

EEO PUBLIC FILE REPORT FOR WJLA/NEWSCHANNEL 8, ARLINGTON, VIRGINIA

This EEO Public File Report covers the period May 23, 2010 through May 22, 2011

This EEO Public File Report is filed in Station WJLA/NewsChannel 8's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the period May 23, 2010 through May 22, 2011, the Station filled sixty-four (64) full-time vacancies. Total Vacancies – sixty-four (64); total Interviewees –two hundred-seventy (270).

ATTACHMENT A contains the following information for each such vacancy: totals by recruitment source – two hundred seventy (270).

- Job Title
- The recruitment sources used to fill the vacancies, identified by name, address, contact person, and telephone number with a separate identification for organizations, if any, which requested notification;
- The recruitment source that referred the hiree for the full-time vacancy;
- The total number of persons interviewed for the full-time vacancy; and
- The total number of interviewees referred by each recruitment source used in connection with the vacancy.

Interviewee Referrals by Recruitment Sources Totals

WJLA/NewsChannel 8 Internal Posting	8
WJLA/NewsChannel 8 Web Page/Internet	104
WJLA/NewsChannel 8 Employee	67
Online Advertisement	66
Colleague Referral	8
Personal Referral	6
University of Maryland Job Fair	3
Career Blazers Staffing/Temporary Agency	1
The Newt Group Talent Agency	2
HD Reps Talent Agency	1
Maslow Staffing/Temporary Agency	2
NCW Resources	1
Network Management Inc. Staffing/Temporary Agency	1

ATTACHMENT B contains a list and brief description of outreach activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Account Executive

DATE FILLED: 05/24/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8 Web Page/Internet

Total number of persons interviewed for this full-time vacancy: 4

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Web Page/Internet	4

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Anchor/Reporter

DATE FILLED: 05/31/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

<i>Name</i>	<i>Address</i>	<i>Contact Person</i>	<i>Phone Number</i>
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8
Web Page/Internet

Total number of persons interviewed for this full-time vacancy: 5

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Web Page/Internet	3
The Newt Group – Talent Agency	2

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Anchor/Reporter

DATE FILLED: 5/31/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8
Web Page/Internet

Total number of persons interviewed for this full-time vacancy: 5

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Web Page/Internet	4
HD Reps - Talent Agency	1

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Segment Producer

DATE FILLED: 6/7/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: Online Advertisement

Total number of persons interviewed for this full-time vacancy: 2

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
Online Advertisement	1
WJLA/News Channel 8 Internal Posting	1

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Reporter - TBD

DATE FILLED: 6/7/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8 Employee

Total number of persons interviewed for this full-time vacancy: 5

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Web Page/Internet	3
WJLA/NewsChannel 8 Employee	2

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Research Manager

DATE FILLED: 6/7/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

<i>Name</i>	<i>Address</i>	<i>Contact Person</i>	<i>Phone Number</i>
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8 Employee

Total number of persons interviewed for this full-time vacancy: 1

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Employee	1

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Reporter - TBD

DATE FILLED: 9/14/2009

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8 Employee

Total number of persons interviewed for this full-time vacancy: 4

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Employee	2
WJLA/NewsChannel 8 Web Page/Internet	2

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: News Editor, TBD

DATE FILLED: 6/14/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8 Employee

Total number of persons interviewed for this full-time vacancy: 5

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Employee	5

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Reporter, TBD

DATE FILLED: 06/21/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8 Employee

Total number of persons interviewed for this full-time vacancy: 5

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Web Page/Internet	2
WJLA/NewsChannel 8 Employee	3

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Digital Account Executive

DATE FILLED: 06/21/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: Online Advertisement

Total number of persons interviewed for this full-time vacancy: 8

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
Online Advertisement	6
Colleague Referral	2

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Reporter - TBD

DATE FILLED: 06/23/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewChannel 8 Employee

Total number of persons interviewed for this full-time vacancy: 5

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
Online Advertisement	1
WJLA/NewsChannel 8 Employee	2
WJLA/NewsChannel 8 Web Page/Internet	2

