

WJLA / WIAV-CD / WDCO-CD
EEO PUBLIC FILE REPORT
June 1, 2023 - May 31, 2024

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Newscast Producer	1, 3-9, 12, 15-19, 21-26, 28-29, 31-40, 42, 44, 46-47, 50-63	18
Photographer	1, 3-9, 12, 15-19, 21-26, 28, 31-40, 42- 44, 46, 50-58, 60-63	18
Advertising Sales Consultant	1, 3-9, 11, 15-19, 21-26, 28-36, 38-44, 46-47, 50-58, 60-63	34
Advertising Sales Consultant	1, 3-9, 11, 15-19, 21-26, 28-36, 38-44, 46-47, 50-58, 60-63	18
Multi-Platform Content Producer	1, 3-9, 11, 13, 15-19, 21-26, 28, 31-36, 38-40, 42-44, 46-47, 50-54, 56-58, 60- 63	13
Multi-Platform Content Producer	1, 3-9, 11, 13, 15-19, 21-26, 28, 31-36, 38-40, 42-44, 46-47, 50-54, 56-58, 60- 63	47
Chief Photographer	1, 3-9, 12, 15-19, 21-26, 28, 31-36, 38- 40, 42-44, 46, 50-58, 60-63	18
Weekend Nightside Director	1, 3-9, 15-17, 19, 21-28, 31-36, 38-40, 42-44, 46, 49-58, 60-63	34
Digital Sales Coordinator	1, 3-9, 15-19, 21-26, 28-29, 31-36, 38- 40, 42-44, 46, 50-58, 60-63	18
Sports Anchor/Reporter	1-9, 15-19, 21-28, 31-36, 38-44, 46, 49- 58, 60-63	2
Technical Director	1, 3-9, 14-17, 19, 21-26, 28, 31-36, 38- 44, 46-47, 50-58, 60-63	34
Technical Director	1, 3-9, 14-17, 19, 21-26, 28, 31-36, 38- 44, 46-47, 50-58, 60-63	47
Technical Director	1, 3-9, 14-17, 19, 21-26, 28, 31-36, 38- 44, 46-47, 50-58, 60-63	14
Technical Director	1, 3-9, 14-17, 19, 21-26, 28, 31-36, 38- 44, 46-47, 50-58, 60-63	14
Technical Director	1, 3-9, 14-17, 19, 21-26, 28, 31-36, 38- 44, 46-47, 50-58, 60-63	14
Technical Director	1, 3-9, 14-17, 19, 21-26, 28, 31-36, 38- 44, 46-47, 50-58, 60-63	14
Technical Director	1, 3-9, 14-17, 19, 21-26, 28, 31-36, 38- 44, 46-47, 50-58, 60-63	14
IT Engineer	1, 3-9, 15-17, 19, 21-26, 28-29, 31-36, 38-44, 46-47, 50-58, 60-63	34
Newscast Producer	1, 3-9, 13, 15-19, 21-26, 28, 31-36, 38- 44, 46-47, 50-58, 60-63	47

