

EEO Public File Report
WHYY, Inc. - WHYY-TV, WHYY-FM, WDPB (TV), WNJM-FM, WNJZ-FM, WNJN-FM, WNJS-FM, WNJB-FM
April 1, 2019 through March 31, 2020

The report below represents the recruitment activity for all all employment opportunities six months or longer in duration during the period of April 1, 2019 through March 31, 2020. All employees receive notification of open positions and all open positions are posted on WHYY'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 Sources	Number Interviewed	Hired
South Jersey Reporter	11/16/2018	4/5/2019	WHYY	2	
			Indeed		
			Glassdoor		
			Referral	3	x
			Journalism Jobs	1	
			Internal		
			Total Interviewed	6	
Associate Producer, Check Please!	3/6/2019	4/10/2019	WHYY		
			Indeed	2	
			Glassdoor		
			Referral	3	x
			Greater Philadelphia Culturla Alliance		
			RTDNA		
			CPB		
			Internal		
			Total Interviewed	5	
Engagement Editor, Plan Philly	4/12/2019	5/23/2019	WHYY	1	x
			Indeed		
			Glassdoor		
			Referral	1	
			Journalism Jobs		
			Internal		
			Total Interviewed	2	
Donor Relations Officer	5/6/2019		WHYY	2	
*three open positions		9/25/2019	Indeed	6	x
			Glassdoor		
		7/10/2019	Referral	1	x
			Internal		
		9/13/2019	Current.org	1	x
			Total Interviewed	10	

Executive Assistant to the President's Office	5/8/2019	8/6/2019	WHYY	1	
			Indeed	1	
			Glassdoor	1	
			Referral	1	x
			Internal		
			Total Interviewed	4	
Keystone Crossroads Reporter	5/14/2019	7/11/2019	WHYY	3	
			Indeed	2	
			Glassdoor		
			Referral		
			Internal	1	x
			Total Interviewed	6	
Billy Penn Reporter	5/30/2019	8/5/2019	WHYY	3	x
			Indeed	3	
			Glassdoor		
			Referral	1	
			Internal		
			Total Interviewed	7	
News Editor/Producer	6/7/2019	10/8/2019	WHYY	3	
			Indeed	1	x
			Glassdoor		
			Referral	1	
			Internal		
			Total Interviewed	5	
Associate Media Instructor	6/27/2019	9/5/2019	WHYY	1	x
*four positions were opened		9/9/2019	Indeed	5	x
			Glassdoor		
		9/6/2019, 9/6/2019	Referral	4	xx
			Internal		
			Total Interviewed	10	
Digital News Director	8/1/2019	12/18/2019	WHYY	3	
			Indeed	1	
			Glassdoor		
			Referral	3	x
			Internal		
			National Associaton of Black Journalists		
			Total Interviewed	7	
Suburban Reporter	8/5/2019	10/3/2019	WHYY		
			Indeed	2	
			Glassdoor		
			Referral	1	

			Internal	1	x
			Total Interviewed	4	
Community Contributors and Engagement Editor	8/5/2019	10/28/2019	WHYY	7	x
			Indeed	3	
			Glassdoor		
			Referral		
			Internal		
			National Associaton of Black Journalists	1	
			CPB.org	1	
			Total Interviewed	12	
Suburban Reporter	8/5/2019	3/6/2020	WHYY	3	
			Indeed	1	
			Glassdoor		
			Referral	1	
			Internal		
			Urban League		
			African American Chamber		
			Philadelphia Cultural Alliance		
			Philadelphia Chamber of Commerce		
			journalistjobs.com	1	
			current.org	1	
			CPB.org	1	x
			Total Interviewed	8	
Political Reporter	8/7/2019	2/7/2020	WHYY	2	
			Indeed	2	
			Glassdoor		
			Referral	3	x
			Internal		
			Urban League		
			African American Chamber		
			Philadelphia Cultural Alliance		
			Philadelphia Chamber of Commerce		
			Total Interviewed	7	
				1	
Associate Producer - The Pulse	8/7/2019	9/20/2019	WHYY	3	
			Indeed	2	
			Glassdoor		
			Referral	1	
			Internal	3	x
			National Associaton of Black Journalists	1	
			Total Interviewed	10	
Corporate Underwriting Representative	8/9/2019	10/17/2019	WHYY		

