

2018-2019 Annual EEO Report

WCAU & WWSI – TV

**FACILITY ID No.: WCAU, 63153
WWSI, 23142**

**April 1, 2018
to March 31, 2019**

2018 - 2019 ANNUAL EEO PUBLIC FILE REPORT

Call Sign of Station (s): WCAU-TV and WWSI-TV

List all full-time job vacancies filled by any station covered by this report in the past year (April 1, 2018 – March 31, 2019)

WCAU:	Full-Time Job Vacancies Filled
Hire Date	Position Title
5/8/18	Content Producer
5/26/18	Sales Marketing Coordinator
8/14/18	Anchor/Reporter
8/18/18	Account Manager
9/8/18	Digital Content Producer
1/9/19	Community Relations Coordinator
1/18/19	Research Director
1/25/19	Content Producer
1/26/19	APC Operator

WWSI:	Full-Time Job Vacancies Filled
Hire Date	Position Title
3/16/18	Media Specialist
3/29/18	Content Producer
5/23/18	Content Producer
12/19/18	Content Producer
1/11/19	Producer Associate

- 1) For each vacancy listed, attach to this report the relevant and complete Recruitment Source Data Summary. See forms attached at the end of this report.
- 2) In total, how many interviewees did the station (or station group) interview for all of the full time job vacancies identified in Question 1? There were a total of 134 interviewees interviewed for all the full-time job vacancies identified above.
- 3) In total, how many persons interviewed by the above listed job vacancies were referred to the station from each of the recruitment sources used by the station?

Name or Recruiting Source	Number of Interviewees Referred during the year
Ncbunicareers.com	63
Contacted by: NBCUHR: Talent Acquisition	10
NBC 10/Telemundo 62 Jobs Hotline	0
Employee Referral	6
External/Industry Referral/Agent	13
Internal Hire	3
Former Employee	6
Camden County OEO	0
Native American Journalist Association	0
Philadelphia Association of Black Journalists	0
Philadelphia Chinatown Development Corporation	0
NAACP- Philadelphia Branch	0
Asian American Journalists Association –Philadelphia Chapter	0
Greater Philadelphia Hispanic Chamber of Commerce	0
National Association of Hispanic Journalists	10
National Association of Black Journalists	4
Internet site: LinkedIn	9
Internet Site: Indeed.com	4
Contractor/Freelancer Conversion	6
Internet Site: TV-Jobs.com	0
Association of Asian Journalists	0

- 4) Please summarize the stations’ broad recruitment outreach initiative during the past year. Please identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative; and short summary of the nature of each initiative.**

RECRUITMENT FOR FULL-TIME VACANCIES

The Employment Unit has engaged in broad recruitment for its full-time vacancies and has widely disseminated information concerning these vacancies using a variety of communications methods. The stations provide a jobs hotline phone number (610-668-5797) that refers individuals interested in employment with the stations to visit

www.nbcunicareers.com and apply online. This jobs hotline includes language options for English and Spanish. Job openings are always posted on www.nbcunicareers.com, and the Company's Staffing Center advertises job openings with targeted/specialized web sites in the broadcast industry when necessary. Both stations' web sites also provide links directly to www.nbcunicareers.com. This recruiting web site, which is available to the public, now allows NBCUniversal internal employees to apply for open jobs, which promotes career advancement opportunities for all employees. NBCUniversal's Employee Referral Program has been updated and the Human Resources Department at the Employment Unit has sent this new information to the Employment Unit's population. The program is designed to further the promotion of diverse recruiting by our own employees.

NOTIFICATION TO COMMUNITY GROUPS AND RECRUITING ORGANIZATIONS

The Employment Unit invites employment sources and community organizations to submit a written request via a form available on the stations' websites to be included on WCAU and WWSI's job vacancy distribution list. If such requests are received, the Employment Unit will email job opening notices to any recruiting source or community organization that requests the information and responds with an email address to receive such job information. The Employment Unit voluntarily sends notices of job openings to groups below.

List of Outreach Groups for WCAU and WWSI

<p><u>Asian American Journalists Association</u> <u>-Philadelphia Chapter</u> Julie Shaw 801 Market Street, Suite 30D Philadelphia, PA 19107 P: 215-459-1710 aajaphiladelphia@gmail.com</p>	<p><u>Camden County OEO</u> Margaret Henry Parker 900 Haddon Ave. Suite 225 Collingswood, NJ 08108 P: (856) 962-6911 F: (856) 962-6922 mhenryparker@cccceo.com</p>
<p><u>El Concilio</u> Damaris Feliciano 705-709 N. Franklin Street Philadelphia, PA 19123 P: 215-627-3100 F: 215-627-7440 damaris.feliciano@elconcilio.net</p>	<p><u>Greater Philadelphia Hispanic Chamber of Commerce</u> David Metter 200 S. Broad Street, Suite 700 Philadelphia, PA 19102 P: (215) 790-3723 F: (215) 790-3840 dmetter@greaterphilachamber.com</p>
<p><u>Pennsylvania Association of Broadcasters</u> Gail Ponti 8501 Paxton Street Hummelstown, PA 17036</p>	<p><u>Philadelphia Association of Black Journalists</u> Johann Calhoun P.O. Box 8232, Philadelphia, PA 19101</p>

P: 717-482-4820 F: 717-482-1111 gponti@pab.org	P: 215-893-5739 infor@pabj@gmail.com calhoun.philly@gmail.com
<u>Philadelphia Chinatown Development Corporation</u> Rachel Mak 301 North 9th Street Philadelphia, PA 19107-1409 P: (215) 922-2156 F: (215) 922-7232	<u>NAACP-Philadelphia Branch</u> 1619 W. Cecil B. Moore Ave. Philadelphia, PA 19121-3228 P: 215-978-7500 F: 215-765-6040 FAX PhiladelphiaNAACP@comcast.net info@philadelphia-naacp.org
<u>Community Integrated Services</u> David Downey 441 N. 5 th St, Suite 101 Philadelphia, PA 19123 P: (215) 238-7411 F: (215) 238-7423 (Have requested notices)	

RECRUITMENT/OUTREACH INITIATIVES

According to Commission regulations, the Employment Unit was required to undertake four recruitment/outreach initiatives since April 1, 2018. The Employment Unit has undertaken the following longer-term recruitment/outreach initiatives during the reporting period:

JOB FAIR PARTICIPATION (Minimum of 4)

Representatives of WCAU and WWSI participated in the following job fairs:

- National Association of Black Journalists Conference & Career Expo. Our Vice President of News, Anzio Williams (August 1-5, 2018) and Ric Harris, President and General Manager attended for the purpose of recruiting candidates. NBC10/Telemundo62 partnered with Comcast/NBCUniversal to actively recruit candidates at this event.
- National Association of Hispanic Journalists 2018 National Training Conference & Career Fair. Our Assistant News Director for WWSI, Ana Hernandez, attended this career fair (July 18-21, 2018) for the purpose of recruiting candidates.
- Rutgers University – Camden Internship Fair. Our Human Resources Coordinator, Thalia Garcia, attended this career fair (November 7, 2018) for the purpose of recruiting candidates and interns.

