

**KDKA, KDKA-FM, WBZZ, WDSY-FM**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2020 - March 31, 2021**

ENTERCOM Pittsburgh,PA IS AN EQUAL OPPORTUNITY EMPLOYER.

|   |  |
|---|--|
| <p><b><u>Address:</u></b><br/>         651 Holiday Drive Foster Plaza Five,<br/>         Pittsburgh, PA - 15220</p> | <p><b><u>Contact Person/Title:</u></b><br/>         Michael Spacciapolli<br/>         SVP/Market Manager</p> |
| <p><b><u>Telephone Number:</u></b><br/>         412-920-9400</p>  | <p><b><u>E-Mail Address:</u></b><br/>         michael.spacciapolli@entercom.com</p>                          |

## I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

| Job Title                                | Recruitment Sources ("RS")<br>Used to Fill Vacancy | RS Referring<br>Hiree |
|--|--|-----------------------|
| Full Time News Editor - KDKA-AM          | 1, 6-10, 13, 18, 20-24, 29, 36-37, 40-41           | 13                    |
| News Reporter/Anchor for KDKA Radio      | 1-44   | 43                    |
| KDKA Radio - Afternoon Drive Host        | 13, 42   | 13                    |
| Full Time Producer - KDKA Radio          | 13, 42-43  | 43                    |
| News Anchor for KDKA Radio               | 42, 45   | 45                    |
| Traffic Reporter for Entercom Pittsburgh | 1, 6-10, 13, 20-21, 23-24, 27-29, 36-37,<br>40-42  | 42                    |

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")****a. Agencies Notified by Outreach**

| <b>RS Number</b> | <b>RS Information</b>  | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|--|--|---|
| 1                | Bidwell Training Center<br>1650 Metropolitan Ave. Suite 100<br>Pittsburgh, Pennsylvania 15233<br>Phone : 412-323-4000<br>Email : <a href="mailto:jbarnes@manchesterbidwell.org">jbarnes@manchesterbidwell.org</a><br>Jarene Barnes | N  | 0   |
| 2                | California University of PA<br>250 University Ave.<br>California, Pennsylvania 15419<br>Phone : 724-938-4000<br>Url : <a href="http://handshake.com">http://handshake.com</a><br>Job Listings<br>Manual Posting                    | N  | 0   |
| 3                | Carlow College<br>3333 Fifth Avenue<br>Pittsburgh, Pennsylvania 15213<br>Phone : 412-578-8725<br>Url : <a href="http://handshake.com">http://handshake.com</a><br>Jennifer Holbert<br>Manual Posting                               | N  | 0   |
| 4                | Carnegie Mellon<br>5000 Forbes Ave.<br>Pittsburgh, Pennsylvania 15213<br>Phone : 412-268-2000<br>Url : <a href="http://handshake.com">http://handshake.com</a><br>Job Listings<br>Manual Posting                                   | N  | 0   |
| 5                | Chatham University<br>106 Woodland Road Lindsay Hall- 2nd Floor<br>Pittsburgh, Pennsylvania 15232<br>Phone : 412-365-1209<br>Url : <a href="http://handshake.com">http://handshake.com</a><br>Matthew Spangler<br>Manual Posting   | N  | 0   |
| 6                | College of Communications – Penn State<br>208D Carnegie Building<br>University Park, Pennsylvania 16802<br>Phone : 814-863-4674<br>Email : <a href="mailto:rpm163@psu.edu">rpm163@psu.edu</a><br>Robert Martin                     | N  | 0   |

