

EEO Public File Report
 WHY, Inc. - WHY-TV, WHY-FM, WDPB (TV), WNJM-FM, WNJZ-FM, WNJN-FM, WNJS-FM, WNJB-FM
 April 1, 2020 through March 31, 2021

The report below represents the recruitment activity for all employment opportunities six months or longer in duration during the period of April 1, 2020 through March 31, 2021. 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 Sources	Number Interviewed	Hired
Multimedia Content Producer	1/23/2020	4/3/2020	WHYY	13	x
			Indeed	12	
			Glassdoor		
			Employee Referral	6	
			Internal		
			Urban League		
			African American Chamber of Commerce		
			Philadelphia Cultural Alliance	1	
			Philadelphia Chamber of Commerce		
			mediabistro.com		
			National Association of Black Journalists		
			Journalismjobs.com	2	
			CPB.org	1	
			Total Interviewed	35	
Senior Accountant	3/4/2020	4/16/2020	WHYY	2	
			Indeed	3	x
			Glassdoor		
			Internal		
			African American Chamber of Commerce		
			Philadelphia Cultural Alliance		
			Philadelphia Chamber of Commerce		
			National Association of Black Accountants		
			Total Interviewed	5	
Digital Membership Director	3/10/2020	5/24/2020	WHYY		
			Indeed	2	x
			Glassdoor		
			Internal	1	
			African American Chamber of Commerce		
			Philadelphia Cultural Alliance		
			Philadelphia Chamber of Commerce		
			National Association of Black Journalists		
			Urban League		
			Mediabistro.com	1	
			ITDiversitycareers.com	1	
			Total Interviewed	5	

Planned Giving Officer			WHYY	1	
			Indeed	2	
			Glassdoor		
			Employee Referral	1	x
			Internal		
			African American Chamber of Commerce		
			Philadelphia Cultural Alliance		
			Philadelphia Chamber of Commerce		
			Planned Giving Council of Greater Philadelphia		
			Urban League		
			Greater Philadelphia Hispanic Chamber of Commerce		
			Total Interviewed	4	
Senior Accountant II	6/18/2020	7/20/2020	WHYY	2	x
			Indeed		
			Glassdoor		
			Internal		
			African American Chamber of Commerce		
			Philadelphia Cultural Alliance		
			Philadelphia Chamber of Commerce		
			Urban League		
			Greater Philadelphia Hispanic Chamber of Commerce		
			CPB.org		
			National Association of Black Accountants		
			Total Interviewed	2	
Associate Producer, Fresh Air	5/19/2020	8/3/2020	WHYY	2	
			Indeed	1	x
			Glassdoor		
			Employee Referral	1	
			Internal	2	
			National Association of Black Journalists		
			National Association of Hispanic Journalists		
			DiversityWorking.com		
			Latpro.cocm		
			Diversity-Job.com		
			AfricanAmericanJobSite.com		
			LGBTJobSite.com		
			Jobs4Women.net		
			CPB.org		
			Total Interviewed	6	
Security Guard	5/20/2020	8/3/2020	WHYY	1	x
			Indeed		
			Glassdoor		
			Employee Referral	1	
			Internal		
			African American Chamber of Commerce		

			Philadelphia Cultural Alliance		
			Philadelphia Chamber of Commerce		
			Urban League		
			Greater Philadelphia Hispanic Chamber of Commerce		
			CPB.org		
			Urban Affairs Coalition		
			HireVeterans.com		
			Total Interviewed	2	
Security Guard	8/6/2020	9/1/2020	WHYY		
			Indeed	1	x
			Glassdoor		
			Internal		
			African American Chamber of Commerce		
			Philadelphia Cultural Alliance		
			Philadelphia Chamber of Commerce		
			Urban League		
			Greater Philadelphia Hispanic Chamber of Commerce		
			CPB.org		
			Urban Affairs Coalition		
			HireVeterans.com		
			Total Interviewed	1	
Senior Accountant II	7/22/2020	9/3/2020	WHYY		
			Indeed	3	x
			Glassdoor		
			Internal		
			African American Chamber of Commerce		
			Philadelphia Cultural Alliance		
			Philadelphia Chamber of Commerce		
			Urban League		
			Greater Philadelphia Hispanic Chamber of Commerce		
			CPB.org		
			National Association of Black Accountants		
			Urban Affairs Coalition		
			Total Interviewed	3	
Plan Philly Reporter	4/6/2020	9/15/2020	WHYY	2	
			Indeed	1	
			Glassdoor		
			Employee Referral	2	x
			Internal	1	
			African American Chamber of Commerce		
			Philadelphia Cultural Alliance		
			Philadelphia Chamber of Commerce		
			Urban League	1	
			Greater Philadelphia Hispanic Chamber of Commerce		
			CPB.org		
			National Association of Black Journalists		

