|
| NBC Job Line | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4057 | No |
| nbcunicareers.com | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4368 | No |
| DirectEmployers Association | 9002 Purdue Road, #100 Indianapolis, IN 46268 | | (317)874-9000 | No |
| LinkedIn Corporation | 2029 Stierlin Court Mountain View, CA 94043 | | (650)687-3600 | No |
| Indeed, Inc. | 470 West Ave, #2002 Stamford, CT 06902 | | (203)564-2418 | No |
| AFTRA | 7735 Old Georgetown Road, #950 Bethesda, MD 20814 | Pat O' Donnell | (301)657-2560 | Yes |
| Bowie State University | Bowie State U Bowie, MD 20715 | | Handshake | No |
| DragonukConnects.com | 3701 Burmont Ave Randallstown, MD 21133 | Brian Dragonuk | (410)922-6797 | Yes |
| Elizabeth City State University | 1704 Weeksville Road Elizabeth City, NC 27909 | LaToya Scott | (252)335-3713 | Yes |
| George Mason University Career Services | 4400 University Dr. Fairfax, VA 22030 | | Handshake | No |

| | | | | |
|--|--|--|---------------------------|-----|
| Georgetown University | 3700 O St NW, Washington, DC 20057 | | Handshake | No |
| Greater Urban League | 3501 14 th Street, NW Washington, DC 20010 | Ursula Higgins | (202)265-8200 | Yes |
| Hampton University Career Center | Hampton, VA 23668 | Andre Ledoux | (757)727-5000 | Yes |
| Howard University | 525 Bryant St. NW Washington, DC 20059 | | Handshake | No |
| Loudoun Workforce Resource Center | 102 Heritage Way, NE Suite 200 Leesburg, VA 20176 | Kelly Hartles | (703)777-0150 | Yes |
| Maryland Workforce Exchange | 701 Russell Ave. E 208 Gaithersburg, MD 20877 | Lulu Aguilar | (301)519-8253 | Yes |
| Morgan State University Career Resource Center | 1700 E Cold Spring Ln, Baltimore, MD 21251 | | Handshake | No |
| Workforce Development Center | 7511 Fordson Rd. Alexandria, VA 22306 | Wdcec2@ucmagency.org | (703)768-7106 | Yes |
| The Catholic University of America Office of Career Services | 620 Michigan Ave., NE Washington, DC 20064 | | Handshake | No |
| Marymount Career Services | 2807 N. Glebe Rd Arlington, VA 22207 | | Handshake | No |
| American University Career Center | 4400 Mass Ave, NW 5 th Fl Butler Pavilion, Washington, DC 20016 | | Handshake | No |

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WRC-TV/WZDC-CD

Job Title: VP, Community Affairs

Date Job Filled: 7/11/2022

Recruitment Source
That Referred
Ultimate Hire: Internal

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|---|---|----------------|---------------------------|------------------------------------|
| NBC Job Line | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4057 | No |
| nbcunicareers.com | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4368 | No |
| DirectEmployers Association | 9002 Purdue Road, #100 Indianapolis, IN 46268 | | (317)874-9000 | No |
| LinkedIn Corporation | 2029 Stierlin Court Mountain View, CA 94043 | | (650)687-3600 | No |
| Indeed, Inc. | 470 West Ave, #2002 Stamford, CT 06902 | | (203)564-2418 | No |
| AFTRA | 7735 Old Georgetown Road, #950 Bethesda, MD 20814 | Pat O' Donnell | (301)657-2560 | Yes |
| Bowie State University | Bowie State U Bowie, MD 20715 | | Handshake | No |
| DragonukConnects.com | 3701 Burmont Ave Randallstown, MD 21133 | Brian Dragonuk | (410)922-6797 | Yes |
| Elizabeth City State University | 1704 Weeksville Road Elizabeth City, NC 27909 | LaToya Scott | (252)335-3713 | Yes |
| George Mason University Career Services | 4400 University Dr. Fairfax, VA 22030 | | Handshake | No |

| | | | | |
|--|--|--|---------------------------|-----|
| Georgetown University | 3700 O St NW, Washington, DC 20057 | | Handshake | No |
| Greater Urban League | 3501 14 th Street, NW Washington, DC 20010 | Ursula Higgins | (202)265-8200 | Yes |
| Hampton University Career Center | Hampton, VA 23668 | Andre Ledoux | (757)727-5000 | Yes |
| Howard University | 525 Bryant St. NW Washington, DC 20059 | | Handshake | No |
| Loudoun Workforce Resource Center | 102 Heritage Way, NE Suite 200 Leesburg, VA 20176 | Kelly Hartles | (703)777-0150 | Yes |
| Maryland Workforce Exchange | 701 Russell Ave. E 208 Gaithersburg, MD 20877 | Lulu Aguilar | (301)519-8253 | Yes |
| Morgan State University Career Resource Center | 1700 E Cold Spring Ln, Baltimore, MD 21251 | | Handshake | No |
| Workforce Development Center | 7511 Fordson Rd. Alexandria, VA 22306 | Wdcec2@ucmagency.org | (703)768-7106 | Yes |
| The Catholic University of America Office of Career Services | 620 Michigan Ave., NE Washington, DC 20064 | | Handshake | No |
| Marymount Career Services | 2807 N. Glebe Rd Arlington, VA 22207 | | Handshake | No |
| American University Career Center | 4400 Mass Ave, NW 5 th Fl Butler Pavilion, Washington, DC 20016 | | Handshake | No |

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WRC-TV/WZDC-CD

Job Title: Executive Producer

Date Job Filled: 7/18/2022

Recruitment Source
That Referred
Ultimate Hire: Employee Referral

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|---|---|----------------|---------------------------|------------------------------------|
| NBC Job Line | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4057 | No |
| nbcunicareers.com | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4368 | No |
| DirectEmployers Association | 9002 Purdue Road, #100 Indianapolis, IN 46268 | | (317)874-9000 | No |
| LinkedIn Corporation | 2029 Stierlin Court Mountain View, CA 94043 | | (650)687-3600 | No |
| Indeed, Inc. | 470 West Ave, #2002 Stamford, CT 06902 | | (203)564-2418 | No |
| AFTRA | 7735 Old Georgetown Road, #950 Bethesda, MD 20814 | Pat O' Donnell | (301)657-2560 | Yes |
| Bowie State University | Bowie State U Bowie, MD 20715 | | Handshake | No |
| DragonukConnects.com | 3701 Burmont Ave Randallstown, MD 21133 | Brian Dragonuk | (410)922-6797 | Yes |
| Elizabeth City State University | 1704 Weeksville Road Elizabeth City, NC 27909 | LaToya Scott | (252)335-3713 | Yes |
| George Mason University Career Services | 4400 University Dr. Fairfax, VA 22030 | | Handshake | No |

| | | | | |
|--|--|--|---------------------------|-----|
| Georgetown University | 3700 O St NW, Washington, DC 20057 | | Handshake | No |
| Greater Urban League | 3501 14 th Street, NW Washington, DC 20010 | Ursula Higgins | (202)265-8200 | Yes |
| Hampton University Career Center | Hampton, VA 23668 | Andre Ledoux | (757)727-5000 | Yes |
| Howard University | 525 Bryant St. NW Washington, DC 20059 | | Handshake | No |
| Loudoun Workforce Resource Center | 102 Heritage Way, NE Suite 200 Leesburg, VA 20176 | Kelly Hartles | (703)777-0150 | Yes |
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| Marymount Career Services | 2807 N. Glebe Rd Arlington, VA 22207 | | Handshake | No |
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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WRC-TV/WZDC-CD

