

EEO Public Inspection Narrative Report
WETA-TV & FM (WETA), Washington, D.C., including
NewsHour Productions LLC (NHP)
June 1, 2024, to May 31, 2025

WETA is committed to attracting, developing, and retaining the best possible talent to achieve our strategic objectives and maintain a competitive advantage in both our industry and the marketplace. To support our efforts, we offer a variety of talent programs and initiatives. For the purpose of this report, we will highlight our recruitment practices, our hiring programs, and some of our training and development initiatives.

1. Recruitment of Talent

A. Job Fairs

WETA takes an inclusive approach to expanding our reach and sourcing the most qualified pools of talent. During the reporting period, WETA representatives attended a broad range of career fairs including the following:

- Think.Public.Media. National Association of Hispanic Journalists Conference, July 9 - July 12, 2024. Attended by WETA Recruiter.
- Think.Public.Media. National Association of Black Journalists Convention and Career Fair, July 31 - August 4, 2024. Attended by NHP representative.
- Think.Public.Media. Asian American Journalists Association Convention and Career Fair, August 7 - August 11, 2024. Attended by NHP representative.
- Columbia Journalism School, Columbia University – Columbia Journalism School Career Expo 2025, March 29, 2025. Attended by NHP representative.
- Public Media Jobs – Public Media Virtual Career Fair, April 2, 2025. Attended by WETA Recruiter.

Our efforts to attract and reach top talent go beyond just attending **conferences and career fairs**. WETA regularly leverages a broad range of platforms and websites to post and promote our available job opportunities. Some of these include:

Public Media Jobs, Corporation for Public Broadcasting (CPB), Idealist, Journalism Jobs, Media Bistro Circa, and Handshake. Circa and Handshake also partner with hundreds of “sub” job boards, colleges, and universities across the U.S. A list of sub job boards on which Circa shares our job openings is attached at the end of this EEO Report. In conjunction with all the above efforts, our recruiters proactively **source candidates** from LinkedIn Recruiter and Hire Heroes databases. These resources allow us to have access to qualified talent in both active and passive candidate pools.

2. Talent Programs & Initiatives

Throughout the years, WETA has been committed to preparing and developing industry talent. From entry-level to seasoned professionals, we offer multiple opportunities for experienced and emerging talent to join our organization.

A. Internships, Fellowships, News Assistants & Early Career Program

a. Internship Program

Our internship program serves as a critical steppingstone in developing the next generation of talent, helping interns to transition from academic learning to becoming fully equipped, confident, and capable professionals.

The program is designed for current college students and recent graduates. Our three annual cohorts align with fall and spring college semesters with an additional one during summer. To enrich their experience, we go beyond department job responsibilities. All interns are invited to participate in corporate companywide opportunities designed to enhance their professional growth and industry knowledge. These opportunities have included guided tours of our brand-new studios, control rooms, and various departments. Additionally, interns can engage in lunch-and-learn sessions to gain deeper insights into our business, as well as a specialized workshop focused on professional branding to help them develop their career identity and stand out in the industry.

Throughout the reporting period, WETA hosted twenty-two interns from fifteen schools:

- American University
- Arizona State University
- Boston University
- Clark University
- College of Charleston
- Hobart and William Smith Colleges
- Howard University
- Michigan State University
- Middleburg College
- Northern Virginia Community College
- The George Washington University
- University of Mary Washington
- University of Maryland Global Campus
- University of Virginia
- Wellesley College

b. Fellowship Programs

The Gwen Ifill Washington Week and PBS NewsHour Weekend Fellowship

The Gwen Ifill Fellowship, named in memory of the late Gwen Ifill, is a year-long paid position for recent graduates. Fellows collaborate with moderators and producers to research national and international stories, gather video elements, monitor live events, generate story ideas, and produce broadcast and web

content. Fellows have the opportunity to learn firsthand what it takes to put on two national broadcasts, work with the teams in the control room, as well as shadow producers and production assistants to learn the intricacies of producing news stories that meet PBS News Hour standards. The 2024 recipient, a graduate of the University of Missouri-Columbia and the CUNY Graduate School of Journalism began the role in July 2024.

The Gwen Ifill/PBS NewsHour Journalism Fellowship (Summer Fellowship)

In 2024, the Washington Press Club Foundation renewed funding for the ninth annual Gwen Ifill/PBS NewsHour Journalism Fellowship. This paid, ten-week Fellowship is open to college or graduate students pursuing journalism who receive need-based financial assistance from their educational institution. The 2024 recipient, a student from George Washington University, held the Fellowship from June 2024 to August 2024.

Jim Lehrer Fellowship

In April 2020, WETA established the Jim Lehrer Fellowship in memory of the News Hour co-founder and anchor. This paid, one-year Fellowship is awarded to a recent graduate and aspiring journalist to bring fresh perspectives and renewed energy to the News Hour team. The Fellowship program provides hands-on experience and mentorship from PBS News Hour staff. The 2024 recipient, a graduate from William & Mary School of Education, began the position in June 2024 and is projected to complete the Fellowship in June 2025. The Fellow was selected from a pool of 29 applicants.

INN Columbia Fellowship

In partnership with the Institute for Nonprofit News and Columbia University, the INN Columbia Fellowship is a position awarded each year to a Columbia University graduate with an interest in pursuing a career covering international affairs. The Fellow works closely with the PBS News Hour foreign affairs unit to conduct research and produce stories for the nightly broadcast. The length of the Fellowship varies year to year. The 2024 recipient was selected from a pool of 45 applicants and held the position from July 2024 to January 2025.

c. Early Career Opportunities

Our organization offers full-time, entry-level positions designed to provide practical experience in public broadcast and digital news with PBS News Hour or multi-media broadcast and operations with WETA.