			National Association of Hispanic Journalists		
			JournalismJobs.com	2	
			Urban Affairs Coalition		
			Airmedia.com		
			Total Interviewed	9	
Suburban Reporter	8/25/2020	10/27/2020	WHYY	2	
			Indeed	1	
			Glassdoor		
			Employee Referral	2	x
			Internal		
			African American Chamber of Commerce		
			Philadelphia Cultural Alliance		
			Philadelphia Chamber of Commerce		
			Urban League		
			Greater Philadelphia Hispanic Chamber of Commerce		
			National Association of Black Journalists		
			National Association of Asian Journalists	2	
			National Association of Asian American Professionals		
			CPB.org		
			Airmedia.com		
			Current.org	1	
			Urban Affairs Coalition		
			Total Interviewed	8	
Community Outreach Organizer	7/8/2020	10/27/2020	WHYY	2	
			Indeed	2	x
			Glassdoor		
			Internal		
			African American Chamber of Commerce		
			Philadelphia Cultural Alliance		
			Philadelphia Chamber of Commerce		
			Urban League		
			Greater Philadelphia Hispanic Chamber of Commerce		
			CPB.org		
			Airmedia.com		
			Urban Affairs Coalition		
			Total Interviewed	4	
Payroll Administrator	8/17/2020	11/25/2020	WHYY	1	x
			Indeed	4	
			Glassdoor		
			Internal		
			African American Chamber of Commerce		
			Philadelphia Cultural Alliance		
			Philadelphia Chamber of Commerce		
			Urban League		
			Greater Philadelphia Hispanic Chamber of Commerce		
			CPB.org		

			National Association of Asian American Professionals		
			ALPFA.org		
			Urban Affairs Coalition		
			Total Interviewed	5	
Health Disparities Fellow	12/11/2020	12/21/2020	WHYY		
			Indeed		
			Glassdoor		
			Employee Referral	1	x
			Internal		
			African American Chamber of Commerce		
			Philadelphia Cultural Alliance		
			Philadelphia Chamber of Commerce		
			Urban League		
			Greater Philadelphia Hispanic Chamber of Commerce		
			CPB.org		
			ALPFA.org		
			Airmedia.com		
			PHL Diversity		
			Next Philadelphia		
			Urban Affairs Coalition		
			Total Interviewed	1	
Billy Penn Audience Coordinator	10/27/2020	12/23/2020	WHYY	1	x
			Indeed	1	
			Glassdoor		
			Internal	1	
			African American Chamber of Commerce		
			Philadelphia Cultural Alliance		
			Philadelphia Chamber of Commerce		
			Urban League		
			Greater Philadelphia Hispanic Chamber of Commerce	3	
			CPB.org		
			ALPFA.org		
			PHL Diversity		
			National Association of Black Journalists	1	
			National Association of Asian Journalists		
			Next Philadelphia		
			Urban Affairs Coalition		
			Airmedia.com		
			Total Interviewed	7	
Director of Fundraising Systems and Operations	10/26/2020	1/30/2021	WHYY	3	x
			Indeed	1	
			Glassdoor		
			Internal		
			African American Chamber of Commerce of Commerce		
			Philadelphia Cultural Alliance		
			Philadelphia Chamber of Commerce		

			Urban League		
			Greater Philadelphia Hispanic Chamber of Commerce		
			CPB.org		
			ALPFA.org		
			PHL Diversity		
			Next Philadelphia		
			Linkedin		
			Urban Affairs Coalition		
			Total Interviewed	4	
Radio Times Producer	2/2/2021	2/26/2021	WHYY		
			Indeed		
			Glassdoor		
			Internal	1	x
			African American Chamber of Commerce of Commerce		
			Philadelphia Cultural Alliance		
			Philadelphia Chamber of Commerce		
			Urban League		
			Greater Philadelphia Hispanic Chamber of Commerce		
			CPB.org		
			ALPFA.org		
			PHL Diversity		
			Next Philadelphia		
			Urban Affairs Coalition		
			National Association of Black Journalists		
			National Association of Asian Journalists		
			Airmedia.com		
			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>