Job Title: Platform Manager

Date Job Filled: 7/18/2022

Recruitment Source
That Referred
Ultimate Hire: Internal

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|---|---|----------------|---------------------------|------------------------------------|
| NBC Job Line | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4057 | No |
| nbcunicareers.com | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4368 | No |
| DirectEmployers Association | 9002 Purdue Road, #100 Indianapolis, IN 46268 | | (317)874-9000 | No |
| LinkedIn Corporation | 2029 Stierlin Court Mountain View, CA 94043 | | (650)687-3600 | No |
| Indeed, Inc. | 470 West Ave, #2002 Stamford, CT 06902 | | (203)564-2418 | No |
| AFTRA | 7735 Old Georgetown Road, #950 Bethesda, MD 20814 | Pat O' Donnell | (301)657-2560 | Yes |
| Bowie State University | Bowie State U Bowie, MD 20715 | | Handshake | No |
| DragonukConnects.com | 3701 Burmont Ave Randallstown, MD 21133 | Brian Dragonuk | (410)922-6797 | Yes |
| Elizabeth City State University | 1704 Weeksville Road Elizabeth City, NC 27909 | LaToya Scott | (252)335-3713 | Yes |
| George Mason University Career Services | 4400 University Dr. Fairfax, VA 22030 | | Handshake | No |

| | | | | |
|--|--|--|---------------------------|-----|
| Georgetown University | 3700 O St NW, Washington, DC 20057 | | Handshake | No |
| Greater Urban League | 3501 14 th Street, NW Washington, DC 20010 | Ursula Higgins | (202)265-8200 | Yes |
| Hampton University Career Center | Hampton, VA 23668 | Andre Ledoux | (757)727-5000 | Yes |
| Howard University | 525 Bryant St. NW Washington, DC 20059 | | Handshake | No |
| Loudoun Workforce Resource Center | 102 Heritage Way, NE Suite 200 Leesburg, VA 20176 | Kelly Hartles | (703)777-0150 | Yes |
| Maryland Workforce Exchange | 701 Russell Ave. E 208 Gaithersburg, MD 20877 | Lulu Aguilar | (301)519-8253 | Yes |
| Morgan State University Career Resource Center | 1700 E Cold Spring Ln, Baltimore, MD 21251 | | Handshake | No |
| Workforce Development Center | 7511 Fordson Rd. Alexandria, VA 22306 | Wdcec2@ucmagency.org | (703)768-7106 | Yes |
| The Catholic University of America Office of Career Services | 620 Michigan Ave., NE Washington, DC 20064 | | Handshake | No |
| Marymount Career Services | 2807 N. Glebe Rd Arlington, VA 22207 | | Handshake | No |
| American University Career Center | 4400 Mass Ave, NW 5 th Fl Butler Pavilion, Washington, DC 20016 | | Handshake | No |

NBCU IS AN EQUAL OPPORTUNITY EMPLOYER

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WRC-TV/WZDC-CD

Job Title: Digital Content Producer

Date Job Filled: 7/25/2022

Recruitment Source
That Referred
Ultimate Hire: Internal

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|--|---|----------------|---------------------------|------------------------------------|
| NBC Job Line | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4057 | No |
| nbcunicareers.com | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4368 | No |
| DirectEmployers Association | 9002 Purdue Road, #100 Indianapolis, IN 46268 | | (317)874-9000 | No |
| LinkedIn Corporation | 2029 Stierlin Court Mountain View, CA 94043 | | (650)687-3600 | No |
| Indeed, Inc. | 470 West Ave, #2002 Stamford, CT 06902 | | (203)564-2418 | No |
| AFTRA | 7735 Old Georgetown Road, #950 Bethesda, MD 20814 | Pat O' Donnell | (301)657-2560 | Yes |
| Bowie State University | Bowie State U Bowie, MD 20715 | | Handshake | No |
| DragonukConnects.com | 3701 Burmont Ave Randallstown, MD 21133 | Brian Dragonuk | (410)922-6797 | Yes |
| Elizabeth City State University | 1704 Weeksville Road Elizabeth City, NC 27909 | LaToya Scott | (252)335-3713 | Yes |
| George Mason University Career Services | 4400 University Dr. Fairfax, VA 22030 | | Handshake | No |

| | | | | |
|--|--|--|---------------------------|-----|
| Georgetown University | 3700 O St NW, Washington, DC 20057 | | Handshake | No |
| Greater Urban League | 3501 14 th Street, NW Washington, DC 20010 | Ursula Higgins | (202)265-8200 | Yes |
| Hampton University Career Center | Hampton, VA 23668 | Andre Ledoux | (757)727-5000 | Yes |
| Howard University | 525 Bryant St. NW Washington, DC 20059 | | Handshake | No |
| Loudoun Workforce Resource Center | 102 Heritage Way, NE Suite 200 Leesburg, VA 20176 | Kelly Hartles | (703)777-0150 | Yes |
| Maryland Workforce Exchange | 701 Russell Ave. E 208 Gaithersburg, MD 20877 | Lulu Aguilar | (301)519-8253 | Yes |
| Morgan State University Career Resource Center | 1700 E Cold Spring Ln, Baltimore, MD 21251 | | Handshake | No |
| Workforce Development Center | 7511 Fordson Rd. Alexandria, VA 22306 | Wdcec2@ucmagency.org | (703)768-7106 | Yes |
| The Catholic University of America Office of Career Services | 620 Michigan Ave., NE Washington, DC 20064 | | Handshake | No |
| Marymount Career Services | 2807 N. Glebe Rd Arlington, VA 22207 | | Handshake | No |
| American University Career Center | 4400 Mass Ave, NW 5 th Fl Butler Pavilion, Washington, DC 20016 | | Handshake | No |

NBCU IS AN EQUAL OPPORTUNITY EMPLOYER

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WRC-TV/WZDC-CD

Job Title: Executive Producer

Date Job Filled: 8/29/2022

Recruitment Source
That Referred
Ultimate Hire: Internal

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|---|---|----------------|---------------------------|------------------------------------|
| NBC Job Line | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4057 | No |
| nbcunicareers.com | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4368 | No |
| DirectEmployers Association | 9002 Purdue Road, #100 Indianapolis, IN 46268 | | (317)874-9000 | No |
| LinkedIn Corporation | 2029 Stierlin Court Mountain View, CA 94043 | | (650)687-3600 | No |
| Indeed, Inc. | 470 West Ave, #2002 Stamford, CT 06902 | | (203)564-2418 | No |
| AFTRA | 7735 Old Georgetown Road, #950 Bethesda, MD 20814 | Pat O' Donnell | (301)657-2560 | Yes |
| Bowie State University | Bowie State U Bowie, MD 20715 | | Handshake | No |
| DragonukConnects.com | 3701 Burmont Ave Randallstown, MD 21133 | Brian Dragonuk | (410)922-6797 | Yes |
| Elizabeth City State University | 1704 Weeksville Road Elizabeth City, NC 27909 | LaToya Scott | (252)335-3713 | Yes |
| George Mason University Career Services | 4400 University Dr. Fairfax, VA 22030 | | Handshake | No |

