

EEO Public File Report
 WHY, Inc. - WHY-TV, WHY-FM, WDPB (TV), WNJM-FM, WNJZ-FM, WNJN-FM, WNJS-FM, WNJB-FM
 April 1, 2023 through March 31, 2024

The report below represents the recruitment activity for all all employment opportunities six months or longer in duration during the period of April 1, 2023 through March 31, 2024. All employees receive notification of open positions and all open positions are posted on WHY's website. Notice of job openings are also sent to industry specific websites and local organizations, including colleges and universities.

Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Deputy Editor, Billy Penn	12/5/2022	4/12/2023	WHYY	6	
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	2	x
			Internal		
			Philadelphia Association of Black Journalists		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Next Philadelphia		
			Corporate for Public Broadcasting		
			Temple University	1	
			Air Media		
			Lively Hood		
			Association of LGBTQ Journalists		
			Howard University		
			Public Radio Program Director Association		
			National Association of Black Journalists		
			Total Interviewed	9	

Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Development Associate	3/3/2023	4/13/2023	WHYY	4	
			Indeed	2	
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	2	x
			Internal		
			Total Interviewed	8	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Marketing Communications Specialist	1/30/2023	4/20/2023	WHYY	5	
			Indeed	1	x
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal		
			Philadelphia Association of Black Journalists		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Next Philadelphia		
			Corporate for Public Broadcasting		
			Temple University		
			Air Media		
			Lively Hood		
			Association of LGBTQ Journalists		
			Howard University		
			Total Interviewed	6	

Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Co-Host of Fresh Air	7/7/2022	4/26/2023	WHYY		
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	1	x
			Internal		
			Philadelphia Association of Black Journalists		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Next Philadelphia		
			Corporate for Public Broadcasting		
			Temple University		
			Air Media		
			Lively Hood		
			Association of LGBTQ Journalists		
			Howard University		
			Public Radio Program Director Association		
			National Association of Black Journalists		
			Current		
			Total Interviewed	1	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Member Services Associate	3/21/2023	5/6/2023	WHYY	2	x
			Indeed	2	
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	1	

			Internal		
			Philadelphia Association of Black Journalists		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Next Philadelphia		
			Corporate for Public Broadcasting	1	
			Temple University		
			Air Media		
			Lively Hood		
			Association of LGBTQ Journalists		
			Howard University		
			Total Interviewed	6	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Multiplatform Producer	3/15/2023	5/18/2023	WHYY	1	
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	1	x
			Internal	1	
			Philadelphia Association of Black Journalists		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Next Philadelphia		
			Corporate for Public Broadcasting		
			Temple University		
			Air Media		
			Lively Hood		

			Association of LGBTQ Journalists		
			Howard University		
			National Association of Black Journalists		
			National Association of Hispanic Journalists		
			Total Interviewed	3	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
City Education Reporter	3/15/2023	5/19/2023	WHYY	1	x
			Indeed	1	
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal		
			Philadelphia Association of Black Journalists		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Next Philadelphia		
			Corporate for Public Broadcasting	2	
			Temple University		
			Air Media		
			Lively Hood		
			Association of LGBTQ Journalists		
			Howard University		
			National Association of Black Journalists		
			National Association of Hispanic Journalists		
			Total Interviewed	4	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Controller	4/17/2023	5/22/2023	WHYY	1	
			Indeed		
			Glassdoor	1	

			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	1	x
			Internal	1	
			Philadelphia Association of Black Journalists		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Next Philadelphia		
			Corporate for Public Broadcasting		
			Temple University		
			Air Media		
			Lively Hood		
			Association of LGBTQ Journalists		
			Howard University		
			Online News Association		
			Total Interviewed	4	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Traffic Manager	1/4/2023	6/7/2023	WHYY	4	
			Indeed	3	x
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	1	
			Internal		
			Philadelphia Association of Black Journalists		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		

			Current	1	
			Total Interviewed	9	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Facilities Specialist	6/7/2023	7/3/2023	WHYY	1	
			Indeed	1	
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal		
			Philadelphia Association of Black Journalists		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Next Philadelphia		
			Corporate for Public Broadcasting		
			Temple University		
			Air Media		
			Lively Hood		
			Association of LGBTQ Journalists		
			Howard University		
			LinkedIn	8	x
			Total Interviewed	10	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Senior Digital Video Producer	5/9/2023	8/10/2023	WHYY	4	x
			Indeed	1	
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		

			Internal		
			Philadelphia Association of Black Journalists		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Next Philadelphia		
			Corporate for Public Broadcasting		
			Temple University		
			Air Media		
			Lively Hood		
			Association of LGBTQ Journalists		
			Howard University		
			National Association of Black Journalists		
			National Association of Hispanic Journalists		
			Total Interviewed	5	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Fundraising Operations Associate	5/25/2023	9/12/2023	WHYY	2	
			Indeed	3	x
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal	2	
			Philadelphia Association of Black Journalists		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Next Philadelphia		
			Corporate for Public Broadcasting		
			Temple University		

			Air Media		
			Lively Hood		
			Association of LGBTQ Journalists		
			Howard University		
			Total Interviewed	7	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Member Services Associate	8/9/2023	9/27/2023	WHYY	3	
			Indeed	2	
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	3	x
			Internal		
			Philadelphia Association of Black Journalists		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Next Philadelphia		
			Corporate for Public Broadcasting		
			Temple University		
			Air Media		
			Lively Hood		
			Association of LGBTQ Journalists		
			Howard University		
			Total Interviewed	8	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Accounts Payable Accounting Specialist	8/16/2023	10/2/2023	WHYY	6	x
			Indeed	1	
			Glassdoor		
			Simply Hired		
			Resume.com		

