

**WUSA-TV**  
**EEO PUBLIC FILE REPORT**  
**May 21, 2022 - May 20, 2023**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Creative Director-11578	1-5, 7, 9-10, 12-15, 17-21, 23-34	19
Digital Account Manager - 012261	1-5, 7, 9-10, 12-15, 17-19, 21, 23-34	27
Digital Editor - Video Specialist-12624	1-5, 7, 9-10, 12-18, 21, 23-27, 29-31, 33-34	27
Digital Content Director-12626	1-5, 7, 9-10, 12-18, 21, 23-31, 33-34	16
Producer, Great Day Washington-12749	1-5, 9-10, 12-15, 17-19, 21, 23-31, 33- 34	27
Studio Technician / Director-12793	1-5, 7, 9-10, 12-15, 17-18, 21-31, 33-34	27
Building Maintenance Engineer-12820	1-5, 7, 9-10, 12-15, 17-19, 21, 23-31, 33-34	19
Video Editor-12837	1-5, 7, 9-10, 12-15, 17-18, 21, 23-31, 33-34	27
Assignment Editor-12885	1-5, 7, 9-10, 12-19, 21, 23-31, 33-34	19
News Content Director-12915	1-7, 9-10, 12-15, 17-19, 21, 23-31, 33- 34	27
Digital Account Manager-13032	1-5, 7, 9-10, 12-15, 17-19, 21, 23-31, 33-34	27
Multi-Platform Content Creator-13106	1-5, 7, 9-10, 12-19, 21, 23-31, 33-34	27
Multi-Skilled Journalist-13163	1-5, 7, 10, 12-15, 17-18, 21-31, 33-34	27
Digital Content Producer-13341	1-5, 7, 10, 12-15, 17-19, 21-34	27
Digital Content Producer-13341	1-5, 7, 10, 12-15, 17-19, 21-34	19
Asst. Director of Multi-Platform Content-13373	1-5, 7, 10, 12-15, 17-19, 21, 23-34	27
Video Editor-13372	1-5, 7, 10, 12-19, 21, 23-27, 29-34	27
Assignment Editor - 13560	1-5, 7-8, 10-15, 17-18, 21, 23-34	27
Multi-Skilled Journalist - 13803	1-5, 7, 10, 12-15, 17-18, 21-34	27
Traffic Anchor/MSJ	1-5, 7, 10-12, 14-15, 17-19, 22-34	19
Account Executive 14085	1-5, 7, 10, 12-15, 17-19, 23-34	27

**WUSA-TV**  
**EEO PUBLIC FILE REPORT**

**May 21, 2022 - May 20, 2023**

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	AFTRA 7735 Old Georgetown RD Suite 950 Bethesda, Maryland 20814 Phone : 301-657-2560, ext. 4864 Email : anee.raulerson@sagaftra.org Fax : 1-301-656-3615 Anee Raulerson	N	0
2	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Career Service Manual Posting	N	4
3	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
4	Cornerstone Montgomery, Inc. 6040 Southport Drive Bethesda, Maryland Phone : 301-493-4200 x 296 Fax : 1-888-496-8354 Dave Kokoski	N	0
5	Department of Social Services, Personnel Office 805 Brightseat Road Landover, Maryland Phone : (301) 909-7109 Url : <a href="http://www.princegeorgescountymd.gov">www.princegeorgescountymd.gov</a> Fax : 1-301-909-7117 Wanda Franklin	N	0
6	Diversity Jobs 3980 North Broadway Ste 103-147 Boulder, Colorado Career Page Manual Posting	N	1

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7	First Baptist Church of Glenarden 3600 Brightseat Road Landover, Maryland Phone : 301-219-6141 Fax : 1-301-386-6284 Tayo Akinsipe	N	0
8	George Mason University 4400 university Drive – M/S 3 B6 Fairfax, Virginia Phone : 703-993-2370 Url : <a href="http://careers.gmu.edu.com">http://careers.gmu.edu.com</a> University Career Services Manual Posting	N	0
9	George Washington University School of Media and Public Affairs 805 21st Street NW #400 Washington, District of Columbia 20052 Phone : (202) 994-6227 Url : <a href="http://www.gwu.edu/">http://www.gwu.edu/</a> Email : <a href="mailto:smpa@gwu.edu">smpa@gwu.edu</a> Fax : 1-202-994-5806 Samara Sit	N	0
10	Georgetown University Cawley Career Education Center One Leavey Center - Box 571086 Washington, District of Columbia 20057 Phone : 202-687-3578 Url : <a href="http://www.georgetown.edu">www.georgetown.edu</a> Email : <a href="mailto:sfc38@georgetown.edu">sfc38@georgetown.edu</a> Susan Cawley	N	0
11	Glassdoor 100 Shoreline Hwy Mill Valley, California 94941 Phone : 4153399105 Url : <a href="https://www.glassdoor.com/index.htm">https://www.glassdoor.com/index.htm</a> Recruiter Recruiter Manual Posting	N	0