News Assistants

Each year, PBS News Hour hires four News Assistants for one-year positions. News Assistants are tasked with conducting research for producers, assisting in segment production, organizing scripts and producing online content. News Assistants work closely with producers, editors and anchors to assist in the nightly broadcast of PBS News Hour. The four News Assistants are hired on a rolling basis each year from a pool of hundreds of applicants. During the reporting period, we hosted four News Assistants.

Early Career Program

This program is designed to provide practical experience in public broadcasting to recent graduates with three years or less professional experience. Typical positions are for six to twelve months. During the reporting period, we hosted one individual under the Early Career Program. We also promoted two individuals from the previous reporting period to full time staff positions.

d. Apprenticeship Programs

Journalist Training Program

Student Reporting Labs (SRL), an award-winning PBS News journalism training program, connects interns with real-world experiences and educators with resources. Through mentorship, training events, paid work opportunities, and civic media projects, SRL has been shaping the next generation of journalists. SRL serves over 9,500 registered users and 80,000+ annual site visitors across 50 states, U.S. territories, and 96 countries. Each year, SRL works directly with over 150 students to provide life-changing training and professional opportunities that help students develop a wide range of skills. SRL alumni have gone on to work in commercial and public media, including at Arizona Public Media, KMOT-TV, WKU-PBS, and Wisconsin PBS.

During the month of June 2024, SRL hosted twenty students in Washington, D.C. for the Summer Academy. Students learned camera, audio and editing skills, and produced a story for broadcast and digital platforms. Students also attend storytelling workshops with PBS News staff and discuss new and emerging information trends.

B. Mentorship Program

WETA's Mentorship Program was designed to create meaningful connections and mutually beneficial relationships among mentors and mentees. The ten-month program enables participants to cultivate inclusive experiences and expose staff members to new perspectives and ways of thinking, while breaking down the barriers that often prevent us from having authentic interactions. Mentors and mentees are encouraged to think critically about professional development, career pathing, leadership, flexibility and change. The program requires virtual or in-person monthly meetings, as well as in-person sessions for training and collaboration.

During the reporting period, the first mentoring cohort successfully completed the program, and a second cohort was launched in January 2025 with over 36 participants. This year more mentors than mentees have signed up for the program, with a growing number of leaders stepping into this role reflecting their strong commitment to supporting the growth and development of WETA employees.

3. Learning & Competency Building

We partner with various organizations to deploy different types of trainings companywide. We offer both facilitated and self-led trainings through our partnerships with Navex, LinkedIn

Learning, and our health insurance partners ComPsych (EAP) and Aetna. Employees also have access to keynote speakers/subject matter experts, live webinars, consultations, and other resources through our strategic consulting partners VisionSpring and Seramount.

A. Available Training

a. New Hires

Through training, we help our new employees get acclimated to WETA's culture, mission, and core values, as well as perform their jobs more effectively and efficiently from the start. All new employees are expected to participate in Cultural Awareness, Harassment Awareness, and Cybersecurity Awareness training.

1. Cultural Awareness

To foster an inclusive and respectful workplace, new employees are required to take the "Cultivating Cultural Competence and Inclusion" training. In this training, participants gain insights into understanding and addressing diverse cultural dynamics in the workplace.

Participants have the opportunity to develop cultural competence through understanding, respecting, and interacting with people from a variety of backgrounds. At the end of the training, participants are prepared to recognize their biases, challenge stereotypes, and demonstrate inclusive behaviors.

2. Harassment Awareness

To create a safe, respectful, and inclusive environment – free of any type of harassment – and to protect our organization from risk, new employees are required to take the "Workplace Harassment - Employee Fundamentals" training. This training provides learners with the essentials for understanding, preventing and responding to harassment. Learnings include key definitions, behaviors to look out for, best practices for respectful interactions, the importance of speaking up, and key federal and state law information about harassment, reporting options and remedies.

3. Cybersecurity Awareness

To protect sensitive data, prevent cyber threats, and ensure business continuity, we train employees to learn how to recognize phishing emails, malware, and other cyber threats that could compromise WETA's systems. To that end, new employees are required to take the "Cybersecurity Awareness" training. This training covers topics such as social engineering, phishing, ransomware, and other topics related to digital security. Each individual must score 80% or higher on a post-training assessment to pass the training.

b. Hiring/People Managers

We have taken the necessary steps to ensure leaders and hiring managers demonstrate fair, equitable, and legally compliant hiring practices. During the reporting period, hiring managers were invited to attend a live-session led by VisionSpring. Participants explored best practices related to modeling inclusive leadership, minimizing legal risks, upholding ethical standards, and staying true to our core values. The session was followed by a notably active Q&A.

c. All Staff

All employees completed the annually required harassment training by Corporation for Public Broadcasting, "Preventing Harassment & Discrimination." Through this training, all staff members were able to enhance their ability to maintain a respectful and inclusive workplace free from inappropriate behaviors and practices. Employees are also required to complete the "Cyber Security Awareness" Training described above annually.

B. Education & Awareness

a. Candid Conversations

The "Candid Conversations" series provides employees with the opportunity to hear from senior leaders across the organization, while promoting a culture of trust and transparency. The two sessions deployed during the reporting period provided a unique opportunity for frontline staff and senior leaders to engage in more candid, transparent conversations with staff members at all levels. From a front-line employee perspective, it's an opportunity to ask pointed questions, share ideas, and hear real time updates from strategic leaders. From a leader perspective, it's an opportunity to listen, build credibility and trust, and provide a more extensive look into key business operations.

b. Webinars and Information Sessions

Alycia Anderson, an international TEDx motivational speaker and disability advocate hosted two virtual sessions to raise awareness about people with disabilities. The sessions were conducted in October for the National Disability Employment Awareness Month ("Getting to the Heart of Disabling Ableism in the Workplace") and December for the International Day of People with Disabilities ("Intersectionality and Embracing Equity through the Lens of Disability"). During her sessions, Alycia shared her own journey, from waitress in a wheelchair to Vice-President of Sales and entrepreneur, debunking the myths of ableism. She also touched on the strategic value of leveraging disability as an asset in the workplace, the current state of people with disabilities, initiatives beyond compliance to foster innovation, ways to increase confidence and participation in self-identification, how to remove barriers, and more.