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Newscast Producer	1, 3-9, 13, 15-19, 21-26, 28, 31-36, 38-44, 46-47, 50-58, 60-63	47
Newscast Producer	1, 3-9, 13, 15-19, 21-26, 28, 31-36, 38-44, 46-47, 50-58, 60-63	13
Digital Sales Manager	1, 3-9, 15-19, 21-26, 28, 31-36, 38-46, 50-58, 60-63	34
Studio Operations Technician	1, 3-9, 14, 16-17, 19, 21-26, 28, 31-36, 38-44, 46-47, 50-58, 60-63	14
Studio Operations Technician	1, 3-9, 14, 16-17, 19, 21-26, 28, 31-36, 38-44, 46-47, 50-58, 60-63	14
Studio Operations Technician	1, 3-9, 14, 16-17, 19, 21-26, 28, 31-36, 38-44, 46-47, 50-58, 60-63	14
Studio Operations Technician	1, 3-9, 14, 16-17, 19, 21-26, 28, 31-36, 38-44, 46-47, 50-58, 60-63	47
Full-time News Production Assistant	1, 3-9, 14, 16-17, 19, 21-29, 31-36, 38-44, 46-47, 49-58, 60-63	34
Full-time News Production Assistant	1, 3-9, 14, 16-17, 19, 21-29, 31-36, 38-44, 46-47, 49-58, 60-63	61
Full-time News Production Assistant	1, 3-9, 14, 16-17, 19, 21-29, 31-36, 38-44, 46-47, 49-58, 60-63	29
Full-time News Production Assistant	1, 3-9, 14, 16-17, 19, 21-29, 31-36, 38-44, 46-47, 49-58, 60-63	14
Full-time News Production Assistant	1, 3-9, 14, 16-17, 19, 21-29, 31-36, 38-44, 46-47, 49-58, 60-63	47
Master Control Operator	1, 3-9, 16-19, 21-26, 28-29, 31-36, 38-44, 46, 50-58, 60-63	34
Alert Desk Reporter	1-9, 15-19, 21-28, 31-36, 38-44, 46, 49-58, 60-63	2
Photographer	1, 3-9, 16-17, 19, 21-28, 31-36, 38-44, 46-58, 60-63	48
Photographer	1, 3-9, 16-17, 19, 21-28, 31-36, 38-44, 46-58, 60-63	47
Video Editor	1, 3-9, 16-17, 19, 21-29, 31-36, 38-44, 46, 49-58, 60-63	29
General Assignment Reporter	1-10, 12-13, 15-19, 21-28, 31-36, 38-44, 46-47, 49-58, 60-63	47
General Assignment Reporter	1-10, 12-13, 15-19, 21-28, 31-36, 38-44, 46-47, 49-58, 60-63	13
Multi-Platform Content Producer	1, 3-9, 11, 14, 16-17, 19, 21-26, 28, 31-36, 38-44, 46-47, 50-58, 60-63	34

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Multi-Platform Content Producer	1, 3-9, 11, 14, 16-17, 19, 21-26, 28, 31-36, 38-44, 46-47, 50-58, 60-63	14
Executive Producer	1, 3-9, 14, 16-17, 19, 21-26, 28, 31-36, 38-44, 46, 50-58, 60-63	14
Manager of Audience Engagement and Growth	1, 3-9, 15-19, 21-26, 28, 31-36, 38-44, 46, 50-58, 60-63	18
Technical Director	1, 3-9, 12, 14, 16-26, 28-29, 31-36, 38-44, 47, 50-58, 60-63	47
Technical Director	1, 3-9, 12, 14, 16-26, 28-29, 31-36, 38-44, 47, 50-58, 60-63	47
Technical Director	1, 3-9, 12, 14, 16-26, 28-29, 31-36, 38-44, 47, 50-58, 60-63	14
News Production Assistant (FT)	1, 3-9, 16-17, 19, 21-26, 28-29, 31-36, 38-44, 50, 52-58, 60-63	29
GMW Lifestyle Show Host/Producer	1, 3-9, 12, 14, 16-17, 19, 21-28, 31-36, 38-44, 47, 49-50, 52-58, 60-63	14
Multi-Platform Content Producer	1, 3-9, 16-19, 21-26, 28, 31-36, 38-44, 50, 52-58, 60-63	18
Newscast Producer	1, 3-9, 13, 16-17, 19, 21-28, 31-36, 38-44, 49-50, 52-58, 60-63	34
Newscast Producer	1, 3-9, 13, 16-17, 19, 21-28, 31-36, 38-44, 49-50, 52-58, 60-63	13
News Production Assistant	1, 3-9, 16-17, 19, 21-26, 28, 31-36, 38-44, 47, 50, 52-58, 60-63	47