- Temple University Klein College of Media and Communication Internship and Career Fair. Our Human Resources Coordinator, Thalia Garcia, attended this career fair (February 13, 2019) for the purpose of recruiting candidates and interns.

COMMUNITY EVENTS DESIGNED TO INFORM AND EDUCATE THE COMMUNITY ABOUT EMPLOYMENT OPPORTUNITIES IN BROADCAST

- National Association of Broadcasters Show on April 8, 2018 – April 12, 2018. Our President and General Manager, Ric Harris participated in the event which brings together all professionals in advertising, app development, artificial intelligence, broadcast, cable and digital video. The event is designed to help create, manage and bring content on to various platforms.
- Our Vice President of Engineering and Operations, Tony Plosz spoke and served as a panelist at the TVNewsTechForum on December 11, 2018. This is industry event highlighting new technologies, social media strategies and production features.

MANAGEMENT TRAINING – METHODS FOR EEO

- All employees, including management, must complete ongoing Diversity and Inclusion training at NBCUniversal.
- The TV stations of NBCUniversal continue to regularly offer training to employees addressing methods of ensuring equal employment opportunities and preventing discrimination. These offerings include Diversity and Inclusion training, Integrity training, Code of Conduct, Respect in the Workplace, Comcast NBCU Listens, Complying with Competitive Laws, Effective Communication Guidelines, Preventing Workplace Violence and Speak Up.
- Ric Harris, President & General Manager serves as the Black Employee Network Advisor for the East Coast, an Employee Resource Group for NBCUniversal. He attends ongoing meetings, conference calls and events to promote and guide individuals throughout the year. Ric also participated in a video interview with the Diversity and Inclusion team of Comcast for the Annual Diversity & Inclusion report video.

EMPLOYEE TRAINING AND SKILLS ENHANCEMENT

Employees of WCAU and WWSI are provided with training and development opportunities designed to enhance their ability to assume positions of greater responsibility. Various programs are provided by external vendors and internal NBCUniversal sponsored programs. Station employees participated in the following development courses:

- LaShaniece Harris, Human Resources Generalist and Thalia Garcia, HR Coordinator has attended tHRive for HR, which is a year-end training session on the new NBCUniversal data, payroll, and onboarding system upgrades and enhancements for Organizational Management and transaction processing.
- There is continual online training offered to all employees on the Company's employee self-service portal. The internal employee benefits website also provides specific information regarding the Company's Tuition Reimbursement Program for continuing education and an online eLearning catalog of available training courses for employees' career development.
- Various departments participated in training and development opportunities

Department	Date	Title of Training	Name of Trainer and/or company providing training	Brief Description of Training	Levels of Attendees (Ex. Manager and Above, staff, etc.)	# of Attendees	Location of Training
Creative Services	June 8, 2018	Phila black PR Society Panel: "Breaking into PR"	Philadelphia Black Public Relations Society	Designed to help PR professionals discuss topics such as social media, jobs, and how to break into PR	Manager	1	Philadelphia, PA
Creative Services	July 24 – July 25, 2018	Digital Summit	Digital Summit	Learning and Understanding Digital Marketing	Staff & manager	2	Philadelphia, PA
Creative Services	March 25-26, 2019	INVEST	NYC Talent Lab	Understanding key financial metrics	Manager	1	New York, NY
Creative Services	March 7-8, 2019	NBCU Talent Lab: INFLUENCE	NBCUniversal	Designed to help staff effectively communicate and engage	Staff	1	New York

Department	Date	Title of Training	Name of Trainer and/or company providing training	Brief Description of Training	Levels of Attendees (Ex. Manager and Above, staff, etc.)	# of Attendees	Location of Training
News	July 24-25, 2018	Digital Summit 2018	Digital Summit	Learning and Understanding Digital Marketing	Manager and producers	3	Philadelphia, PA
News	August 2, 2018	Magid Study	Magid	Audience trends in Philadelphia	Managers	4	NBC10 T62 Bala Cynwyd, PA
News	November 5, 2019	Coaching and Mentoring	Tony Martinez	Producing for breakthrough performance training	Manager and Producer	7	Philadelphia, PA
News	September 13-15, 2018	ONA 2018	Online News Association	Conference for digital media offering sessions in reporting, understanding audience engagement and more	Manager and Producer	2	Austin, TX
News	Feb. 2, 2019	JUMP	NBCU	Teaches first time managers the skills to oversee their direct reports.	Manager	1	New York, NY
News	March 18, 2019	Poytner Institute	Al Tompkins	Al Tompkins of the Poynter Institute will lead a discussion about "Truth Decay: Fighting Fake news Accusations"	Managers and Producers	50	Philadelphia PA

Department	Date	Title of Training	Name of Trainer and/or company providing training	Brief Description of Training	Levels of Attendees (Ex. Manager and Above, staff, etc.)	# Attendees	Location of Training
Sales	January to December 2018	Jim Doyle Upgrade Selling	Jim Doyle and Associates	Comprehensive onsite and digital sales training-ONGOING Training	All Sales Managers and Account Executives	21	Bala Cynwyd, PA, Philadelphia, PA, Online
Sales	February 7, 2019	FEP Training	Telemundo Digital	New FEP property - how to sell effectively	All Sales AE's & Marketing	29	Bala Cynwyd, PA
Sales	July 2018	STREAM	NYC Talent Lab	Selling Digital Assets	VPOS	2	New York, NY
Sales	February 20-21, 2019	STREAM	NYC Talent Lab	Selling Digital Assets	Marketing	1	New York, NY
Sales	March 25-26, 2019	INVEST	NYC Talent Lab	Understanding key financial metrics	Local Sales Director	1	New York, NY

INTERNSHIP PROGRAM

The Employment Unit maintains an established internship program designed to give exposure to college students about careers in the broadcast industry. During the FCC reporting period covered in this report, 31 college students participated in the program during the Fall, Spring and Summer sessions. The NBC 10/Telemundo62 Internship Program in Philadelphia also exposes interns to senior WCAU and WWSI personnel who address the students and share key career information. Interns participated in the following “Lunch and Learn” sessions: Meet the General Manager of WCAU and WWSI, News Management, On-air Talent, Integrated Media, and resume writing. The interns also participate in a Mini-Newscast. The Program Coordinator is Nancy Quinones, Human Resources Director, WCAU-TV & WWSI-TV, NBCU Philadelphia.

