

**WDAS, WDAS-FM, WIOQ, WISX, WRFF, WUSL**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2020 - March 31, 2021**

**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>
Account Executive	1-38	11
Account Executive	1-38	11

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### II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access Music Group 28955 Pacific Coast Highway Suite 210-5 Malibu, California 90265 Phone : 310-457-6616 Url : allaccess.com Email : jdenver@allaccess.com Fax : 1-310-457-8058 Joel Denver	N	0
2	Allied Personnel Services 91 Larry Holmes Drive, Suite 110 Easton, Pennsylvania 18042 Phone : 610-253-9779 Fax : 1-610-253-6183 Dan Corpora	N	0
3	Art Institute of Philadelphia 1622 Chestnut Street Room 210 Philadelphia, Pennsylvania 19106 Phone : 215-405-6324 Email : Aicareerreadiness@aia.edu Fax : 1-215-405-6400 Kimberly Burns	N	0
4	Cabrini College 610 King of Prussia Rd. Radnor, Pennsylvania 19087 Phone : (610) 902-8305 Url : www.cabrini.edu Email : nch722@cabrini.edu Nancy Hutchison	Y	0
5	Camden County College P.O. Box 200 College Drive Blackwood, Pennsylvania 8012 Phone : (856) 227-7200 ext.4854 Email : jpranzatelli@camdencc.edu Joe Pranzatelli	Y	0
6	Chestnut Hill College 9601 Germantown Ave Philadelphia, Pennsylvania 19118 Phone : 215 248 7109 Email : BoyleA@chc.edu Andrea Boyle	Y	0

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7	Community College of Philadelphia 1700 Spring Garden Street C1-34 Philadelphia, Pennsylvania 19130 Phone : (215) 496-6176 Url : www.ccp.edu Email : careerservices@ccp.edu Fax : 1-267-299-5937 Jan Harris	Y	0
8	Connecticut School of Broadcasting 535 Route 38 East Ste.230 Cherry Hill, New Jersey 08002 Phone : (856) 330-4701 Url : www.GoCSB.com Email : csbcherryhill@gocsb.com Brian Fish	Y	0
9	Drexel University 3201 Arch Street Ste.250 Philadelphia, Pennsylvania 19104 Phone : 215-895-1594 Url : www.drexel.edu Email : SCDC@drexel.edu Fax : 1-215-895-1473 Helena Reid	Y	0
10	Duquesne University Career Services Center 600 Forbes Ave. Pittsburgh, Pennsylvania 15282 Phone : 412-396-6644 Email : careerservices@duq.edu Sandy Skriba	N	0
11	Employee Referral	N	2
12	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0

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13	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	0
14	Internal Candidate	N	1
15	King's College 133 North River St. Wilkes-Barre, Pennsylvania 18711 Phone : 570-208-5874 Email : <a href="mailto:theresakinney@kings.edu">theresakinney@kings.edu</a> Fax : 1-570-208-5941 Theresa Kinney	N	0
16	Lafayette College Career Services Easton, Pennsylvania 18040 Phone : 610-330-5115 Url : <a href="http://www.lafayette.edu">www.lafayette.edu</a> Email : <a href="mailto:moellerr@lafayette.edu">moellerr@lafayette.edu</a> Fax : 1-610-330-5719 Rachel Moeller	N	0
17	Lehigh University, Center for Journalism Coppee Hall 33 Coppee Dr. Bethlehem, Pennsylvania 18015 Phone : 610-758-4180 Email : <a href="mailto:kat404@lehigh.edu">kat404@lehigh.edu</a> Fax : 1-610-758-6198 Kathy Throne	N	0
18	Lincoln University 1570 Baltimore Pike P.O. Box 179 Lincoln University, Pennsylvania 19352 Phone : 484-365-7102 Url : <a href="http://www.lincoln.edu">www.lincoln.edu</a> Email : <a href="mailto:supshernixon@lincoln.edu">supshernixon@lincoln.edu</a> Fax : 1-484-365-8097 Sandra Upsher-Nixon	N	0
19	LinkedIn-Not directly contacted by SEU	N	4

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20	Montgomery County Community Action Development Commission 113 E. Main Street Norristown, Pennsylvania 19401 Phone : (610) 277-6363 Url : www.cadom.org Email : info@cadcom.org Fax : 1-610-277-7399 J. Berry	Y	0
21	NAACP 4458-B Germantown Ave Philadelphia, Pennsylvania 19140 Phone : 215-455-1011 Email : NAACPphilly@gmail.com Rodney Muhammad	Y	0
22	Northampton Community College 3835 Green Pond Rd. Bethlehem, Pennsylvania 18015 Phone : 610-861-5344 Email : careers@northampton.edu Fax : 1-610-861-5374 Lynn Fischer	N	0
23	PA CareerLink Philadelphia Northwest 5847 Germantown Avenue Philadelphia, Pennsylvania 19144 Phone : 215-987-6503 Email : cjameson@impactservices.org C Jameson	N	0
24	PA CareerLink Schuylkill County at Pottsville 203 arch Street Pottsville, Pennsylvania 17901 Phone : 570-622-5253 Email : sharona@careerlinkpottsville.org Sharon Angelo	N	0
25	PA CareerLink Suburban Station 1617 JFK Boulevard Suite 200 Philadelphia, Pennsylvania 19103 Phone : 215-557-2592 Email : nicki.woods@jevs.org Nicki Woods	N	0