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Reporter - TBD

DATE FILLED: 6/28/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8
Web Page/Internet

Total number of persons interviewed for this full-time vacancy: 7

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Web Page/Internet	3
WJLA/NewsChannel 8 Employee	1
Online Advertisement	3

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Listings Editor - TBD

DATE FILLED: 06/28/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8 Employee

Total number of persons interviewed for this full-time vacancy: 5

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Web Page/Internet	4
WJLA/NewsChannel 8 Employee	1

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Receptionist

DATE FILLED: 7/6/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8
Web Page/Internet

Total number of persons interviewed for this full-time vacancy: 5

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Web Page/Internet	2
WJLA/NewsChannel 8 Employee	1
Online Advertisement	2

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Reporter - TBD

DATE FILLED: 06/28/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8
Web Page/Internet

Total number of persons interviewed for this full-time vacancy: 6

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Web Page/Internet	6

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Reporter - TBD

DATE FILLED: 07/08/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8 Employee

Total number of persons interviewed for this full-time vacancy: 4

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Web Page/Internet	2
WJLA/NewsChannel 8 Employee	2

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Producer

DATE FILLED: 7/19/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: Online Advertisement

Total number of persons interviewed for this full-time vacancy: 7

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Employee	2
Online Advertisement	5

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Reporter - TBD

DATE FILLED: 7/19/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8
Web Page/Internet

Total number of persons interviewed for this full-time vacancy: 3

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Web Page/Internet	1
WJLA/NewsChannel 8 Employee	2

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Reporter – TBD

DATE FILLED: 07/19/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8 Employee

Total number of persons interviewed for this full-time vacancy: 4

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
Online Advertisement	1
WJLA/NewsChannel 8 Employee	3

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Reporter - TBD

DATE FILLED: 07/19/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8 Employee

Total number of persons interviewed for this full-time vacancy: 3

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Employee	1
Online Advertisement	2

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Production Coordinator

DATE FILLED: 07/19/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8 Employee

Total number of persons interviewed for this full-time vacancy: 4

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Employee	1
Maslow Staffing/Temporary Agency	2
Online Advertisement	1

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Reporter - TBD

DATE FILLED: 07/26/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8 Employee

Total number of persons interviewed for this full-time vacancy: 4

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
Online Advertisement	2
WJLA/NewsChannel 8 Employee	2

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Web Producer

DATE FILLED: 07/26/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8 Employee

Total number of persons interviewed for this full-time vacancy: 5

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Employee	2
Online Advertisement	2
WJLA/NewsChannel 8 Web Page/Internet	1

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Photographer

DATE FILLED: 08/02/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: Online Advertisement

Total number of persons interviewed for this full-time vacancy: 5

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Employee	1
Online Advertisement	2
WJLA/NewsChannel 8 Web Page/Internet	2

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Reporter - TBD

DATE FILLED: 08/05/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8 Employee

Total number of persons interviewed for this full-time vacancy: 3

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Web Page/Internet	2
WJLA/NewsChannel 8 Employee	1

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Producer

DATE FILLED: 08/05/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8 Employee

Total number of persons interviewed for this full-time vacancy: 5

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Employee	5

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Account Executive

DATE FILLED: 08/23/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8 Employee

Total number of persons interviewed for this full-time vacancy: 3

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Employee	2
Online Advertisement	1

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Account Executive

DATE FILLED: 08/23/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8
Web Page/Internet

Total number of persons interviewed for this full-time vacancy: 3

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Web Page/Internet	3

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: National Sales Manager

DATE FILLED: 09/07/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8 Employee

Total number of persons interviewed for this full-time vacancy: 5

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Web Page/Internet	2
WJLA/NewsChannel 8 Internal Posting	1
Online Advertisement	2

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Account Administrator

DATE FILLED: 09/13/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8
Internal Posting

Total number of persons interviewed for this full-time vacancy: 1

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Internal Posting	1

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Major Accounts Director

DATE FILLED: 09/15/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8
Web Page/Internet