EMMA BOWEN Foundation for Minority Interests in Media

The Employment Unit participates in the Emma Bowen Foundation internship program, a broadcasting industry scholarship program designed to provide part-time jobs and learning experiences to minority high school and college students. The program is unlike other intern programs in that the students work for their partner company during the summers and school breaks from the end of their senior year in high school until they graduate from college. During the four-year-period, students have the opportunity to learn the many aspects of broadcast operations and develop company-specific skills. Students are paid for the work they complete and additionally receive matching dollars from the stations designed to assist them with their academic costs. The station has the opportunity to guide and develop minority students to prepare them for opportunities of permanent placement or Associates Program placement upon completion of their college degree. The station has had one minority student from the Emma Bowen program during the period covered by this report.

PARTICIPATION IN AT LEAST 4 EVENTS SPONSORED BY EDUCATIONAL INSTITUTIONS RELATING TO CAREER OPPORTUNITIES IN BROADCAST

(Please note these are also included in community outreach items below).

- Deanna Durante, Reporter, was a guest speaker at Career Day at Colonial Middle School. She spoke about her career trajectory and what students could begin doing to pursue a broadcast career.
- Ana Hernandez, Assistant News Director of WWSI and Miguel Martinez Valle, Reporter served as guest panelists at Philadelphia's Latinos in Media at Temple University. She spoke about her career and the role of Hispanics and Latinos in the media.
- Glenn Schwartz, Meteorologist, was a guest speaker at Harriton High School career symposium. He spoke about his career and how students can become meteorologists.
- Krystal Klei, Meteorologist, was a guest speaker at Penn State Brandywine. She spoke about Penn State's newly revamped STEM options program. She discussed her career and opportunities in broadcast.
- Nancy Quinones, HR Director hosted a 2.5 hour workshop at the Comcast Technology Center for Temple University students. The workshop focused on how to obtain a career in the media industry and building a personal brand. The event ended with a career panelists consisting of Ana Hernandez, Assistant News Director WWSI, Andrea Rodriguez Delgado, Producer Associate WWSI, Raul De La Rosa, Vice President of Sales WWSI, Wendy Warren, Director of Integrated Media WWSI/WCAU, Rita Portela-Lopez, Digital Content Producer WWSI and Anzio Williams, Vice President of News WWSI/WCAU.
- Our Vice President of News, Anzio Williams, spoke at NABJ's 27th Annual Multimedia Short Course at North Carolina A&T University. The seminar took place March 20-24, 2019. The NABJ Multimedia Short Course at North Carolina A&T State University is a four-day intensive journalism workshop which provides hands-on

experience and practical guidance of what it takes to be successful multimedia journalists. During the Short Course, students produced a newscast, webcasts, podcasts, video slide shows and related social media sites. They were instructed by NC A&T faculty and experienced industry reporters, news directors, producers, videographers and graphic designers.

OTHER ACTIVITIES TO DISSEMINATE INFORMATION ON EMPLOYMENT IN BROADCASTING

- Keith Jones, Anchor/Reporter at our WCAU station teaches a Broadcast Communications class during the fall semester at Villanova University located in Villanova, Pennsylvania.
- Culley McGuire, Creative Services Writer/Producer and Diana Torralvo, Director of Community Relations hosted the Attic Youth Center at NBC10|Telemundo62 to speak on careers in broadcasting.
- LaShaniece Harris, HR Generalist, served on the Employer Board in 2018 at Ursinus College and connected with students about broadcast opportunities in Collegeville, PA.

COMMUNITY GROUP SPONSORED ACTIVITY PARTICIPATION.

Employees of the Employment Unit participate in extensive community affairs activities, which also creates opportunities to educate the community about broadcasting and employment opportunities in the broadcast field. Set forth below is a sampling of the community events in which the Employment Unit's personnel participated during the reporting period:

EVENT DATE- April 2018	EVENT/PROGRAM	ORGANIZATION	TALENT	ROLE	DESCRIPTION
4/6/2018	CMS CAREER DAY	COLONIAL MIDDLE SCHOOL	DEANNA DURANTE	SPEAKER	CMS Career Day, 7th grade students visit career presentations on careers they are interested in to see what types of skills or education is needed to do that job.
4/7/2018	DIA DEL NINO	TELEMUNDO 62		EMCEE	Telemundo62's 9th annual Dia del Niño event will be taking place at the Franklin Institute with music, performances, and much more!

4/10/2018	PHILADELPHIA'S LATINO MEDIA	KLEIN COLLEGE OF MEDIA AND COMMUNICATION	MIGUEL MARTINEZ VALLE & ANA HERNANDEZ	PANELIST	Temple University's Klein College of Media and Communication is hosting a panel on Philadelphia's Latino Media. The panel will feature speakers from Philadelphia's Spanish language media and focus on the opportunities and challenges faced by the city's rapidly growing Spanish language media market.
4/10/2018	UNITED WAY'S WOMEN UNITED GALA	UNITED WAY OF GREATER PHILADELPHIA AND SOUTHERN NEW JERSEY	TRACY DAVIDSON	EMCEE	2018Gala/Dinner will honor Mindy Holman as well as celebrate the accomplishments of WLI signature program Girls Today, Leaders Tomorrow
4/18/2018	HISPANICIZE	HISPANICIZE	MIGUEL MARTINEZ VALLE	PANELIST	Now in its ninth year, Hispanicize 2018 Week is the largest annual event for Latino trendsetters and newsmakers in digital content creation, journalism, marketing, entertainment and tech entrepreneurship.
4/18/2018	ATTRACTING DIVERSE AUDIENCES	THE CHAMBER OF COMMERCE FOR GREATER PHILADELPHIA	INES FERRE	PANELIST	Attendees will hear from a panel of HR and marketing representatives on the purchasing power of minority groups. More specifically, panelists will discuss how to diversify your customer base, analyze your organization's current marketing strategies, and identify opportunities to expand your audience. Panelists include representatives from Brownstein Group, Day & Zimmermann, and Comcast. Program coordinator will send detailed agenda and panel questions ahead of time. You can view the event on our website at www.chamberphl.com/diversity0418
4/19/2018	AIM FOR THE STARS GALA	AIM ACADEMY	DRAY CLARK	EMCEE	Gala to support scholarships for children who learn differently