| | | | | |
|--|--|--|---------------------------|-----|
| Georgetown University | 3700 O St NW, Washington, DC 20057 | | Handshake | No |
| Greater Urban League | 3501 14 th Street, NW Washington, DC 20010 | Ursula Higgins | (202)265-8200 | Yes |
| Hampton University Career Center | Hampton, VA 23668 | Andre Ledoux | (757)727-5000 | Yes |
| Howard University | 525 Bryant St. NW Washington, DC 20059 | | Handshake | No |
| Loudoun Workforce Resource Center | 102 Heritage Way, NE Suite 200 Leesburg, VA 20176 | Kelly Hartles | (703)777-0150 | Yes |
| Maryland Workforce Exchange | 701 Russell Ave. E 208 Gaithersburg, MD 20877 | Lulu Aguilar | (301)519-8253 | Yes |
| Morgan State University Career Resource Center | 1700 E Cold Spring Ln, Baltimore, MD 21251 | | Handshake | No |
| Workforce Development Center | 7511 Fordson Rd. Alexandria, VA 22306 | Wdcec2@ucmagency.org | (703)768-7106 | Yes |
| The Catholic University of America Office of Career Services | 620 Michigan Ave., NE Washington, DC 20064 | | Handshake | No |
| Marymount Career Services | 2807 N. Glebe Rd Arlington, VA 22207 | | Handshake | No |
| American University Career Center | 4400 Mass Ave, NW 5 th Fl Butler Pavilion, Washington, DC 20016 | | Handshake | No |

NBCU IS AN EQUAL OPPORTUNITY EMPLOYER

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WRC-TV/WZDC-CD

Job Title: Commercial Producer

Date Job Filled: 9/12/2022

Recruitment Source
That Referred
Ultimate Hire: nbcunicareers.com

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|---|---|----------------|---------------------------|------------------------------------|
| NBC Job Line | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4057 | No |
| nbcunicareers.com | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4368 | No |
| DirectEmployers Association | 9002 Purdue Road, #100 Indianapolis, IN 46268 | | (317)874-9000 | No |
| LinkedIn Corporation | 2029 Stierlin Court Mountain View, CA 94043 | | (650)687-3600 | No |
| Indeed, Inc. | 470 West Ave, #2002 Stamford, CT 06902 | | (203)564-2418 | No |
| AFTRA | 7735 Old Georgetown Road, #950 Bethesda, MD 20814 | Pat O' Donnell | (301)657-2560 | Yes |
| Bowie State University | Bowie State U Bowie, MD 20715 | | Handshake | No |
| DragonukConnects.com | 3701 Burmont Ave Randallstown, MD 21133 | Brian Dragonuk | (410)922-6797 | Yes |
| Elizabeth City State University | 1704 Weeksville Road Elizabeth City, NC 27909 | LaToya Scott | (252)335-3713 | Yes |
| George Mason University Career Services | 4400 University Dr. Fairfax, VA 22030 | | Handshake | No |

| | | | | |
|--|--|--|---------------------------|-----|
| Georgetown University | 3700 O St NW, Washington, DC 20057 | | Handshake | No |
| Greater Urban League | 3501 14 th Street, NW Washington, DC 20010 | Ursula Higgins | (202)265-8200 | Yes |
| Hampton University Career Center | Hampton, VA 23668 | Andre Ledoux | (757)727-5000 | Yes |
| Howard University | 525 Bryant St. NW Washington, DC 20059 | | Handshake | No |
| Loudoun Workforce Resource Center | 102 Heritage Way, NE Suite 200 Leesburg, VA 20176 | Kelly Hartles | (703)777-0150 | Yes |
| Maryland Workforce Exchange | 701 Russell Ave. E 208 Gaithersburg, MD 20877 | Lulu Aguilar | (301)519-8253 | Yes |
| Morgan State University Career Resource Center | 1700 E Cold Spring Ln, Baltimore, MD 21251 | | Handshake | No |
| Workforce Development Center | 7511 Fordson Rd. Alexandria, VA 22306 | Wdcec2@ucmagency.org | (703)768-7106 | Yes |
| The Catholic University of America Office of Career Services | 620 Michigan Ave., NE Washington, DC 20064 | | Handshake | No |
| Marymount Career Services | 2807 N. Glebe Rd Arlington, VA 22207 | | Handshake | No |
| American University Career Center | 4400 Mass Ave, NW 5 th Fl Butler Pavilion, Washington, DC 20016 | | Handshake | No |

NBCU IS AN EQUAL OPPORTUNITY EMPLOYER

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WRC-TV/WZDC-CD

Job Title: Senior Producer

Date Job Filled: 9/26/2022

Recruitment Source
That Referred
Ultimate Hire: Internal

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|---|---|----------------|---------------------------|------------------------------------|
| NBC Job Line | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4057 | No |
| nbcunicareers.com | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4368 | No |
| DirectEmployers Association | 9002 Purdue Road, #100 Indianapolis, IN 46268 | | (317)874-9000 | No |
| LinkedIn Corporation | 2029 Stierlin Court Mountain View, CA 94043 | | (650)687-3600 | No |
| Indeed, Inc. | 470 West Ave, #2002 Stamford, CT 06902 | | (203)564-2418 | No |
| AFTRA | 7735 Old Georgetown Road, #950 Bethesda, MD 20814 | Pat O' Donnell | (301)657-2560 | Yes |
| Bowie State University | Bowie State U Bowie, MD 20715 | | Handshake | No |
| DragonukConnects.com | 3701 Burmont Ave Randallstown, MD 21133 | Brian Dragonuk | (410)922-6797 | Yes |
| Elizabeth City State University | 1704 Weeksville Road Elizabeth City, NC 27909 | LaToya Scott | (252)335-3713 | Yes |
| George Mason University Career Services | 4400 University Dr. Fairfax, VA 22030 | | Handshake | No |

| | | | | |
|--|--|--|---------------------------|-----|
| Georgetown University | 3700 O St NW, Washington, DC 20057 | | Handshake | No |
| Greater Urban League | 3501 14 th Street, NW Washington, DC 20010 | Ursula Higgins | (202)265-8200 | Yes |
| Hampton University Career Center | Hampton, VA 23668 | Andre Ledoux | (757)727-5000 | Yes |
| Howard University | 525 Bryant St. NW Washington, DC 20059 | | Handshake | No |
| Loudoun Workforce Resource Center | 102 Heritage Way, NE Suite 200 Leesburg, VA 20176 | Kelly Hartles | (703)777-0150 | Yes |
| Maryland Workforce Exchange | 701 Russell Ave. E 208 Gaithersburg, MD 20877 | Lulu Aguilar | (301)519-8253 | Yes |
| Morgan State University Career Resource Center | 1700 E Cold Spring Ln, Baltimore, MD 21251 | | Handshake | No |
| Workforce Development Center | 7511 Fordson Rd. Alexandria, VA 22306 | Wdcec2@ucmagency.org | (703)768-7106 | Yes |
| The Catholic University of America Office of Career Services | 620 Michigan Ave., NE Washington, DC 20064 | | Handshake | No |
| Marymount Career Services | 2807 N. Glebe Rd Arlington, VA 22207 | | Handshake | No |
| American University Career Center | 4400 Mass Ave, NW 5 th Fl Butler Pavilion, Washington, DC 20016 | | Handshake | No |