Total number of persons interviewed for this full-time vacancy: 6

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Employee	4
WJLA/NewsChannel 8 Web Page/Internet	1
Online Advertisement	1

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Manager, Digital Ad Operations

DATE FILLED: 09/15/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8 Employee

Total number of persons interviewed for this full-time vacancy: 2

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Employee	2

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Commercial Editor

DATE FILLED: 10/11/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8 Employee

Total number of persons interviewed for this full-time vacancy: 6

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Employee	1
Online Advertisement	5

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: National Sales Manager

DATE FILLED: 10/13/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8
Web Page/Internet

Total number of persons interviewed for this full-time vacancy: 12

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
Online Advertisement	2
WJLA/NewsChannel 8 Employee	1
Colleague Referral	1
WJLA/NewsChannel 8 Web Page/Internet	8

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Writer/Producer

DATE FILLED: 10/15/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8 Employee

Total number of persons interviewed for this full-time vacancy: 2

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Employee	1
WJLA/NewsChannel 8 Web Page/Internet	1

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Senior Engineer

DATE FILLED: 10/15/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: Network Management
Inc. Staffing/Temporary
Agency

Total number of persons interviewed for this full-time vacancy: 1

**TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE
USED IN CONNECTION WITH THIS FULL-TIME VACANCY:**

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
Network Management Inc. Staffing/Temporary Agency	1

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Promotion Writer/Producer

DATE FILLED: 10/19/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8 Employee

Total number of persons interviewed for this full-time vacancy: 1

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Employee	1

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Producer

DATE FILLED: 10/29/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8 Employee

Total number of persons interviewed for this full-time vacancy: 2

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Employee	1
WJLA/NewsChannel 8 Web Page/Internet	1

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Sales Assistant

DATE FILLED: 11/01/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: Career Blazers
Staffing/Temporary
Agency

Total number of persons interviewed for this full-time vacancy: 7

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
Online Advertising	4
WJLA/NewsChannel 8 Web Page/Internet	2
Career Blazers Staffing/Temporary Agency	1

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Assignment Editor (Overnight)

DATE FILLED: 11/8/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: Online Advertisement

Total number of persons interviewed for this full-time vacancy: 1

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
Online Advertisement	1

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Assignment Editor (Weekend)

DATE FILLED: 11/17/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8
Web Page/Internet

Total number of persons interviewed for this full-time vacancy: 1

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Web Page/Internet	1

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Digital Reporter - TBD

DATE FILLED: 11/22/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8
Web Page/Internet

Total number of persons interviewed for this full-time vacancy: 8

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Web Page/Internet	7
WJLA/NewsChannel 8 Employee	1

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Weather Blogger

DATE FILLED: 11/22/2011

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8
Web Page/Internet

Total number of persons interviewed for this full-time vacancy: 1

**TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE
USED IN CONNECTION WITH THIS FULL-TIME VACANCY:**

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Web Page/Internet	1

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Account Executive

DATE FILLED: 12/13/2010

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: Colleague Referral

Total number of persons interviewed for this full-time vacancy: 4

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
Colleague Referral	2
University of Maryland Job Fair	1
Online Advertisement	1

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Accounts Payable Specialist

DATE FILLED: 12/20/2011

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8
Web Page/Internet

Total number of persons interviewed for this full-time vacancy: 6

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Web Page/Internet	5
WJLA/NewsChannel 8 Employee	1

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Interactive News Writer - TBD

DATE FILLED: 01/03/2011

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: Online Advertisement

Total number of persons interviewed for this full-time vacancy: 6

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
Online Advertisement	6

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Desktop Support Engineer

DATE FILLED: 01/03/2011

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: NCW Resources
Temporary/Staffing Agency

Total number of persons interviewed for this full-time vacancy: 1

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
NCW Resources Temporary/Staffing Agency	1