4/20/2018	PENN STATE UNIVERSITY	PENN STATE UNIVERSITY	GLENN SCHWARTZ	SPEAKER	Glenn addressed a Penn State Meteorology class to discuss weather forecasting. Immediately following that class. Glenn met with several Meteorology students to discuss television meteorology as a career.
4/20/2018	TAWANKA BE PREPARED	TAWANKA ELEMENTARY SCHOOL	BRITTNEY SHIPP	SPEAKER	Speak to 175 first grade students about what TV meteorologists do, what tools they use, how they tell others about the weather, and why it is so important to tell others about the weather. Watch weather presentations by a selected number of first grade students.
4/20/2018	WOMEN'S RESOURCE CENTER 12TH ANNUAL LEADERSHIP LUNCHEON	WOMEN'S RESOURCE CENTER	ERIN COLEMAN	EMCEE	The WRC Leadership Luncheon brings together professional and community leaders from throughout the Philadelphia region for the purposes of inspiration and engagement around WRC's vision for a world where ALL women, girls, and their families have the resources and support needed to flourish through all stages of their lives
4/25/2018	25th Annual Volunteer Recognition Luncheon	Associated Services for the blind & visually Impaired	Tracy Davidson		The purpose of this event is to thank the many volunteers who give their time and talent to support ASB in their mission to serve the needs of the blind and visually impaired of our community.,
4/26/2018	Ascend Event Sponsored by Robert Half, Comcast, and PwC	Ascend Greater Philadelphia Chapter Sponsored by Robert Half, Comcast, and PwC.	Keith Jones	MODERATOR	Professional Development series. How Inclusion Ensures Winning & Building Foundation of Leaders

4/29/2018	HEROES Awards Ceremony and Brunch	DVLf	Steve Sosna		<p>HEROES was started 12 years ago to honor individuals whose work and leadership advance the rights of the LGBT community. Through the nomination process we seek to identify youth, adults, non-profits, straight-allies & businesses who have bold ideas, act with selfless intention, are admired for their integrity, and are regarded as courageous in advancing the equality of the lesbian, gay, bisexual, & transgender community in the Delaware Valley and beyond. DVLf honors these Heroes annually in celebration of their character & in encouragement of others to act heroically.</p>
4/29/2018	ACLAMO Culinary Celebration III	ACLAMO Family Centers	Iris Delgado	EMCEE	<p>ACLAMO Family Centers and The Culinary Arts Institute of Montgomery County Community College are gathering some of the best chefs of the region to prepare their specialty dishes for guests attending the third annual ACLAMO CULINARY CELEBRATION. Each guest will enjoy a wide variety of sumptuous food, with each chef creating a dish inspired by the Latino tradition. In addition, there will be an auction and music with latino rhythm.</p>

EVENT DATE - May 2018	EVENT/PROGRAM	ORGANIZATION	TALENT /PARTICIPANT	ROLE	DESCRIPTION
5/1/2018	2018 INNOVATE IGNITE IMAGINE OIC LUNCHEON	PHILADELPHIA OIC	VAI SIKAHEMA	EMCEE	The Innovate Ignite Imagine OIC Luncheon recognizes Philadelphia OIC's community impact and we honor those who are similarly dedicated to enriching the lives of others through workforce development, innovation and philanthropy
5/2/2018	ASIAN PACIFIC ISLANDER HERITAGE MONTH EMPLOYEE ENRICHMENT	COMCAST WORKFORCE DIVERSITY & INCLUSION	DENISE NAKANO	HOST	Hour-long broadcast (live, online livestream, and recorded for online replay) aimed at engaging the workforce through interviews, panels, videos, and more. This broadcast will focus on Asian American representation in honor of API Heritage Month.
5/2/2018	WOMEN OF ALPFA SYMPOSIUM	ASSOCIATION OF LATINO PROFESSIONALS FOR AMERICA PHILADELPHIA	INES FERRE	HOST	Our Women of ALPFA Symposium is a professional development event focused on Financial Empowerment for Women. The program consists of a keynote speaker, two workshops, and a speed mentoring session with the goal of empowering professional Latinas and providing them with the tools to strengthen their leadership and management skills.

5/2/2018	U.S SMALL BUSINESS ADMINISTRATION	U.S. SMALL BUSINESS ADMINISTRATION DELAWARE OFFICE	TIM FURLONG	EMCEE	The awards ceremony honors Delaware small businesses and their supporters with awards from the U.S> Small Business Administration. The event begins at 5pm with networking and dinner, followed by the awards presentation which occurs from 6:30pm-7:30pm/8:00pm.
5/9/2018	DAY OF SUCCESS	BRINGING EVERYBODY TOGETHER	BRITTNEY SHIPP	EMCEE	The Day of Success is an opportunity for 4th & 5th graders to meet professionals & community leaders in an informal yet intimate manner to have a brief dialogue about dreaming young, decision making & goal setting. It's a 3 part event which includes whole group introductions and purpose, small group conversation & a gender specific workshop (women with girls and men with boys). The event ends with a special lunch with all guests who can stay and student hosts.
5/9/2018	EMPOWERMENT BY EDUCATION	THE URBAN LEAGUE OF PHILADELPHIA	JACQUELINE LONDON	HOST	Scholarship Awards Dinner Education Panel / Forum
5/16/2018	WING MENTORSHIP EVENT: READY, SET, MENTOR	WOMEN UNITED OF UNITED WAY OF GREATER PHILADELPHIA AND SOUTHERN NEW JERSEY	TRACY DAVIDSON	MENTOR	Ready, Set, Mentor is a speed mentorship event featuring executive level and c-suite women who will share their insights and tips on career moves, success in male-driven industries, work-life balance and more.
5/16/2018	MINDFULNESS & LEADERSHIP	POWER OF PROFESSIONAL WOMEN	TRACY DAVIDSON	SPEAKER	Speaking event on Mindfulness

5/17/2018	CENTER CITY PROPRIETORS ASSOCIATION (CCPA) WOMEN CHANGING THE CITY (WCC)	CENTER CITY PROPRIETORS ASSOCIATION	ERIN COLEMAN	MODERATOR	Women Changing the City is a series of significant events where accomplished women from the business community reveal the inner strength, vision and imagination that leads to motivation, influence and positive change. Events include time for Q&A and plenty of networking.
5/18/2018	WOMEN OF COURAGE AWARDS CEREMONY AND BREAKFAST	LUTHERAN SETTLEMENT HOUSE	ROSEMARY CONNORS	EMCEE	Women of Courage is Lutheran Settlement House's annual fundraiser that celebrates the courageous spirit of remarkable women who have overcome obstacles and continue to advocate for the neediest in our community. With a particular focus on ending homelessness, Lutheran Settlement House will honor two women who have made strides in serving the Philadelphia community through business leadership and community involvement: Liz Hersh, Director of the City's Office of Homeless Services, and Nikki Johnson-Huston, ESQ., prominent tax attorney, motivational speaker, entrepreneur and tech co-founder of Donafy App. We will also recognize four clients who have demonstrated courage in the face of adversity, and have found their way to self-sufficiency