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|------------------|--|--|---|
| 7                | Columbus Campus for the Ohio Media School<br>5330 East Main Suite 200<br>Columbus, Ohio 43213<br>Phone : 614- 423-4945<br>Email : amoore@beonair.com<br>Alvis Moore  | Y  | 0   |
| 8                | Community College of Allegheny County<br>800 Allegheny Avenue<br>Pittsburgh, Pennsylvania 15233<br>Phone : 412-237-2525<br>Email : rkmetz@ccac.edu<br>Robert Kmetz   | N  | 0   |
| 9                | Department of Labor & Industry<br>411 Seventh Ave.<br>Pittsburgh, Pennsylvania 15219<br>Phone : 814-871-4301<br>Email : jpmiller@pa.gov<br>JP Miller   | N  | 0   |
| 10               | Department of Veterans Affairs<br>1000 Liberty Ave.<br>Pittsburgh, Pennsylvania 15222<br>Phone : 800-827-1000<br>Email : Samuel.green@va.gov<br>Samuel Green   | N  | 0   |
| 11               | Direct Employers Association<br>9002 N. Purdue Rd. Suite 100<br>Indianapolis, Indiana 46268<br>Phone : 866-268-6206<br>Url : <a href="http://directemployers.org/contactus">http://directemployers.org/contactus</a><br>Diversity Outreach<br>Manual Posting | N  | 0   |
| 12               | Duquesne University Career Services<br>614 Duquesne Union<br>Pittsburgh, Pennsylvania 15282<br>Phone : 412-396-6644<br>Url : <a href="http://handshake.com">http://handshake.com</a><br>Kim Pierce<br>Manual Posting   | N  | 0   |

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|------------------|---|--|---|
| 13               | Entercom Communications<br>2400 Market Street<br>Philadelphia, Pennsylvania 19103<br>Url : <a href="http://www.entercom.com/careers">http://www.entercom.com/careers</a><br>Careers Page<br>Manual Posting  | N  | 19  |
| 14               | Gannon University<br>109 University Square<br>Erie, Pennsylvania 16541<br>Phone : 814-871-7000<br>Url : <a href="http://collegecentral.com">http://collegecentral.com</a><br>Job Listings<br>Manual Posting   | N  | 0   |
| 15               | Geneva College<br>3200 College Ave.<br>Beaver Falls, Pennsylvania 15010<br>Phone : 724-846-5100<br>Url : <a href="http://handshake.com">http://handshake.com</a><br>Job Listings<br>Manual Posting  | N  | 0   |
| 16               | Grove City College<br>200 Campus Drive<br>Grove City, Pennsylvania 16127<br>Phone : 724-458-3371<br>Url : <a href="http://handshake.com">http://handshake.com</a><br>Linda Reash<br>Manual Posting  | N  | 0   |
| 17               | Indiana University of PA<br>1011 South Dr.<br>Indiana, Pennsylvania 15705<br>Phone : 724-357-2100<br>Url : <a href="http://handshake.com">http://handshake.com</a><br>Job Listings<br>Manual Posting  | N  | 0   |
| 18               | It's About The Warrior Foundation<br>12590 Perry Highway Suite 700<br>Wexford, Pennsylvania 15090<br>Phone : 724-712-1355<br>Email : <a href="mailto:itsaboutthewarrior@zoominternet.net">itsaboutthewarrior@zoominternet.net</a><br>Steve Monteleone | N  | 0   |

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|------------------|---|--|---|
| 19               | LaRoche College<br>9000 Babcock Boulevard East Campus AB-211<br>Pittsburgh, Pennsylvania 15237<br>Phone : 412-367-9300<br>Url : <a href="http://collegecentral.com">http://collegecentral.com</a><br>Pam Golubski<br>Manual Posting | N  | 0   |
| 20               | Lee Hecht Harrison<br>381 Mansfield Ave Greentree Commons, Suite 203<br>Pittsburgh, Pennsylvania 15220<br>Phone : 412-733-2500<br>Email : BERNIE.VARACALLI@LHH.COM<br>Bernie Varacalli  | N  | 0   |
| 21               | Life's Work of PA<br>1323 Forbes Avenue<br>Pittsburgh, Pennsylvania 15219<br>Phone : 412-471-2600<br>Email : PR@lifesworkwpa.org<br>Tasha Pokrzywa  | N  | 0   |
| 22               | NAACP- Allegheny-Kiski Branch<br>PO Box 215<br>Leechburg, Pennsylvania 15656<br>Phone : 724-842-5061<br>Email : d.ayers5@comcast.net<br>Deborah Ayers   | N  | 0   |
| 23               | Native American Employment and Training Program<br>120 Charles Street<br>Dorseyville, Pennsylvania 15238<br>Phone : 412-782-4457<br>Email : kjevsevar@cotraic.org<br>Kerry Jevsevar   | N  | 0   |
| 24               | Office of Vocational Rehabilitation<br>531 Penn Ave.<br>Pittsburgh, Pennsylvania 15222<br>Phone : 412-392-5980<br>Email : shaaustin@state.pa.us<br>Shannon Austin   | N  | 0   |

