



EEO PUBLIC FILE REPORT  
 May 22, 2008– May 21, 2009

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive - Metromix	1-2, 4-9, 11-83, 86-87	2
Marketing & Promotions Coordinator - Metromix	1-2, 4-8, 12-83	6
Account Executive	1-2, 4-9, 12-83	2
Website Manager/DVMmoms.com	1-2, 4-8, 12-83	6
Executive Producer, Information and Distribution	1-2, 4-8, 12-83	2
Topical Writer/Producer/Editor	1-2, 4-8, 12-83	2
Site Manager/Digital Development Director	1-2, 4-8, 12-83	2
Digital Sales Manager	1-2, 4-9, 12-83, 88	2
General Sales Manager	1-2, 3-9, 12-83, 86, 88	3
Web Producer	1-2, 4-8, 12-84	2
Digital Sports Correspondent	1-2, 4-8, 12-84	4
Web Manager	1-2, 4-8, 12-84	6
Multi-Media Journalist	1-2, 4-8, 12-84	4
Multi-Media Journalist	1-2, 3-8, 12-84	3

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Multi-Media Journalist	1-2, 3-8, 12-84	3
Multi-Media Journalist	1-2, 4-8, 12-84	5
Multi-Media Journalist	1-2, 4-8, 12-84	4



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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	National Association of Broadcasters 1771 N Street, NW Washington, DC 20036 Michele Duke 202-429- 5300 <a href="http://www.nab.org">www.nab.org</a>	N	
2	Internal postings (referred by a W*USA 9 employee or other business associate).	N	29
3	Walk In General Inquiry/Agent	N	17
4	<a href="http://www.wusatv9.com">www.wusatv9.com</a> /job line	N	16