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WRC-TV/WZDC-CD

Job Title: Reporter

Date Job Filled: 10/3/2022

Recruitment Source
That Referred
Ultimate Hire: Employee Referral

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|---|---|----------------|---------------------------|------------------------------------|
| NBC Job Line | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4057 | No |
| nbcunicareers.com | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4368 | No |
| DirectEmployers Association | 9002 Purdue Road, #100 Indianapolis, IN 46268 | | (317)874-9000 | No |
| LinkedIn Corporation | 2029 Stierlin Court Mountain View, CA 94043 | | (650)687-3600 | No |
| Indeed, Inc. | 470 West Ave, #2002 Stamford, CT 06902 | | (203)564-2418 | No |
| AFTRA | 7735 Old Georgetown Road, #950 Bethesda, MD 20814 | Pat O' Donnell | (301)657-2560 | Yes |
| Bowie State University | Bowie State U Bowie, MD 20715 | | Handshake | No |
| DragonukConnects.com | 3701 Burmont Ave Randallstown, MD 21133 | Brian Dragonuk | (410)922-6797 | Yes |
| Elizabeth City State University | 1704 Weeksville Road Elizabeth City, NC 27909 | LaToya Scott | (252)335-3713 | Yes |
| George Mason University Career Services | 4400 University Dr. Fairfax, VA 22030 | | Handshake | No |

| | | | | |
|--|--|--|---------------------------|-----|
| Georgetown University | 3700 O St NW, Washington, DC 20057 | | Handshake | No |
| Greater Urban League | 3501 14 th Street, NW Washington, DC 20010 | Ursula Higgins | (202)265-8200 | Yes |
| Hampton University Career Center | Hampton, VA 23668 | Andre Ledoux | (757)727-5000 | Yes |
| Howard University | 525 Bryant St. NW Washington, DC 20059 | | Handshake | No |
| Loudoun Workforce Resource Center | 102 Heritage Way, NE Suite 200 Leesburg, VA 20176 | Kelly Hartles | (703)777-0150 | Yes |
| Maryland Workforce Exchange | 701 Russell Ave. E 208 Gaithersburg, MD 20877 | Lulu Aguilar | (301)519-8253 | Yes |
| Morgan State University Career Resource Center | 1700 E Cold Spring Ln, Baltimore, MD 21251 | | Handshake | No |
| Workforce Development Center | 7511 Fordson Rd. Alexandria, VA 22306 | Wdcec2@ucmagency.org | (703)768-7106 | Yes |
| The Catholic University of America Office of Career Services | 620 Michigan Ave., NE Washington, DC 20064 | | Handshake | No |
| Marymount Career Services | 2807 N. Glebe Rd Arlington, VA 22207 | | Handshake | No |
| American University Career Center | 4400 Mass Ave, NW 5 th Fl Butler Pavilion, Washington, DC 20016 | | Handshake | No |

NBCU IS AN EQUAL OPPORTUNITY EMPLOYER

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WRC-TV/WZDC-CD

Job Title: Anchor

Date Job Filled: 11/30/2022

Recruitment Source
That Referred
Ultimate Hire: Employee Referral

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|---|---|----------------|---------------------------|------------------------------------|
| NBC Job Line | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4057 | No |
| nbcunicareers.com | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4368 | No |
| DirectEmployers Association | 9002 Purdue Road, #100 Indianapolis, IN 46268 | | (317)874-9000 | No |
| LinkedIn Corporation | 2029 Stierlin Court Mountain View, CA 94043 | | (650)687-3600 | No |
| Indeed, Inc. | 470 West Ave, #2002 Stamford, CT 06902 | | (203)564-2418 | No |
| AFTRA | 7735 Old Georgetown Road, #950 Bethesda, MD 20814 | Pat O' Donnell | (301)657-2560 | Yes |
| Bowie State University | Bowie State U Bowie, MD 20715 | | Handshake | No |
| DragonukConnects.com | 3701 Burmont Ave Randallstown, MD 21133 | Brian Dragonuk | (410)922-6797 | Yes |
| Elizabeth City State University | 1704 Weeksville Road Elizabeth City, NC 27909 | LaToya Scott | (252)335-3713 | Yes |
| George Mason University Career Services | 4400 University Dr. Fairfax, VA 22030 | | Handshake | No |

| | | | | |
|--|--|--|---------------------------|-----|
| Georgetown University | 3700 O St NW, Washington, DC 20057 | | Handshake | No |
| Greater Urban League | 3501 14 th Street, NW Washington, DC 20010 | Ursula Higgins | (202)265-8200 | Yes |
| Hampton University Career Center | Hampton, VA 23668 | Andre Ledoux | (757)727-5000 | Yes |
| Howard University | 525 Bryant St. NW Washington, DC 20059 | | Handshake | No |
| Loudoun Workforce Resource Center | 102 Heritage Way, NE Suite 200 Leesburg, VA 20176 | Kelly Hartles | (703)777-0150 | Yes |
| Maryland Workforce Exchange | 701 Russell Ave. E 208 Gaithersburg, MD 20877 | Lulu Aguilar | (301)519-8253 | Yes |
| Morgan State University Career Resource Center | 1700 E Cold Spring Ln, Baltimore, MD 21251 | | Handshake | No |
| Workforce Development Center | 7511 Fordson Rd. Alexandria, VA 22306 | Wdcec2@ucmagency.org | (703)768-7106 | Yes |
| The Catholic University of America Office of Career Services | 620 Michigan Ave., NE Washington, DC 20064 | | Handshake | No |
| Marymount Career Services | 2807 N. Glebe Rd Arlington, VA 22207 | | Handshake | No |
| American University Career Center | 4400 Mass Ave, NW 5 th Fl Butler Pavilion, Washington, DC 20016 | | Handshake | No |

NBCU IS AN EQUAL OPPORTUNITY EMPLOYER

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WRC-TV/WZDC-CD

Job Title: Investigative Reporter

Date Job Filled: 12/2/2022

Recruitment Source
That Referred
Ultimate Hire: nbcunicareers.com

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|---|---|----------------|---------------------------|------------------------------------|
| NBC Job Line | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4057 | No |
| nbcunicareers.com | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4368 | No |
| DirectEmployers Association | 9002 Purdue Road, #100 Indianapolis, IN 46268 | | (317)874-9000 | No |
| LinkedIn Corporation | 2029 Stierlin Court Mountain View, CA 94043 | | (650)687-3600 | No |
| Indeed, Inc. | 470 West Ave, #2002 Stamford, CT 06902 | | (203)564-2418 | No |
| AFTRA | 7735 Old Georgetown Road, #950 Bethesda, MD 20814 | Pat O' Donnell | (301)657-2560 | Yes |
| Bowie State University | Bowie State U Bowie, MD 20715 | | Handshake | No |
| DragonukConnects.com | 3701 Burmont Ave Randallstown, MD 21133 | Brian Dragonuk | (410)922-6797 | Yes |
| Elizabeth City State University | 1704 Weeksville Road Elizabeth City, NC 27909 | LaToya Scott | (252)335-3713 | Yes |
| George Mason University Career Services | 4400 University Dr. Fairfax, VA 22030 | | Handshake | No |

| | | | | |
|--|--|--|---------------------------|-----|
| Georgetown University | 3700 O St NW, Washington, DC 20057 | | Handshake | No |
| Greater Urban League | 3501 14 th Street, NW Washington, DC 20010 | Ursula Higgins | (202)265-8200 | Yes |
| Hampton University Career Center | Hampton, VA 23668 | Andre Ledoux | (757)727-5000 | Yes |
| Howard University | 525 Bryant St. NW Washington, DC 20059 | | Handshake | No |
| Loudoun Workforce Resource Center | 102 Heritage Way, NE Suite 200 Leesburg, VA 20176 | Kelly Hartles | (703)777-0150 | Yes |
| Maryland Workforce Exchange | 701 Russell Ave. E 208 Gaithersburg, MD 20877 | Lulu Aguilar | (301)519-8253 | Yes |
| Morgan State University Career Resource Center | 1700 E Cold Spring Ln, Baltimore, MD 21251 | | Handshake | No |
| Workforce Development Center | 7511 Fordson Rd. Alexandria, VA 22306 | Wdcec2@ucmagency.org | (703)768-7106 | Yes |
| The Catholic University of America Office of Career Services | 620 Michigan Ave., NE Washington, DC 20064 | | Handshake | No |
| Marymount Career Services | 2807 N. Glebe Rd Arlington, VA 22207 | | Handshake | No |
| American University Career Center | 4400 Mass Ave, NW 5 th Fl Butler Pavilion, Washington, DC 20016 | | Handshake | No |