			Temple University		
			Air Media		
			Lively Hood		
			Association of LGBTQ Journalists		
			Howard University		
			Black Marketers Association		
			Current		
			Total Interviewed	6	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Events Coordinator	8/31/2023	10/21/2023	WHYY	6	x
			Indeed	2	
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal		
			Philadelphia Association of Black Journalists		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Next Philadelphia		
			Corporate for Public Broadcasting		
			Temple University		
			Air Media		
			Lively Hood		
			Association of LGBTQ Journalists		
			Howard University		
			Total Interviewed	8	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Grant Writer	9/7/2023	10/24/2023	WHYY	3	x
			Indeed		

			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	1	
			Internal		
			Philadelphia Association of Black Journalists		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Next Philadelphia		
			Corporate for Public Broadcasting		
			Temple University		
			Air Media		
			Lively Hood		
			Association of LGBTQ Journalists		
			Howard University		
			LinkedIn	3	
			Total Interviewed	7	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Multiplatform Reporter, Politics	1/12/2023	10/30/2023	WHYY	1	
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	1	x
			Internal		
			Philadelphia Association of Black Journalists		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		

			Philadelphia Chamber of Commerce		
			Next Philadelphia		
			Corporate for Public Broadcasting	1	
			Temple University		
			Air Media		
			Lively Hood		
			Association of LGBTQ Journalists		
			Howard University		
			National Association of Black Journalists		
			Total Interviewed	3	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Associate Media Instructor	9/1/2023	10/31/2023	WHYY	7	
			Indeed	1	
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	4	x
			Internal		
			Philadelphia Association of Black Journalists		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Next Philadelphia		
			Corporate for Public Broadcasting		
			Temple University		
			Air Media		
			Lively Hood		
			Association of LGBTQ Journalists		
			Howard University		
			Total Interviewed	12	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired

			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Next Philadelphia		
			Corporate for Public Broadcasting	1	
			Temple University		
			Air Media		
			Lively Hood		
			Association of LGBTQ Journalists		
			Howard University		
			National Association of Black Journalists		
			National Association of Hispanic Journalists		
			Education Writer's Association		
			Total Interviewed	6	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Delaware Politics Reporter	10/31/2023	1/4/2024	WHYY	1	x
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	1	
			Internal		
			Philadelphia Association of Black Journalists		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Next Philadelphia		
			Corporate for Public Broadcasting		
			Temple University		
			Air Media		

			Lively Hood		
			Association of LGBTQ Journalists		
			Howard University		
			National Association of Black Journalists		
			National Association of Hispanic Journalists		
			LinkedIn	1	
			Total Interviewed	3	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Digital Content Producer	3/15/2023	1/17/2024	WHYY	4	x
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal	1	
			Philadelphia Association of Black Journalists		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Next Philadelphia		
			Corporate for Public Broadcasting		
			Temple University		
			Air Media		
			Lively Hood		
			Association of LGBTQ Journalists		
			Howard University		
			National Association of Black Journalists		
			National Association of Hispanic Journalists		
			Total Interviewed	5	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Public Information Coordinator	11/28/2023	1/23/2024	WHYY	7	x

			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	3	
			Internal		
			Philadelphia Association of Black Journalists	1	
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Next Philadelphia		
			Corporate for Public Broadcasting		
			Temple University		
			Air Media		
			Lively Hood	1	
			Association of LGBTQ Journalists		
			Howard University		
			Total Interviewed	12	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Podcast Associate Producer, Digital Studios	9/28/2023	1/30/2024	WHYY	2	
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	2	
			Internal		
			Philadelphia Association of Black Journalists		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		

			National Association of Hispanic Journalists		
			Asian American Journalists Association		
			Total Interviewed	2	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Digital Director, News	9/22/2022	2/1/2024	WHYY		
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	2	
			Internal	1	
			Philadelphia Association of Black Journalists		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Next Philadelphia		
			Corporate for Public Broadcasting	1	
			Temple University		
			Air Media		
			Lively Hood		
			Association of LGBTQ Journalists		
			Howard University		
			Public Radio Program Director Association		
			National Association of Black Journalists		
			Online News Association		
			Cynopsis		
			LinkedIn	1	
			Total Interviewed	5	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Suburban Reporter	10/20/2023	2/6/2024	WHYY	2	
			Indeed		

			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	1	
			Internal	2	x
			Philadelphia Association of Black Journalists		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Next Philadelphia		
			Corporate for Public Broadcasting	1	
			Temple University		
			Air Media		
			Lively Hood		
			Association of LGBTQ Journalists		
			Howard University		
			National Association of Black Journalists		
			National Association of Hispanic Journalists		
			LinkedIn		
			Total Interviewed	6	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Trending News Reporter, Billy Penn	1/30/2024	3/11/2024	WHYY		
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal	2	x
			Philadelphia Association of Black Journalists		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		

			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Next Philadelphia		
			Corporate for Public Broadcasting		
			Temple University		
			Air Media		
			Lively Hood		
			Association of LGBTQ Journalists		
			Howard University		
			Total Interviewed	2	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Director, Information Systems	2/2/2024	3/15/2024	WHYY		
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal	1	x
			Philadelphia Association of Black Journalists		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Next Philadelphia		
			Corporate for Public Broadcasting		
			Temple University		
			Air Media		
			Lively Hood		
			Association of LGBTQ Journalists		
			Howard University		
			Linkedin	1	
			Total Interviewed	2	

Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Senior Manager, Community and Engagement Team	1/25/2024	3/27/2024	WHYY	1	
			Indeed	1	
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	1	x
			Internal		
			Philadelphia Association of Black Journalists		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Next Philadelphia		
			Corporate for Public Broadcasting		
			Temple University		
			Air Media		
			Lively Hood		
			Association of LGBTQ Journalists		
			Howard University		
			Total Interviewed	3	