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
5	Gannett's Opportunity Knocking Broadcast Stations (All sister stations) Sent via email. (jobs are posted internally) <a href="http://www.gannett.com">www.gannett.com</a>	N	14
6	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a> (post jobs online)	N	31
7	<a href="http://www.tvjobs.com">www.tvjobs.com</a> (post jobs online)	N	1
8	Marketing Ideanet Newsletter Graeme Newell – 602 Communications Graeme Newell 1011 Lyndhurst Falls Lane Knightdale, N.C. 27545 919-217-4438 gnewell@602communications.com <a href="http://www.602communications.com">www.602communications.com</a>	N	
9	Spots 'N' Dots 167 Oakdale Road Johnson City, NY 13790 Gene McKay 888-884-2630 Email jobs to: ads@spotsndots.com	N	8
10	The Washington Post 1150 15 <sup>th</sup> Street NW Washington, DC 20071 202.334.6000	N	
11	<a href="http://www.craigslist.org">www.craigslist.org</a>	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
12	Women in Film and Video 1233 -20 <sup>th</sup> St., N.W. Suite 401 Washington, DC 20036 Melissa Houghton 202-429-9438 director@wifu.org <a href="http://www.wifv.org">www.wifv.org</a>	N	
13	National Association of Hispanic Journalists 529 14 <sup>th</sup> Street NW Washington, DC 20045-1000 Virginia Galindo 202-662-7145 <a href="mailto:volusan@nahj.org">volusan@nahj.org</a> <a href="http://www.nahj.org">www.nahj.org</a>	N	
14	United Planning Organization 301 Rhode Island Avenue, NW Washington, DC 20001 Regina Parker 202-238-4627 rparker@upo.org <a href="http://www.upo.org">www.upo.org</a>	N	
15	National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, DC 20004 Cassandra Wint cwint@ncnw.org 202-737-0120 <a href="http://www.ncnw.org">www.ncnw.org</a>	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
16	National Lesbian and Gay Journalists Association 1420 K Street, NW Suite 910 Washington, DC 20005 David Barre 202-588-9888 ext. 10 info@nlgja.org <a href="http://www.nlgja.org">www.nlgja.org</a>	N	
17	NATAS (National Academy of Television Arts & Sciences) 9405 Russell Road Silver Spring, MD 20910 Diane Bruno 301- 587-3993 <a href="http://www.natasdc.org">www.natasdc.org</a>	N	
18	Baltimore Junior Association of Commerce 10 E. Baltimore Street, Suite 1200 Baltimore, MD 21202 Angela Ciceri-Alwine 410-752-1325 <a href="http://www.bjac.org">www.bjac.org</a>	N	
19	First Baptist Church of Glenarden 3600 Brightseat Road Landover, MD 20785 Ms. Thelma Pillay 301-773-3600	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
20	Hispanic Committee of Virginia 5827 Columbia Pike Suite 200 Falls Church, VA 22041 Jasmine Nino 703-671-5666 <a href="http://www.hispaniccommitteeofvirginia.org">www.hispaniccommitteeofvirginia.org</a>	N	
21	House of Ruth 5 Thomas Circle Washington, DC 20005 Christel Nichols 202-667-7001 x326	N	
22	Japanese American Citizens League 1828 L Street N.W. # 802 Washington, DC 20036 Floyd Mori 202-223-1240 <a href="http://www.jacl.org">www.jacl.org</a>	N	
23	Korean Community Service Center 7700 Little River Turnpike # 406 Annandale, VA 22003 Tae-In Lee 703-354-6345	N	
24	NAACP – Washington Bureau 1156 – 15 <sup>th</sup> St., NW Suite 915 Washington, DC 20005 Hilary Shelton 202- 463-2940 <a href="http://www.naACP.org">www.naACP.org</a>	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
25	National Asian Pacific American Legal Consortium 1140 Connecticut Avenue, NW Suite 1200 Washington, DC 20036 Ms. Karen Narasaki 202-296-2300 ext. 113 <a href="http://www.napalc.org">www.napalc.org</a>	N	
26	Nat'l Federation of Filipino American Associations 1322 18 <sup>th</sup> Street, NW Washington, DC 20036 Mr. Jon Melegrito 202-986-1153 <a href="mailto:admin@naffaa.org">admin@naffaa.org</a>	N	
27	Organization of Chinese Americans 1001 Connecticut Ave., NW, Suite 601 Washington, DC 20005 George Wu 202-223-5500 <a href="http://www.ocanatl.org">www.ocanatl.org</a>	N	
28	Southeast Asian Resource Action Center 1628 16 <sup>th</sup> Street, NW, 3 <sup>rd</sup> Floor Washington, DC 20009 Naomi Steinberg 202-667-4690 <a href="http://www.searac.org">www.searac.org</a>	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
29	United Black Fund 2500 MLK Ave, S.E. Washington, DC 20020 Yanik Vastey 202-783-9300	N	
30	WIDER Opportunities for Women 1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036 Wanda Shelton-Martin 202-464-1596 <a href="http://www.wowonline.org">www.wowonline.org</a>	N	
31	Forty Plus of Greater Washington 1718 P Street, NW Washington, DC 20036 Marketing Department 202-387-1582 <a href="http://www.40plus-dc.org">www.40plus-dc.org</a>	N	