Additionally, to reinforce our commitment to fostering an inclusive workplace where everyone feels valued and respected, we offered a company-wide webinar titled "Respect in the Workplace," led by VisionSpring. The session explored the essential dynamics and characteristics of a respectful workplace, providing participants with practical insights and actionable steps to ensure that every individual is treated with dignity and respect.

c. Consulting Partnerships

WETA partnered with strategic organizations, including the Public Media Business Association, Vision Spring, Seramount, and Diversity Woman Media, to access relevant resources, in-person events, webinars, and industry-specific solutions and toolkits. These partnerships are crucial for the efficient and effective management and leadership of our organization.

C. Leadership Competencies/Capabilities

a. LinkedIn Learning

WETA is committed to empowering employees through knowledge. We believe that by enhancing cultural and emotional intelligence, we can build stronger, more collaborative teams. All WETA employees have access to LinkedIn Learning, an ideal platform for leadership development and competency. Through LinkedIn Learning, we offer a vast, accessible library of expert-led courses covering both foundational and advanced leadership skills, such as emotional intelligence, strategic thinking, and conflict resolution. The platform supports self-paced learning at each employee's convenience and includes recommended training paths along with progress tracking. Additionally, its integration with LinkedIn profiles allows employees to showcase newly acquired competencies, strengthening their professional presence.

b. Public Media Business Association

Our employees have access to PMBA, an organization that supports public media stations in managing and leading their business operations effectively. Through PMBA, they can connect with station managers, finance leaders, HR professionals, and industry partners who drive the business side of public media industry.

c. Tuition Reimbursement

WETA offers tuition reimbursement to all regular, full-time and part-time employees who have successfully completed their introductory period. The tuition reimbursement program is for courses in pursuit of a degree program with an accredited university. The degree program must be in direct alignment with the work that the employee is responsible for or work that the employee aspires to pursue in their career at WETA. During the reporting period, one employee has taken advantage of this program.

d. Professional Development

During this reporting period, WETA staff also participated in training specific to their job function and industry-wide meetings. WETA employees participated in events organized by American Public Television, National Educational Telecommunications Association (NETA), Advanced Television Systems Committee (ATSC), RCS Academy – Zetta for Engineers, Association of Public Radio Engineers (PREC), Journalism Education Association, America's Public Television Stations, International Dyslexia Association (IDA), National Council for the Social Studies, The National Council of Teachers of English, National Facilities Management and Technology (NFMT), Public Media Development and Marketing (PMDMC), Society of Motion Picture and Television Engineers (SMPTE), Public Media Business Association (PMBA), Diversity Woman Media, and TRAC Media Services among others. Topics included how to craft a proposal, radio automation, IT training, media technology, facilities, hostile environments, cultural awareness, literacy, business analysis, among many others.

Postion Title	Date Opened	Date Filled	Recruitment Sources	Interviewed	Hired
Audience Services Reperesentative	4/1/2024	6/3/2024	CPB		
			Indeed	3	
			Internal Applicant		
			LinkedIn		
			Weta.org	8	1
			Zip Recruiter		
News Producer, News, PBS Weekend	4/15/2024	6/3/2024	AAJA		
			CPB		
			Indeed		
			Journalism Job		
			LinkedIn		
			Media Bistro		
			NABJ		
			NAHJ		
			PBS NewsHour.org	1	
			Weta.org	3	1
			Zip Recruiter		
Jim Lehrer Fellow	3/29/2024	6/10/2024	AAJA		
			CPB	1	
			Journalism Job	1	
			Media Bistro		
			NABJ		
			NAHJ		
			PBS NewsHour.org		
			Weta.org	3	1
Associate Producer-Student Reporting Labs	4/26/2024	6/17/2024	AAJA		
			CPB		
			Indeed		
			Internal Applicant	1	
			Journalism Job		
			LinkedIn		
			Media Bistro		
			NABJ	1	
			NAHJ		
			PBS NewsHour.org	3	
			Weta.org	9	1
			Zip Recruiter		
News Assistant (2)	3/29/2024	6/17/2024, 6/17/2024	AAJA		
			CPB		
			Indeed		
			Journalism Job		
			LinkedIn		
			Media Bistro		
			NABJ		
			NAHJ		
			PBS NewsHour.org	2	
			Weta.org	3	2
Editor-Local Production	1/23/2024	7/8/2024	CPB		
			Indeed	1	
			Internal Applicant		
			LinkedIn		
			NETA		
			PMBA		
			Weta.org	3	1
			Zip Recruiter	1	
Director, Media Assets and Archives	6/20/2024	7/14/2024	Indeed		
			Internal Applicant	2	1
			LinkedIn		
Director, DEI	5/23/2024	7/15/2024	CPB	2	
			Indeed		
			Internal Applicant		
			LinkedIn	1	