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Maintenance Technician

DATE FILLED: 01/04/2011

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8
Web Page/Internet

Total number of persons interviewed for this full-time vacancy: 3

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Web Page/Internet	3

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Account Executive

DATE FILLED: 01/10/2011

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8 Employee

Total number of persons interviewed for this full-time vacancy: 2

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Employee	2

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Sales Research Analyst

DATE FILLED: 01/18/2011

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8
Internal Posting

Total number of persons interviewed for this full-time vacancy: 1

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Internal Posting	1

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Help Desk Engineer

DATE FILLED: 01/20/2011

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8
Internal Posting

Total number of persons interviewed for this full-time vacancy: 1

**TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE
USED IN CONNECTION WITH THIS FULL-TIME VACANCY:**

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Internal Posting	1

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Digital Reporter - TBD

DATE FILLED: 02/21/2011

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8 Employee

Total number of persons interviewed for this full-time vacancy: 2

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Web Page/Internet	1
WJLA/NewsChannel 8 Employee	1

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Senior Account Executive

DATE FILLED: 03/21/2011

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: Online Advertisement

Total number of persons interviewed for this full-time vacancy: 5

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
Online Advertisement	1
University of Maryland Job Fair	2
WJLA/NewsChannel 8 Employee	2

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Reporter

DATE FILLED: 03/28/2011

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8
Web Page/Internet

Total number of persons interviewed for this full-time vacancy: 2

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Web Page/Internet	1
WJLA/NewsChannel 8 Employee	1

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Writer/Producer

DATE FILLED: 03/30/2011

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8
Internal Posting

Total number of persons interviewed for this full-time vacancy: 1

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Internal Posting	1

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Web Editor

DATE FILLED: 04/04/2011

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8 Employee

Total number of persons interviewed for this full-time vacancy: 10

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Web Page/Internet	7
Internal Posting	1
WJLA/NewsChannel 8 Employee	1
Online Advertisement	1

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Web Editor

DATE FILLED: 04/04/2011

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: Internal Posting

Total number of persons interviewed for this full-time vacancy: 10

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Web Page/Internet	7
Online Advertisement	1
WJLA/NewsChannel 8 Employee	1
Internal Posting	1

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Political Sales Manager/Regional Account Executive

DATE FILLED: 04/05/2011

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8 Employee

Total number of persons interviewed for this full-time vacancy: 1

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Employee	1

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Account Executive

DATE FILLED: 04/14/2011

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: Personal Referral

Total number of persons interviewed for this full-time vacancy: 9

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Employee	1
Personal Referral	6
WJLA/NewsChannel 8 Web Page/Internet	2

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Producer

DATE FILLED: 04/18/2011

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8 Employee

Total number of persons interviewed for this full-time vacancy: 3

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Web Page/Internet	1
WJLA/NewsChannel 8 Employee	2

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Director

DATE FILLED: 04/25/2011

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: WJLA/NewsChannel 8
Web Page/Internet

Total number of persons interviewed for this full-time vacancy: 5

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
WJLA/NewsChannel 8 Web Page/Internet	5

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Photographer/Editor

DATE FILLED: 04/26/2011

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: Online Advertisement

Total number of persons interviewed for this full-time vacancy: 5

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
Online Advertisement	5

ATTACHMENT A

JOB VACANCY SUMMARY FORM

JOB TITLE: Photographer/Editor

DATE FILLED: 05/09/2011

RECRUITMENT SOURCES USED TO FILL VACANCY:

Name	Address	Contact Person	Phone Number
1. See Recruitment Source List			

Recruitment Source that referred hiree for this full-time vacancy: Online Advertisement

Total number of persons interviewed for this full-time vacancy: 5

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE USED IN CONNECTION WITH THIS FULL-TIME VACANCY:

<i>Referral Source(s)</i>	<i>Number of Interviewees</i>
Online Advertisement	5

Attachment B

Supplemental Initiatives: 5/23/2010-05/22/2011

INITIATIVE: WJLA-TV/News Channel8 Internship Program

During this period, WJLA-TV/NewsChannel8 maintained our internship programs as part of our commitment to educating the community about jobs in the broadcasting industry. WJLA-TV/NewsChannel8 offers a highly-sought after internship program aimed at providing a springboard for students interested in developing careers in broadcast and/or cable television. These internships offer the opportunity of on the job training to participants currently enrolled in institutions of higher learning. Student-Interns stand to gain practical educational experience in all phases of a major market television station's day to day operations as a supplement to their academic curriculum. WJLA-TV/NewsChannel8 has established internships in the following areas: Commercial Production, News, News-Meteorology, Production, Promotion & Graphic Arts, Sales and Marketing, with Students from the United States and Internationally.