32	Women Empowered Against Violence 1111 16 <sup>th</sup> Street, NW Suite 410 Washington, DC 20036 Jennifer Matel 202-452-9550 <a href="http://www.weaveincorp.org">www.weaveincorp.org</a>	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
33	Workforce Organizations for Regional Collaboration 1725 I Street, NW Suite 200 Washington, DC 20006 Summer Spencer 202-857-5991 <a href="http://www.worconline.org">www.worconline.org</a>	Y	
34	Greater Baltimore Urban League 512 Orchard Street Baltimore, MD 21211 Joseph Bell 410-523-8150 <a href="http://www.bjac.org">www.bjac.org</a>	N	
35	National Association of Black Journalists 8701-A Adelphi Road Adelphi, Md. 20783-1716 Veronique Dodson (301) 445-7100 <a href="http://www.nabj.org">www.nabj.org</a> vdodson@nabj.org	N	
36	Latin American Youth Center 1419 Columbia Road, NW Washington, DC 20016 Lori Kaplan 202-319-2225 <a href="http://www.layc-dc.org">www.layc-dc.org</a>	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
37	University of District of Columbia University Career Service Office 4200 Connecticut Avenue, NW Washington, DC 20008 William Haith 202-274-6251 <a href="http://www.universityofdc.org">www.universityofdc.org</a>	N	
38	Georgetown University Career Education Center One Leavey Center - Box 571086 Washington, DC 20057-1014 Mike Schaub jms46@georgetown.edu 202-687-6288 <a href="http://www.georgetown.edu">www.georgetown.edu</a>	N	
39	University of Maryland Career Center 3121 Hornbake Library SouthWing College Park, MD 20742 China Wilson Cwilson7@umd.edu 301-314-7225 <a href="http://www.umd.edu">www.umd.edu</a>	N	
40	Bowie State University Communications Department 14000 Jerico Park Road Bowie, MD 20715 Chuka Onwumechili 301-860-4000 <a href="http://www.bowiestate.edu">www.bowiestate.edu</a>	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
41	American University Career Planning Center 4400 Massachusetts Avenue, NW Washington, DC 20016 Elaine Salisbury (202) 885-1804 <a href="mailto:postjobs@american.edu">postjobs@american.edu</a>	N	
42	Howard University Student Resource Center C.B. Powell Building 525 Bryant Street, NW Washington, DC 20059 Joan Brown 202-806-7513 <a href="mailto:Hucareersandinternships@gmail.com">Hucareersandinternships@gmail.com</a> <a href="http://www.howard.edu">www.howard.edu</a>	N	
43	Society of Broadcast Engineers Scott Jones Email jobs to: <a href="mailto:kjones@sbe.org">kjones@sbe.org</a> 317-846-9000 <a href="http://www.sbe.org">www.sbe.org</a>	N	
44	Tim Matteson, advertising and sales director <a href="mailto:tmatteson@creativecow.net">tmatteson@creativecow.net</a> <a href="http://www.creativecow.net">www.creativecow.net</a>	N	
45	Solomon Miles Uplift Community Foundation Job Referral Services 6426 - 6 <sup>th</sup> Street, NW Washington, DC 20012-2662	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
46	Lisa Ringer Arlington Employment Center 3033 Wilson Blvd Arlington, VA 22201	N	
47	Johnice Graves-Bey Greater Washington Urban League 3501 – 14 <sup>th</sup> Street, NW Washington, DC 20010	N	
48	Leo Pet Virginia Department of Corrections 10398 Democracy Lane, Suite 101 Fairfax, VA 22030	N	
49	Carlos Erickson Hispanic Links News Services 1420 N Street, NW Washington, DC 20005	N	
50	Charles Quinn National Association of Black Accountants 7249-A Hanover Parkway Greenbelt, MD 20770	N	
51	April Brabach Opportunities in Public Affairs P.O. Box 34949 Bethesda, MD 20827-0949	N	
52	Karen Swing Asian American Journalist Association 1182 Market Street, Ste 320 San Francisco, CA 94102	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
53	Wayne Josey National Black MBA Association 180 N. Michigan Ave., Ste 1400 Chicago, IL 60601	N	
54	Terry Lampkin Multicultural Career Internship Program 3145 Hiatt Place, NW Washington, DC 20010	N	
55	Sandra Rice The Emma L. Bowen Foundation for Minority Interest in Media, Inc. 524 West 57 <sup>th</sup> Street New York, NY 10019	N	
56	Wanda Franklin Personnel Office Department of Social Services 805 Brightseat Road Landover, MD 20785	N	
57	Sherrie Goodwin Internship Coordinator Virginia State University Mass Communication Petersburg, VA 23803	N	
58	Karen Stoddard Professor and Chair – Communication College of Notre Dame of Maryland 4701 N. Charles Street Baltimore, MD 21210-2476	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
59	Paul Scovall Department of Communications Arts Salisbury State Salisbury, MD 21801-6837	N	
