

WDAS, WDAS-FM, WIOQ, WISX, WRFF, WUSL
EEO PUBLIC FILE REPORT
April 1, 2019 - March 31, 2020

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
DJ- On Air Announcer Union	2-16, 19-37, 40, 42	10
Account Executive	2, 4-12, 14-16, 18-19, 21-42	41
Account Executive	2, 4-12, 14-16, 18-19, 21-42	12
On-air Talent/Assistant Program Director	1-11, 13-14, 16, 19-37, 39-42	41
Outside Account Executive - 100% Commission	2-11, 14, 16-17, 19-42	38

WDAS, WDAS-FM, WIOQ, WISX, WRFJ, WUSL**EEO PUBLIC FILE REPORT****April 1, 2019 - March 31, 2020****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	1
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	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

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7	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
8	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
9	Duquesne University Career Services Center 600 Forbes Ave. Pittsburgh, Pennsylvania 15282 Phone : 412-396-6644 Email : careerservices@duq.edu Sandy Skriba	N	0
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	0
12	Indeed.com - Not Directly Contacted by SEU	N	2
13	Internal Candidate	N	2

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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
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@lincoln.edu Fax : 1-484-365-8097 Sandra Upsher-Nixon	N	0
18	LinkedIn / Word of Mouth	N	1
19	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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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 Northwest 5847 Germantown Avenue Philadelphia, Pennsylvania 19144 Phone : 215-987-6503 Email : cjameson@impactservices.org C Jameson	N	0
23	PA CareerLink Schuylkill County at Pottsville 203 arch Street Pottsville, Pennsylvania 17901 Phone : 570-622-5253 Email : sharona@careerlinkpottsville.org Sharon Angelo	N	0
24	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
25	PA CareerLink Tioga County 56 Plaza Lane Wellsboro, Pennsylvania 16901 Email : fleming@northerntier.org Melissa Fleming	N	0

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26	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
27	Penn State Career Services 413 Bouke Bldg. University Park University Park, Pennsylvania 16802 Phone : 814-865-2377 Fax : 814-863-0226	N	0
28	Pennsylvania Institute of Technology 800 Manchester Ave. Media, Pennsylvania 19063 Url : www.pit.edu Email : info@pit.edu 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 : pabj.info@gmail.com Johann Calhoun	Y	0
31	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

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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	Philly Ad Club P.O. Box 1155 Havertown, Pennsylvania 19083 Phone : 2154771993 Email : news@phillyadclub.com Charlie Volpe	N	0
34	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
35	Reach Radio Network 2207 Concord Pike Wilmington, Delaware 19803 Phone : (800) 220-8078 Email : Jen@myreachradio.com Jen Hare	N	0
36	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
37	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
38	Unknown (source not adequately identified upon inquiry by SEU)	N	5

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39	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
40	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
41	Word of Mouth Referral	N	5
42	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			17

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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	4/11/2019	Participation in events or programs sponsored by educational institutions	On April 11, 2019, Our SEU hosted 30 students from Academy at Palumbo HS for a station tour. Our Director of News & Public Affairs guided students through our station facilities for a “behind-the-scenes” look at broadcast operations, discussed careers in radio & conducted a brief Q&A session regarding careers in broadcasting.	1	Director of News & Public Affairs
2	5/18/2019	Participation in events sponsored by community groups	On May 18, 2019, our Director of News & Public Affairs served as a guest panelist for a workshop hosted by the Philadelphia Association of Black Journalists in Phila, PA. She addressed 50 attendees on Media Careers in the broadcasting industry.	1	Dir of News & Public Affairs
3	6/26/2019	Participation in events or programs sponsored by educational institutions	On June 26, 2019, our SEU hosted 200 students from Lincoln University for a station tour & discussion. Our Director of News & Public Affairs guided students through our station facilities for a “behind-the-scenes” look at broadcast operations & conducted a brief Q&A session regarding careers in broadcasting.	1	Dir of News & Public Affairs
4	7/10/2019	Participation in events or programs sponsored by educational institutions	On July 10, 2019, our SEU hosted a communication student from Temple University for an informational interview. Our Director of News & Public Affairs conducted a brief Q&A session regarding careers in the broadcasting industry and iHM	1	Dir of News & Public Affairs
5	7/18/2019	Participation in events sponsored by community groups	On Oct 15, 2019, our SEU’s Director of News & Public Affairs hosts 20 students from the YOACAP career exposure program who are interested in careers in communications and the broadcasting industry.	1	Dir of News & Public
6	8/23/2019	Participation in events sponsored by community groups	On August 23, 2019, our Director of News & Public Affairs served as a keynote speaker for the Graduation of the young women's mentoring program hosted by the Evolver House in Phila, PA. She addressed the attendees on media careers in the broadcasting industry.	1	Dir of News & Public Affairs

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7	10/15/2019	Participation in events or programs sponsored by educational institutions	On October 15, 2019, our SEU hosted 20 students from Gladwyne Elementary School for a station tour & discussion. Our Director of News & Public Affairs guided students through our station facilities for a "behind-the-scenes" look at broadcast operations.	1	Dir of News & Public Affairs
8	11/2/2019	Participation in events sponsored by community groups	On November 2, 2019, our SEU's Director of News & Public Affairs served as a speaker for the Girl Scouts "A Journey in a Day" summit in Phila, PA. She addressed career opportunities in the broadcasting industry to a group of 100 high school aged students.	1	Dir of News & Public Affairs
9	2/6/2020	Participation in events or programs sponsored by educational institutions	On February 6, 2020, our Director of News & Public Affairs served as a speaker to 25 students from Professor Paul Gluck's communications class at Temple Univ in Phila, PA. She discussed the employment path for careers in the broadcasting/media industry.	1	Dir of News & Public Affairs
10	2/11/2020	Participation in events sponsored by community groups	On February 11, 2020, our SEU hosted three clients from Jessie's House in Phila, PA for station tour. Our Dir. of News & Public Affairs guided members through our station facilities for a "behind-the-scenes" look at broadcast operations & held a brief Q & A regarding careers in broadcasting.	1	Dir of News & Public Affairs
11	2/13/2020	Participation in events or programs sponsored by educational institutions	On February 13, 2020, our SEU hosted 30 communication & marketing students from Universal Audenried High School for a station tour. Our Dir. of News & Public Affairs guided the students through the station's facilities for a behind-the-scenes look at broadcast operations and also conducted a Q & A session on careers in the broadcasting industry with our VP of Marketing, General Sales Manager & Client Services Coordinator.	4	Dir of News & Public Affairs VP of Marketing General Sales Manager Client Services Coordinator

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12	2/21/2020	Participation in Job Fairs	On February 21, 2020 our SEU participated in the 2020 Klein Internship & Career Fair at Temple University in Phila, PA. Station participants spoke to interested attendees about careers in radio, accepted resumes and discussed employment opportunities at iHeartMedia.	2	Dir of News & Public Affairs VP of Marketing
13	2/26/2020	Participation in events or programs sponsored by educational institutions	On February 26, 2020 our SEU hosted two students from Temple University for a job shadow. Our Dir. of News & Public Affairs allowed the students to follow her workday for a "behind-the-scenes look at broadcast operations	1	Director of News & Public Affairs
14	3/5/2020	Participation in events or programs sponsored by educational institutions	On March 5, 2020, our SEU hosted a communication student from Temple University for an informational interview. Our Director of News & Public Affairs conducted a brief Q&A session regarding careers in the broadcasting industry and iHM	1	Dir. of News & Public Affairs