Summer 2010 Internship Participants:

- Duke University (1)
- Gonzaga University (1)
- University of Wisconsin (1)
- University of Maryland (2)
- Georgetown University (1)
- Keyon College (1)
- Ohio University (1)
- The University of the South (1)
- Oklahoma State University (1)
- University of South Carolina (1)
- George Washington University (3)
- Howard University (1)
- University of Virginia (1)
- Coastal Carolina University (1)
- University of Michigan (1)
- Hampton University (1)

Fall/Winter 2010 Internship Participants:

- Howard University (2)
- Bowie State University (1)
- Georgetown University (1)

Winter/Spring 2010-2011 Internship Participants:

- American University (1)
- Georgetown University (1)
- University of Virginia (1)

INITIATIVE: 2010 Washington National Cathedral's Summer Scholar Program:

In June 2010 WJLA-TV/NewsChannel8 sponsored a National Cathedral's Scholar student for the summer. High school students are matched up with their career interest. The selected student from a Washington, DC local Public High School shadowed Station professionals in June and July 2010, which provided first-hand exposure to careers in broadcasting. The unique program serves as a supplement to the students' school curricula and gives young men and woman the opportunity to prepare for college, and the work force. WJLA-TV/NewsChannel8.

INITIATIVE 2010: Non-Commissioned Officers Job Fair

WJLA-TV/NewsChannel8 participated in a Non-Commissioned Officers Job Fair held in Hampton, Virginia on August 4th, 2010. Timothy Traylor, Director, Human Resources and Mark Olingy, Director Operations & Engineering, who have substantial responsibility for hiring decisions, attended the job fair to recruit qualified applicants for technical broadcast opportunities available at WJLA-TV/NewsChannel8. During this event both management representatives from the Station met with interested applicants regarding opportunities in broadcasting, received resumes for review by other Station Management as well and encouraged all to frequently visit our website for available opportunities.

INITIATIVE 2010: University of Maryland Job Fair

WJLA-TV/News Channel8 participated in the Phillip Merrill College of Journalism Career and Internship Fair on October 18th, 2010 sponsored by the University of Maryland. The career fair was for undergraduate, graduate students, and alumni interested in pursuing careers in broadcasting and/or journalism.

The career fair was attended by Audrey McMillan, Manager, Human Resources, who has substantial responsibility for hiring decisions, along with Nakia McGuire, Human Resources Assistant/Internship Coordinator. During this event, prospective applicants were able to take advantage of on-site interviews, and get professional feedback about working in a Top-Ten market. Internship applicants were able to get first-hand knowledge about our highly sought after internship programs from Nakia McGuire.

INITIATIVE 2010: Howard University Job Fair

WJLA-TV/NewsChannel8 participated in a job fair on October 21st, 2010 held on the Howard University campus in the Armour J. Blackbourn University Center. Timothy Traylor, Director, Human Resources and Audrey McMillan, Manager, Human Resources and Lori Smith Johnson, Production Manager was in attendance at the job fair. Each of the Station management representatives has substantial responsibility for hiring decisions. Nakia McGuire, Human Resources Assistant/Internship Coordinator attended also to specifically discuss Internship opportunities with the station.

Howard University also extended an invitation to over 30 other colleges and universities on the east coast which expanded the stations opportunity to further its' outreach. Our station representatives conducted on-the-spot interviews and applicants were able to review information to gain more insight about our company and careers and internship opportunities.