60	Janet Fallon School of Arts & Science Marymount University 2807 North Glebe Road Arlington, VA 22207	N	
61	Fine and Performing Arts Department Morgan State University Baltimore, MD 21239	N	
62	Annie Lewis Coordinator Virginia Commonwealth University 827 West Franklin Street Founders Hall Richmond, VA 23284-2508	N	
63	Brian Murchison Professor of Law Washington & Lee University School of Law Lexington, VA 24450	N	
64	Renee Richardson Co-Op Education 301 Prince Georges Community College Largo, MD 20772-2199	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
65	Jean Folkerts Professor of Journalism George Washington University Journalism Department 801 – 22 <sup>nd</sup> Street, NW Suite T-409 Washington, DC 20052	N	
66	W. Wat Hopkins Internship Coordinator Department of Communication Virginia Polytechnic Institute 11 Agnew Hall Blacksburg, VA 24061-0311	N	
67	Leah Joppy Student Development Coordinator Southeastern University 501 Eye Street, SW Washington, DC 20024	N	
68	Shelly Gismondi O’Boyle Hall Department of Education The Catholic University of America Washington, DC 20064	N	
69	Kimberly Davis Career Counseling and Planning Center Hampton University Wigwam Building Room 114 Hampton, VA 23668	N	
70	Communication Department University of Maryland – Eastern Shore Princess Anne, MD 21853	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
71	Christina Baumann Career Center Columbia Union College 7600 Flower Avenue Takoma Park, MD 20912	N	
72	Carolyn Everton Vanderbilt University 221 Midvale Street Falls Church, VA 22046	N	
73	Career Services George Mason University 4400 university Drive – M/S 3 B6 Fairfax, VA 22030-4444	N	
74	Fine and Performing Arts Department Virginia Wesleyan College Norfolk, VA 23502	N	
75	AFTRA George Wright 7735 Old Georgetown RD Suite 950 Bethesda, MD 20814 301-657-2560 x865	N	
76	County Executive Office of Community Outreach Melissa Davis 101 Monroe St. 2/F Rockville, MD 20850 240-777-2500 240-777-2517	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
77	ITT Technical Institute Jijiana Smalls 7300 Boston Blvd. Springfield, VA 22153 703-440-9535 nsmalls@ITT-Tech.edu	N	
78	JOBS! Ministry Career Resource Center Jack Dunlap 100 A. East Fairfax St. Falls Church, VA 22046 703-536-9068 703-536-9067 (fax) Jack.dunlap@verizon.net	N	
79	Loudoun Workforce Resource Center Barbara Kunetz 102 Heritage Way, NE Suite 200 Leesburg, VA 20176 703-771-5334 703-771-5934 Direct wrc@loudoun.gov	N	
80	Montgomery Works Lulu Aguilar 703 Russell Ave., E 205 Gaithersburg, MD 20877 301-519-8253 301-519-7322 (fax) 301-929-6880 x 1560 www.mwejobs.com	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
81	MD Workforce Exchange Westfield Shoppingtown Wheaton 11002 Veir Mill Rd., South Building Suite 408 Wheaton, MD 20902 Kim Lamphier – Business Resource Representative 301-933-4424 (fax)	N	
82	Prince George’s Workforce Development Carrie Miller, Labor Exchange Supervisor, Business Resources DLLR/MWE/prince George’s One Stop Business Center 1100 Mercantile Lane, Ste. 120 Largo, MD 20774 301-618-8407 301-618-8436 (fax) <a href="http://www.mwejobs.com">www.mwejobs.com</a> <a href="mailto:cmiller@dllr.state.md.us">cmiller@dllr.state.md.us</a>	N	
83	St. Luke’s House Back to work program Dave Kokoski 6040 Southport Drive Bethesda, MD 20814 301-493-4200 x 296 301-493-6209 (fax)	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
84	Parents and Friends of Ex-Gays & Gays PFOX Box 510 Reedville, VA 22539 804-453-4737 <a href="mailto:pfox@pfox.org">pfox@pfox.org</a> <a href="http://www.pfox.org">www.pfox.org</a>	N	
85	<a href="http://www.DCwebwomen.org">www.DCwebwomen.org</a>	N	
86	TV News Day – Industry Publication P.O. Box 565 Chatham, N.J. 07928 <a href="mailto:sbolcom@tvnewsday.com">sbolcom@tvnewsday.com</a> <a href="http://www.tvnewsday.com">www.tvnewsday.com</a>	N	
87	Washington City Paper – Industry Publication 202-332-2100 e-Mail: <a href="mailto:classifieds@washingtoncitypaper.com">classifieds@washingtoncitypaper.com</a>	N	
88	Afro American Newspaper – Industry Publication Marquise Goodwin <a href="mailto:mgoodwin@afro.com">mgoodwin@afro.com</a>	N	
89	Washington Hispanic Newspaper Fulvia Lee, Advertising Specialist 2701 Ontario Rd., NW, 2 <sup>nd</sup> Floor Washington, DC 20009 202-667-8881 phone – 202-667-8902 fax <a href="mailto:Fulvia@washingtonhispanic.com">Fulvia@washingtonhispanic.com</a> <a href="http://www.washingtonhispanic.com">www.washingtonhispanic.com</a>	N	
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>116</b>