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	ABC 7/WJLA 24/7 News 1100 Wilson Blvd., 6th Floor Arlington , Virginia 22209 Phone : 7032369217 Url : www.wjla.com Email : employment@sbgstv.com Audrey Watson	N	2
2	Agency Referral	N	3
3	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
4	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : kbordell@asu.edu Karen Bordeleau	Y	0
5	Arlington Employment Center 2100 Washington Blvd. 1st Floor Arlington , Virginia 22209 Phone : 7032281477 Url : https://jobboard.arlingtonva.us Pam Egner Manual Posting	N	1
6	Baltimore American Indian Center 113 South Broadway Baltimore, Maryland 21231 Phone : 410-675-3535 Url : http://www.baicenter.org Email : baic.center@gmail.com Dellie James	N	0
7	Bowie State University Department of Communications 14000 Jericho Park Rd Bowie, Maryland 20715 Url : http://www.bowiestate.edu Email : drice@bowiestate.edu Donna Rice	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	0
9	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgstv.com Career Services	N	0
10	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
11	Corporate Recruiter	N	3
12	Current Employee	N	9
13	Current Employee - Transfer/Promotion	N	4
14	Current Employee/Internal Promotion	N	13
15	DC Center for Immigration Studies 1629 K ST. NW Suite 600 Washington, District of Columbia 20006 Phone : 202-466-8185 Url : http://www.cis.org Email : press@cis.org Bryan Griffith	N	0
16	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
18	Employee Referral	N	27
19	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
20	Former Employee Referral	N	1
21	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
22	George Mason University University Center Service-MSn-3B6 4400 University DR Fairfax, Virginia 22030 Phone : 703-993-2370 Url : http://www.gmu.edu Email : sbgresumes@sbgstv.com Rebekah Troug	N	0
23	Georgetown University Career Education Center 37th & O ST, NW Washington, District of Columbia 20057 Phone : 202-687-3493 Url : http://www.georgetown.edu Email : sbgresumes@sbgstv.com Gregory Wilson	N	0
24	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	N	0

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25	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0
26	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
27	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	N	0
28	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
29	Indeed.com - Not Directly Contacted by SEU	N	15
30	Internet Ad-not directly contacted by SEU	N	1
31	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
32	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0

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33	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
34	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	38
35	Maryland Workforce Online Only Annapolis, Maryland Phone : (301) 929-6880 Url : https://mwejobs.maryland.gov/vosnet/Default.aspx Email : wheaton@worksourcemontgomery.com Customer Service	N	0
36	Marymount University 2807 N. Glebe RD Arlington, Virginia 22207 Phone : 703-522-5600 Url : http://www.marymount.edu Email : sbgresumes@sbgstv.com Jessica O'Donnell	N	0
37	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	N	0
38	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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39	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
40	NABET-CWA, Local 31 4483-B. Forbes Blvd Lanham, Maryland 20706 Url : http://www.nabet31.org Email : president@NABET31.org Bob Williams	N	0
41	National Association of Broadcasters Washington DC Washington DC, District of Columbia Email : sbgresumes@sbgstv.com n/a n/a	N	0
42	North Carolina A&T State University 1601 E Market St Greensboro, North Carolina 27411 Url : www.ncat.edu Email : sbgresumes@sbgstv.com Career Center	N	0
43	Ohio Media School 441 Montgomery Rd. Suite 200 Norwood, Ohio 45212 Phone : 513-342-3512 Email : pbufford@beonair.com Phillip Bufford	Y	0
44	Opportunities in Public Affairs Employment Services, Inc. 700 Graves ST Charlottesville, Virginia 22902 Phone : 1-888-315-2373 Url : http://www.opajobs.com Email : jobs@opajobs.com Fax : 1-888-342-2629 Betty Brubach	N	0
45	Recruiter	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
46	SAG-AFTRA 7735 Old Georgetown Rd #950 Bethesda, Maryland 20814 Phone : 3016572560 Url : http://www.sagaftra.org Email : anee.raulerson@sagaftra.org Fax : 1-800-253-9730 Patricia O'Donnell	N	0
47	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgvtv.com Career Page	N	25
48	Station On-Air Advertisement	N	1
49	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : jpumphrey.td@gmail.com Julie Pumphrey	N	0
50	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
51	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgvtv.com Andrea Siegle Prong 2 Ended Date: 12/31/2023	N	0
52	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0