INITIATIVE 2011: Women in Film and Video Job Fair

On Saturday, March 12th, 2011, WJLA-TV/NewsChannel8 participated in the Women in Film and Video Career Fair extravaganza. This Job Fair is geared particularly for women interested in jobs in the media/broadcasting industry.

The Station set up a table where brochures, company information as well as small give-a-ways were distributed to over 350 applicants. Audrey McMillan, Manager, Human Resources who has substantial responsibility for hiring decisions, participated on behalf of the Station and was able to give quality feedback to participants that had detailed questions about the organization. Nakia McGuire, Human Resources Assistant/Internship Coordinator shared helpful information about the Internship Program requirements, and distributed job listings and brochures.

INITIATIVE 2010/1011: Job Banks

WJLA-TV/NewsChannel8 has a current running list of all career opportunities which are posted on our internal websites and various web-based job banks, and are mailed out to over 40 associations, organizations, and companies that promote general outreach and whose memberships are believed to include the substantial participation of women and minorities. Outreach mailings include but not limited to:

- National Association of Black Journalist
- Mayor's Office of Latinos Affairs (DC)
- DCJobs.com
- Baltimore American Indian Center
- National Organization for Women
- Greater Washington Urban League
- U.S. Department of Labor
- Hispanic Communications Network
- U.S. Department of Human Services

INIATIVE 2010/2011: Internal Training/Mentoring Work Study Program

WJLA-TV/NewsChannel8 continues an internal training program for the entry level Production Assistant position. This program is designed as an entry level transition position which allows the participant to have hands-on experience in the various functions of broadcast news production. The program's design allows the participant to observe all aspects of the Station's news operations so as to understand their specific interest and pursue available opportunities in that area of interest. Lori Smith Johnson, Production Manager, is the management official who oversees the training, mentoring and development of the Production Assistant training program. Many of WJLA-TV/NewsChannel8 Production Assistants have been promoted to more skilled Station positions.

RECRUITMENT SOURCE LIST

All organizations which have requested notification of all full-time openings are identified with an asterisk (*).

<p>National Organization for Women * National Headquarters 1100 H St., NW 3rd floor Washington, DC 20005</p>	<p>Greater Washington Urban League * Executive Offices 2901 14th Street, NW Washington, DC 20009.</p>	<p>DC Department of Employment * Services 609 H Street, NE Washington, DC 20009</p>
<p>American Federation of * TV & Radio Artist 7735 Old Georgetown Road Suite 950 Bethesda, MD 20814</p>	<p>Fairfax Virginia Department of * Rehabilitation 11150 Main Street Fairfax, VA 220300</p>	<p>Montgomery County Industry Council* 11002 Viers Mill Rd., Suite 510 Wheaton, MD 20902</p>
<p>Greater Washington Urban League * Headquarters Building Executive Office 2901 14th Street NW Washington, DC 20009</p>	<p>NABET-CWA * 962 Wayne Ave. Suite 300 Silver Spring, Maryland 20906 Contact: Job Bank/Recruitment List</p>	<p>WSET-TV (Allbritton Communications)* 2320 Langhorne Road Lynchburg, VA 24501</p>
<p>National Association of Broadcasters * Press Building/Attn: Stephen Byrd 529 14th Street, NW Suite 937 Washington, DC 20045</p>	<p>National Association of Black Journalists* University of Maryland 8701 A-Adelphi Road Adelphi, MD 20783-1716</p>	<p>Bowie State University * Department of Communications 14000 Jericho Park Road Bowie, MD 20715</p>
<p>UDC Department of Mass Media * 4200 Connecticut Ave., NW Washington, DC 20008</p>	<p>American Association of University * Women 1111 16th Street, NW Washington, DC 20036</p>	<p>Columbia Union College * 7600 Flowers Ave Takoma Park, MD 20912</p>
<p>WCIV-TV (Allbritton Communications) * 888 Allbritton Blvd. Mt. Pleasant, SC 29464</p>	<p>UDC Department of Mass Media * 4200 Connecticut Ave., NW Washington, DC 20008</p>	<p>WTTG-TV * Attn: Human Resources 5151 Wisconsin Ave NW Washington, DC 20016</p>
<p>Department of Human Services * Arlington Employment Center 3033 Wilson Blvd, Suite 700A Arlington , VA 22201</p>	<p>TV Alabama (WBMA-WCFT) * TV Alabama, Inc (Allbritton Comm.) 800 Concourse Parkway Suite 200 Birmingham, AL 35244</p>	<p>KTUL,LLC * (Allbritton Communications) 3333 S 29th West Ave Tulsa, OK 74107</p>
<p>University of Massachusetts * Career Center/Employment Relations 101 South College Amherst, MA 01003-1720</p>	<p>WHTM (Allbritton Communications) * Harrisburg Television, Inc 3235 Hoffman Street Harrisburg, VA 17110</p>	<p>Virginia Association of Broadcasters * WHRO-TV 5200 Hampton Blvd. Norfolk, Virginia 23508</p>

