

EEO PUBLIC FILE REPORT¹

June 1, 2022-May 31, 2023

WHUT-TV (Fac. ID No. 27772) – Washington, DC

I. Full-time Hires for Reporting Period

Position Title	Date Opened	Date Filled	Recruitment Sources Used	No. of Interviews	Recruitment Source of Hiree
Major Gifts & Planned Giving Manager	11/18/2021	2/27/2023	1, 5, 8	3	5
Individual Giving Manager	11/10/2021	9/12/2022	1-3, 5	2	1
Senior Producer	4/7/2022	10/11/2022	1, 4-6, 8	2	1
Director of Content	9/9/2021	7/18/2022	1, 5, 8-10	5	1
Social Media Coordinator	11/14/2022	4/10/2023	4-5, 8, 10	3	5

II. Master Recruitment Source List

No.	Recruitment Source	Contact Information	Entitled to Notification?
1.	Howard University Website	https://www.whut.org/careers	No
2.	Corporation for Public Broadcasting JobLine	https://cpb.org/jobline	No
3.	Public Media Jobs Website	https://jobs.current.org/	No
4.	Glassdoor	https://www.glassdoor.com/index.htm	No
5.	Indeed	https://www.indeed.com/	No
6.	LinkedIn	https://www.linkedin.com/jobs/	No
7.	Public Broadcasting Service	https://connect.pbs.org	No
8.	Employee Referral	N/A	No
9.	Internal Promotion Application	N/A	No
10.	HigherEdJobs	https://www.higheredjobs.com/	No

¹ This Report has been updated to address reporting issues.

III. Outreach Initiatives

No.	Initiative Category	Initiative Description
1.	Participate in events/programs sponsored by or on behalf of educational institutions related to careers in broadcasting	From November 22-29, 2022, WHUT-TV’s Director of Engineering and techs provided video production instruction and support to 8-10 NewsVision student class participants. Instruction included hands-on demonstrations and best practices to enable the students to fully provide all aspects of video production services required for them to complete for-air 1-hour news programs as their final Fall semester projects.
2.	Participate in events/programs sponsored by or on behalf of educational institutions related to careers in broadcasting	On October 11, 2022, WHUT-TV hosted a session with 30 students from Howard University School of Engineering to discuss fellowship and career opportunities associated with the NextGen TV broadcast standard. The General Manager shared employment and career opportunities with those present.
3.	Internship Program	WHUT-TV hosted three teenagers from the Boys and Girls Club of the Greater Washington GameChangers initiative to participate in a five-week, 30-hour externship experience through April and May of 2023. This internship experience combined development of transferable skills and real-world experience. WHUT-TV’s General Manager, Executive Director of Operations, Director of Engineering, Sr. Production Manager, Individual Giving Manager, Director of Content, and Education and Outreach Manager spoke to the participants, introduced them to media careers, and skills needed to succeed in the industry. The Digital Media Specialist also taught the interns how to create digital content hands-on.
4.	Listing of each upper-level category job opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.	See above.
5.	Training programs that enable station personnel to acquire skills to qualify them for higher level positions	WHUT-TV’s Education and Outreach Manager completed the Leadership of Greater Washington’s Rising Leaders Program, which provides early-career or management professionals the tools they need to succeed as leaders in July 2022. The five-month program teaches skills essential to professional development and leadership. Participants gain insight and experience they can apply in any professional environment.
6.	Training programs that enable station personnel to acquire skills to qualify them for higher level positions	WHUT-TV’s Senior Production Manager participated in NETA Leadership Trainings from the Leadership Series, including Leader as Coach on July 27, 2022, Boss v. Leader & Accountability on August 17, 2022, and Coaching Practicum from August through September of 2022.

7.	Sponsor events/programs for or on behalf of community organizations related to careers in broadcasting	WHUT-TV's Senior Production Manager provided a tour of the station's video production studios and explained the equipment, station video production efforts, etc., to 10 Cathy Hughes School of Communications scriptwriting class members on April 5, 2023.
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