			PMBA		
			Weta.org	6	1
			Zip Recruiter		
Human Resources Administrator	7/19/2024	8/12/2024	CPB		
			Indeed		
			Internal Applicant	1	1
			LinkedIn		
			NETA		
			PMBA		
			Weta.org	3	
Human Resources Operations and Benefits Manager	7/19/2024	8/12/2024	CPB		
			Indeed		
			Internal Applicant		
			LinkedIn		
			NETA		
			Weta.org	3	1
			Zip Recruiter		
Officer, Foundation and Government Development	5/13/2024	8/12/2024	CPB		
			Indeed		
			Internal Applicant		
			LinkedIn		
			NETA		
			Philanthropy News Digest (PND)		
			PMBA		
			The Chronicle of Philanthropy		
			Weta.org	4	1
Design, Director	6/28/2024	8/26/2024	CPB	1	
			Indeed		
			Internal Applicant		
			LinkedIn	4	1
			NETA		
			PMBA		
			Weta.org	2	
Producer, Multimedia Fundraising Officer	4/8/2024	9/3/2024	CPB		
			Indeed		
			Internal Applicant	1	
			LinkedIn		
			NETA		
			PMBA		
			Weta.org	3	1
Broadcast, Enginner	2/15/2024	9/9/2024	CPB		
			Indeed		
			Internal Applicant		
			LinkedIn	1	
			PMBA		
			Weta.org	2	1
			Zip Recruiter		
SRL Youth Media Producer (Curriculum)	8/8/2024	9/30/2024	AAJA		
			CPB		
			Indeed	1	
			Internal Applicant		
			Journalism Job		
			LinkedIn	1	
			Media Bistro		
			NABJ		
			NAHJ		
			PBS NewsHour.org		
			Weta.org	3	1
Audio Techincian	7/19/2024	10/7/2024	CPB		
			Indeed		
			Internal Applicant		
			LinkedIn	1	
			NETA		

			PMBA		
			Weta.org	2	1
			Zip Recruiter		
Newsdesk Operations Editor	9/12/2024	10/7/2024	AAJA		
			CPB		
			Indeed		
			Internal Applicant		
			Journalism Job		
			Media Bistro		
			NABJ		
			NAHJ		
			PBS NewsHour.org	1	1
			Weta.org	2	
			Zip Recruiter		
Sr. HR Business and Talent Partner	7/19/2024	10/7/2024	CPB		
			Indeed	1	
			Internal Applicant		
			LinkedIn		
			NETA		
			PMBA		
			Weta.org	2	1
			Zip Recruiter		
Coordinator, Traffic & Programming	8/7/2024	10/15/2024	CPB		
			Indeed	3	
			Internal Applicant		
			LinkedIn		
			NETA		
			PMBA		
			Weta.org	2	1
Associate Producer, Foreign Affairs	8/15/2024	10/21/2024	AAJA		
			CPB		
			Indeed	1	
			Internal Applicant	1	
			Journalism Job	2	
			LinkedIn		
			Media Bistro		
			NABJ		
			NAHJ		
			PBS NewsHour.org	2	
			Weta.org	2	1
			Zip Recruiter		
Planned Giving Senior Associate	9/3/2024	10/21/2024	CPB		
			Indeed	1	
			Internal Applicant		
			NETA		
			PMBA		
			Weta.org	2	1
Production Assistant, Online	9/18/2024	10/21/2024	AAJA	1	
			CPB		
			Indeed	1	
			Internal Applicant	2	1
			Journalism Job		
			LinkedIn		
			Media Bistro		
			NABJ		
			NAHJ		
			PBS NewsHour.org		
			Weta.org		
			Zip Recruiter		
Senior Education Product Manager and Web Producer, Reading Universe	9/3/2024	10/21/2024	CPB		
			Indeed		
			Internal Applicant		
			LinkedIn	1	

			NETA		
			PMBA		
			Weta.org	2	1
Editorial Designer	8/29/2025	10/28/2024	CPB		
			Indeed	1	1
			LinkedIn	1	
			NETA		
			Weta.org	1	
Senior Associate, Special Events	8/9/2024	10/28/2024	CPB		
			Indeed	1	1
			Internal Applicant		
			NETA		
			PMBA		
			Weta.org	3	
			Zip Recruiter		
SRL Associate, Communications	9/12/2024	11/4/2024	AAJA		
			CPB		
			Indeed	1	
			Internal Applicant		
			Journalism Job		
			LinkedIn		
			Media Bistro		
			NABJ		
			NAHJ		
			PBS NewsHour.org		
			Weta.org	11	1
Corporate Communications Manager	8/9/2024	11/11/2024	CPB		
			Indeed		
			Internal Applicant		
			LinkedIn	2	1
			NETA		
			PMBA		
			Weta.org	4	
Director, Production Services	7/31/2024	11/11/2024	CPB		
			Indeed		
			Internal Applicant		
			LinkedIn		
			NETA		
			PMBA		
			Weta.org	2	1
Sr. Associate, Digital Fundraising	7/19/2024	11/11/2024	CPB		
			Indeed		
			Internal Applicant		
			LinkedIn	1	1
			NETA		
			PMBA		
			Weta.org	4	
Video Editor, Reading Universe	10/24/2024	11/11/2024	CPB		
			Indeed		
			Internal Applicant		
			LinkedIn		
			NETA		
			PMBA		
			Weta.org	3	1
			Zip Recruiter		
Video Editor, Reading Universe	8/14/2024	11/18/2024	CPB		
			Indeed	5	1
			Internal Applicant		
			LinkedIn	7	
			NETA		
			PMBA		
			Weta.org	8	
			Zip Recruiter		