NBCU IS AN EQUAL OPPORTUNITY EMPLOYER

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WRC-TV/WZDC-CD

Job Title: Multimedia Brand Producer

Date Job Filled: 12/7/2022

Recruitment Source
That Referred
Ultimate Hire: Internal

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|---|---|----------------|---------------------------|------------------------------------|
| NBC Job Line | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4057 | No |
| nbcunicareers.com | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4368 | No |
| DirectEmployers Association | 9002 Purdue Road, #100 Indianapolis, IN 46268 | | (317)874-9000 | No |
| LinkedIn Corporation | 2029 Stierlin Court Mountain View, CA 94043 | | (650)687-3600 | No |
| Indeed, Inc. | 470 West Ave, #2002 Stamford, CT 06902 | | (203)564-2418 | No |
| AFTRA | 7735 Old Georgetown Road, #950 Bethesda, MD 20814 | Pat O' Donnell | (301)657-2560 | Yes |
| Bowie State University | Bowie State U Bowie, MD 20715 | | Handshake | No |
| DragonukConnects.com | 3701 Burmont Ave Randallstown, MD 21133 | Brian Dragonuk | (410)922-6797 | Yes |
| Elizabeth City State University | 1704 Weeksville Road Elizabeth City, NC 27909 | LaToya Scott | (252)335-3713 | Yes |
| George Mason University Career Services | 4400 University Dr. Fairfax, VA 22030 | | Handshake | No |

| | | | | |
|--|--|--|---------------------------|-----|
| Georgetown University | 3700 O St NW, Washington, DC 20057 | | Handshake | No |
| Greater Urban League | 3501 14 th Street, NW Washington, DC 20010 | Ursula Higgins | (202)265-8200 | Yes |
| Hampton University Career Center | Hampton, VA 23668 | Andre Ledoux | (757)727-5000 | Yes |
| Howard University | 525 Bryant St. NW Washington, DC 20059 | | Handshake | No |
| Loudoun Workforce Resource Center | 102 Heritage Way, NE Suite 200 Leesburg, VA 20176 | Kelly Hartles | (703)777-0150 | Yes |
| Maryland Workforce Exchange | 701 Russell Ave. E 208 Gaithersburg, MD 20877 | Lulu Aguilar | (301)519-8253 | Yes |
| Morgan State University Career Resource Center | 1700 E Cold Spring Ln, Baltimore, MD 21251 | | Handshake | No |
| Workforce Development Center | 7511 Fordson Rd. Alexandria, VA 22306 | Wdcec2@ucmagency.org | (703)768-7106 | Yes |
| The Catholic University of America Office of Career Services | 620 Michigan Ave., NE Washington, DC 20064 | | Handshake | No |
| Marymount Career Services | 2807 N. Glebe Rd Arlington, VA 22207 | | Handshake | No |
| American University Career Center | 4400 Mass Ave, NW 5 th Fl Butler Pavilion, Washington, DC 20016 | | Handshake | No |

NBCU IS AN EQUAL OPPORTUNITY EMPLOYER

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WRC-TV/WZDC-CD

Job Title: Media Specialist

Date Job Filled: 1/16/2023

Recruitment Source
That Referred
Ultimate Hire: Internal

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|---|---|----------------|---------------------------|------------------------------------|
| NBC Job Line | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4057 | No |
| nbcunicareers.com | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4368 | No |
| DirectEmployers Association | 9002 Purdue Road, #100 Indianapolis, IN 46268 | | (317)874-9000 | No |
| LinkedIn Corporation | 2029 Stierlin Court Mountain View, CA 94043 | | (650)687-3600 | No |
| Indeed, Inc. | 470 West Ave, #2002 Stamford, CT 06902 | | (203)564-2418 | No |
| AFTRA | 7735 Old Georgetown Road, #950 Bethesda, MD 20814 | Pat O' Donnell | (301)657-2560 | Yes |
| Bowie State University | Bowie State U Bowie, MD 20715 | | Handshake | No |
| DragonukConnects.com | 3701 Burmont Ave Randallstown, MD 21133 | Brian Dragonuk | (410)922-6797 | Yes |
| Elizabeth City State University | 1704 Weeksville Road Elizabeth City, NC 27909 | LaToya Scott | (252)335-3713 | Yes |
| George Mason University Career Services | 4400 University Dr. Fairfax, VA 22030 | | Handshake | No |

| | | | | |
|--|--|--|---------------------------|-----|
| Georgetown University | 3700 O St NW, Washington, DC 20057 | | Handshake | No |
| Greater Urban League | 3501 14 th Street, NW Washington, DC 20010 | Ursula Higgins | (202)265-8200 | Yes |
| Hampton University Career Center | Hampton, VA 23668 | Andre Ledoux | (757)727-5000 | Yes |
| Howard University | 525 Bryant St. NW Washington, DC 20059 | | Handshake | No |
| Loudoun Workforce Resource Center | 102 Heritage Way, NE Suite 200 Leesburg, VA 20176 | Kelly Hartles | (703)777-0150 | Yes |
| Maryland Workforce Exchange | 701 Russell Ave. E 208 Gaithersburg, MD 20877 | Lulu Aguilar | (301)519-8253 | Yes |
| Morgan State University Career Resource Center | 1700 E Cold Spring Ln, Baltimore, MD 21251 | | Handshake | No |
| Workforce Development Center | 7511 Fordson Rd. Alexandria, VA 22306 | Wdcec2@ucmagency.org | (703)768-7106 | Yes |
| The Catholic University of America Office of Career Services | 620 Michigan Ave., NE Washington, DC 20064 | | Handshake | No |
| Marymount Career Services | 2807 N. Glebe Rd Arlington, VA 22207 | | Handshake | No |
| American University Career Center | 4400 Mass Ave, NW 5 th Fl Butler Pavilion, Washington, DC 20016 | | Handshake | No |