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III. OUTREACH INITIATIVES

TYPE OF OUTREACH INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
<p>1 Establish an internship program designed to assist members of the community to acquire skills needed for broadcast employment (#5)</p>	<p>As part of WUSA 9’s commitment and dedication to educating future journalists the station has established a college student’s internship program. Internships were available each semester, (May 2008 to August 2008, September 2008 to December 2008, January 2009 to May 2009) in News, Sports, Health, Consumer, Green, On Line, Our Time, Community Relations and Metro Mix for academic credit. Interns trained alongside all staff, including department heads. During this reporting period, we had a total of 42 students in our program from American University, George Mason University, Howard University, Georgetown University, University of Maryland, Bowie State University, Cal State University-Fullerton, Penn State University, New York University, University of Missouri, University of North Carolina-Wilmington, Langston University, Hampton University, College of Charleston, Winston-Salem State University, Catholic University, World Learning Graduate Institute, Middleburg College, Connecticut School of Broadcasting, Towson State University, Clark Atlanta University, Cornell University, and Shenandoah University. Information on our internship program is disseminated in a variety of ways, including but not</p>

	<p>limited to, our station’s website, organizations, colleges, and universities.</p> <p>W*USA 9 participated in the Gannett Talent Development Program. The station hosted one paid intern who was a recent college graduate. The intern worked from June – August 2008. Program selection was based on application, coursework, experience and references. The internship provided hands on experience in the Sales Department, career guidance, networking and mentoring opportunities in the broadcast field. The intern worked alongside department heads as well as staff.</p>
<p>2 Participate in job banks, internet programs and other programs designed to promote outreach (#6)</p>	<p>W*USA participated in a one-day Junior Achievement Job Shadow program, hosting two high school students. The students spent time in each department of the station to see how a T.V. station operates and learned about potential careers in Broadcasting.</p> <p>W*USA served as a two-day training site for the United States Telecommunications Training Institute. The USTTI provides free training to communications professionals from the developing world.</p> <p>During this period W*USA 9 organized 8 focus groups (4 in Maryland and 4 in Virginia) to discuss issues of importance to the community, our coverage of those issues, and how to influence that coverage. The groups talked about our station’s responsibility to serve as a positive influence and to provide tangible assistance to viewers during troubled economic times. They also discussed the importance of our News being reflective of the entire community and not just parts of it. Our President/General Manager and our Vice President Information Center provided information regarding how to contact them and other key decision makers at the station and learn more about opportunities at W*USA 9</p>