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53	UDC Department of Mass Media 4200 Connecticut Ave. NW Washington, District of Columbia 20008 Phone : 202-274-5194 Url : http://www.udc.edu Email : ovassell@udc.edu Olive Vassell	N	0
54	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0
55	University of Maryland Career Services 660 W. Redwood ST, Rm 021 Baltimore, Maryland 21201 Phone : 410-706-7214 Url : http://www.gradschool.umd.edu Terri Goode Manual Posting	N	0
56	University of Massachusetts Career Center/Employment Relations 101 South College Amherst, Massachusetts Phone : 413-545-2224 Url : http://www.umass.edu/careers/ Email : sbgresumes@sbgstv.com Sharon Jefferson	N	0
57	Washington Adventist University Office of Human Resources 7600 Flower Ave, 4th floor #431 Takoma Park, Maryland 20912 Url : http://www.wau.edu Email : hr@wau.edu Fax : 1-301-891-4020 Daniella Williams	N	0
58	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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59	WHRO-TV 5200 Hampton Blvd Norfolk, Virginia 23508 Phone : 757-889-9400 Url : http://www.whro.org Fax : 1-757-489-0007 Sherby Wilkes	N	0
60	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
61	Women in Film and Video 1200 18th Street NW Suite 300 Washington, District of Columbia 20036 Phone : 202-429-9438 Url : http://www.wifv.org Email : director@wifv.org Melissa Houghton	N	3
62	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
63	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgstv.com Career Center	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			147

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/10/2023	Participation in events sponsored by organizations representing the community	7News' Veronica Johnson gave an inspirational talk about her broadcasting career in meteorology to encourage young scholars at Metropolitan AME Church Scholarship Award ceremony. She discussed the skills that students would need to learn in order to work in the news industry.	1	Cheif Meteorologist
2	10/18/2023	Participation in Job Fairs	WJLA HR Coordinator, Adini Parikh represented WJLA-TV at the 2023 Washington Media Scholars Virtual Career Fair that occurred on October 18, 2023. She virtually met with college students from various universities, reviewed resumes and candidate information for internships, and future job openings within the WJLA TV Station. Adini also discussed her career path to the Broadcast Industry.	1	WJLA HR Coordinator
3	10/31/2023	Participation in Job Fairs	Audrey Watson and Adini Parikh attended the PSU College of Communication Office of Internship career fair in Washington DC. They spoke to college students regarding active internship and full time opportunities. Adini collected student resumes in order to connect with them on LinkedIn and discuss their interests in WJLA station.	2	Human Resources Manager Human Resources Coordinator
4	11/8/2023	Participation in events or programs sponsored by educational institutions	7News' Brian van de Graaff did a 7News First Alert Weather Lunchbox Weather presentation to students at White Oak Elementary School. He discussed his career in broadcast meteorology and how forecasts are determined.	1	Meteorologist
5	11/30/2023	Participation in events or programs sponsored by educational institutions	7News' Eileen Whelan did a 7News First Alert Weather Lunchbox Weather presentation to students at Georgetown Hill Preschool. She discussed her career in broadcast meteorology and how forecasts are determined.	1	Meteorologist

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6	2/16/2024	Participation in events or programs sponsored by educational institutions	7News' Reporter, John Gonzalez, gave an inspirational talk to students and their families at High Point High School's Community Town Hall on February 16, 2024. John spoke on his career path and shared information on what it takes to become a reporter in the news industry.	1	General Assignment Reporter
7	3/1/2024	Participation in events or programs sponsored by educational institutions	7News Production Assistant, Philip Berkowitz spoke to high school students at Albert Einstein High School on March 1, 2024. During this discussion, Philip spoke about careers in broadcasting, specifically jobs in the News Production Department.	1	News Production Assistant
8	3/2/2024	Participation in events or programs sponsored by educational institutions	7News' Anchor/Reporter, Victoria Sanchez led a discussion with College Journalism Students at the University of Maryland on March 2, 2024. Victoria spoke about her career path in journalism and her day to day responsibilities as an Anchor/Reporter with WJLA.	1	Anchor
9	4/6/2024	Participation in Job Fairs	Sonia Dasgupta, WJLA Assistant News Director, attended the 2024 Washington DC Journalism Job Fair. The goal was to attract a mix of experienced professional journalists and students. Sonia shared her career experience in the news industry and what it's like being a journalist, along with her day-to-day experience working at WJLA station. Students were informed on the current full-time and internship opportunities available at the station.	2	Assistant News Director Olivas