

**WDAS-FM, WDAS-AM, WIOQ, WISX, WRFF, WUSL****EEO PUBLIC FILE REPORT****April 1, 2016 - March 31, 2017****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	2-8, 10-11, 14-18, 20, 25-48, 50-55, 57, 59	59
Account Executive	2-8, 10-11, 14-18, 20, 25-48, 50-55, 57, 59	14
Account Executive	2-8, 10-11, 13, 15-18, 20, 23-48, 50-55, 57-59	59
Account Executive	2-8, 10-11, 13, 15-18, 20, 23-48, 50-55, 57-59	59
On-Air Talent/Assistant Program Director	1-8, 10-11, 16-17, 25-26, 28-31, 33-40, 42-49, 51, 53-54, 57	1
National Client Services Coordinator	1-8, 10-11, 16-17, 23, 25-26, 28-31, 33- 40, 42-48, 51, 53-54, 57	23
Client Strategy Manager	2-11, 16-17, 21, 23, 25-26, 28-31, 33- 40, 42-48, 51, 53-54, 57, 59	9
Account Executive	1-8, 10-11, 16-17, 23, 25-26, 28-31, 33- 40, 42-48, 51, 53-54, 57, 59	59
Account Executive	1-8, 10-11, 16-17, 23, 25-26, 28-31, 33- 40, 42-48, 51, 53-54, 57, 59	23
Associate Account Executive	2-8, 10-11, 16-17, 23, 25-26, 28-31, 33- 40, 42-48, 51, 53-54, 56-57	17
Associate Account Executive	2-8, 10-11, 16-17, 23, 25-26, 28-31, 33- 40, 42-48, 51, 53-54, 56-57	23
Digital Sales Marketing Coordinator	2, 4-8, 10-12, 16-17, 25-26, 28-31, 33- 40, 42-48, 51, 53-54, 57, 59	59
Account Executive	2-8, 10-11, 13, 16-17, 19, 23-26, 28-31, 34-40, 42-48, 51, 53-54, 57, 59	59
National Client Services Coordinator	2-11, 16-17, 25-26, 28-31, 34-40, 42- 48, 51, 53-54, 57	9
Director of Marketing	2-8, 10-11, 16-17, 19, 22, 25-26, 28-31, 34-40, 42-48, 51, 53-54, 57	22
Director, Automotive Sales and Partnerships	2-8, 10-11, 13, 16-17, 24-26, 28-31, 33- 34, 36-40, 42-48, 51, 53-54, 57, 59	59
Account Executive	2-8, 10-11, 13, 16-17, 23-26, 28-31, 33- 34, 36-40, 42-48, 51, 53-54, 57-59	58
Account Executive	2-8, 10-11, 13, 16-17, 23-26, 28-31, 33- 34, 36-40, 42-48, 51, 53-54, 57-59	23
Sales Support	2-8, 10-11, 16-17, 25-26, 28-31, 33-34, 36-40, 42-48, 51, 53-54, 57, 59	59
Local Key Accounts Coordinator	2-8, 10-11, 16-17, 25-26, 28-31, 33-34, 36-40, 42-48, 51, 53-54, 57, 59	59

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

<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	All Access Music Group 28955 Pacific Coast Highway Suite 210-5 Malibu, California 90265 Phone : 310.457.6616 Url : allaccess.com Fax : 1-310-457-8058 Joel Denver	N	2
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 : sefoster@aii.edu Fax : 1-215-405-6400 Sean Foster	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 : jobpost@chc.edu Nancy Dachille	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	Current Employee/Internal Promotion	N	3
10	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
11	Duquesne University Career Services Center 600 Forbes Ave. Pittsburgh, Pennsylvania 15282 Phone : 412-396-6644 Email : careerservices@duq.edu Sandy Skriba	N	0
12	East Stroudsburg University Career Services 200 Prospect Street East Stroudsburg, Pennsylvania 18301 Phone : 570-422-3219 Fax : 1-570-422-3546 Wilford Lopez	N	0
13	EntertainmentCareers.net c/o Wilson HCG 400 N Ashley Dr #3000 Tampa, Florida 33602 Linda Diamonti Manual Posting	N	0
14	Former Employee	N	1

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15	GlassDoor 1 Harbor Dr Sausalito, California 94965 Phone : 415-339-9105 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> Online Source Manual Posting	N	0
16	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	3
17	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	2
18	Indeed 7501 N capital of Texas Hwy Austin, Texas 78731 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Online Source Manual Posting	N	0
19	Indeed.com - Not Directly Contacted by SEU	N	3
20	Industry Plug 2310 Central Avneue Baldwin, New York 11510 Email : <a href="mailto:info@industryplug.com">info@industryplug.com</a> Erica Valcourt	N	0
21	Internal Candidate	N	2
22	Internal Transfer/Promotion	N	1
23	Internet Ad-not directly contacted by SEU	N	9
24	Jobspider.com c/o Wilson HCG 400 N Ashley Dr #3000 Tampa, Florida 33602 Kristine Diamonti Manual Posting	N	0