<p>3</p>	<p>Participate in scholarship programs designed to assist students interested in pursuing a career in broadcasting (#7)</p>	<p>As part of our commitment to grow the next generation of broadcasters and to create a diverse workforce, WUSA 9 supports the Emma L. Bowen Foundation. The Emma L. Bowen Foundation was established by the media industry to increase access to permanent job opportunities for minority students. The Foundation's program is unlike other intern programs in that students work for a partner company during summers and school breaks from the end of their junior year in high school until they graduate from college. During that five-year period, students learn many aspects of corporate operations and develop company-specific skills. Corporations guide and develop minority students with the option of permanent placement upon completion of their college degree. Students in the program receive an hourly wage, as well as matching compensation to help pay for college tuition and expenses. Mentoring from selected staff in the sponsoring company is also a key element of the program. W*USA 9 is currently in our second five-year cycle of participation in this program. Our current intern has returned for the summer (May 15, 2009 to August 1, 2009) and has one more summer left in the five year program.</p>
<p>4</p>	<p>Participate in at least four job fairs. Station personnel who have substantial responsibility in making hiring decisions must be involved in such activities. (#1)</p>	<ol style="list-style-type: none"> <li>1. W*USA 9 HR Manager and VP/Community Affairs attended the Washington, D.C. CareerBuilder Job Fair October 3, 2008, talking to over 200 attendees.</li> <li>2. W*USA 9 HR Manager, and VP Community Relations participated in the journalism Job Fair at the University of Maryland on October 23, 2008, talking to approximately fifty job fair attendees.</li> <li>3. W*USA 9 Managing Producer and staff members participated in the Internship Fair at George Washington University on February 4, 2009, speaking to prospective interns.</li> <li>4. March 23, 2009, W*USA 9 Managing Producer and staff members participated in the Sports &amp;</li> </ol>

		<p>Entertainment Job Fair held at Verizon Center</p> <p>5. Tuesday, April 7, 2009, W*USA 9 Managing Producer and staff members attended the University of Maryland Access to Alumni Career Fair.</p>
5	<p>Provide training to management level personnel as to the methods of ensuring equal employment opportunity and preventing discrimination. (#14)</p>	<p><b>July 2008</b> –Department heads, managers, and supervisors attended a Sexual Harassment Prevention session. The session provided critical skills for managers, training them to identify sexual harassment and proper responses to claims.</p>
6	<p>Establish Training Programs designed to enable station personnel to acquire skills that could qualify them for higher level positions (#8)</p>	<p>WUSA 9 offers numerous training opportunities both in-house and off-site to allow employees the opportunity to improve their job skills that could qualify them for higher level positions.</p> <p>Examples of the training provided to the staff of WUSA9 include:</p> <p><b>May 2008</b> –28 Newsroom employees completed Newsmaker 3 training and twenty completed Maven training. These skills will help staff qualify for higher level positions in their field.</p> <p>Community Relations staff attended a Photoshop online course.</p> <p><b>July 2008</b> –Newsroom employees attended Video Convergence training, Photojournalist training, and technical training for a new W*USA 9 website.</p> <p>General and Administrative staff completed Accounts Payable training and Purchase Card Training.</p> <p><b>August 2008</b> – A Community Relations employee completed AXIS graphics training, providing a critical skill in her field of expertise.</p> <p>The Online department participated in AXIS, Planet Discover, High School Sports Reverse Publishing and Accounts Payable training.</p>

Human Resources Administrator completed How to Supervise People course. Accounts Payable training was completed by General & Administrative staff.

The Marketing and News departments completed AXIS training, strengthening their list of available tools to utilize not only here at W\*USA 9 but in future endeavors.

**September 2008** – An Online employee completed website CMS training.

Human Resources Administrator attended an Interactive HR Workshop.

**October 2008** – General & Administrative staff completed Accounts Payable and Credit & Collections training. Human Resources Administrator attended Excel for Beginners and Excel Advanced training.

The Online department received High School Sports Reverse Publishing, Twitter, and Jot Form training.

**November 2008** – General & Administrative staff completed General Ledger training. Human Resources Administrator attended an FMLA seminar.

The Online department completed High School Sportsnet, Planet Discover Platform, Web Code, Newsletter and Omniture training. The Digital Sales Manager attended Digital Sales training.