			Indeed	1	
			Glassdoor		
			Referral	2	x
			Internal		
			Total Interviewed	3	
Multimedia Services Coordinator	8/19/2019	9/27/2019	WHYY		
			Indeed	3	
			Glassdoor		
			Referral	1	x
			Internal	1	
			Total Interviewed	5	
Security Guard	8/22/2019	11/14/2019	WHYY		
			Indeed	11	x
			Monster.com	1	
			Philadelphia Career Link	1	
			Glassdoor		
			Referral		
			Internal		
			Total Interviewed	13	
Foundation and Corporate Grants Manager	8/23/2019	9/3/2019	WHYY		
			Indeed		
			Glassdoor		
			Referral		
			Internal	1	x
			Total Interviewed	1	
Morning News Associate	8/29/2019	11/19/2019	WHYY	6	
			Indeed	2	
			Glassdoor		
			Referral		
			Internal	1	x
			Total Interviewed	9	
Associate Grant Writer	9/9/2019	10/18/2019	WHYY		
			Indeed	3	
			Glassdoor		
			Referral	1	x
			Internal		
			Total Interviewed	4	
Community Voices and Engagement Fellow	9/13/2019	11/18/2019	WHYY		
			Indeed		
			Glassdoor		

			Referral		
			Internal	1	x
			Total Interviewed	1	
Newsroom Coordinator	12/6/2019	12/23/2019	WHYY		
			Indeed		
			Glassdoor		
			Referral	1	x
			Internal		
			Total Interviewed	1	
Director of Marketing and Brand Management	12/23/2019	2/6/2020	WHYY	2	
			Indeed	5	
			Glassdoor		
			Referral	1	x
			Internal		
			Urban League		
			African American Chamber		
			Philadelphia Cultural Alliance		
			Philadelphia Chamber of Commerce		
			monster.com	1	
			Philadelphia Career Link	1	
			Total Interviewed	10	
Donor Relations Officer	12/23/2019	3/2/2020	WHYY	2	
			Indeed	5	x
			Glassdoor		
			Referral	1	
			Internal		
			Urban League		
			African American Chamber		
			Philadelphia Cultural Alliance		
			Philadelphia Chamber of Commerce		
			Linkedin		
			Current.org	1	
			Public Media Org		
			Association of Fundraising Professionals		
			Total Interviewed	9	
Member Services Associate - Inbound	1/29/2020	2/5/2020	WHYY		
			Indeed		
			Glassdoor		
			Referral		
			Internal	1	x
			Urban League		
			African American Chamber		

			Philadelphia Cultural Alliance		
			Philadelphia Chamber of Commerce		
			National Association of Black Journalists		
			Total Interviewed	1	

**No organization requested that the station provide it with notice of all job vacancies.

Contacts

Asian American Journalist Association

5 Third Street
San Francisco, CA 94103
Phone: 415-346-2051
Fax: 415-346-6343
Email: www.aaja.org

Greater Philadelphia Cultural Alliance

1315 Walnut Street, Suite 732
Philadelphia, PA 19107
Phone: 215-557-7811
www.philaculture.org

Indeed

177 Broad Street, 6th Floor
Stamford, CT 0601
Phone: 1-800-462-5848
Phone: 1-800-462-5842
<http://ads.indeed.com>

Public Radio News Directors Incorporated

P.O. Box 838
Strugis, SD 57785
Contact: Christine Paige Diers
Phone: 605-490-3033
cpaigediers@gmail.com

WHYY, Inc.