NBCU IS AN EQUAL OPPORTUNITY EMPLOYER

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WRC-TV/WZDC-CD

Job Title: Account Executive

Date Job Filled: 2/6/2023

Recruitment Source
That Referred
Ultimate Hire: nbcunicareers.com

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|---|---|----------------|---------------------------|------------------------------------|
| NBC Job Line | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4057 | No |
| nbcunicareers.com | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4368 | No |
| DirectEmployers Association | 9002 Purdue Road, #100 Indianapolis, IN 46268 | | (317)874-9000 | No |
| LinkedIn Corporation | 2029 Stierlin Court Mountain View, CA 94043 | | (650)687-3600 | No |
| Indeed, Inc. | 470 West Ave, #2002 Stamford, CT 06902 | | (203)564-2418 | No |
| AFTRA | 7735 Old Georgetown Road, #950 Bethesda, MD 20814 | Pat O' Donnell | (301)657-2560 | Yes |
| Bowie State University | Bowie State U Bowie, MD 20715 | | Handshake | No |
| DragonukConnects.com | 3701 Burmont Ave Randallstown, MD 21133 | Brian Dragonuk | (410)922-6797 | Yes |
| Elizabeth City State University | 1704 Weeksville Road Elizabeth City, NC 27909 | LaToya Scott | (252)335-3713 | Yes |
| George Mason University Career Services | 4400 University Dr. Fairfax, VA 22030 | | Handshake | No |

| | | | | |
|--|--|--|---------------------------|-----|
| Georgetown University | 3700 O St NW, Washington, DC 20057 | | Handshake | No |
| Greater Urban League | 3501 14 th Street, NW Washington, DC 20010 | Ursula Higgins | (202)265-8200 | Yes |
| Hampton University Career Center | Hampton, VA 23668 | Andre Ledoux | (757)727-5000 | Yes |
| Howard University | 525 Bryant St. NW Washington, DC 20059 | | Handshake | No |
| Loudoun Workforce Resource Center | 102 Heritage Way, NE Suite 200 Leesburg, VA 20176 | Kelly Hartles | (703)777-0150 | Yes |
| Maryland Workforce Exchange | 701 Russell Ave. E 208 Gaithersburg, MD 20877 | Lulu Aguilar | (301)519-8253 | Yes |
| Morgan State University Career Resource Center | 1700 E Cold Spring Ln, Baltimore, MD 21251 | | Handshake | No |
| Workforce Development Center | 7511 Fordson Rd. Alexandria, VA 22306 | Wdcec2@ucmagency.org | (703)768-7106 | Yes |
| The Catholic University of America Office of Career Services | 620 Michigan Ave., NE Washington, DC 20064 | | Handshake | No |
| Marymount Career Services | 2807 N. Glebe Rd Arlington, VA 22207 | | Handshake | No |
| American University Career Center | 4400 Mass Ave, NW 5 th Fl Butler Pavilion, Washington, DC 20016 | | Handshake | No |

NBCU IS AN EQUAL OPPORTUNITY EMPLOYER

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WRC-TV/WZDC-CD

Job Title: Systems Engineer

Date Job Filled: 2/27/2023

Recruitment Source
That Referred
Ultimate Hire: LinkedIn

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|--|---|----------------|---------------------------|------------------------------------|
| NBC Job Line | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4057 | No |
| nbcunicareers.com | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4368 | No |
| DirectEmployers Association | 9002 Purdue Road, #100 Indianapolis, IN 46268 | | (317)874-9000 | No |
| LinkedIn Corporation | 2029 Stierlin Court Mountain View, CA 94043 | | (650)687-3600 | No |
| Indeed, Inc. | 470 West Ave, #2002 Stamford, CT 06902 | | (203)564-2418 | No |
| AFTRA | 7735 Old Georgetown Road, #950 Bethesda, MD 20814 | Pat O' Donnell | (301)657-2560 | Yes |
| Bowie State University | Bowie State U Bowie, MD 20715 | | Handshake | No |
| DragonukConnects.com | 3701 Burmont Ave Randallstown, MD 21133 | Brian Dragonuk | (410)922-6797 | Yes |
| Elizabeth City State University | 1704 Weeksville Road Elizabeth City, NC 27909 | LaToya Scott | (252)335-3713 | Yes |
| George Mason University Career Services | 4400 University Dr. Fairfax, VA 22030 | | Handshake | No |

| | | | | |
|--|--|--|---------------------------|-----|
| Georgetown University | 3700 O St NW, Washington, DC 20057 | | Handshake | No |
| Greater Urban League | 3501 14 th Street, NW Washington, DC 20010 | Ursula Higgins | (202)265-8200 | Yes |
| Hampton University Career Center | Hampton, VA 23668 | Andre Ledoux | (757)727-5000 | Yes |
| Howard University | 525 Bryant St. NW Washington, DC 20059 | | Handshake | No |
| Loudoun Workforce Resource Center | 102 Heritage Way, NE Suite 200 Leesburg, VA 20176 | Kelly Hartles | (703)777-0150 | Yes |
| Maryland Workforce Exchange | 701 Russell Ave. E 208 Gaithersburg, MD 20877 | Lulu Aguilar | (301)519-8253 | Yes |
| Morgan State University Career Resource Center | 1700 E Cold Spring Ln, Baltimore, MD 21251 | | Handshake | No |
| Workforce Development Center | 7511 Fordson Rd. Alexandria, VA 22306 | Wdcec2@ucmagency.org | (703)768-7106 | Yes |
| The Catholic University of America Office of Career Services | 620 Michigan Ave., NE Washington, DC 20064 | | Handshake | No |
| Marymount Career Services | 2807 N. Glebe Rd Arlington, VA 22207 | | Handshake | No |
| American University Career Center | 4400 Mass Ave, NW 5 th Fl Butler Pavilion, Washington, DC 20016 | | Handshake | No |

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WRC-TV/WZDC-CD

Job Title: Platform Manager

Date Job Filled: 3/1/2023

Recruitment Source
That Referred
Ultimate Hire: nbcunicareers.com

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|---|---|----------------|---------------------------|------------------------------------|
| NBC Job Line | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4057 | No |
| nbcunicareers.com | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4368 | No |
| DirectEmployers Association | 9002 Purdue Road, #100 Indianapolis, IN 46268 | | (317)874-9000 | No |
| LinkedIn Corporation | 2029 Stierlin Court Mountain View, CA 94043 | | (650)687-3600 | No |
| Indeed, Inc. | 470 West Ave, #2002 Stamford, CT 06902 | | (203)564-2418 | No |
| AFTRA | 7735 Old Georgetown Road, #950 Bethesda, MD 20814 | Pat O' Donnell | (301)657-2560 | Yes |
| Bowie State University | Bowie State U Bowie, MD 20715 | | Handshake | No |
| DragonukConnects.com | 3701 Burmont Ave Randallstown, MD 21133 | Brian Dragonuk | (410)922-6797 | Yes |
| Elizabeth City State University | 1704 Weeksville Road Elizabeth City, NC 27909 | LaToya Scott | (252)335-3713 | Yes |
| George Mason University Career Services | 4400 University Dr. Fairfax, VA 22030 | | Handshake | No |

| | | | | |
|--|--|--|---------------------------|-----|
| Georgetown University | 3700 O St NW, Washington, DC 20057 | | Handshake | No |
| Greater Urban League | 3501 14 th Street, NW Washington, DC 20010 | Ursula Higgins | (202)265-8200 | Yes |
| Hampton University Career Center | Hampton, VA 23668 | Andre Ledoux | (757)727-5000 | Yes |
| Howard University | 525 Bryant St. NW Washington, DC 20059 | | Handshake | No |
| Loudoun Workforce Resource Center | 102 Heritage Way, NE Suite 200 Leesburg, VA 20176 | Kelly Hartles | (703)777-0150 | Yes |
| Maryland Workforce Exchange | 701 Russell Ave. E 208 Gaithersburg, MD 20877 | Lulu Aguilar | (301)519-8253 | Yes |
| Morgan State University Career Resource Center | 1700 E Cold Spring Ln, Baltimore, MD 21251 | | Handshake | No |
| Workforce Development Center | 7511 Fordson Rd. Alexandria, VA 22306 | Wdcec2@ucmagency.org | (703)768-7106 | Yes |
| The Catholic University of America Office of Career Services | 620 Michigan Ave., NE Washington, DC 20064 | | Handshake | No |
| Marymount Career Services | 2807 N. Glebe Rd Arlington, VA 22207 | | Handshake | No |
| American University Career Center | 4400 Mass Ave, NW 5 th Fl Butler Pavilion, Washington, DC 20016 | | Handshake | No |