5/19/2018	I CAN DREAM TEEN CONFERENCE, THE WORLD IS LISTENING, USE YOUR VOICE	YOUTH SERVICE INC	DENISE NAKANO	WORKSHOP COACH	16th Annual Teen Conference workshop groups entertainment; breakfast;lunch;gues speaker; meet youth from around the
5/19/2018	ASIAN AMERICAN HERITAGE FESTIVAL	PANN ASIAN ASSOCIATION OF GREATER PHILADELPHIA	DENISE NAKANO	EMCEE	We have our 11 annual Asian American Heritage Festival beginning at 11 am and ending at 5 pm. We will have a children's fare, health fare, and entertainment
5/27/2018	POWER OF PERCEPTION 2	PEAK SCHOLARS ACADEMY	AUNDREA CLINE - THOMAS	SPEAKER	This will be an open discussion with our community to help them understand these core concepts. We live in an age where a huge percentage of people fichasing the dream,fl are either not chasing their own, or chasing one with no purpose. Our goal is to help people understand that you do not just build influence through execution or knowing the right people, but there are daily steps that can be taken to appropriately build yourself into a leader.
5/29/2018	HARRITON HIGH SCHOOL CAREER SYMPOSIUM	HARRITON HIGH SCHOOL OF LOWER MERION SCHOOL DISTRICT	GLENN SCHWARTZ	SPEAKER	The Career Symposium gives the 10th and 11th grade students the opportunity to learn more about the world of work and careers. There are 30 different panels each made up of 3 speakers. Each speaker will have 10 minutes to present and then there will be time for questions and answers. There will be 2 groups to present to.

5/31/2018	LINDEN HILL ELEMENTARY LEADERSHIP DAY	LINDEN HILL ELEMENTARY SCHOOL	BRANDON HUDSON	GUEST/SPEAKER	Leadership Day will allow our students to demonstrate and practice their leadership skills with a live audience of education, business, and community leaders. It will also allow our guests to learn more about the "7 Habits of Highly Effective People" and see how these are infused into everything we do each day at Linden Hill. Agenda includes student speeches and performances, student-led tours and classroom visits, and student leader Q and A.
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EVENT DATE - June 2018	EVENT/PROGRAM	ORGANIZATION	TALENT /PARTICIPANT	ROLE	DESCRIPTION
6/1/2018	STEM OPTIONS- CAREER DAY EXPLORATION FOR 9TH GRADE GIRLS	PENN STATE BRANDYWINE	KRYSTAL KLEI	SPEAKER	Introduced over 20 years ago at Penn State Brandywine as the math Options Program, the newly revamped STEM Options Program, piloted in 2016 provides seventh grade girls with a one-day intensive STEM immersion program to encourage their future pursuit of a STEM education and career. Peer reviewed research has identified junior high school as a critical age when girls lose interest in STEM subjects, but suggest that exposure to female role models (rest was cut off)

6/2/2018	AN EVENING OF CELEBRATION- PRESERVING OUR LEGACY..BUILDING TOMORROW'S LEADERS	R.O.S.E FOUNDATION	DRAY CLARK	EMCEE	The R.O.S.E Foundation in partnership with Alpha Kappa Alpha Sorority, Incorporated, ® Phi Beta Omega Chapter is proud to announce The Main Event: An Evening of Celebration. We are excited about our theme, Preserving Our Legacy...Building Tomorrow's Leaders. This fundraising event will be one of the greater Philadelphia's premiere summer social occasions. The event will be hosted by a diverse group of local businesses and civic leaders, dignitaries, and members of Alpha Kappa Alpha Sorority, Incorporated. All proceeds of the event will fund scholarships and grants to help further educational opportunities and to promote local youth in leadership and development
6/3/2018	I AM B.U.M.I. BRUNCH	I AM B.U.M.I. BRUNCH	BRITTNEY SHIPP	SPEAKER	I AM B.U.M.I. (Beautiful Unique Magnificent Individual) brunch is an event where girls are going to hear influential women stories of success.

6/3/2018	PHL LATINO FILM FESTIVAL	PHILADELPHIA LATINO FILM FESTIVAL	ALONDRA ANAYA	SPEAKER	<p>The Philadelphia Latino Film Festival (PHLAFF) was established in 2012 and has become the Greater Philadelphia region's only festival showcasing the extraordinary and innovative work of emerging and established Latin American and Latino filmmakers. Each year, the Festival includes screenings of ground-breaking works from all genres. Festival programs attract a diverse audience, developing a new space in the Philadelphia region where filmmakers, actors, and producers can meet with other artists, engage with audiences and present and discuss innovative work.</p>
6/4/2018	8TH ANNUAL CRADLE OF LIBERTY CORPORATE CAMPFIRE GALA	CRADLE OF LIBERTY COUNCIL, BOY SCOUTS OF AMERICA	ERIN COLEMAN, IRIS DELGADO	EMCEE	<p>Established in 2011, the Cradle of Liberty Gala is the largest annual corporate fundraiser to benefit children in local Scouting programs. This event brings together leaders from the construction and real estate, health and pharmaceutical, communications and media as well as legal and consulting industries to recognize leaders in their fields. The night features a series of industry receptions for the co-honorees preceding the grand dinner highlighting the civic and business achievement of the Distinguished Citizen Award recipient.</p>

6/6/2018	SPEED MENTORING	POWER OF PROFESSIONAL WOMEN	TRACY DAVIDSON	MENTOR	She will be a mentor. We are going to have 12 experienced mentors and 12 emerging Leader mentors and the mentees will rotate among the tables of paired mentors
6/6/2018	21ST ANNUAL MAKING A DIFFERENCE DINNER	DBHIDS	HARRY HAIRSTON	EMCEE	The Department of Behavioral Health and Intellectual disAbility Services (DBHIDS) in conjunction with the Mayor's Drug and Alcohol Commission hosts this annual event to recognize the work of those who aim to support those with substance use challenges.
6/8/2018	PHILADELPHIA BLACK PR SOCIETY (PBPRS) 2ND ANNUAL #POWERPR CONFERENCE	PHILADELPHIA BLACK PUBLIC RELATIONS SOCIETY (PBPRS)	ERIN COLEMAN	MODERATOR	The full-day conference features speakers and panel workshops and is designed to help public relations professionals (and those in similar fields) at every level discuss topics from social media, market trends, jobs, how to break into public relations and more.
6/10/2018	PHILLY PRIDEFEST (PARADE/FESTIVAL)	OUT @ NBC, PHILLY PRIDE	GLENN SCHWARTZ & NBC10 FIRST ALERT WEATHER TEAM	PARADE MEMBERS & MEET AND GREETs	NBC10 and Telemundo62 will be participating in the Philly Pridefest parade and festival at Penn's Landing. The parade starts at 11:30am at 13th & Locust Sts. and proceeds along a 1.5 mile route through Center City and Philadelphia's historic district. It culminates with a festival at Great Plaza at Penn's Landing at approximately 1 p.m.