150 N. Sixth Street
Philadelphia, PA 19106
<http://www.whyy.org>

National Association of Black Journalist

1100 Knight Hall, Suite 3100
College Park, Maryland 20742
Contact: Keiona Davis
Phone: 301-405-0248
Fax: 301-314-1714
www.nabj.org

MediaBistro

475 Park Avenue South, 4th Floor
New York, New York 10016
Phone: 212-389-2000
Fax: 866-880-1429
www.mediabistro.com

Online News Association Journalist

P.O. Box 65741
Washington, DC 20035
Contact: Jeremiah Patterson
Email: jeremiah@journalists.org
Phone: 202-643-1662
www.journalists.org

Corporate for Public Broadcasting

CPB Jobline
401 9th Street
Washington, DC 20004
Phone: 202-879-3600
www.cpb.org/jobline

Pennsylvania Job Gateway

PA CareerLink Suburban Station
1617 John F. Kennedy Blvd, Suite 200
Philadelphia, PA 19103
Phone: 215-557-2592
www.jobgateway.pa.gov

Journalism Jobs

Berkely, CA 94702
Phone: 510-653-1521
Email: info@journalismjobs.com

Linkedlin

2009 Stierlin Court
Mountainview, CA 94042
<http://www.linkedin.com>

Twitter

795 Folsom Street, Ste. 600
San Francisco, CA 94103
www.twitter.com

Facebook

Menlo Park, CA 94025
www.facebook.com

National Association of Hispanic Journalist

1050 Connecticut Avenue NW 10th Floor
Washington, DC 20036
Phone: 202-662-7145
Fax: 202-662-7144
Email: nahj@nahj.org

National Public Radio

635 Massachusetts Avenue, NW
Washington, DC 20001
Contact: Luid Schmidt
Lschmidt@npr.org
www.npr.org

Temple University

Career Center (Experience)
1800 Broad Street
Philadelphia, PA 19121
Contact: Linda R. Lawton
Phone: 215-504-7981
www.temple.edu/careercenter

IBEW Local 98

1701 Spring Garden Street
Philadelphia, PA 19130
Phone: 215-563-5592
www.ibew98.org

Finance Jobs.net

541 Eastern Point Rod.
Bldg. 114
Graton, CT 06340
www.financejobs.net

National Assoc. of Black Accountants

7474 Greenway Center Drive
Suite 1120
Greenbelt, MD 20770
Phone: 301-474-6222
www.nabainc.org

Current

6930 Carroll Avenue, Suite 350
Takoma Park, MD 20912

Contact: Kathleen Unwin
www.current.org

Ajilon Staffing Agency
1601 Market Street
Philadelphia, PA 19103
Phone: 215-636-5480
www.ajilon.com

Urban League of PA
121 S. Broad St, 9th Floor
Philadelphia, PA 19107
Phone: 215.985.3220
www.urbanleaguephila.org

Public Relations Society of America
33 Maiden Lane- 11th Floor
NY, NY 10038
Phone: 215-460-1400
www.prsa.org

Radio Television Digital News Association
The National Press Building
529 14th St, NW, Suite 1240
Washington, D.C. 20045
Fax: 202.223.4007
www.rtdna.org

JournalismNext
Phone: 703-629-0178
Email: info@journalismnext.com
www.journalismnext.com

PRSA Philly Job Bank
399 Market St, Suite 360
Philadelphia, PA 19106
Phone: 215-356-9001
www.philly.org

Handshake
<https://www.joinhandshake.com/>

Philadelphia Public Relations Association

PO Box 579
Moorestown, NJ, 08057
<https://ppra.net/>

Public Broadcasting Service

2100 Crystal Drive
Arlington, VA, 22202
Phone: 703-739-5000
<https://www.pbs.org>

People Share

1601 Market St
Philadelphia, PA 19103
Phone: 215-988-0700

Addison Group

1760 Market St
Philadelphia, PA 19103
Phone: 267-884-0688

Campus Philly

1500 JFK Blvd
Philadelphia, PA 19144
Contact: Deanna Crusco
Phone: 215-982-1288
<https://campusphilly.org/>

African American Chamber of Commerce

1617 JFK Blvd
Philadelphia, PA 19103
Phone: 215-751-9501
<https://aachamber.com/>

Philadelphia Chamber of Commerce

200 S Broad St
Philadelphia, PA 19102
Phone: 215-545-1234
<https://chamberphl.com>

*No organization requested that the station provide it with notice of all job vacancies.