**WUSA-TV**  
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12	Greater Washington Urban League 2901 14th Street NW Washington, District of Columbia Phone : (202) 265-8200 Url : <a href="http://www.gwul.org/aboutgwul.html">http://www.gwul.org/aboutgwul.html</a> Email : <a href="mailto:uhiggins@gwul.org">uhiggins@gwul.org</a> Fax : 1-202-265-3323 Ursula Higgins	N	0
13	Hampton University 2 Frissell Avenue Hampton, Virginia Phone : 757-727-5331 Url : <a href="http://www.hamptonu.edu/">http://www.hamptonu.edu/</a> Email : <a href="mailto:vivian.david@hamptonu.edu">vivian.david@hamptonu.edu</a> Fax : 1-757-727-5935 Vivian Wrenn David	N	0
14	Howard University Student Resource Center C.B. Powell Building 525 Bryant Street NW Washington, District of Columbia Phone : 202-806-7513 Url : <a href="http://www.howard.edu">www.howard.edu</a> Email : <a href="mailto:Hucareersandinternships@gmail.com">Hucareersandinternships@gmail.com</a> Joan Brown	N	0
15	<a href="https://www.jobs.net/jobs/tegna/en-us/all-jobs/?companyf=WUSA">https://www.jobs.net/jobs/tegna/en-us/all-jobs/?companyf=WUSA</a> , District of Columbia Url : <a href="http://www.wusa9.com">www.wusa9.com</a> Station Website Manual Posting	N	0
16	Indeed.com	N	9
17	Japanese American Citizens League 1629 K Street NW Suite 400 Washington, District of Columbia Phone : 202-223-1240 Url : <a href="http://www.jacl.org">www.jacl.org</a> Email : <a href="mailto:dc@jacl.org">dc@jacl.org</a> Fax : 1-202-296-8082 Floyd Mori	N	0

**WUSA-TV**  
**EEO PUBLIC FILE REPORT**

**May 21, 2022 - May 20, 2023**

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18	JOBS! Ministry Career Resource Center P.O. Box 690 Falls Church, Virginia Phone : 703-536-9068 Email : Jack.dunlap@verizon.net Jack Dunlap	N	0
19	Linked In	N	15
20	Media Line P.O. Box 51909 Pacific Grove, California 93950 Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
21	Morgan State University Fine and Performing Arts Department 1700 East Cold Spring Lane Baltimore, Maryland 21251 Phone : 443-885-3110 Url : http://www.morgan.edu/Administration.html Email : careers@morgan.edu Fax : 1-443-885-8267 EARLENE GOODSON	N	0
22	NATAS (National Academy of Television Arts & Sciences) 12504 Quarterhorse Drive Bowie, Maryland 20720 Phone : 206-623-8632 Url : www.natasnw.org Email : natas@asi-seattle.net Mike Sensney	N	0
23	National Council of Negro Women 633 Pennsylvania Avenue NW Washington, District of Columbia 20004 Phone : 202-737-0120 Url : www.ncnw.org Email : membership@ncnw.org Mary Holder	N	0

**WUSA-TV**  
**EEO PUBLIC FILE REPORT**

**May 21, 2022 - May 20, 2023**

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24	Prince George's Community College 301 Largo Road Largo, Maryland 20774 Phone : 301-546-0609 Url : infocenter@pgcc.edu Email : mevans26139@pgcc.edu Mechelle Evans	N	0
25	Salisbury State Department of Communications Arts Salisbury, Maryland Phone : 410-543-6075 Email : ccdickerson@salisbury.edu Fax : 1-410-546-6910 Paul Scovall	N	0
26	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Email : kjones@sbe.org Scott Jones	N	0
27	TEGNA.com 8350 Broad Street McLean, Virginia 22107 Phone : 216-344-3362 Url : TEGNA.com Amanda Levi	N	73
28	Television Bureau of Advertising 120 Wall Street 15th Floor New York, New York 10005 Phone : (212) 891-2218 Url : http://www.tvb.org/ Fax : 1-212-935-5631 Steve Lanzano	N	0
29	Tvjobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	0

