

## FCC EEO PROGRAM REPORT AMENDMENT

Philadelphia

### Reason for Amendment

Licensee is submitting an amendment to its EEO Program Report for the Employment Unit – FCC File No. 0000188523 – to disclose an additional EEOC charge.

### Reporting Date

Two of the stations in the Employment Unit – WBEB and WPHI-FM – were acquired on September 27, 2018 and April 20, 2021, respectively. *See* FCC File Nos. BALH-20180725AAR and BALH-20201113AAP. The remaining stations in the Employment Unit were the subject of a long-form transfer of control, which consummated on November 17, 2017. *See Entercom Communications and CBS Radio*, 32 FCC Rcd 9380 (MB 2017). Therefore, in accordance with Section 73.2080 of the Commission’s rules, the information contained in this EEO Program Report is from and after such applicable date.

### Discrimination Complaint

- Hadas Kuznits, a current employee in the Employment Unit, filed a claim with the EEOC on March 4, 2022 (530-2022-03067) for sex and age discrimination based on alleged pay disparity. The claim is currently pending.
- Jessica Fry, a former employee in the Employment Unit, who was laid off as part of COVID-related reductions in force in April 2020, first filed a claim with the EEOC December 9, 2020 (530-2020-05929) and then, after being issued a right to sue notice, a lawsuit in the E.D.Pa on October 25, 2021 (21-4671-JMY) alleging sex discrimination, retaliation, and pay disparity. The lawsuit remains pending.
- Renee Grant, a former employee in the Employment Unit, filed a claim with the EEOC June 26, 2018 (530-2018-02773) alleging race discrimination arising out of a failure to promote. The EEOC dismissed the claim on December 10, 2018.
- Martina McBride, a former employee in the Employment Unit, first filed a claim with the EEOC on December 10, 2018 (530-2019-01208) after her employment was terminated for failing to return from a leave of absence. The EEOC issued a right to sue notice on October 2019, after which she filed a lawsuit in the District of New Jersey (2:20-cv-03921-JDW) on January 10, 2020 alleging disability discrimination and sexual harassment. The matter settled and was dismissed by the court February 18, 2021.
- Andrea Morell, a former employee in the Employment Unit, filed a claim with the EEOC on February 13, 2019 (530-2019-01264) alleging sex discrimination and constructive discharge. The matter settled on July 16, 2019.

- Vincent Gambin, a former employee of WBEB who was not hired by the company following the acquisition of the station, filed a claim with the EEOC on March 19, 2019 (530-2019-02263) alleging age discrimination and retaliation. The matter was dismissed on March 25, 2019.
- Suzanne Monaghan, a current part-time reporter at KYW, filed a charge of sex and age discrimination with the EEOC (530-2022-04013) arising out of elimination of daytime shifts. The EEOC notified the company of the charge on May 6, 2022. The claim is currently pending.

### Narrative Statement

The Employment Unit regularly reviewed the effectiveness of its EEO program to ensure that its outreach efforts were reaching all segments of the stations' community, including ongoing managerial-level assessment. The Employment Unit also engaged in the supplemental recruitment measures as set forth in the EEO public file reports for the Employment Unit.