FCC EEO Prong 3 Report

April 2019 through March 2020

Participate in general outreach efforts through job banks and internet programs.

- Significant use of a broad range of channels, including general and industry-specific sites, and organizations, such as universities, colleges and professional networking groups, designed to attract a diverse pool of candidates are used.
- WHYY's Tour Program conducts tours of the Philadelphia location for groups or individuals providing information regarding radio and television broadcasting, at their request. From April 2019 through March 2020, tours have been provided to professional organizations, university student groups, high school groups, and community service organizations, in an effort to educate the public about the careers and opportunities in public media.

Participate in at least four jobs fairs by station personnel who have substantial responsibility in the making of hiring decisions.

- Since April 2019, WHYY representatives have attended or submitted information to the following career, job and internship fairs. At each event attended, human resources personnel or representatives from WHYY distributed relevant information about employment, internship opportunities, and/or volunteer opportunities; provided attendees with information about WHYY and collected resumes from interested attendees:
 - On October 11, 2019, the Specialist, Staffing & Human Resources attended Temple University's Recruiter Open House Career Fair at Klein College, meeting with approximately 120 students.
 - On October 14, 2019, the Specialist, Staffing & HR attended Temple University's Communication and Social Influence Career Fair, meeting with approximately 70 students.
 - On October 16, 2019, the Specialist, Staffing and HR attended the PRSA & PRSSA Networking/Career Event, meeting with approximately 20 students.
 - On February 20, 2020, the Specialist, Staffing & Human Resources attended University of Pennsylvania's Creative Career Fair, meeting with approximately 50 students.
 - On February 21, 2020, the Specialist, Staffing & Human Resources attended Temple University's Media and Communications Internship Fair, meeting with approximately 120 students.

Participate in at least four events over two years relating to career opportunities sponsored by educational institutions.

- WHYY is a work study partner with Cristo Rey High School, hosting 4 students for the 2019-2020 school year. The students work throughout the organization, in the grants department, human resources, finance, and the member services department.

- WHY's Media Labs teach youth programs throughout the year to students in grades kindergarten through 12th. These programs teach students to produce audio and video stories both in the classroom and in after-school programs.
 - During April 2019 to March 2020, WHY reached 2,217 students through in class projects. Note classes do occur June 2019 – August 2019.
 - During April 2019 to March 2020, WHY held over 700 sessions of after-school programming, serving a total of approximately 600 students through after-school programs.
 - WHY hosted a showcase highlighting work produced by high school student interns participating in the Pathways to Career Program.
- WHY staff speak frequently to students and/or civic groups about careers in public media.
 - On April 2, 2019, Host/Creative Director of "The Pulse", attended an event at Temple University, where she was interviewed by the Dean of the Public Health School about her work reporting on health and science, followed by a Q&A session with students.
 - On October 9, 2019, WHY conducted a tour for approximately 20 students from a Visual Journalism class from Cabrini University, where the Specialist, Staffing and HR spoke about internship and entry level opportunities.
 - On October 16, 2019, WHY hosted the PRSA and PRSSA Networking/Career Event, where the Specialist, Staffing and HR spoke to students about the internship program and entry level career opportunities. Approximately 20 students attended.

Establishment of an internship program designed to develop skills needed for broadcast employment.

- For the period of April 1, 2019 through March 31, 2020, 50 students participated in WHY's paid internship program, in departments throughout the organization.

Establish training or mentoring programs designed to enable employees to acquire skills to qualify for higher level positions.

- Education Assistance Program available for a discounted tuition rate to all staff members at all levels of the organization through Rosemont College.
- Through WHY's tuition reimbursement benefit, regular, full-time employees, (upon successful completion of the course), can apply for tuition reimbursement for courses taken at accredited institutions related to professional advancement. From April 2019 through March 2020, a total of two employees took advantage of this benefit.
- In 2019, WHY hired a Youth Employment Specialist and initiated our Pathways to Careers Program. Twenty-three students from WHY's Media Arts Education Programs had paid work experiences at WHY and seven other partner organizations in the media field. Students received resume, job skills, interview training, and had the opportunity to exercise their media skills at prominent work places.