6/14/2018	CATHEDRAL KITCHEN CULINARY AND BAKING ARTS JOB TRAINING GRADUATION	CATHEDRAL KITCHEN	VAI SIKAHEMA	EMCEE	Cathedral Kitchen will be graduating our 19th semester of the Culinary and Baking Arts Training Program. The 17-week program is free for individuals who are unemployed and underemployed, many at risk for homelessness and re-incarceration. More than 300 students have graduated the program since its inception and more than 80% have secured jobs. For many of our graduates, this is the first time they have achieved graduation. Family and friends of the students attend this joyous celebration, along with CK's board of directors, staff, donors and some former students.
6/15/2018	LATINA LIFE STYLE-NETWORKING RECEPTION	EL SOL LATINO NEWSPAPER	SYRMARIE VILLALOBOS	EMCEE	This is a networking reception and program to recognize local Latinas on their achievements.
6/16/2018	LATINA LIFE STYLE-FAIR	EL SOL LATINO NEWSPAPER	SYRMARIE VILLALOBOS	EMCEE	Local community fair dedicated to empowering, educating and supporting the communities by creating health awareness (T62 reporter Alexandra Galarza served as emcee for the 2018 event); as a sponsor T62 will also have onsite presence with signage, table and giveaways.

EVENT DATE - July 2018	EVENT/PROGRAM	ORGANIZATION	TALENT /PARTICIPANT	ROLE	DESCRIPTION
7/14/2018	SISTAHS IN BUSINESS EXPO	SISTAHS IN BUSINESS EXPO	BRITTNEY SHIPP	HOST	The expo runs from 10am to 5pm and will feature over 70 vendors and sponsors, Keynote Speaker Vivica A. Fox, our signature SuperPower panel of hugely successful entrepreneurial women of color from the Philadelphia area, and a motivational speaker. Attendees will experience a day of networking, information, inspiration, and empowerment while doing some great shopping with our vendors. Vivica A. Fox will also be doing a book signing for her new book, Everyday I'm Hustling.
7/19/2018	JAPANESE AMERICAN CITIZENS LEAGUE NATIONAL CONVENTION AWARDS LUNCHEON	JAPANESE AMERICAN CITIZENS LEAGUE	DENISE NAKANO	EMCEE	This event is part of the larger national convention of JACL that is being hosted July 18-22 in Philadelphia. JACL is the country's oldest and largest Asian American civil rights organization, and this annual award luncheon will recognize the significant contributions of Japanese American and other civil rights leaders. It is a plated luncheon.
7/25/2018	SUPPORTING OUR SCHOOLS	NBCUNIVERSAL FOUNDATION	AUNDREA CLINE-THOMAS, ROSEMARY CONNORS, RAMON ZAYAS	HOSTS	Members of the public will be able to come to the Metroplex Shopping Center in Plymouth Meeting and drop off new school supplies, including notebooks, pencils, pens, crayons and backpacks. All donated supplies will be distributed to students in the Philadelphia area.

7/30/2018	THE GERALD HENDERSON CHARITY GOLD INVITATIONAL LUNCHEON	COMMUNITY PARTNERSHIP SCHOOL	AUNDREA CLINE - THOMAS	EMCEE	This is the second annual luncheon hosted by the Gerald Henderson Charity Golf Invitational (GHCHI) to honor a prominent female leader in the Philadelphia community. Last year's honoree, Lisa- Thomas Laury spoke about her career and facing adversity. This year, we look to honor another female leader for her contributions as a role model for the community. The entire event benefits the scholarship fund at Community Partnership School
7/31/2018	JOLTIN JABS DAY CAMP FOR BOYS AND GIRLS	JOLTIN JABS BOXING FITNESS	KEITH JONES	SPEAKER	Day camp for boys and girls. Boxing +B148:Q155workout, strength and conditioning, track, helping kids to deal with adversity, challenges, bullying, while teach them confidence and discipline!

EVENT DATE- August 2018	EVENT/PROGRAM	ORGANIZATION	TALENT /PARTICIPANT	ROLE	DESCRIPTION
8/13/2018	Internet Essentials Veterans Announcement	Comcast with Veterans Multi-Service Center		EMCEE	Our primary partner from this event is Veterans Multi-Service Center and the location is the site of their Edison 64 housing project for homeless veterans. Edison 64 is located at 700 Somerset Street, Philadelphia, PA 19133. It is an active construction site and we are working with project developer Oren Brothers Real Estate to prepare the large first floor of the building for this event.

8/16/2018	BACKPACK A THON	UNITED WAY OF GREATER PHILADELPHIA AND SOUTHERN NEW JERSEY	BILL HENLEY & TRACY DAVIDSON		Each year, United Way of Greater Philadelphia and Southern New Jersey and Cradles to Crayons work together to fight poverty, one child at a time, by mobilizing 600+ volunteers to pack 30,000 backpacks for local students in need so they enter school with the confidence and tools they need to thrive.
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EVENT DATE - September 2018	EVENT/PROGRAM	ORGANIZATION	TALENT /PARTICIPANT	ROLE	DESCRIPTION
9/13/2018	THE ART OF RISK TAKING: DEVELOPING A SUCCESSFUL TURNAROUND	SOCIETY OF PROFESSIONAL WOMEN AT THE MAIN LINE CHAMBER OF COMMERCE	TRACY DAVIDSON	EMCEE	The Kimmel Center will also be the featured non-profit and receiving a \$1,000 donation prior to the presentation at Noon. Registration and Networking begins at 11 AM. The fireside chat will begin closer to 12:15 PM. The fireside chat will be 55 minutes. "In July 2007, Anne Ewers assumed the role of President & CEO of Kimmel Center, Inc. In her inaugural year with the Center, the company retired its \$30 million construction debt, raised the endowment from \$40 million to \$72 million and garnered \$10 million to establish a biennial city-wide festival, The Philadelphia International Festival of the Arts. If anyone is an expert on turning around a company and increasing profit margins, it's Anne Ewers. Come hear how she did it, and how you can do it too."
9/17/2018	NATURALIZATION CEREMONY	SUPERIOR COURT OF NEW JERSEY. CAMDEN VICINAGE	VAI SIKAHEMA	SPEAKER	25-30 people naturalization ceremony, Camden County Superior Court. Homeland Security assists us with this event.

