

WRTI-FM

WRTJ

Annual EEO Public File Report

April 1, 2020 through March 31, 2021

The purpose of this EEO Public File Report is to comply with Section 73.2080(c)(6) of the FCC's 2002 Rule. This report has been prepared by WRTI-FM and is required to be placed in the public inspection files of this station, and posted on our website.

The information contained in this Report covers the time period beginning APRIL 1, 2020 to MARCH 31, 2021. The FCC's 2002 EEO rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree to each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for the full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Sections A, B, C, and D have been designed, in the aggregate, to provide the required information.

ANNUAL EEO PUBLIC FILE REPORT

Covering the period APRIL 1, 2020 to MARCH 31, 2021¹

Stations Comprising Station Employment Unit:

WRTI-FM, Philadelphia, PA
WRTJ, Coatesville, PA

A. Full-Time Vacancies Filled

Position	Recruitment Sources Used to Fill Vacancy	Recruitment Source of Hire	Date Filled
Director of Content and Programming	1-10	1	April 13, 2020
Finance and Administration Manager	1, 4-10	1	March 29, 2021

B. Total Number of Persons Interviewed During Applicable Period: 7

C. Recruitment/Referral Sources

Recruitment Source Number	Recruitment/ Referral Source	Contact Name	Address, Email Address	Telephone Number	Number of Interviewees Provided by this source
1	Temple University Jobs at Temple Website https://careers.temple.edu	Jonathan Graham	1938 Liacouras Walk, 2nd Flr Philadelphia, PA 19422 jgraham@temple.edu	215-204-6867	7

¹ This Report was revised in March 2022.

2	WRTI On-Air Announcements	William Johnson	1509 Cecil B. Moore Ave, Philadelphia, PA 19121	215-204-9335	0
3	WRTI Website [https://www.wrti.org/jobs	William Johnson	1509 Cecil B. Moore Ave, Philadelphia, PA 19121	215-204-9335	0
4	Circa/American Job Exchange	Jonathan Graham	1938 Liacouras Walk, 2nd Flr Philadelphia, PA 19422 jgraham@temple.edu	215-204-6867	0
5	PA Career Link – online job board https://www.pacareerlink.pa.gov/jonline/	Jonathan Graham	1938 Liacouras Walk, 2nd Flr Philadelphia, PA 19422 jgraham@temple.edu	215-204-6867	0
6	JEVS Human Services Jevs.org	Jonathan Graham	1938 Liacouras Walk, 2nd Flr Philadelphia, PA 19422 jgraham@temple.edu	215-204-6867	0
7	The Sierra Group Foundation thesierragroupfoundation.org	Jonathan Graham	1938 Liacouras Walk, 2nd Flr Philadelphia, PA 19422 jgraham@temple.edu	215-204-6867	0
8	Pennsylvania House of Reps	Jonathan Graham	1938 Liacouras Walk, 2nd Flr Philadelphia, PA 19422 jgraham@temple.edu	215-204-6867	0
9	Pennsylvania Senate	Jonathan Graham	1938 Liacouras Walk, 2nd Flr Philadelphia, PA 19422 jgraham@temple.edu	215-204-6867	0
10	Deliverance Evangelistic Church decministry.org	Jonathan Graham	1938 Liacouras Walk, 2nd Flr Philadelphia, PA 19422 jgraham@temple.edu	215-204-6867	0

All contacts listed are the individuals responsible for the direct posting to the listed website, job board or organization via the online recruiting or membership account of the station or licensee.

As part of the licensee's OFCCP compliance program Temple University has contracted with Circa/American Job exchange to support diversity recruitment for all position postings, including jobs at WRTI.

* - Indicates sources that have requested notification of job openings.

Our Station Employment Unit has no entitled sources.

D. Outreach Activities

Pandemic operations had most staff working offsite so WRTI's outreach was almost entirely limited to virtual events.

Activity	Date	Location	Staff	Description
Public Media Career Fair	March 31, 2021	Online	General Manager; Membership Manager; Assoc. Dir. of Programming	WRTI participated in a virtual career fair hosted by WHYY to meet with prospective candidates, discuss WRTI as a public broadcaster and cultural institution and current job openings at the station.
Speaker - Music Policy Forum	March 5, 2021	Online	General Manager	The General Manager was a speaker at the Music Policy Forums virtual meeting in March 2021 where the GM Discussed WRTI and the Philadelphia music community with a focus on the importance of local alignment/collaboration of media and performance organizations.
Speaker - Current Newspaper Diversity Talk	7/14/2020	Online	General Manager	The GM was a speaker at the Current's virtual meeting on Diversity in public media where he discussed issues of diversity, equity, and inclusion in public media and unique challenges for music stations in developing recruiting, partnership and programming strategies for the broadcast industry.
EEO Training	August 2020 through October 2020	Online	20 full and part-time staff as well as station management, including the General Manager, Associate General Manager, Director of Technology and Engineering, Membership Manager, Jazz Music Director and Production Manager	WRTI, through the licensee, Temple University, requires annual diversity, anti-discrimination and harassment training for employees in support of DEI objectives and continued EEO compliance. Between August 2020 and October 2020 employees completed the online antidiscrimination program from, Preventing Discrimination and Harassment. All regular full time and part time staff including all managers were

				required to successfully complete the one day online training with licensee's HR learning and development staff.
Veritus Training Program - Major Giving Academy https://veritusgroup.com/	January 11, 2021-April 12, 2021	Online	Membership Manager	The membership manager was enrolled in the Veritus philanthropy training and certification program for Fundraising Managers and Executives to develop a broader set of skills and knowledge of Philanthropy and implementation of strategies, planning and programs across all forms of giving, including major gifts, foundation support and sponsorship. The membership manager was subsequently promoted to serve on the station executive leadership team as the Director of Philanthropy and Development in September of 2021, with responsibility for all giving/fundraising for WRTI.
Student Worker Employment Program	Spring 2020, Summer 2020, Fall 2020 and Spring 2021 semesters	WRTI Studio and remote online	Production Manager, Digital Content Manager and Editor, Finance and Administration Manager, Office Manager	WRTI employed six Temple University student workers in part-time and work study eligible positions. Students reported directly to unit managers providing support for broadcast and online publishing, social media and digital outreach, and administrative operations while learning and developing broadcast production experience while studying in various academic programs at Temple University. Students are employed on an ongoing basis with job hours dependent on their academic class schedules.

<p>Community education and arts partnerships</p> <p>Black Music City https://www.blackmusiccity.com</p> <p>Jazz Philadelphia https://jazzphiladelphia.org</p> <p>Philadelphia Youth Orchestra https://pyomusic.org/</p> <p>Astral Artists https://www.astralartists.org/</p>	Ongoing throughout the year	Online	General Manager, Associate General Manager for Content and Programming, Senior Producer for Arts and Culture, Production Manager, Classical and Jazz Music Hosts	WRTI continued to partner with numerous outside organizations to sponsor virtual performances and support activities that showcase the work of BIPOC artists including partnering to present the Black Music City Event on October 9, 2021 and the Astral Artists performance season beginning in April 2020.
Online Arts Calendar for Virtual Performances	Ongoing throughout the year	Online	General Manager, Associate General Manager for Content and Programming, Senior Producer for Arts and Culture, Production Manager, Technology Manager, Classical and Jazz Music Hosts	WRTI supported our arts community by creating and providing at no cost an on-air and online virtual cultural calendar to share virtual arts performances as in-person venues were closed due to COVID-19 restrictions.