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|------------------|---|--|---|
| 25               | PA Careerlink<br>304 Wood St. Wood St. Commons<br>Pittsburgh, Pennsylvania 15222<br>Phone : 412-552-7100<br>Url : <a href="http://careerlink.com">http://careerlink.com</a><br>Job Listings<br>Manual Posting                     | N  | 0   |
| 26               | Pennsylvania Association of Broadcasters<br>8501 Paxton Street<br>Hummelstown, Pennsylvania 17036<br>Phone : 717-482-4820<br>Url : <a href="http://pab.org">http://pab.org</a><br>Gail Ponti<br>Manual Posting                    | N  | 0   |
| 27               | Point Park College<br>201 Wood Street Room 706 - Lawrence Hall<br>Pittsburgh, Pennsylvania 15108<br>Phone : 412-392-3861<br>Url : <a href="http://handshake.com">http://handshake.com</a><br>Carol Greco<br>Manual Posting        | N  | 0   |
| 28               | Robert Morris University<br>6001 University Blvd<br>Moon Twp, Pennsylvania 15108<br>Phone : 412-262-8224<br>Url : <a href="http://handshake.com">http://handshake.com</a><br>Beth Miller<br>Manual Posting                        | N  | 0   |
| 29               | Salvation Army<br>PO Box 742 700 North Bell Avenue<br>Carnegie, Pennsylvania 15106<br>Phone : 412- 446-1642<br>Email : <a href="mailto:Donna.Fencik@USE.SalvationArmy.Org">Donna.Fencik@USE.SalvationArmy.Org</a><br>Donna Fencik | N  | 0   |
| 30               | Seton Hill University<br>1 Seton Hill Dr.<br>Greensburg, Pennsylvania 15601<br>Phone : 800-826-6234<br>Url : <a href="http://handshake.com">http://handshake.com</a><br>Job Listings<br>Manual Posting                            | N  | 0   |

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|------------------|---|--|---|
| 31               | St. Francis University<br>117 Evergreen Dr.<br>Loretto, Pennsylvania 15910<br>Phone : 814-472-3000<br>Url : <a href="http://collegecentral.com">http://collegecentral.com</a><br>Job Listings<br>Manual Posting                             | N  | 0   |
| 32               | St. Vincent College<br>300 Fraser Purchase Rd.<br>Latrobe, Pennsylvania 15650<br>Phone : 724-532-6600<br>Url : <a href="http://collegecentral.com">http://collegecentral.com</a><br>Job Listings<br>Manual Posting                          | N  | 0   |
| 33               | Thiel College<br>75 College Ave.<br>Greenville, Pennsylvania 16125<br>Phone : 724-589-2000<br>Url : <a href="http://collegecentral.com">http://collegecentral.com</a><br>Job Listings<br>Manual Posting                                     | N  | 0   |
| 34               | University of Pittsburgh<br>4200 Fifth Ave.<br>Pittsburgh, Pennsylvania 15260<br>Phone : 412-624-4141<br>Url : <a href="http://handshake.com">http://handshake.com</a><br>Job Listings<br>Manual Posting                                    | N  | 0   |
| 35               | University of Pittsburgh - Greensburg<br>Chambers 219 150 Finoli Dr.<br>Greensburg, Pennsylvania 15601<br>Phone : 724-837-7040<br>Url : <a href="http://collegecentral.com">http://collegecentral.com</a><br>Job Listings<br>Manual Posting | N  | 0   |
| 36               | Urban League of Greater Pittsburgh<br>One Smithfield Streed 3rd Floor<br>Pittsburgh, Pennsylvania 15222<br>Phone : 412-227-4802<br>Email : <a href="mailto:tharm@ulpgh.org">tharm@ulpgh.org</a><br>Tiffany Harm                             | N  | 0   |