**WUSA-TV**  
**EEO PUBLIC FILE REPORT**

**May 21, 2022 - May 20, 2023**

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30	University of District of Columbia 4200 Connecticut Avenue NW Washington, District of Columbia Phone : 202-274-6858 Url : www.universityofdc.org Email : careerservices@udc.edu Jared Moffett	N	0
31	University of Maryland – Eastern Shore 11868 Back Bone Rd Princess Anne, Maryland Phone : 410-651-6652 Url : http://www.umes.edu/ Email : plcottman@umes.edu Preston Cottman	N	0
32	Virginia Wesleyan College 1584 Wesleyan Drive Norfolk, Virginia 23502 Phone : (757) 455-3337 Url : http://ww2.vwc.edu/ Email : jharrington@vwu.edu Fax : 1-757-233-8748 Leslie Hines	N	0
33	Washington Adventist University 7600 Flower Avenue Takoma Park, Maryland 20912 Phone : 301-891-4542 Email : hr@wau.edu Fax : 1-301-891-4020 Stephanie Wilson	N	0
34	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>102</b>

**WUSA-TV**  
**EEO PUBLIC FILE REPORT**  
**May 21, 2022 - May 20, 2023**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	5/31/2022	Establishment of training programs for station personnel	Ensuring the security of our data and networks requires that all of us remain vigilant in our efforts to identify and prevent cyberattacks. Today, we are launching the second of our Secure TEGNA quarterly training modules focused on social engineering. This important training includes real-life examples of how social engineering works using online and offline manipulation and deception to convince users to succumb to phishing attacks or surrender confidential data.	150	All Station Employees



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2	6/1/2022	Establishment of an intern program designed to assist members of the community	This station is participating in TEGNA's Producer-In-Residence ("PIR") Program. TEGNA established this PIR Program to train and provide experience to college graduates interested in a career in broadcasting/producing. The PIR Program affords each selected PIR the opportunity to gain real-life experience as a Producer. Each PIR attends an initial one-week training boot camp followed by a two-year placement as a Producer in one of TEGNA's stations. After a nation-wide search, TEGNA Inc. selects the PIR's, completes their initial training and then assigns each PIR to one of 15 stations participating in the PIR Program. The selected PIRs fulfill a 2-Year contract as a full-time employee with full compensation and benefits. The 2-year position provides the PIR on-the-job training, education, experience and resources that will become invaluable in this industry. The PIR will receive regular feedback on performance, consistent corporate training and checking on progress. At the end of a successful two-year Program the contract period ends and the PIR has 2-years of on-the-job experience. While there is no guarantee of continued employment for the PIRs, at the end of the contract period the PIR may be offered an opportunity for retention and promotion to a Producer	2	News Director Executive Producer

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3	9/1/2022	Establishment of training programs for station personnel	<p>Ensuring the security of our data and networks requires that all of us understand the threat landscape and recognize the actions cybercriminals employ to breach our systems.</p> <p>Today, we are launching the third of our Secure TEGNA quarterly training modules, Internet Security and You. This important course includes real-life examples of criminal practices often used to convince employees to surrender confidential data to gain access to data and networks.</p>	150	All Station Employees
4	9/1/2022	Participation in events or programs sponsored by educational institutions	Anchors attended Delta Sigma Theta Sorority Eastern Reg. Conf. and Impact Service Project. Discussed career tracks toward a career in the broadcast and journalism industry.	4	Host Host Host Host
5	9/28/2022	Establishment of training programs for station personnel	Head of Technology and Operations attended a TEGNA Leadership training. This learning series was designed to help enhance one's leadership skills.	1	Director of Technology
6	10/28/2022	Participation in events sponsored by organizations representing the community	Anchors hosted Still Standing Breast Cancer Survivor Celebration at the U.S. National Arboretum, and participate in Yoga, Line Dancing, and an Information Marketplace as we Celebrate Breast cancer Survivors! Discussed career tracks toward a career in the broadcast and journalism industry.	100	WUSA Employees Local Volunteers
7	11/1/2022	Participation in other activities designed by the station employment unit	Executive Assistant participated in a roundtable discussion with another Native American colleague to discuss important contribution of Indigenous people. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Executive Assistant
8	12/16/2022	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to students at Wood Acre Middle School. Discussed career tracks toward a career in the broadcast and journalism industry	1	Meteorologist

