

WDAS, WDAS-FM, WIOQ, WISX, WRFF, WUSL
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Morning Show Producer	1-8, 10-11, 14-37, 39-41, 43, 45-46	36
On Air Talent	1-8, 10-11, 14-18, 20-35, 37-39, 41, 43, 45-46	45
Digital Strategy Specialist	1-8, 10-11, 14-18, 20-35, 37-39, 41, 43, 45-46	45
Account Executive	1-8, 10-11, 14-18, 20-35, 37-39, 41-43, 45-46	42
Account Executive	1-8, 10-11, 14-18, 20-35, 37-39, 41-43, 45-46	45
Sales Support	1-8, 10-11, 14-16, 18, 20-28, 30-35, 37- 39, 41, 43, 45-46	45
Philadelphia Promotions Director	1-8, 10-12, 14-16, 18, 20-21, 23-28, 30- 35, 37-39, 41, 43, 46	12
Digital Sales Specialist	1-8, 10-11, 13-16, 18, 20-21, 23-28, 30- 39, 41, 43, 46	13
On-Air Talent	1-8, 10-11, 14-16, 18, 20-21, 23-28, 30- 35, 37-39, 41-43, 46	11
Digital Project Manager	9	9
Account Executive	1-8, 10-11, 14-16, 18, 20-21, 23-28, 30- 35, 37-39, 41, 43-44, 46	10
Account Executive	1-8, 10-11, 14-16, 18, 20-21, 23-28, 30- 35, 37-39, 41, 43-46	45

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	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
2	Art Institute of Philadelphia 1622 Chestnut Street Room 210 Philadelphia, Pennsylvania 19106 Phone : 215-405-6324 Email : Alcareerreadiness@aia.edu Fax : 1-215-405-6400 Kimberly Burns	N	0
3	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
4	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
5	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
6	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

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7	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
8	Duquesne University Career Services Center 600 Forbes Ave. Pittsburgh, Pennsylvania 15282 Phone : 412-396-6644 Email : careerservices@duq.edu Sandy Skriba	N	0
9	Former Employee	N	1
10	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	1
11	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	1
12	Indeed.com - Not Directly Contacted by SEU	N	1
13	Internet Ad-not directly contacted by SEU	N	1
14	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

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15	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
16	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
17	Lincoln University 1570 Baltimore Pike P.O. Box 179 Lincoln University, Pennsylvania 19352 Phone : 484-365-7102 Url : www.lincoln.edu Email : supshernixon@lincon.edu Fax : 1-484-365-8097 Sandra Upsher-Nixon	N	0
18	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
19	My Reach Radio 2207 Concord Oike Box 307 Wilmington, Delaware 19803 Phone : 800 220-8078 Email : Jen@myreachradio.com Jen Hare	N	0

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20	NAACP 4458-B Germantown Ave Philadelphia, Pennsylvania 19140 Phone : 215-455-1011 Email : philadelphianaacp@outlook.com Rodney Muhammad	Y	0
21	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
22	PA CareerLink Philadelphia Northeast 3210 Red Lion Road Philadelphia, Pennsylvania 19114 Email : rcoco@jobworksinc.org Roy Coco	N	0
23	PA CareerLink Philadelphia Northwest 5847 Germantown Avenue Philadelphia, Pennsylvania 19144 Phone : 215-987-6503 Email : cjamesson@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
26	PA CareerLink Tioga County 56 Plaza Lane Wellsboro, Pennsylvania 16901 Email : fleming@northerntier.org Melissa Fleming	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Parkside Association of Philadelphia 5218 Master Street Philadelphia, Pennsylvania 19131 Phone : (215) 877-1305 Url : www.parksideassociation.org Email : sboulware@parksideassociation.org Fax : 1-215-871-7799 Shakiya Boulware	N	0
28	Penn State Career Services 413 Bouke Bldg. University Park University Park, Pennsylvania 16802 Phone : 814-865-2377 Fax : 814-863-0226	N	0
29	Penn State Lehigh Valley 8380 Mohr Lane 105 Administration Building Fogelsville, Pennsylvania 18051-9999 Phone : 610 285 5002 Url : www.blkb.psu.edu/careerservices Fax : 1-610-285-5220 Debi Swarner, M.A. Prong 2 Ended Date: 6/14/2018	N	0
30	Pennsylvania Institute of Technology 800 Manchester Ave. Media, Pennsylvania 19063 Url : www.pit.edu Email : info@pit.edu n/a n/a	Y	0
31	Pennsylvania State University 208 Carnegie Buidling University Park University Park, Pennsylvania Phone : 814-863-6081 Fax : 1-814-863-8044 Joseph Selden	N	0
32	Philadelphia Association of Black Journalists PO Box 8232 Philadelphia, Pennsylvania 19101 Phone : 2158544224 Email : pabj.info@gmail.com Johann Calhoun	Y	0