Executive Producer, PBS News Weekend	9/23/2024	11/20/2024	AAJA		
			CPB		
			Indeed		
			Internal Applicant	1	
			Journalism Job		
			LinkedIn	2	1
			Media Bistro		
			NABJ		
			NAHJ		
			PBS NewsHour.org	4	
			Weta.org	6	
Sr. Instructional Designer & Writer, Reading Universe	9/3/2024	12/2/2024	CPB		
			Indeed		
			Internal Applicant		
			LinkedIn		
			NETA		
			PMBA		
			Weta.org	3	1
Video Production Assistant, Digital	10/25/2024	12/2/2024	AAJA		
			CPB		
			Indeed	1	
			Internal Applicant	1	1
			Journalism Job		
			LinkedIn	1	
			Media Bistro		
			NABJ		
			NAHJ		
			PBS NewsHour.org		
			Weta.org	1	
Transmisssion Supervisor	12/2/2024	1/6/2025	CPB		
			Internal Applicant		
			LinkedIn		
			NETA		
			PMBA		
			Weta.org	3	1
Production Assistant, News	12/17/2024	1/12/2025	AAJA		
			CPB		
			Indeed		
			Internal Applicant	2	
			Journalism Job		
			LinkedIn	1	
			Media Bistro		
			NABJ		
			NAHJ		
			PBS Newshour.org		
			Weta.org	4	1
			Zip Recruiter		
HR/Talent Specialist	1/6/2025	1/27/2025	CPB		
			Indeed		
			Internal Applicant		
			LinkedIn	3	
			NETA		
			PMBA		
			Weta.org	1	1
			Zip Recruiter		
News Assistant	11/15/2024	2/3/2025	CPB		
			Indeed	1	
			Internal Applicant	2	
			Journalism Job		
			LinkedIn	2	1
			Media Bistro		
			NABJ		
			NAHJ		

			PBS NewsHour.org	2	
			Weta.org	4	
			Zip Recruiter		
News Assistant	12/9/2024	2/3/2025	AAJA		
			CPB	1	
			Indeed	1	
			Internal Applicant		
			Journalism Job		
			LinkedIn	1	
			NABJ		
			NAHJ		
			PBS NewsHour.org		
			Weta.org	5	1
			Zip Recruiter		
Manager, Prospect Research	1/9/2025	3/6/2025	CPB		
			HireHeroes		
			Indeed		
			Weta.org	11	1
Anchor Assistant	1/17/2025	3/10/2025	AAJA		
			CPB		
			Internal Applicant		
			Indeed	2	
			Journalism Job		
			LinkedIn		
			NABJ		
			NAHJ		
			PBS NewsHour.org		
			Weta.org	3	1
			Zip Recruiter		
Director, Digital Fundraising	12/29/2024	4/17/2025	CPB		
			HireHeroes		
			Indeed	1	
			LinkedIn	1	
			Weta.org	19	1
News Assitant - National Affairs	4/9/2025	5/6/2025	AAJA		
			CPB		
			Indeed		
			Journalism Job	1	
			LinkedIn		
			NABJ		
			NAHJ		
			PBS NewsHour.org		
			Weta.org	3	1
			Zip Recruiter		
Total:				266	44

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WETA TV/FM and NewsHour Productions LLC
Recruitment Sources List
June 1, 2024 - May 31, 2025

RECRUITMENT SOURCES	Contact	INTERVIEWED	HIRED
Asian American Journalists Association (AAJA) T: (202) 729-8383 WINDSOR, CA 95492 US	AAJA Career Center: home (aajacareers.org)	1	
Circa 23811 Network Place Chicago, IL 60673 WETA partners with Circa to connect with diverse job seekers. WETA job postings are redistributed to DC/VA/MD based organizations that serve diverse populations. WETA selects various sources within Circa based on each individual job posting. Please see the page following our list of sources for a list of Circa-sourced organizations.	Kayleigh Wier kayleigh.wier@circaworks.com 800-984-3775		
Corporation for Public Broadcasting (CPB) 401 Ninth Street, N.W. Washington, DC 20006	http://www.cpb.org/jobline/login.php	5	
Handshake is an online platform that allows employers to post job vacancies to selected member colleges and universities at one time versus individual postings. We have leveraged this platform to post to the following schools listed below.	https://www.joinhandshake.com/employers-premium/		
Hire Heroes 13010 Morris Rd, Suite 175 Alpharetta, GA 30004	Home Hire Heroes USA		
Indeed 177 Broad Street, 6th Floor Stamford, CT 06901	http://www.indeed.com/	26	3
Internal Applicant	N/A	14	4
LinkedIn 2029 Sterling Court Mountain View, CA 94043	https://www.linkedin.com	31	5
Media Bistro 825 8th Ave 29th Fl, New York, NY 10019	https://www.mediabistro.com		
National Association of Black Journalists (NABJ) 1100 Knight Hall, Suite 3101 College Park, Maryland 20742	NABJ – The National Association of Black Journalists (nabjonline.org)	1	
National Association Hispanic Journalists (NAHJ) 1050 Connecticut Ave, NW 5th Fl Washington, DC 20036	https://www.nahjcareers.org		
Journalism Job 510-508-7386	www.journalismjobs.com	4	

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PBSNewsHour.org 3939 Campbell Avenue Arlington, VA 22206	http://www.pbs.org/newshour/	15	1
Philanthropy News Digest (PND) pnd@candid.org	https://philanthropynewsdigest.org/jobs		
Public Media Business Association (PMBA) 1300 Piccard Dr. Ste LL14 Rockville, MD 20850	https://pmbaonline.mcjobboard.net/jobs ,		
The Chronicle of Philanthropy 800-728-2819 1255 23rd Street , N.W. 7th Floor Washington, DC20037	The Chronicle of Philanthropy Jobs Employer Services		
The National Educational Telecommunications Association (NETA) 939 South Stadium Road Columbia, SC 29201	NETA (netaonline.org)		
WETA.Org 3939 Campbell Avenue Arlington, VA 22206	http://www.weta.org	168	31
Zip Recruiter 604 Arizona Ave Santa Monica	https://www.ziprecruiter.com/	1	
		Total Interviewed:	Total Hired:
		266	44