RECRUITMENT SOURCE LIST

All organizations which have requested notification of all full-time openings are identified with an asterisk (*).

<p>Women in Film and Video * 3628 12th Street, NE Washington, 20006</p>	<p>WETA-TV * Human Resources 3939 Campbell Ave. Arlington, VA 22206</p>	<p>American Federation of Television * And Radio Artists 7735 Old Georgetown Road, Suite 950 Bethesda, Maryland 20814</p>
<p>American Association of University Women 1111 16th Street, NW Washington, DC 20036*</p>	<p>Howard University * Career Services Center Room 206 C. P Powell Bldg /525 Bryant St., NW Washington, DC 20039</p>	<p>Mayors Office of Latinos Affairs * Reeves Municipal Center 2nd Floor 2000 14th Street, NW Washington, DC 20009</p>
<p>Maryland Institute College of Art and Design * 1300 W. Mt. Royal Ave. Baltimore, MD 21217</p>	<p>Marymount University * 2807 N. Glebe Road Arlington, VA., 22207</p>	<p>Opportunities in Public Affairs * Employment Services Inc. 700 Graves St. Charlottesville, VA 22902</p>
<p>Georgetown University * Career Education Center 37th & O Street, NW Washington, DC 20057</p>	<p>George Mason University * University Center Service-MSn-3B6 On-Campus Recruiting Coordinator 4400 University Drive Fairfax, VA 22030</p>	<p>Montgomery County * Private Industry Council 12900 Middlebrook Rd. #1600 Germantown, MD 20874</p>
<p>WUSA-TV * Attn: Human Resources 4100 Wisconsin Avenue NW Washington, DC 20016</p>	<p>Art Institute of Washington * 1820 North. Fort Myers Drive Arlington, VA 22209</p>	<p>Women Work! * 411 Seventh Avenue Suite 925 Pittsburgh, PA 15219</p>
<p>WRC-TV * 4001 Nebraska Ave, NW Washington, DC 20036</p>	<p>Baltimore American Indian Center * 113 South Broadway Baltimore, MD 21231</p>	<p>Jewish Women International * 2000 M Street, NW Suite 720 Washington DC 20036</p>
<p>University of Maryland * Graduate School/Career Services 660 W. Redwood Street Rm. 021 Baltimore, Maryland 21201</p>	<p>KATV, LLC * Human Resources PO Box 77 Little Rock, AR 72203</p>	<p>DCJobs.com 1001 Connecticut Avenue, NW Washington, DC 20036</p>
<p>Montgomery County * Government Center - Career Services 755 Roanoke Street, Suite 2D Christiansburg, VA 24073-3180*</p>	<p>DC Center for Immigration Studies * 1522 K Street NW #820 Washington DC 20005</p>	<p>U.S. Department of Labor 200 Constitution Avenue, NW Washington, DC 20210</p>

RECRUITMENT SOURCE LIST

All organizations which have requested notification of all full-time openings are identified with an asterisk (*).

Hispanic Communications Network
1126 16th Street, NW, Suite 350
Washington, DC 20036

U.S. Department of Human Services
200 Independence Avenue, SW
Washington, DC 20201