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WRC-TV/WZDC-CD

Job Title: Photographer

Date Job Filled: 3/27/2023

Recruitment Source That Referred Ultimate Hire: Internal

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|---|---|----------------|---------------------------|------------------------------------|
| NBC Job Line | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4057 | No |
| nbcunicareers.com | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4368 | No |
| DirectEmployers Association | 9002 Purdue Road, #100 Indianapolis, IN 46268 | | (317)874-9000 | No |
| LinkedIn Corporation | 2029 Stierlin Court Mountain View, CA 94043 | | (650)687-3600 | No |
| Indeed, Inc. | 470 West Ave, #2002 Stamford, CT 06902 | | (203)564-2418 | No |
| AFTRA | 7735 Old Georgetown Road, #950 Bethesda, MD 20814 | Pat O' Donnell | (301)657-2560 | Yes |
| Bowie State University | Bowie State U Bowie, MD 20715 | | Handshake | No |
| DragonukConnects.com | 3701 Burmont Ave Randallstown, MD 21133 | Brian Dragonuk | (410)922-6797 | Yes |
| Elizabeth City State University | 1704 Weeksville Road Elizabeth City, NC 27909 | LaToya Scott | (252)335-3713 | Yes |
| George Mason University Career Services | 4400 University Dr. Fairfax, VA 22030 | | Handshake | No |

| | | | | |
|--|--|--|---------------------------|-----|
| Georgetown University | 3700 O St NW, Washington, DC 20057 | | Handshake | No |
| Greater Urban League | 3501 14 th Street, NW Washington, DC 20010 | Ursula Higgins | (202)265-8200 | Yes |
| Hampton University Career Center | Hampton, VA 23668 | Andre Ledoux | (757)727-5000 | Yes |
| Howard University | 525 Bryant St. NW Washington, DC 20059 | | Handshake | No |
| Loudoun Workforce Resource Center | 102 Heritage Way, NE Suite 200 Leesburg, VA 20176 | Kelly Hartles | (703)777-0150 | Yes |
| Maryland Workforce Exchange | 701 Russell Ave. E 208 Gaithersburg, MD 20877 | Lulu Aguilar | (301)519-8253 | Yes |
| Morgan State University Career Resource Center | 1700 E Cold Spring Ln, Baltimore, MD 21251 | | Handshake | No |
| Workforce Development Center | 7511 Fordson Rd. Alexandria, VA 22306 | Wdcec2@ucmagency.org | (703)768-7106 | Yes |
| The Catholic University of America Office of Career Services | 620 Michigan Ave., NE Washington, DC 20064 | | Handshake | No |
| Marymount Career Services | 2807 N. Glebe Rd Arlington, VA 22207 | | Handshake | No |
| American University Career Center | 4400 Mass Ave, NW 5 th Fl Butler Pavilion, Washington, DC 20016 | | Handshake | No |

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WRC-TV/WZDC-CD

Job Title: Research Manager

Date Job Filled: 3/27/2023

Recruitment Source
That Referred
Ultimate Hire: Internal

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|--|-----------------------|------------------|---|
| NBC Job Line | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4057 | No |
| nbcunicareers.com | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4368 | No |
| DirectEmployers Association | 9002 Purdue Road, #100 Indianapolis, IN 46268 | | (317)874-9000 | No |
| LinkedIn Corporation | 2029 Stierlin Court Mountain View, CA 94043 | | (650)687-3600 | No |
| Indeed, Inc. | 470 West Ave, #2002 Stamford, CT 06902 | | (203)564-2418 | No |

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WRC-TV/WZDC-CD

Job Title: Content Producer

Date Job Filled: 4/24/2023

Recruitment Source
That Referred
Ultimate Hire: nbcunicareers.com

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|---|---|----------------|---------------------------|------------------------------------|
| NBC Job Line | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4057 | No |
| nbcunicareers.com | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4368 | No |
| DirectEmployers Association | 9002 Purdue Road, #100 Indianapolis, IN 46268 | | (317)874-9000 | No |
| LinkedIn Corporation | 2029 Stierlin Court Mountain View, CA 94043 | | (650)687-3600 | No |
| Indeed, Inc. | 470 West Ave, #2002 Stamford, CT 06902 | | (203)564-2418 | No |
| AFTRA | 7735 Old Georgetown Road, #950 Bethesda, MD 20814 | Pat O' Donnell | (301)657-2560 | Yes |
| Bowie State University | Bowie State U Bowie, MD 20715 | | Handshake | No |
| DragonukConnects.com | 3701 Burmont Ave Randallstown, MD 21133 | Brian Dragonuk | (410)922-6797 | Yes |
| Elizabeth City State University | 1704 Weeksville Road Elizabeth City, NC 27909 | LaToya Scott | (252)335-3713 | Yes |
| George Mason University Career Services | 4400 University Dr. Fairfax, VA 22030 | | Handshake | No |

| | | | | |
|--|--|--|---------------------------|-----|
| Georgetown University | 3700 O St NW, Washington, DC 20057 | | Handshake | No |
| Greater Urban League | 3501 14 th Street, NW Washington, DC 20010 | Ursula Higgins | (202)265-8200 | Yes |
| Hampton University Career Center | Hampton, VA 23668 | Andre Ledoux | (757)727-5000 | Yes |
| Howard University | 525 Bryant St. NW Washington, DC 20059 | | Handshake | No |
| Loudoun Workforce Resource Center | 102 Heritage Way, NE Suite 200 Leesburg, VA 20176 | Kelly Hartles | (703)777-0150 | Yes |
| Maryland Workforce Exchange | 701 Russell Ave. E 208 Gaithersburg, MD 20877 | Lulu Aguilar | (301)519-8253 | Yes |
| Morgan State University Career Resource Center | 1700 E Cold Spring Ln, Baltimore, MD 21251 | | Handshake | No |
| Workforce Development Center | 7511 Fordson Rd. Alexandria, VA 22306 | Wdcec2@ucmagency.org | (703)768-7106 | Yes |
| The Catholic University of America Office of Career Services | 620 Michigan Ave., NE Washington, DC 20064 | | Handshake | No |
| Marymount Career Services | 2807 N. Glebe Rd Arlington, VA 22207 | | Handshake | No |
| American University Career Center | 4400 Mass Ave, NW 5 th Fl Butler Pavilion, Washington, DC 20016 | | Handshake | No |