9/18/2018	UNITED STATES HISPANIC CHAMBER OF COMMERCE GALA	UNITED STATES HISPANIC CHAMBER OF COMMERCE	MIGUEL MARTINEZ VALLE	EMCEE	This event is the culmination of the United States Hispanic Chamber of Commerce National Convention held in Philadelphia. Jackie Puentes, Executive Director of Comcast will give remarks. The organization is looking for a local news talent to emcee the gala.
9/26/2018	Hispanic Heritage Month / panel	Comcast/Unidos ERG	ALEXANDRA GALARZA	EMCEE	This event is for Hispanic Heritage Month, organized by the local Unidos Comcast HQ chapter. The objective is to inspire Unidos members around the topic of career. The specific ask for talent is to moderate a panel of 3 individuals to discuss their journeys in career. The event will be broadcasted by the Career team live on Facebook.
9/29/2018	Six Weeks to Go: How you can win with your election coverage	Radio Television Digital News Association	LAUREN MAYK	PANELIST	Excellence in Journalism is the joint annual conference for the Radio Television Digital News Association and the Society of Professional Journalists. The conference will bring together all walks of the journalism industry and will feature programming that has been tailored to four areas critical to the future of journalism -- Digital, News Management, News Gathering and Career Development.

EVENT DATE - October 2018	EVENT/PROGRAM	ORGANIZATION	TALENT	ROLE	DESCRIPTION
10/2/2018	CELEBRATING COLLEGE COMEBACKERS	GRADUATE! PHILADELPHIA	TRACY DAVIDSON	EMCEE	This is a cocktail reception. Jeff Kneuppel will be recognized as a Champion of Education and Al Flowers will be recognized as a Distinguished Comebackers. There will be short speeches about our organization and short speeches by the honorees.
10/23/2018	SATELL INSTITUTE BREAKFAST	COMCAST	TRACY DAVIDSON	EMCEE	Fireside chat with David L. Coehn and Satell Institute, a membership organization of current and retired corporate CEOs

EVENT DATE - November 2018	EVENT/PROGRAM	ORGANIZATION	TALENT /PARTICIPANT	ROLE	DESCRIPTION
11/5/2018	WHARTON VETERANS CLUB STORYTELLERS	UPENN WHARTON BUSINESS SCHOOL - VETS CLUB	LUCY BUSTAMANTE	PARTICIPANT	
11/15/2018	COMCAST BEN COFFEE MEET & GREET	COMCAST BEN	BRITTNEY SHIPP	SPEAKER	Black Employee Network Event for Comcast and NBCUniversal
11/26/2018	Whitney M Young Empowerment Luncheon	URBAN LEAGUE OF PHILADELPHIA	ERIN COLEMAN	EMCEE	Empowering digital and community innovation.
11/27/2018	NAMIC PHILADELPHIA PARAGON AWARDS	NAMIC PHILADELPHIA	DENISE NAKANO	EMCEE	National Association of Multi-Ethnicity in

					Communications event.
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EVENT DATE - December 2018	EVENT/PROGRAM	ORGANIZATION	TALENT /PARTICIPANT	ROLE	DESCRIPTION
12/4/2018	RUTGERS CLASSROOM VISIT	RUTGERS UNIVERSITY, NEW BRUNSWICK	VIOLETA YAS	SPEAKER	Talent met with students at Rutgers University
12/5/2018	STOCKTON WRITING FOR THE MEDIA CLASS	STOCKTON UNIVERSITY	TED GREENBERG	SPEAKER	This event was held to discuss how to better their writing for media
12/6/2018	2018 WOMEN & LEADERSHIP FORUM	MONTGOMERY COUNTY FOUNDATION	TRACY DAVIDSON	MODERATOR	Women's leadership forum

EVENT DATE - January 2019	EVENT/PROGRAM	ORGANIZATION	TALENT /PARTICIPANT	ROLE	DESCRIPTION
1/10/2019	METEOROLOGIST SCHOOL VISIT	HATBORO-HORSHAM EDUCATIONAL FOUNDATION	BRITTNEY SHIPP	PRESENTER	The Hatboro-Horsham Educational Foundation launched its Girls' STEAM initiative to encourage girls in Hatboro-Horsham School District to maintain an interest in science, technology, engineering, arts, and math. The program welcomes accomplished women in STEAM fields who serve as powerful role models for our students. Recent guests have included research scientists for Johnson & Johnson, the Chief Operating Officer of SuperData Research, and a lead engineer with NASA's Jet Propulsion Laboratory. Girls' STEAM has been very well-received in Hatboro-Horsham School District, and in a recent survey, 72% of girls said that attending

					these programs made them more likely to consider a STEM career. Since Girls' STEAM launched in 2016, several students have expressed an interest in hearing from a successful meteorologist, and we hope to fulfill their request with a professional from NBC10.
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EVENT DATE - February 2019	EVENT/PROGRAM	ORGANIZATION	TALENT /PARTICIPANT	ROLE	DESCRIPTION
2/2/2019	African-American Children's Book Fair	African-American Children's Book Project	BRITTNEY SHIPP; LUCY BUSTAMANTE; ERIN COLEMAN; STEPHANIA JIMENEZ; DRAY CLARK; HARRY HAISTON; JACKIE LONDON; BRANDON HUDSON; PAMELA OSBOURNE	PRESENTER/ MEET & GREET	The African American Children's Book Project was formed to promote and preserve children's literature written by or about African Americans. The organization produces one of the oldest and largest single day events for children's books in the country. The organization's mantra is "A Book Opens up World of Opportunities." The organization not only promotes reading as a part of a healthy lifestyle, but recognized that books can empower, enrich and enlighten our children lives.

