

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.