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WRC-TV/WZDC-CD

Job Title: Weather Anchor

Date Job Filled: 4/26/2023

Recruitment Source
That Referred
Ultimate Hire: Employee Referral

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|---|---|----------------|---------------------------|------------------------------------|
| NBC Job Line | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4057 | No |
| nbcunicareers.com | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4368 | No |
| DirectEmployers Association | 9002 Purdue Road, #100 Indianapolis, IN 46268 | | (317)874-9000 | No |
| LinkedIn Corporation | 2029 Stierlin Court Mountain View, CA 94043 | | (650)687-3600 | No |
| Indeed, Inc. | 470 West Ave, #2002 Stamford, CT 06902 | | (203)564-2418 | No |
| AFTRA | 7735 Old Georgetown Road, #950 Bethesda, MD 20814 | Pat O' Donnell | (301)657-2560 | Yes |
| Bowie State University | Bowie State U Bowie, MD 20715 | | Handshake | No |
| DragonukConnects.com | 3701 Burmont Ave Randallstown, MD 21133 | Brian Dragonuk | (410)922-6797 | Yes |
| Elizabeth City State University | 1704 Weeksville Road Elizabeth City, NC 27909 | LaToya Scott | (252)335-3713 | Yes |
| George Mason University Career Services | 4400 University Dr. Fairfax, VA 22030 | | Handshake | No |

| | | | | |
|--|--|--|---------------------------|-----|
| Georgetown University | 3700 O St NW, Washington, DC 20057 | | Handshake | No |
| Greater Urban League | 3501 14 th Street, NW Washington, DC 20010 | Ursula Higgins | (202)265-8200 | Yes |
| Hampton University Career Center | Hampton, VA 23668 | Andre Ledoux | (757)727-5000 | Yes |
| Howard University | 525 Bryant St. NW Washington, DC 20059 | | Handshake | No |
| Loudoun Workforce Resource Center | 102 Heritage Way, NE Suite 200 Leesburg, VA 20176 | Kelly Hartles | (703)777-0150 | Yes |
| Maryland Workforce Exchange | 701 Russell Ave. E 208 Gaithersburg, MD 20877 | Lulu Aguilar | (301)519-8253 | Yes |
| Morgan State University Career Resource Center | 1700 E Cold Spring Ln, Baltimore, MD 21251 | | Handshake | No |
| Workforce Development Center | 7511 Fordson Rd. Alexandria, VA 22306 | Wdcec2@ucmagency.org | (703)768-7106 | Yes |
| The Catholic University of America Office of Career Services | 620 Michigan Ave., NE Washington, DC 20064 | | Handshake | No |
| Marymount Career Services | 2807 N. Glebe Rd Arlington, VA 22207 | | Handshake | No |
| American University Career Center | 4400 Mass Ave, NW 5 th Fl Butler Pavilion, Washington, DC 20016 | | Handshake | No |

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WRC-TV/WZDC-CD

Job Title: Sports Reporter

Date Job Filled: 5/15/2023

Recruitment Source
That Referred
Ultimate Hire: Internal

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|---|---|----------------|---------------------------|------------------------------------|
| NBC Job Line | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4057 | No |
| nbcunicareers.com | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4368 | No |
| DirectEmployers Association | 9002 Purdue Road, #100 Indianapolis, IN 46268 | | (317)874-9000 | No |
| LinkedIn Corporation | 2029 Stierlin Court Mountain View, CA 94043 | | (650)687-3600 | No |
| Indeed, Inc. | 470 West Ave, #2002 Stamford, CT 06902 | | (203)564-2418 | No |
| AFTRA | 7735 Old Georgetown Road, #950 Bethesda, MD 20814 | Pat O' Donnell | (301)657-2560 | Yes |
| Bowie State University | Bowie State U Bowie, MD 20715 | | Handshake | No |
| DragonukConnects.com | 3701 Burmont Ave Randallstown, MD 21133 | Brian Dragonuk | (410)922-6797 | Yes |
| Elizabeth City State University | 1704 Weeksville Road Elizabeth City, NC 27909 | LaToya Scott | (252)335-3713 | Yes |
| George Mason University Career Services | 4400 University Dr. Fairfax, VA 22030 | | Handshake | No |

| | | | | |
|--|--|--|---------------------------|-----|
| Georgetown University | 3700 O St NW, Washington, DC 20057 | | Handshake | No |
| Greater Urban League | 3501 14 th Street, NW Washington, DC 20010 | Ursula Higgins | (202)265-8200 | Yes |
| Hampton University Career Center | Hampton, VA 23668 | Andre Ledoux | (757)727-5000 | Yes |
| Howard University | 525 Bryant St. NW Washington, DC 20059 | | Handshake | No |
| Loudoun Workforce Resource Center | 102 Heritage Way, NE Suite 200 Leesburg, VA 20176 | Kelly Hartles | (703)777-0150 | Yes |
| Maryland Workforce Exchange | 701 Russell Ave. E 208 Gaithersburg, MD 20877 | Lulu Aguilar | (301)519-8253 | Yes |
| Morgan State University Career Resource Center | 1700 E Cold Spring Ln, Baltimore, MD 21251 | | Handshake | No |
| Workforce Development Center | 7511 Fordson Rd. Alexandria, VA 22306 | Wdcec2@ucmagency.org | (703)768-7106 | Yes |
| The Catholic University of America Office of Career Services | 620 Michigan Ave., NE Washington, DC 20064 | | Handshake | No |
| Marymount Career Services | 2807 N. Glebe Rd Arlington, VA 22207 | | Handshake | No |
| American University Career Center | 4400 Mass Ave, NW 5 th Fl Butler Pavilion, Washington, DC 20016 | | Handshake | No |

NBCU IS AN EQUAL OPPORTUNITY EMPLOYER

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WRC-TV/WZDC-CD

Job Title: Content Producer

Date Job Filled: 5/22/2023

Recruitment Source
That Referred
Ultimate Hire: Internal

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|--|---|----------------|---------------------------|------------------------------------|
| NBC Job Line | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4057 | No |
| nbcunicareers.com | 4001 Nebraska Ave, NW Washington, DC 20016 | | (202)885-4368 | No |
| DirectEmployers Association | 9002 Purdue Road, #100 Indianapolis, IN 46268 | | (317)874-9000 | No |
| LinkedIn Corporation | 2029 Stierlin Court Mountain View, CA 94043 | | (650)687-3600 | No |
| Indeed, Inc. | 470 West Ave, #2002 Stamford, CT 06902 | | (203)564-2418 | No |
| AFTRA | 7735 Old Georgetown Road, #950 Bethesda, MD 20814 | Pat O' Donnell | (301)657-2560 | Yes |
| Bowie State University | Bowie State U Bowie, MD 20715 | | Handshake | No |
| DragonukConnects.com | 3701 Burmont Ave Randallstown, MD 21133 | Brian Dragonuk | (410)922-6797 | Yes |
| Elizabeth City State University | 1704 Weeksville Road Elizabeth City, NC 27909 | LaToya Scott | (252)335-3713 | Yes |
| George Mason University Career Services | 4400 University Dr. Fairfax, VA 22030 | | Handshake | No |

| | | | | |
|--|--|--|---------------------------|-----|
| Georgetown University | 3700 O St NW, Washington, DC 20057 | | Handshake | No |
| Greater Urban League | 3501 14 th Street, NW Washington, DC 20010 | Ursula Higgins | (202)265-8200 | Yes |
| Hampton University Career Center | Hampton, VA 23668 | Andre Ledoux | (757)727-5000 | Yes |
| Howard University | 525 Bryant St. NW Washington, DC 20059 | | Handshake | No |
| Loudoun Workforce Resource Center | 102 Heritage Way, NE Suite 200 Leesburg, VA 20176 | Kelly Hartles | (703)777-0150 | Yes |
| Maryland Workforce Exchange | 701 Russell Ave. E 208 Gaithersburg, MD 20877 | Lulu Aguilar | (301)519-8253 | Yes |
| Morgan State University Career Resource Center | 1700 E Cold Spring Ln, Baltimore, MD 21251 | | Handshake | No |
| Workforce Development Center | 7511 Fordson Rd. Alexandria, VA 22306 | Wdcec2@ucmagency.org | (703)768-7106 | Yes |
| The Catholic University of America Office of Career Services | 620 Michigan Ave., NE Washington, DC 20064 | | Handshake | No |
| Marymount Career Services | 2807 N. Glebe Rd Arlington, VA 22207 | | Handshake | No |
| American University Career Center | 4400 Mass Ave, NW 5 th Fl Butler Pavilion, Washington, DC 20016 | | Handshake | No |