

**EEO Narrative Statement
WHYY, Inc.**

WHYY, Inc. (WHYY), is the licensee of the following noncommercial educational stations:

WHYY-TV, Wilmington, DE
WHYY-FM, Philadelphia, PA
WDPB(TV), Seaford, DE
WNJM(FM), Manahawkin, NJ
WNJZ(FM), Cape May Court House, NJ
WNJN-FM, Atlantic City, NJ
WNJS-FM, Berlin, NJ
WNJB-FM, Bridgeton, NJ

WHYY is committed to building a diverse and inclusive workplace and strongly encourages members of traditionally underrepresented communities to apply for job openings. WHYY is dedicated to providing broad outreach regarding job listings at the stations. WHYY recruits from a variety of sources, including the Philadelphia Cultural Alliance and the Philadelphia Chamber of Commerce, as well as the African American Chamber of Commerce, the National Association of Black Journalists, the National Association of Hispanic Journalists, and the Asian American Journalist Association. WHYY also lists job vacancies with the Corporation for Public Broadcasting's Jobline, as well as Indeed.com and Glassdoor. All job openings are also listed on WHYY's website.

WHYY regularly participates in job fairs hosted by universities such as Temple University and by nonprofit organizations such as Public Media (Current). WHYY also regularly participates in classroom and after-school events relating to career opportunities sponsored by educational institutions with its Media Labs that teach students in kindergarten through 12th Grade how to produce audio and video stories. WHYY staff also often speak to students and civic groups about careers in public media.

WHYY regularly hosts paid student interns in partnership with Temple University and the Philadelphia Association of Black Journalists. WHYY interns came from a variety of universities including Temple University, the University of Pennsylvania, Villanova University and the City University of New York (CUNY) and they worked in departments throughout the organization, including the Newsroom, IT, and Communications/Marketing.

WHYY provides its staff with a tuition reimbursement program to encourage professional development in preparation for higher level positions. WHYY also provides training for all employees, including management personnel, to ensure equal employment opportunity and to prevent discrimination.

Finally, WHYY lists all upper-level category openings in job banks or newsletters of media trade groups whose membership includes substantial participation of women and minorities such as

the National Association of Black Journalists, the National Association of Hispanic Journalists, and the National Association of Asian Journalists.