Urban Affairs Coalition

1207 Chestnut St.
Philadelphia, PA 19107
Phone: 215-851-0110
<https://uac.org>

IT Diversity Careers

Phone: 888-281-9066

<https://www.itdiversitycareers.com/>

Planned Giving Council of Greater Philadelphia

P.O. Box 579

Moorestown, NJ 08057

Phone: 267-597-3817

<https://pgcgp.org/>

Diversity Working

Phone: 949-833-8220

<https://www.diversityworking.com/>

Latpro

3980 North Broadway, STE 103-147

Boulder, CO 80304

Phone: 954-727-3844

<https://www.latpro.com/c/>

African American Job Site

676 East Swedesford Rd, STE 300

Wayne, PA 19087

<http://www.africanamericanjobsite.com/>

LGBT Job Site

676 East Swedesford Rd, STE 300

Wayne, PA 19087

<http://www.lgbtjobsite.com/>

Jobs 4 Women

676 East Swedesford Rd, STE 300

Wayne, PA 19087

<http://www.jobs4women.net/>

Greater Philadelphia Hispanic Chamber of Commerce

1520 Locust St, ST 1001

Philadelphia, PA 19102

Phone: 215-845-5456

<https://www.philahispanicchamber.org/>

Hire Veterans

3575 Far West BLVD #28983

Austin, TX 78731

Phone: 737-241-9823

<https://hireveterans.com/>

AIR Media

P.O Box 220400

Boston, MA 02122

Phone: 617-825-4400

<https://airmedia.org/>

National Association of Asian American Professionals

P.O Box 350

Bryan Mawr, PA 19010

<https://phl.naaap.org/>

Association of Latino Professionals for America

1717 W. 6th St., STE 410

Austin, TX 78703

Phone: 855-692-5732

<https://www.alpfa.org/?>

PHL Diversity

1601 Market St., STE 200

Philadelphia, PA 19103

Phone: 215-636-3300

<https://www.discoverphl.com/meet/phldiversity/>

Next Philadelphia

121 S. Broad St., 9th Fl.

Philadelphia, PA 19107

Phone: 215-985-3220

<https://urbanleaguephila.org/get-involved/next-philadelphia/>

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

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April 2020 to March 2021

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 also posts all job vacancies on their social media accounts.

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

- Since April 2020, 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 discussed relevant information about employment, internship opportunities, and/or volunteer opportunities; provided attendees with information about WHYY and collected resumes from interested attendees:
 - On October 14, 2020, the Specialist, Staffing & Human Resources attended Temple University's Virtual Career Fair at Klein College, meeting with approximately 60 students.
 - On March 31, 2021, the Specialist, Staffing & HR attended Current 's (Public Media) Virtual Career Fair meeting with approximately 600 attendees.

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

- WHYY'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 2020 to March 2021, WHYY reached 2,386 students through virtual projects. Note classes do occur June 2020 – August 2020.
 - During April 2020 to March 2021, WHYY held over 100 sessions of after-school programming, serving a total of approximately 99 students through after-school programs.
 - WHYY hosted a virtual showcase highlighting work produced by high school student interns participating in the Pathways to Career Program.
- WHYY staff speak frequently to students and/or civic groups about careers in public media.
 - On June 3, 2020, Host/Creative Director of "The Pulse" and the Executive Producer of "Radio Times" spoke at a WHYY member event where they discussed the challenges and opportunities of producing audio content during the pandemic. They also discussed their career pathways into broadcasting.
 - On October 14, 2020, the Specialist, Staffing & Human Resources attended Temple University's Virtual Career Fair at Klein College, meeting with approximately 60 students.

- On March 31, 2021, the Specialist, Staffing & HR attended Current 's (Public Media) Virtual Career Fair meeting with approximately 600 attendees.

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

- For the period of April 1, 2020 through March 31, 2021, 23 students participated in WHY's paid program, in departments throughout the organization. The spring internship program was paid (18 students), however, due to COVID, the sessions after were credit based (5 students).
- Starting in September 2020, WHY partnered with Temple University and the Philadelphia Association of Black Journalists to recruit interns for our virtual internship program.

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. However, during this timeframe (April 2020 – March 2021), no employees took advantage of this benefit.
- 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. However, during this timeframe (April 2020 – March 2021), no employees took advantage of this benefit.
- In 2019, WHY hired a Youth Employment Specialist and initiated our Pathways to Media Careers Program. To date, we have supported 67 paid work experiences for students in the WHY Media Arts Education Program. These opportunities were made possible through partnerships both within WHY and 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. Despite the COVID-19 pandemic, students were still able to partner with our employers and successfully navigated the virtual business workforce during the summer of 2020.

Listed each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

Digital Membership Director was posted/shared on/with...

- National Association of Black Journalists

Associate Producer, Fresh Air, was posted/shared on/with...

- National Association of Black Journalists, National Association of Hispanic Journalists

Radio Times Producer was posted/shared on/with...

- National Association of Black Journalists, National Association of Asian Journalists, Air Media

Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.

- All employees had to complete an online course, "Harassment and Discrimination Prevention" by September 30, 2020.

Participated in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

From April 2020 to March 2021, the Specialist, Staffing & Human Resources, met virtually with leaders from the following organizations to create a partnership to help reach extended networks regarding job vacancies...

- National Urban League – Philadelphia Chapter
- Philadelphia Association of Black Journalists
- National Association of Black Journalists
- National Association of Hispanic Journalists – Philadelphia Chapter
- Hispanic Chamber of Commerce – Philadelphia Chapter
- African American Chamber of Commerce – Philadelphia Chapter
- Association of Latino Professionals for America – Philadelphia Chapter
- National Association of Black Accountants – Philadelphia Chapter
- National Association of Asian American Professionals – Philadelphia Chapter
- Black Barristers – Philadelphia Chapter
- Black MBAs – Philadelphia Chapter
- Next Philadelphia
- PHL Diversity