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|------------------|---|--|---|
| 37               | Veterans Leadership Program of Western PA<br>2934 Smallman Street<br>Pittsburgh, Pennsylvania 15201<br>Phone : 412-481-8200<br>Email : gaineym@vlpwpa.org<br>Michelle Gainey  | N  | 0   |
| 38               | Washington & Jefferson College<br>60 S. Lincoln St.<br>Washington, Pennsylvania 15301<br>Phone : 724-222-4400<br>Url : <a href="http://collegecentral.com">http://collegecentral.com</a><br>Job Listings<br>Manual Posting  | N  | 0   |
| 39               | Waynesburg University<br>51 West College Street<br>Waynesburg, Pennsylvania 15370<br>Phone : 724-582-3399<br>Url : <a href="http://collegecentral.com">http://collegecentral.com</a><br>Marie Coffman<br>Manual Posting   | N  | 0   |
| 40               | Western Pennsylvania Career Transition Services<br>7175 Highland Drive<br>Pittsburgh, Pennsylvania 15206<br>Phone : 412-441-8770<br>Email : Ely.Sherri@jobcorps.org<br>Sherri Ely   | Y  | 0   |
| 41               | <a href="http://www.mediagignow.com">www.mediagignow.com</a><br>300 South Riverside Plaza Suite 800<br>Chicago, Illinois 60606<br>Phone : 336-553-0620<br>Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a><br>Email : customerservice@mediagignow.com<br>MediaGigNow.com | N  | 0   |

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April 1, 2020 - March 31, 2021

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")****b. Exemptions or Other Sources of Candidate Referral**

| <b>RS Number</b>                               | <b>RS Information</b>               | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|--|-------------------------------------|--|---|
| 42   | Current Employee                    | N  | 12  |
| 43   | Current Employee/Internal Promotion | N  | 2   |
| 44   | Indeed.com                          | N  | 3   |
| 45   | Internal Hire                       | N  | 1   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |                                     |  | <b>37</b>   |

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|   | <b>Date</b>   | <b>Type of Recruitment Initiative (Menu Selection)</b>  | <b>Brief Description Of Activity</b>   | <b>No. of Stations Participants</b> | <b>Participant Title</b>  |
|---|---------------|---|--|-------------------------------------|---|
| 1 | Ongoing Event | Participation in other activities designed by the station employment unit                     | Support of Junior Achievement of Western PA <ul style="list-style-type: none"> <li>o JA Virtual BizTown: 100.7 Star participated in BizTown Adventures, 4th and 5th grade students can learn about the radio industry by virtually participating in being a part of the 100.7 Star staff through a Junior Achievement Program launched to help educate students about the workforce and job industry</li> <li>o JA Instagram Live conversation about the 100.7 Star Booth at JA BizTown / learning about Radio as an industry</li> <li>o Participate and attend virtual Job Fair in February 2021 with Entercom Pittsburgh sharing information and opportunities to students</li> <li>o Forged a partnership with Urban League of Greater Pittsburgh with a plan to implement student shadow and mentorship programs for 2021</li> </ul> | 2                                   | Regional Promotions Manager<br>Senior Vice President/Market Manager |
| 2 | 5/13/2020     | Provision of training to management   | The Employment Unit's management-level personnel received training via webinar on methods of ensuring equal employment opportunity and preventing discrimination.  | 5                                   | Market Hiring Managers  |
| 3 | Ongoing Event | Participation in other activities designed by the station employment unit                     | Internal email publishing the current open positions listed in Entercom career sites, including position title, station and reference number.  | 6                                   | Business Administrator  |
| 4 | Ongoing Event | Participation in job banks, internet programs and other programs designed to promote outreach | Each vacancy at the Employment Unit, including upper-level category openings, is posted on the sites of organizations that are members of the Direct Employers Association Job Syndication Alliance. Members of the Alliance include participation of women and minorities, veterans and military families, government agencies, as well as other job candidates that might not be aware of employment opportunities in broadcasting.  | 1                                   | EEO Coordinator   |