The Sales Manager completed Innovation training from Gannett Digital.

**December 2008** – News department staff completed Multi-Media Journalist, Newsmaker, Uploading Files, SharePoint and Twitter training.

The IT, Online, Sales, General & Administrative, Marketing, and Community Relations departments attended Newsmaker and Uploading Files training in-

house.

**January 2009**

The News department attended AXIS Graphics training learning how to build graphics for the news.

The Online department completed training for Microsite on Savtech and AXIX Graphics training.

**February 2009** – Employees from Marketing, IT/Engineering, Sales, G&A, Online, News and Community Relations attended in-house training on SharePoint and Twitter.

**March 2009** – All departments participated in our in-house training modules; Mogulus, Twitter for News Gathering, and Web Writing.

The News department completed in-house seminars on the following topics; Using CNN News Source, Legal, Ethics, MMJ Workflow, News Package Training, News Writing Class and Creating a News Beat.

In March, 2009, a member of our news staff participated in the Asian American Journalists Association's Executive Leadership Program. She contributed to discussions on cultural values and leadership skills and shared personal experiences as an employee at W\*USA 9. As part of a diverse group, her perspectives on diversity in the news media were valuable and well received.

**April 2009** – Various employees from all departments attended in-house training on RSS feeds, Blogging, I Bar, and Axis.

The Online department completed Avid Newscutter Video Editing and received an update on Pluck.

The News department completed ethics and writing seminars.

During the reporting period, the Sales Department conducted monthly training which included in-house

		<p>product/customer-centric training sessions and participated in NAB and TVB webcasts. Other sales training included CMR training to sharpen their skills on competitive media software. The Sales Manager completed Innovation training from IDEO.</p> <p>In addition to the above training and to support educational development, W*USA 9 offers tuition assistance to employees.</p>
7	<p>List each upper level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities. (#12)</p>	<p>W*USA 9 advertises all job openings, including upper level category openings, with media trade groups and other organizations and websites whose membership and/or audience include women and minorities. These include: Women in Film and Video, National Association of Hispanic Journalists, National Council of Negro Women, National Lesbian and Gay Journalists Association, Hispanic Committee of Virginia, Japanese-American Citizens League, Korean Community Service Center, NAACP, National Asian Pacific American Legal Consortium, National Federation of Filipino-American Association, Organization of Chinese Americans, Southeast Asian Resource Action, United Black Fund, WIDER Opportunities for Women, Forty Plus of Greater Washington, Greater Baltimore Urban League, National Association of Black Journalists, and local colleges and universities.</p>
8	<p>Participate in other activities designed by station employment unit to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities. (#16)</p>	<p>W*USA 9 contacted recruiting sources to ascertain their continued interest in receiving our job opportunities.</p> <ol style="list-style-type: none"> <li>1. W*USA 9 takes pride in servicing the Washington, D.C. metropolitan area, not only as a progressive news station but as an active part of the community. W*USA 9 takes the lead on many outreach programs to not only help our fellow neighbors but to communicate the many career opportunities available at W*USA 9.</li> <li>2. W*USA 9 staff participated in the Washington Area Broadcaster's Association's Ascertainment Meeting with community leaders. The meeting provided the</li> </ol>

exchange of job opportunities here at W\*USA 9.

3. Members of the W\*USA 9 Weather Team regularly visit area schools to talk about careers in meteorology and broadcasting. One member is also very active in Women in Natural Sciences, and Women in Science and Engineering. Both organizations encourage young women to make science and broadcasting possible career options.

4. W\*USA 9 offers monthly tours of the building to student groups and others interested in broadcasting. The tour includes an opportunity to watch our noon newscast in live production from both the studio and the control room. Immediately after the newscast, there is a question and answer session for those who want more information regarding broadcast careers. Our VP/Community Relations and staff members conducted 16 such tours during the reporting period.

5. Employees volunteer on a regular basis with the Boy Scouts and Girl Scouts, Leadership of Greater Washington, and area schools where they share their career experiences and current job opportunities at W\*USA 9.