**WUSA-TV**  
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**May 21, 2022 - May 20, 2023**

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9	12/19/2022	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to students at Capital Heights Elementary School in D.C. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Meteorologist
10	12/20/2022	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to students at Waldon Woods School in D.C. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Meteorologist
11	1/5/2023	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to students at T.W. Pyle School. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Meteorologist
12	1/9/2023	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to students at Oak View Elementary School. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Meteorologist
13	1/17/2023	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to students at Holy Trinity School. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Meteorologist
14	1/18/2023	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to students a William Tyler Page Elementary School. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Meteorologist
15	1/21/2023	Establishment of training programs for station personnel	TEGNA launched a company-wide training program to increase employees understanding of company policies around professional ethics and whistleblower legal protection. All TEGNA employees were required to complete the training.	125	All Station Employees
16	1/23/2023	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to students a Fairfax Villa Elementary School. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Meteorologist
17	1/30/2023	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to students a Providence Elementary School. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Meteorologist

**WUSA-TV**  
**EEO PUBLIC FILE REPORT**  
**May 21, 2022 - May 20, 2023**

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18	1/31/2023	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to students at Greenbriar East Elementary School. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Meteorologist
19	2/8/2023	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to students at Gunston Elementary School. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Meteorologist
20	2/15/2023	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to students at Dogwood Elementary School. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Meteorologist
21	2/16/2023	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to students at Legacy Elementary School. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Meteorologist
22	2/21/2023	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to students at Fallsmead Elementary School. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Meteorologist
23	2/23/2023	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to students at James Mchenry Elementary School. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Meteorologist
24	3/1/2023	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to students at Bannockburn Elementary School. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Meteorologist
25	3/2/2023	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to students at Apple Grove Elementary School. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Meteorologist
26	3/3/2023	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to students at Pine Crest Elementary School. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Meteorologist

**WUSA-TV**  
**EEO PUBLIC FILE REPORT**  
**May 21, 2022 - May 20, 2023**

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27	Ongoing Event	Establishment of training programs for station personnel	TEGNA requires all employees to participate in quarterly Cybersecurity Awareness Training to increase our awareness of cybersecurity threats that can compromise our data and networks. Find the Phish, which was focused on helping to spot phishing and other cyber threats. The online training was open to all employees from 3/6-3/24/2023.	125	All Station Employees
28	3/7/2023	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to students at Rock Creek Forest Elementary School. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Meteorologist
29	3/9/2023	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to students at St. Joseph Regional Catholic School. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Meteorologist
30	3/21/2023	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to students at St. Mark Catholic School. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Meteorologist
31	3/23/2023	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to students at DC Prep Edgewood Middle School. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Meteorologist
32	3/29/2023	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to students at Washington Mill Elementary School. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Meteorologist
33	4/15/2023	Participation in events sponsored by organizations representing the community	Reporters served as emcee for the DC Emancipation Day. Discussed career tracks toward a career in the broadcast and journalism industry.	2	Anchor Anchor
34	4/20/2023	Participation in events sponsored by organizations representing the community	Reporter served as emcee for the Georgetown University and the DC auditor's office about behavioral health. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Reporter

**WUSA-TV**  
**EEO PUBLIC FILE REPORT**  
**May 21, 2022 - May 20, 2023**

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35	4/26/2023	Participation in other activities designed by the station employment unit	News Manager and Executive Assistant gave a tour to Bishop Ireton High School students as part of a media production class. Gave these students an opportunity to see a professional studio and see how a team gets ready for a live news broadcast. Also discussed opportunities within the television media field.	20	Executive Assistant News Manager Bishop Ireton High School
36	5/16/2023	Sponsorship of events in the community designed to increase public awareness	Anchor served as emcee for the DC NewsBash at the Howard University Cancer Center. Careers in broadcast and journalism were discussed.	1	Anchor