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|---|---------------|---|---|-------------------------------------|---|
| 5 | Ongoing Event | Participation in other activities designed by the station employment unit                     | The website for each of the stations in the Employment Unit includes a link to the Entercom Careers page, which has information about careers in broadcasting.  | 1                                   | EEO Coordinator   |
| 6 | Ongoing Event | Participation in other activities designed by the station employment unit                     | Once a week, this Entercom station group airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the listening area of Entercom EOE policy and invites all organizations to be part of the recruitment process. | 2                                   | EEO Coordinator<br>Traffic Manager  |
| 7 | 9/30/2020     | Co Sponsoring Job Fair  | Entercom was a Gold Sponsor of the College Diversity Network Virtual Career Fair. Entercom representative shared information on employment opportunities within Entercom markets nationwide.  | 4                                   | Talent Acquisition Manager<br>Talent Acquisition Specialist<br>Regional HR Director<br>Regional HR Director |
| 8 | 10/5/2020     | Participation in job banks, internet programs and other programs designed to promote outreach | Career networking program that was part of the University of Pittsburgh Athletics Department Cathy & John Pelusi Life Skills program.   | 1                                   | Vice President,<br>Programming  |
| 9 | 10/16/2020    | Participation in other activities designed by the station employment unit                     | Q&A Session with IUP student to learn about radio industry (ZOOM) / coordinated by Amy Mauk   | 1                                   | Regional Promotions Manager   |

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|----|---------------|---|---|-------------------------------------|---|
| 10 | Ongoing Event | Participation in other activities designed by the station employment unit | <p>Entercom has entered into an agreement with Atlanta University Center (AUC), which consists of Clark Atlanta University, Morehouse and Spelman, which are HBCUs in Atlanta. From this partnership, we will be providing curriculum and education to the students and alumni of these universities through virtual "Dinner and Learn" sessions. Leadership from our company will speak at these sessions providing insight as to how they became successful in radio, learn about the ever changing landscape of the audio industry, and learn about the different departments and operations of a radio broadcasting company. In addition, we plan to recruit 5 interns directly from AUC. The Dinner and Learn sessions will be kicking off this semester, and we plan to hold roughly 3-5 of these events per semester. The kick off to this program will be high level, but the dinner and learns will even more specialized, and even get into resume writing, and mock interviews, etc.</p> <p>Forward looking, we will plan to partner with AUC and other HBCUs to recruit for our fellowship program.</p> | 48                                  | Chief Executive Officer<br>SVP/Market Manager<br>Talent Acquisition Manager |
| 11 | 1/1/2021      | Participation in other activities designed by the station employment unit | Q&A Sessions with local Pitt Student to learn about radio industry with various staff (ZOOM) / coordinated by Amy Mauk  | 1                                   | Regional Promotions Manager   |
| 12 | 1/1/2021      | Participation in other activities designed by the station employment unit | Q&A Sessions with local Pitt Student to learn about radio industry with various staff (ZOOM) / coordinated by Amy Mauk  | 1                                   | Regional Promotions Manager   |
| 13 | 2/5/2021      | Participation in other activities designed by the station employment unit | Q&A Sessions with local Pitt Student to learn about radio industry with various staff (ZOOM) / coordinated by Amy Mauk  | 1                                   | Regional Promotions Manager   |
| 14 | 2/12/2021     | Participation in other activities designed by the station employment unit | Commonwealth Charter Academy – Q&A Session with students from Commonwealth Charter Academy (ZOOM) / coordinated by Amy Mauk (Regional Promotions Manager)   | 1                                   | Regional Promotions Manager   |

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|----|-------------|---|---|-------------------------------------|-----------------------------|
| 15 | 2/17/2021   | Participation in job banks, internet programs and other programs designed to promote outreach | Country Radio Seminar Career Mentoring breakfast that took place on 2/17/21 and 2/19/21 | 1                                   | Vice President, Programming |