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26	PA CareerLink Tioga County 56 Plaza Lane Wellsboro, Pennsylvania 16901 Email : <a href="mailto:fleming@northerntier.org">fleming@northerntier.org</a> Melissa Fleming	N	0
27	Parkside Association of Philadelphia 5218 Master Street Philadelphia, Pennsylvania 19131 Phone : (215) 877-1305 Url : <a href="http://www.parksideassociation.org">www.parksideassociation.org</a> Email : <a href="mailto:sboulware@parksideassociation.org">sboulware@parksideassociation.org</a> Fax : 1-215-871-7799 Shakiya Boulware	N	0
28	Pennsylvania Institute of Technology 800 Manchester Ave. Media, Pennsylvania 19063 Url : <a href="http://www.pit.edu">www.pit.edu</a> Email : <a href="mailto:info@pit.edu">info@pit.edu</a> n/a n/a	Y	0
29	Pennsylvania State University 208 Carnegie Buidling University Park University Park, Pennsylvania Phone : 814-863-6081 Fax : 1-814-863-8044 Joseph Selden	N	0
30	Philadelphia Association of Black Journalists PO Box 8232 Philadelphia, Pennsylvania 19101 Phone : 2158544224 Email : <a href="mailto:pabj.info@gmail.com">pabj.info@gmail.com</a> Johann Calhoun	Y	0
31	Philadelphia Unemployment Project 1201 Chestnut Street Ste.702 Philadelphia, Pennsylvania 19107 Phone : (215) 557-0822 Url : <a href="http://www.philaup.org">www.philaup.org</a> Email : <a href="mailto:Anitapalmtree@hotmail.com">Anitapalmtree@hotmail.com</a> Fax : 1-215-557-6981 Anita Cooper	N	0

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32	Philadelphia Works 1617 JFK Blvd. Philadelphia, Pennsylvania 19103 Phone : (215) 963-2118 Url : www.philaworks.org Email : skrasnisky@philsworks.org Fax : 1-215-567-7171 Susan Krasnisky-HR Director	Y	0
33	Project H.O.M.E. 1515 Fairmount Avenue Philadelphia, Pennsylvania 19130 Phone : (215) 232-7272 Url : www.projecthome.org/jobs Fax : 1-215-232-7277 Bonnie Hahn	N	0
34	SEPCHE-Colleges 450 S. Easton Road Glenside, Pennsylvania 19038 Phone : (610) 558-5537 Url : www.sepche.org Email : mccaffrn@neumann.edu M. McCaffrey	Y	0
35	Temple University 1913 N. Broad Street Mitten Hall 2nd Fl. Philadelphia, Pennsylvania 19123 Url : www.temple.edu Email : careercenter@temple.edu Fax : 1-215-204-4462 Career Services	Y	0
36	Urban League of Philadelphia 121 S. Broad Street Philadelphia, Pennsylvania 19107 Phone : (215) 985-3220 Url : www.urbanleaguephila.org Email : hpham@urbanleaguephila.org Fax : 1-215-985-3227 Hoa Pham	Y	0

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37	Urban League of Philadelphia 136 W. Girard Ave. Philadelphia, Pennsylvania 19123 Phone : 215-451-5005 Email : pjoellulp@aol.com Fax : 1-215-985-3227 Pamela Joell	N	0
38	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>7</b>



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### 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	9/24/2020	Participation in events or programs sponsored by educational institutions	: On September 24, 2020, our Director of News & Public Affairs served as a speaker to 20 students from Professor Paul Gluck's communications class at Temple Univ in Phila, PA via zoom. She discussed the employment path for careers in the broadcasting/media industry.	1	director of news and Public affairs
2	2/24/2021	Participation in events or programs sponsored by educational institutions	: On February 24, 2021 our Director of News and Community Affairs held a 50 minute speaking engagement to a freshman communications class at Temple University. In addition to sharing information about her career path, she gave advice on how best to prepare for the upcoming Temple University Klein College of Communications Internship and Career Fair. In addition to speaking to the 50 students she attended two break out rooms of six students each to role play a job interview.	1	director of news and Public affairs
3	3/4/2021	Participation in events or programs sponsored by educational institutions	On March 4, 2021 our Director of News and Community Affairs held a 40-minute mentoring zoom meeting with a Temple University Jr. The initial connection was made after she spoke at a communications class at Temple University. She assessed the student's current activities related to his interest in the field of radio and made additional suggestions on ways to continue to network and create a personal brand. The student will follow up by sending a resume and links to his YouTube channel for evaluation.	1	director of news and Public affairs
4	3/10/2021	Participation in Job Fairs	On March 10, 2021 our SEU participated in the virtual 2021 Klein Career & Internship Fair at Temple University in Phila, PA. Our Director of News & Public Affairs discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia	1	director of news and Public affairs

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5	3/24/2021	Participation in events sponsored by community groups	: On March 24, 2021, our Director of News and Community Affairs virtually served as a panel speaker for the Delaware County Press Club's Women in Media Webinar to share her career path and the challenges of navigating her field at a time when there were few women news directors. She provided advice to the guests which include students and those in the field of communication about networking, personal branding and strategies for maximizing potential employment and creating longevity in the field of broadcasting and iHM.	1	director of news and Public affairs