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Circa - Full posting list	
100 Black Men of Greater Washington, DC	Hispanic Chamber of Commerce - Montgomery County
40 Plus of Greater Washington	Howard University
American Association of Community Colleges	Jubilee Jobs
American Association of People with Disabilities	Kogod School of Business, American University -
American Council for the Blind	Accounting Club
American Job Center - Southeast	Korean American Women's Chamber of Commerce
American Job Center - Headquarters	MANA - A National Latina Organization - DC
American University Career Center	Maryland Society of Accounting & Tax Professionals
Arlington Employment Center	Mid-America Christian University
Army Community Service/Employment Readiness Program-Fort Belvoir	National Association for Black Veterans - Prince George
Asian Pacific Islander American Scholarship Fund	County Chapter #0089
Association of Latino Professionals in Finance and Accounting UMD Chapter	NABA Metropolitan Washington, DC Chapter
Black Woman's Agenda, Inc.	National Association of Veteran Serving Organizations
Catholic Charities - DC& Maryland	Network of South Asian Professionals
Catholic University of America	NLGJA: the Association of LGBTQ Journalists
Center for Employment Training	Oklahoma City University
Center for Minority Veterans	Oklahoma City Vet Center
Concerned Black Men - National Office	Oklahoma Department of Veteran Affairs
Department of Employment Services	P3
DC Mayor's Office of LGBTQ Affairs	Prince George's County Workforce Development
DeVry University-Naperville Center	The Navy Transition Assistance Program - Walter Reed National Military Medical Center
Disabled American Veterans - Federal Chapter #1	Tinker AFB Transition Assistance Program
Diversity Center of Oklahoma Inc.	Trinity University - DC
ESGR - Employer Support of the National Guard and Reserve DC	University of Maryland Association of Black Journalists
Gallaudet University - Career Center	Washington Adventist University
Georgetown University Career Services	Washington Association of Black Journalists
Greater Washington Hispanic Chamber of Commerce	Washington Interfaith Network
Hiring Our Hero's	World Neighbors Inc
	Year Up - DC
	Year Up - National Capital Region

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Handshake (full posting list)	
Abraham Baldwin Agricultural College	Dakota County Technical College - DCTC
Agnes Scott College	Dalton State College
Alabama A&M University	Davenport University
Alabama State University	Del Mar College
Alamo Colleges District	Delaware Technical Community College
Albany State University	Denison University
Albion College	DePaul University
Alcorn State University	DeSales University
Alma College	Dickinson College
Alvernia University	Dickinson State University
Alverno College	Dillard University
Amarillo College	Doane University
American Baptist College	Dominican University New York
American University	Dominican University of California
Amherst College	Dordt University
Anderson University-Anderson, IN	Drake University
Andrews University	Drew University
Appalachian State University	Drexel University
Arapahoe Community College	Drury University
Arcadia University	Duke University
Arizona Christian University	Dunwoody College of Technology
Arizona State University	Dutchess Community College
Arizona Western College	East Carolina University
Arkansas State University - Beebe	East Central College
Asbury University	East Tennessee State University
Ashland University	East Texas Baptist University
Atlanta University Center Consortium	Eastern Connecticut State University
Atlantic Cape Community College	Eastern Gateway Community College
Auburn University	Eastern Iowa Community College District
Augsburg University	Eastern Michigan University
AUGUSTA UNIVERSITY	Eastern University
Augustana College	Eastern West Virginia Community and Technical College
Aurora University	ECPI University
Austin Community College	Edgewood College
Baker College	Elizabeth City State University
Baldwin Wallace University	Elizabethtown College
Bard College	Elmira College
Bard College at Simon's Rock	Emory & Henry University
Barton College	Emory University
Baruch College, The City University of New York (CUNY)	Emporia State University
BAY ATLANTIC UNIVERSITY	Erikson Institute
Bay Path University	Essex County College
Beacon College	Eureka College
Bellarmino University	Evangel University
Benedict College	Everett Community College
Bennington College	Fairleigh Dickinson University
Berry College	Faulkner University
Bethany Lutheran College	Fayetteville State University
Bethel University - St. Paul	Ferris State University and KCAD
Big Sandy Community and Technical College	Fisher College
Binghamton University	Fisk University
Bismarck State College	Florida Agricultural & Mechanical University
Black Hawk College	Florida College
Black Hills State University	Florida International University
Blackburn College	Florida Memorial University
Blackhawk Technical College	Fontbonne University
Bloomfield College	Foothill College
Bluefield State University	Fort Lewis College
Bluegrass Community and Technical College	Fort Valley State University
Bossier Parish Community College	Francis Marion University
Boston College	Franciscan Missionaries of Our Lady University
Boston University	Franciscan University of Steubenville
Bowdoin College	Franklin Pierce University
Bowie State University	Frederick Community College