2/5/2019	William Penn HS Media Visit	William Penn High School	Tim Furlong	Presenter / school visit	Introduce high school media students to digital news communication on tv and web.
2/14/2019	Black History Luncheon	Philadelphia Tribune	Jacqueline London	Emcee	This city-wide event embraces and reaffirms some of the major historical achievements made by African Americans in this nation. The luncheon also recognizes local history makers and keepers.
2/15/2019	224th Navy Supply Corps Ball	Navy Supply Corps Foundation, Phila Chapter	Vai Sikahema	KEYNOTE SPEAKER	Philadelphia Supply Corps Officers primarily provide supply and material support to Navy & Marine aviation platforms throughout the world. This annual Birthday Ball is our keystone event which provides the opportunity for all Pennsylvania area active/retired/reserve Navy Supply Community Officers & Enlisted, their spouses and invited dignitaries to assemble in a gala atmosphere for a social evening. Our particular focus this year will be on the families that silently support the men and women who serve our great nation. The event is sponsored by the Navy Supply Corps Foundation (NSCF) - Philadelphia Chapter, a non-profit organization dedicated to upholding the values, traditions and history of the Supply Corps. NSCF provides memorial scholarships to the children of deceased service members, monetary assistance & relief to Supply families who suffered traumatic losses, as well as transition assistance services for active duty members to civilian careers.

2/18/2019	METEOROLOGIST SCHOOL VISIT	Samuel K. Faust Elementary School	BRITTNEY SHIPP	PRESENTER	This is an assembly for 4th graders (9/10 yrs. old). They have been studying "Weather". Topics are types of weather, the water cycle, weather predictions, and weather patterns.
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EVENT DATE - March 2019	EVENT/PROGRAM	ORGANIZATION	TALENT /PARTICIPANT	ROLE	DESCRIPTION
March 5, 2019	Coffee Talk	OUT @ NBCUniversal	Culley McGuire	Participant	Event bringing employees at Comcast and NBCUniversal together
3/9/2019	American Foundation for Suicide Prevention Gala	American Foundation for Suicide Prevention	Vince Lattanzio	Emcee	
3/20- 3/24/2019	NABJ Multimedia Short Course at North Carolina A&T State University	NABJ	Anzio Williams	Speaker	The NABJ Multimedia Short Course at North Carolina A&T State University is a four-day intensive journalism workshop which provides hands-on experience and practical guidance of what it takes to be successful multimedia journalists.

**JOB VACANCY
RECRUITMENT SOURCE DATA SUMMARY FORM**

Station	Job Title	# of Interviewees	Date Job Filled	Recruitment Source of Ultimate Hire	Recruitment Sources Used to Fill Vacancy
WCAU	Content Producer	9	5/8/18	Employee Referral	See Appendix A
WCAU	Sales Marketing Coordinator	16	5/26/18	Nbcunicareers.com	See Appendix A
WCAU	Anchor/Reporter	10	8/14/18	Nbcunicareers.com	See Appendix A
WCAU	Account Executive	6	8/18/18	Nbcunicareers.com	See Appendix A
WCAU	Digital Content Producer	11	9/8/18	Current NBCUniversal Contractor/Freelancer	See Appendix A
WCAU	Community Relations Coordinator	16	1/9/19	Employee Referral	See Appendix A
WCAU	Research Director	6	1/18/19	External/Industry Referral	See Appendix A
WCAU	Content Producer	10	1/25/19	External/Industry Referral	See Appendix A
WCAU	APC Operator	13	1/26/19	Current NBCUniversal Contractor/Freelancer	See Appendix A
WWSI					
WWSI	Media Specialist	10	3/16/2018	Current NBCUniversal Contractor/Freelancer	See Appendix A
WWSI	Content Producer	11	3/29/18	Contacted by NBCUniversal HR	See Appendix A
WWSI	Content Producer	10	5/23/18	Nbcunicareers.com	See Appendix A
WWSI	Content Producer	5	12/19/18	Nbcunicareers.com	See Appendix A
WWSI	Producer Associate	1	1/11/19	Early Career Program	See Appendix A

APPENDIX A

WCAU/WWSI Recruitment Sources

<p align="center">NBCUniCareers www.nbcunicareers.com Has this source requested notices: No</p>	<p align="center">NBC10 Telemundo62 Hobs Hotline – 610-669-5510 Has this source requested notices: No</p>	<p align="center">LinkedIn www.linkedin.com Has this source requested notices: No</p>
<p align="center">NABJ- National Association of Black Journalists www.nabj.org Has this source requested notices: No</p>	<p align="center">NAHJ – National Association of Hispanic Journalists www.nahj.org Has this source requested notices: No</p>	<p align="center">El Concilio Damaris Feliciano 705-709 N. Franklin Street Philadelphia, PA 19123 P: 215-627-3100 Has this source requested notices: No</p>
<p align="center">YOH-via NBCUNI Careers Has this source requested notices: No</p>	<p align="center">Indeed www.indeed.com Has this source requested notices: No</p>	<p align="center">NAACP – Philadelphia Branch www.philadelphianaacp.org 1619 W. Cecil B. Moore Ave. Philadelphia, PA 19121-3228 P: 215-978-7500 Has this source requested notices: No</p>
<p align="center">Pennsylvania Association of Broadcasters Gail Ponti 8501 Paxton Street Hummelstown, PA 17036 P: 717-482-4820 Has this source requested notices: No</p>	<p align="center">Philadelphia Association of Black Journalists Johann Calhoun P.O. Box 8232, Philadelphia, PA 19101 P: 215-893-5739 Has this source requested notices: No</p>	<p align="center">Asian American Journalists Association –Philadelphia Chapter Julie Shaw 801 Market Street, Suite 30D Philadelphia, PA 19107 P: 215-459-1710 Has this source requested notices: No</p>
<p align="center">Philadelphia Chinatown Development Corporation Rachel Mak 301 North 9th Street Philadelphia, PA 19107-1 P: (215) 922-2156 Has this source requested notices: No</p>	<p align="center">Greater Philadelphia Hispanic Chamber of Commerce David Metter 200 S. Broad Street, Suite 700 Philadelphia, PA 19102 P: (215) 790-3723 Has this source requested notices: No</p>	<p align="center">Association of Asian Journalists www.aaja.org Has this source requested notices: No</p>
<p align="center">TVJobs www.tvjobs.com Has this source requested notices: No</p>	<p align="center">Camden County OEO Margaret Henry Parker 900 Haddon Ave. Suite 225 Collingswood, NJ 08108 P: (856) 962-6911 Has this source requested notices: No</p>	<p align="center">Community Integrated Services David Downey 441 N. 5th St, Suite 101 Philadelphia, PA 19123 P: (215) 238-7411 Has this source requested notices: Yes</p>
<p align="center">Temple University www.temple.edu Has this source requested notices: No</p>	<p align="center">Drexel University www.drexel.edu Has this source requested notices: No</p>	