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25	King's College 133 North River St. Wilkes-Barre, Pennsylvania 18711 Phone : 570-208-5874 Email : theresakinney@kings.edu Fax : 1-570-208-5941 Theresa Kinney	N	0
26	Lafayette College Career Services Easton, Pennsylvania 18040 Phone : 610-330-5115 Url : www.lafayette.edu Email : moellerr@lafayette.edu Fax : 1-610-330-5719 Rachel Moeller	N	0
27	Lehigh University, Center for Journalism Coppee Hall 33 Coppee Dr. Bethlehem, Pennsylvania 18015 Phone : 610-758-4180 Email : kat404@lehigh.edu Fax : 1-610-758-6198 Kathy Throne	N	0
28	Lincoln University 1570 Baltimore Pike P.O. Box 179 Lincoln University, Pennsylvania 19352 Phone : (484) 365-8190 ext.7102 Url : www.lincoln.edu Email : mmcgill@lincon.edu Fax : 1-484-365-8097 Maria Mc Gill	N	0
29	Montgomery County Community Action Development Commission 113 E. Main Street Norristown, Pennsylvania 19401 Phone : (610) 277-6363 Url : www.cadom.org Email : jberry@cadcom.org Fax : 1-610-277-7399 J. Berry	Y	0

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30	My Reach Radio 2207 Concord Oike Box 307 Wilmington, Delaware 19803 Phone : 800 220-8078 Email : Jen@myreachradio.com Jen Hare	Y	0
31	NAACP 1619 W. Cecil B Moore Ave. Philadelphia, Pennsylvania 19121 Phone : (215) 978-7500 Email : infosundaysun@yahoo.com Jerry Minasuire	Y	0
32	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5498 Email : nab@nab.org Fax : 1-202-429-5343 Career Services	N	0
33	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
34	PA CareerLink Philadelphia Northeast 3210 Red Lion Road Philadelphia, Pennsylvania 19114 Email : rcoco@jobworksinc.org Roy Coco	N	0
35	PA CareerLink Philadelphia Northwest 5847 Germantown Avenue Philadelphia, Pennsylvania 19144 Phone : 215-987-6503 Email : cjameson@impactservices.org C Jameson	N	0
36	PA CareerLink Schuylkill County at Pottsville 203 arch Street Pottsville, Pennsylvania 17901 Email : sangelo@redcogrp.com Sharon Angelo	N	0

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37	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
38	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
39	Penn State Career Services 413 Bouke Bldg. University Park University Park, Pennsylvania 16802 Phone : 814-865-2377 Fax : 814-863-0226	N	0
40	Penn State Lehigh Valley 8380 Mohr Lane 105 Administration Building Fogelsville, Pennsylvania 18051-9999 Phone : 610 285 5002 Url : <a href="http://www.blkb.psu.edu/careerservices">www.blkb.psu.edu/careerservices</a> Fax : 1-610-285-5220 Debi Swarner, M.A.	Y	0
41	Pennsylvania Careerlink 235 W. Chelton Ave Philadelphia, Pennsylvania 19144 Phone : 267-339-0333 Email : <a href="mailto:jwest@pwdc.org">jwest@pwdc.org</a> Fax : 1-610-723-6007 J West	N	0
42	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

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43	Pennsylvania State University 208 Carnegie Buidling University Park University Park, Pennsylvania Phone : 814-863-6081 Fax : 1-814-863-8044 Joseph Selden	N	0
44	Philadelphia Association of Black Journalists PO Box 8232 Philadelphia, Pennsylvania 19101 Phone : 2158544224 Email : pabj.info@gmail.com Johann Calhoun	Y	0
45	Philadelphia Unemployment Project 1201 Chestnut Street Ste.702 Philadelphia, Pennsylvania 19107 Phone : (215) 557-0822 Url : www.philaup.org Email : Anitapalmtree@hotmail.com Fax : 1-215-557-6981 Anita Cooper	N	0
46	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
47	Philly Ad Club P.O. Box1155 Havertown, Pennsylvania 19083 Phone : 2154771993 Email : news@phillyadclub.com Charlie Volpe	N	4
48	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



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49	Reach Radio Network 2207 Concord Pike Wilmington, Delaware 19803 Phone : (800) 220-8078 Email : Jen@myreachradio.com Jen Hare	Y	0
50	Recruit.net 2706, The Centrium 61 wyndham Street Central , Hong Kong Phone : 852 2525 0555 Url : <a href="http://www.recruit.com">http://www.recruit.com</a> Online Source Manual Posting	N	0
51	SEPCHE-Colleges 450 S. Easton Road Glenside, Pennsylvania 19038 Phone : (610) 558-5537 Url : <a href="http://www.sepche.org">www.sepche.org</a> Email : <a href="mailto:mccaffrm@neumann.edu">mccaffrm@neumann.edu</a> M. McCaffrey	Y	0
52	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> Online Source Manual Posting	N	0
53	Sydney Epps 1330 Foulkrod Street Philadelphia, Pennsylvania 19124 Phone : 267-702-0698 Email : <a href="mailto:sydneyepps@gmail.com">sydneyepps@gmail.com</a> Sydney Epps	Y	0
54	Temple University 1913 N. Broad Street Mitten Hall 2nd Fl. Philadelphia, Pennsylvania 19123 Url : <a href="http://www.temple.edu">www.temple.edu</a> Email : <a href="mailto:careercenter@temple.edu">careercenter@temple.edu</a> Fax : 1-215-204-4462 Career Services	Y	0