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Brandeis University	Frostburg State University
Brenau University	Gardner-Webb University
Brescia University	Genesee Community College
Brevard College	George Fox University
Briar Cliff University	George Mason University
Bronx Community College / CUNY	George Washington University
Broward College	Georgetown University
Bryant & Stratton College (NY, OH, VA, WI, and Online Campuses)	Georgia Piedmont Technical College
Bunker Hill Community College	Georgia Southwestern State University
Bushnell University	Georgia State University
Butler Community College	Gettysburg College
Butler University	Golden Gate University-San Francisco
California Institute of Technology - Caltech	Gordon College
California State Polytechnic University-Pomona	Grambling State University
California State University, Channel Islands	Grand Valley State University
California State University, Northridge	Grand View University
California State University, Sacramento	Greenville Technical College
California State University, San Bernardino	Guilford College
California State University--San Marcos	Guttman Community College
California State University-Monterey Bay	Gwynedd Mercy University
California State University-Stanislaus	Hallmark University
Calvin University	Hamilton College
Canisius University	Hamline University
Cape Fear Community College	Hampshire College
Capital University	Hannibal-LaGrange University
Career and Internship Connection Consortium	Harrisburg University of Science and Technology
Carlow University	Hartwick College
Carnegie Mellon University - CMU	Harvey Mudd College
Carroll College	Hastings College
Carthage College	Haverford College
Case Western Reserve University	Hawkeye Community College
Catawba College	Hazard Community and Technical College
Cedar Crest College	Heartland Community College
Centenary College of Louisiana	Henderson Community College
Centenary University	Henderson State University
Central Lakes College	Herkimer County Community College
Central Penn College	Herzing University
Central Piedmont Community College	Highland Community College
Centre College	Highline College
Century College	Hilbert College
Chadron State College	Hillsborough Community College
Chattanooga State Community College	Hillsdale College
Chestnut Hill College	Hiram College
Cheyney University of Pennsylvania	Hobart and William Smith Colleges
Chicago State University	Hocking College
Citrus College	Hofstra University
City College of San Francisco	Hollins University
City Colleges of Chicago	Holyoke Community College
Claflin University	Hood College
Claremont Consortium	Hope College
Claremont Graduate University	Hope International University
Claremont McKenna College	Hopkinsville Community College
Clark Atlanta University	Houston Christian University
Clark University	Howard Community College
Clarkson University	Howard Payne University
Cleveland State University	Howard University
Clover Park Technical College	Huntington University
Clovis Community College	Huston-Tillotson University
Coastal Carolina University	Illinois State University - College of Business
Codecademy	Illinois Wesleyan University
Colby-Sawyer College	Indiana Institute of Technology
Colgate University	Indiana State University
College of Alameda	Indiana University Columbus
College of Eastern Idaho	Indiana University East
College of Our Lady of the Elms	Indiana University South Bend
College of Southern Nevada	Indiana Wesleyan University

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College of the Desert College of the Holy Cross College of the Ozarks Colorado College Colorado Mesa University Colorado Northwestern Community College Colorado State University Columbia College (South Carolina) Columbia University Columbus State Community College Columbus State University Commonwealth University of PA (Bloomsburg Lock Haven Mansfield Clearfield) Community College of Aurora Concord University Concordia College, Moorhead MN Concordia University, Nebraska Concordia University, St. Paul Connecticut College Converse University Copper Mountain Community College Coppin State University Corban University Cornell University Cottey College Covenant College Creighton University CSU Fullerton - College of Business and Economics CT State Community College CUNY Brooklyn College CUNY Graduate Center CUNY Hunter College CUNY Kingsborough Community College CUNY Macaulay Honors College CUNY New York City College of Technology CUNY York College Cypress College	Inver Hills Community College Iona University Irvine Valley College Ithaca College Jackson College Jackson State University Jacksonville State University Jacksonville University Jamestown Community College Jarvis Christian University Jefferson College Jefferson Community and Technical College Johns Hopkins University Johnson C. Smith University Johnston Community College Joliet Junior College Kalamazoo College Kankakee Community College Kean University Keck Graduate Institute Keene State College Kent State University Kentucky State University Kentucky Wesleyan College Kenyon College Keuka College
La Salle University La Sierra University Lackawanna College LaGrange College Lake Erie College Lake Forest College Lakeland University Lakewood University Lander University Lane College Lanier Technical College Lasell University LearningFuze - Tech Training Institution Lebanon Valley College Lee College LeMoyne-Owen College Lenoir-Rhyne University LeTourneau University Lewis-Clark State College Life Pacific University Life University Limestone University Lincoln University - California Lindsey Wilson College Lipscomb University Livingstone College Logan University Long Beach City College Longwood University Lorain County Community College	Marymount University Maryville College Marywood University Career Services Massachusetts Bay Community College Massachusetts College of Liberal Arts Massasoit Community College Maysville Community and Technical College Mayville State University Macalester College Messiah University McDaniel College Mendocino College Menlo College Millersville University of Pennsylvania Milligan University Milwaukee Area Technical College Milwaukee School of Engineering Minerva University Minnesota State Community and Technical College Minot State University Misericordia University Mississippi University for Women Mohawk Valley Community College Molloy University Monmouth College Monmouth University Monroe Community College Montana State University Morehouse College Morgan State University