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33	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
34	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
35	Philly Ad Club P.O. Box1155 Havertown, Pennsylvania 19083 Phone : 2154771993 Email : news@phillyadclub.com Charlie Volpe	N	0
36	Previous Employee	N	2
37	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
38	Reach Radio Network 2207 Concord Pike Wilmington, Delaware 19803 Phone : (800) 220-8078 Email : Jen@myreachradio.com Jen Hare	N	0

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39	SEPCHE-Colleges 450 S. Easton Road Glenside, Pennsylvania 19038 Phone : (610) 558-5537 Url : www.sepche.org Email : mccaffrm@neumann.edu. M. McCaffrey	Y	0
40	Sydney Epps 1330 Foulkrod Street Philadelphia, Pennsylvania 19124 Phone : 267-702-0698 Email : sydneyepps@gmail.com Sydney Epps	N	0
41	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
42	Unknown (source not adequately identified upon inquiry by SEU)	N	2
43	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
44	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
45	Word of Mouth Referral	N	6

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46	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			15

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/3/2018	Participation in events or programs sponsored by educational institutions	On April 3, 2018, our SEU's Director of News & Public Affairs hosted 20 students from Lincoln University communication students for a tour and discussion about career opportunities in the broadcasting industry.	1	Dir of News & Public Affairs
2	5/4/2018	Participation in events sponsored by community groups	On 5/4/2018, our SEU's On Air personality/WIOQ-FM attended the attended the Russell Byers Charter School's Career Day and spoke to 30 students about careers in radio broadcasting and IHM.	1	OnAir Personality WIOQ-FM
3	5/8/2018	Participation in events or programs sponsored by educational institutions	On 5/8/2018, our SEU's On Air personality/WDAS-FM was a keynote speaker at Lankenau High School where she participated in a question/answer discussion on careers in radio broadcasting and IHM to 100 students.	1	WDAS-FM On Air Personality
4	6/12/2018	Participation in events or programs sponsored by educational institutions	On June 12, 2018, our SEU's Director of News & Public Affairs met with a student from Shipley High School to discuss career opportunities in the broadcasting industry and iHM.	1	Dir of News & Public Affairs
5	7/17/2018	Participation in events or programs sponsored by educational institutions	On July 17, 2018, our SEU's Director of News & Public Affairs hosted 30 students from the Concilio afterschool program for a station tour and lecture on broadcasting.	1	Dir of News & Public Affairs
6	7/19/2018	Participation in events sponsored by community groups	On July 19, 2018, our SEU's Director of News & Public Affairs hosted 30 Claymont Boys & Girls Club students for a station tour and discussed career opportunities in the broadcasting industry with students.	1	Dir of News & Public Affairs
7	10/11/2018	Participation in events or programs sponsored by educational institutions	On October 11, 2018, our SEU's Director of News & Public Affairs hosted 25 students from Gladwyne Elementary School for a station tour and discussed the broadcasting industry and iHM with students.	1	Director of News & Public Affairs

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8	2/6/2019	Participation in events or programs sponsored by educational institutions	On February 6, 2019, our SEU's Director of News & Public Affairs participated on a panel at a seminar on preparing for communications careers at Temple University. A hundred college students were in attendance and topics included career opportunities in the broadcasting industry and the skills needed to succeed	1	Dir of News & Public Affairs
9	2/13/2019	Participation in Job Fairs	On February 13, 2019, our SEU participated in the 2019 Klein Career Fair at Temple University. Our SEU set up a booth, collected resumes, and spoke with attendees about career opportunities in broadcasting. Station participants included our Director of News & Public Affairs.	1	Dir of News & Public Affairs
10	2/21/2019	Participation in events or programs sponsored by educational institutions	On February 21, 2019, our SEU's Director of News & Public Affairs spoke with 100 students from Professor Paul Gluck's communications class about career opportunities in the broadcasting industry.	1	Director of News & Public Affairs
11	3/14/2019	Participation in events or programs sponsored by educational institutions	On March 14, 2019, our SEU's Director of News & Public Affairs hosted 20 students from Lincoln University communication students for a tour and discussion about career opportunities in the broadcasting industry.	1	Dir of News & Public Affairs