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55	Temple University Dept. of Broadcasting, Telecom & Mass Media Annenberg Hall Room 6 Philadelphia, Pennsylvania 19122 Phone : 215-204-5401 Url : www.temple.edu Email : mary.rantin@temple.edu Fax : 1-215-204-5402 Mary Rantin	N	0
56	Unknown (source not adequately identified upon inquiry by SEU)	N	1
57	Urban League of Philadelphia 121 S. Broad Street Philadelphia, Pennsylvania 19107 Phone : (215) 985-3220 Url : www.urbanleaguephila.org Email : cbaptiste@urbanleaguephila.org Fax : 1-215-985-3227 Carla Baptiste	Y	0
58	Wilson HCG 400 N Ashley Drive #3000 Tampa, Florida 33602 Kristine Diamonti Manual Posting	N	2
59	Word of Mouth Referral	N	15
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>48</b>

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	<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	4/13/2016	Participation in events or programs sponsored by educational institutions	On 4/13/16, our SEU's On Air personality/WIOQ-FM, Casey Reed attended the Temple University Radio Networking Summit and served on a panel where she participated in a question/answer discussion on careers in radio broadcasting and IHM	1	WIOQ OnAir Personality
2	4/25/2016	Participation in events or programs sponsored by educational institutions	On 4/25/16 our SEU arranged for a shadow day with On-Air Personality Cappuchino for Darryl Darby from Florida A & M University to come in and shadow work the day of her daily duties as an on-air broadcaster	1	On-Air Personality
3	10/5/2016	Participation in events or programs sponsored by educational institutions	On 10/5/2016 our SEU hosted an Internship & Informational interview inquiry with Chantelle Agbro from Temple University which then lead to the hiring of Chantelle in January 2017 as a paid intern	1	Dir of News & Public Affairs
4	10/11/2016	Participation in events or programs sponsored by educational institutions	On Oct 11, 2016, our SEU's Director of News & Public Affairs was invited to be a keynote speaker in Professor Paul Gluck's Business and Media class at Temple Universities Dept. of Mass Communication, where the question and answer forum focused on Careers in Broadcasting.	1	Dir of News & Public Affairs
5	11/20/2016	Participation in events or programs sponsored by educational institutions	On Nov 20, 2016 - our SEU's On-Air personality/WDAS-FM Frankie Darcell was on the panel for the Zeta Omega Chapter of Alpha Kappa Alpha Sorority in Wilmington DE Debutant Career Day for High School students. She spoke to and answered questions to the attendees about careers in the broadcast industry	1	On-Air Personality
6	12/15/2016	Participation in events or programs sponsored by educational institutions	On 12/15/16, SEU's Dir of News & Public affairs hosted a tour to 15 college students from Lincoln University's Communication Program. Students received a tour of the studios and business offices and were able to ask questions to staff regarding careers in Broadcasting.	1	Dir of News & Public Affairs

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7	2/3/2017	Participation in events or programs sponsored by educational institutions	On 2/3/17 Richard Lewis, IHM Phila Region President was a guest speaker at Temple's Fox School of Business. He spoke to approximately 120 students to introduce the class to IHM and its assets and opportunities. The conversation extended to embellishing the digital assets as well as the potential for working for IHM	1	Region President
8	2/25/2017	Participation in events sponsored by community groups	On February 25th, our SEU hosted 25 students from South Jersey Jack and Jill, Inc. They came to the station for a tour along with question/answer session relating to careers in the Broadcast Industry. Ed Long spoke with the students, answered their questions, and gave them a tour of our stations.	1	On-Air Personality
9	3/7/2017	Participation in events sponsored by community groups	On 3/7/17 Nicolette Kelly, GSM of IHM Phila, as part of the Phila Ad Club mentoring program volunteered to speak to teenagers about marketing and advertising. During the year-long program the students had one field trip to IHM Phila offices where they met several morning show members and cut radio spots they wrote for their campaign, at the end of the year they will present with the Phila Ad Club and other students from schools who also participated in the program.	1	GSM
10	3/22/2017	Participation in Job Fairs	On 3/22/17 our Director of News & Public Affairs served on a panel at the Temple University "Prepare for the Fair Event" The discussion to approximately 70 students on how to prepare for a media focused career fair, she will talk about what potential employers will look for in potential candidates in the broadcast industry.	1	Dir of News & Public Affairs
11	3/28/2017	Participation in Job Fairs	On 3/28/17 our Dir. of New & Public Affairs attended the Temple University Internship & Career Fair from 11a-4p.	1	Dir of News & Public Affairs