

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

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSLS") 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
Digital Sales Specialist	1-8, 10-11, 13-16, 18, 20-21, 23-28, 30- 39, 41, 43, 46	13
Philadelphia Promotions Director	1-8, 10-12, 14-16, 18, 20-21, 23-28, 30- 35, 37-39, 41, 43, 46	12
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

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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 : kburns@aii.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	Exigent Circumstances	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 : supshurnixon@lincon.edu Fax : 1-484-365-8097 Sandra Upshur-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 1619 W. Cecil B Moore Ave. Philadelphia, Pennsylvania 19121 Phone : (215) 978-7500 Email : infosundaysun@yahoo.com Jerry Minasuire	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 : cjameson@impactservices.org C Jameson	N	0
24	PA CareerLink Schuylkill County at Pottsville 203 arch Street Pottsville, Pennsylvania 17901 Phone : 570-622-5253 Email : sharona@careerlinkpottsville.org Sharon Angelo	N	0
25	PA CareerLink Suburban Station 1617 JFK Boulevard Suite 200 Philadelphia, Pennsylvania 19103 Phone : 215-557-2592 Email : nicki.woods@jevs.org Nicki Woods	N	0
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 : mccafrm@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 : pjoellup@aol.com Fax : 1-215-985-3227 Pamela Joell	N	0
45	Word of Mouth Referral	N	5

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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:			14

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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