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Los Medanos College	Motlow State Community College
Louisiana Christian University	Mount Aloysius College
Louisiana Delta Community College	Mount Mary University
Lourdes University	Mount Mercy University
Loyola Marymount University	Mount St. Joseph University
Loyola University Maryland	Mount St. Mary's University
Luther College	Mount Wachusett Community College
Madison Area Technical College	Nevada State University
Madisonville Community College	New Jersey City University
Madonna University	Newberry College
Maharishi International University	Nichols College
Maine College of Art & Design	North Carolina Central University
Manchester University	North Dakota State College of Science
Manor College	Northeast Community College - Career Services
Marian University - Wisconsin	Northern Arizona University
Marietta College	Northern Essex Community College
Marion Technical College	Northern Marianas College
Marist University	Northland Community and Technical College
Mars Hill University	Northwestern Oklahoma State University
Mary Baldwin University	
Northwestern University	Saint Joseph's University
Northwood Technical College	Saint Louis Community College
Notre Dame de Namur University	Saint Martin's University
Nunez Community College	Saint Mary's University of Minnesota
Oglethorpe University	Saint Mary-of-the-Woods College
Ohio Northern University	Saint Michael's College
Ohio Wesleyan University	Saint Xavier University
Ohlone College	Salem College
Oklahoma City Community College	Salish Kootenai College
Oklahoma State University - OKC	San Diego Community College District City Mesa Miramar Continuing Education
Orange Coast College and Golden West College	San Francisco Bay University
Ottawa University	San Francisco State University
Owensboro Community and Technical College	San Jose State University
Saginaw Valley State University	Sandhills Community College
Saint Anselm College	Santa Clara University
Saint Augustine's University	Sarah Lawrence College
Saint Joseph's College of Maine	Saybrook University
Towson University	Schreiner University
Trevecca Nazarene University	Scripps College
Trinidad State College	Seattle Colleges
Trinity Christian College	Seattle Pacific University
Trinity International University	Seattle University
Trinity University	Seton Hall University
Trinity Washington University	Seton Hill University
Triton College	Shaw University
Troy University	Shawnee State University
Truckee Meadows Community College	Shepherd University
Truett McConnell University	Shippensburg University of Pennsylvania
Tufts University	Siena College
Tusculum University: Student Support Services Program	Siena Heights University
Tyler Junior College	Simmons College of Kentucky
Ulster County Community College	Simmons University
UNC Asheville	Simpson College
Union Adventist University - Lincoln, Nebraska	Simpson University
Union College	Slippery Rock University of Pennsylvania
Union College of Union County, New Jersey	Somerset Community College
United Tribes Technical College	Tabor College
University at Albany	Tennessee State University
University at Buffalo	Texas A&M University-Kingsville
University of Arkansas at Little Rock	Texas Lutheran University
University of Arkansas at Monticello	Texas Southern University
University of Arkansas Cossatot	Texas Wesleyan University
University of Bridgeport	The Catholic University of America
University of California Berkeley	The College of New Jersey
University of California Davis	The College of St. Scholastica
University of California San Diego	The College of Wooster

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University of California, Irvine	The Craig Newmark Graduate School of Journalism at CUNY
University of California, Los Angeles	The New School
University of California, Riverside (UCR)	The State University of New York at Potsdam
University of California, Santa Barbara	The University of Akron
University of California, Santa Cruz	The University of Alabama
University of California-Merced	The University of Alabama in Huntsville
University of Central Arkansas	The University of Arizona Global Campus
University of Central Missouri	The University of Chicago
University of Dallas	The University of Michigan
University of Delaware	The University of Mississippi
University of Detroit Mercy	The University of Oklahoma
University of Dubuque	The University of Olivet
University of Georgia	The University of Scranton
University of Hawaii - West Oahu	The University of Tampa
University of Hawaii Community Colleges	The University of Tennessee at Chattanooga
University of Health Sciences and Pharmacy in St. Louis	The University of Tennessee Southern
University of Illinois Chicago	The University of Tennessee-Knoxville
University of Illinois Springfield	The University of Texas at Dallas
University of Illinois Urbana-Champaign	Vanderbilt University
University of Indianapolis	Vassar College
University of Louisiana at Lafayette	Vaughn College of Aeronautics and Technology
University of Louisiana---Monroe	Vermont State University
University of Lynchburg	Villanova University
University of Maine Business School	Virginia Military Institute
University of Mary Washington	Virginia State University
University of Maryland - College Park	Virginia Tech
University of Maryland Eastern Shore	Virginia Union University
University of Maryland Global Campus	Visible Music College
University of Maryland, Baltimore County	Wake Forest University
University of Massachusetts Amherst	Wake Technical Community College
University of Massachusetts Dartmouth	Walla Walla University
University of Massachusetts Global	Wallace State Community College-Hanceville
University of Miami	Walsh University
University of Michigan-Flint	Warner Pacific University
University of Minnesota	Warren Wilson College
University of Missouri - Columbia	Washington and Lee University
University of Missouri-Kansas City	Washtenaw Community College
University of Mount Olive	WashU
University of Mount Saint Vincent	Waynesburg University
University of Mount Union	Webber International University
University of Nebraska at Omaha	Webster University
University of Nebraska Medical Center	Wellesley College
University of New Hampshire	Wesleyan College
University of New Mexico	Wesleyan University
University of North Alabama	West Georgia Technical College
University of North Carolina - Chapel Hill	West Kentucky Community and Technical College
University of North Florida	West Liberty University
University of North Texas	West Valley - Mission Community College District
University of North Texas at Dallas	West Virginia State University
University of Northwestern - St. Paul	West Virginia University
University of Northwestern Ohio	Western Colorado University
University of Notre Dame	Western Connecticut State University
University of Oregon	Western Governors University
University of Pennsylvania	Western Illinois University
University of Pikeville	Western Michigan University
University of Pittsburgh	Western Technical College
University of Richmond	Western Washington University
University of Rochester	Westminster College - Fulton
University of Saint Francis-Fort Wayne	Westminster College-PA
University of Saint Joseph	Wharton County Junior College
University of Saint Mary	Wheaton College - Norton, MA
University of San Diego	Whitman College
University of San Francisco	Whitworth University
University of Science and Arts of Oklahoma	Wilberforce University
University of South Alabama	Wiley University
University of South Carolina Upstate	Wilkes University

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University of South Carolina-Beaufort	William Jewell College
University of South Florida	William Paterson University
University of Southern California	William Peace University
University of St. Thomas	William Woods University
University of Texas at Arlington	Wilmington University
University of Texas at Austin	Wilson College
University of the Cumberlands	Wingate University
University of the District of Columbia (UDC)	Xavier University - Cincinnati, OH
University of the Ozarks	Xavier University of Louisiana
University of the Southwest	York University
University of Virginia	Young Harris College
University of Virginia College at Wise	
University of Washington – Seattle/Bothell	
University of Washington Tacoma	
University of West Florida	
University of West Georgia	
University of Wisconsin-Madison	
University of Wisconsin-Milwaukee	
University of Wisconsin-Parkside	
University of Wisconsin-River Falls	
University of Wisconsin-Stevens Point	
University of Wisconsin-Superior	
Utah Tech University	
Utah Valley University	
Valdosta State University	