

EEO Public File Report
WHYY, Inc. - WHYY-TV, WHYY-FM, WDPB (TV), WNJM-FM, WNJZ-FM, WNJN-FM, WNJS-FM, WNJB-FM
April 1, 2021 through March 31, 2022

The report below represents the recruitment activity for all employment opportunities six months or longer in duration during the period of April 1, 2021 through March 31, 2022. All employees receive notification of open positions and all open positions are posted on WHYY's website. Notice of job openings are also sent to industry specific websites and local organizations, including colleges and universities.

Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Host	9/29/2020	5/5/2021	WHYY		
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	4	x
			Internal	3	
			Philadelphia Association of Black Journalists		
			Urban League		
			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Philadelphia Cultural Alliance		
			CPB.org		
			Airmedia.org		
			National Association of Asian American Professionals		
			Asian American Journalist Association		
			Association for Latino Professionals in America		
			National Association of Hispanic Journalists		
			National Association of Black Journalists		
			Blackjobs.com		
			Hispanicjobs.com		
			Total Interviewed	7	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Audience Research Analyst	3/16/2021	5/10/2021	WHYY		1
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal		
			Philadelphia Association of Black Journalists		
			Urban League		
			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Philadelphia Cultural Alliance	2	x
			CPB.org		
			Airmedia.org		
			Association for Latino Professionals in America		
			National Association of Hispanic Journalists		
			Blackjobs.com		
			Hispanicjobs.com		
			Job Fair	1	
			Total Interviewed	4	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Radio Times Producer - Part Time (2 roles)	3/10/2021	5/6/2021	WHYY		3
		5/12/2021	Indeed		x, x
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	1	
			Internal	1	
			Philadelphia Association of Black Journalists		
			Urban League		
			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Philadelphia Cultural Alliance		
			CPB.org	1	
			Airmedia.org		
			National Association of Asian American Professionals		
			Association for Latino Professionals in America		
			National Association of Hispanic Journalists		
			National Association of Black Journalists	1	
			Blackjobs.com		
			Hispanicjobs.com		
			Next Philadelphia		
			PHL Diversity		
			Temple University		
			Total Interviewed	7	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
News Director	12/14/2020	6/1/2021	WHYY		1
			Indeed		1
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	3	

			Internal		3 x
			Philadelphia Association of Black Journalists		
			Urban League		
			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Philadelphia Cultural Alliance		
			CPB.org		
			Airmedia.org		
			National Association of Asian American Professionals		
			Asian American Journalist Association		
			Association for Latino Professionals in America		
			National Association of Hispanic Journalists		
			National Association of Black Journalists		
			Blackjobs.com		
			Hispanicjobs.com		
			Next Philadelphia		
			Temple University		
			PHL Diversity		
			Journalism Next		
			Current.org		
			Total Interviewed		8
	Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed
Web Developer	2/23/2021	6/3/2021	WHYY		
			Indeed		4
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal		
			Philadelphia Association of Black Journalists		
			Urban League		
			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Philadelphia Cultural Alliance		1
			CPB.org		
			Airmedia.org		
			Asian American Journalist Association		
			Association for Latino Professionals in America		
			National Association of Hispanic Journalists		
			Blackjobs.com		
			Hispanicjobs.com		
			Next Philadelphia		
			Temple University		
			PHL Diversity		
			Total Interviewed		5
	Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed
Community Convener	4/1/2021	7/13/2021	WHYY		3
			Indeed		1
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		6 x
			Internal		
			Philadelphia Association of Black Journalists		
			Urban League		
			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Philadelphia Cultural Alliance		6
			CPB.org		
			Airmedia.org		
			Asian American Journalist Association		
			Association for Latino Professionals in America		
			National Association of Hispanic Journalists		
			National Association of Black Journalists		
			Next Philadelphia		
			Temple University		
			PHL Diversity		
			Total Interviewed		16
	Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed
Donor Relations Officer	4/20/2021	7/13/2021	WHYY		2
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		2 x
			Internal		
			Philadelphia Association of Black Journalists		
			Urban League		
			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Philadelphia Cultural Alliance		2
			CPB.org		
			Association for Latino Professionals in America		
			National Association of Hispanic Journalists		
			Next Philadelphia		

			Linkedin		
			PHL Diversity		
			Association of Fundraising Professionals		
			Greater Public		
			Total Interviewed	6	
	Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed
Digital Content Producer (2 roles)	5/24/2021	7/22/2021	WHYY		8
		7/28/2021	Indeed		7 x
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		2
			Internal		
			Philadelphia Association of Black Journalists		
			Urban League		
			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Philadelphia Cultural Alliance		
			CPB.org		1
			Airmedia.org		
			Asian American Journalist Association		
			Association for Latino Professionals in America		
			National Association of Hispanic Journalists		1 x
			National Association of Black Journalists		
			Next Philadelphia		
			Temple University		
			PHL Diversity		
			Total Interviewed	19	
	Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed
Watershed Reporter	5/26/2021	7/22/2021	WHYY		1
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal		1 x
			Philadelphia Association of Black Journalists		
			CPB.org		1
			Airmedia.org		
			Asian American Journalist Association		
			Association for Latino Professionals in America		
			National Association of Hispanic Journalists		
			National Association of Black Journalists		
			Temple University		
			Total Interviewed	3	
	Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed
Education Reporter	5/7/2021	8/4/2021	WHYY		3
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		1
			Internal		1
			Philadelphia Association of Black Journalists		
			Urban League		
			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Philadelphia Cultural Alliance		
			CPB.org		3 x
			Airmedia.org		
			Asian American Journalist Association		
			Association for Latino Professionals in America		
			National Association of Hispanic Journalists		
			National Association of Black Journalists		
			Next Philadelphia		
			Temple University		
			PHL Diversity		
			Education Writers Association		
			Total Interviewed	8	
	Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed
Corporate Underwriting Representative	7/2/2021	8/6/2021	WHYY		1
			Indeed		1
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		3 x
			Internal		
			Philadelphia Association of Black Journalists		
			Urban League		
			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Philadelphia Cultural Alliance		
			CPB.org		
			Association for Latino Professionals in America		
			Next Philadelphia		
			Linkedin		

			PHL Diversity		
			Association of Fundraising Professionals		
			Greater Public		
			Temple University		
			Total Interviewed	5	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Associate Grant Writer	6/24/2021	8/13/2021	WHYY	4	x
			Indeed	1	
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal		
			Philadelphia Association of Black Journalists		
			Urban League		
			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Philadelphia Cultural Alliance		
			CPB.org		
			Association for Latino Professionals in America		
			Next Philadelphia		
			Linkedin		
			PHL Diversity		
			Association of Fundraising Professionals		
			Greater Public		
			Temple University		
			Total Interviewed	5	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Site Coordinator	7/30/2021	9/1/2021	WHYY	1	
			Indeed	2	
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal	1	x
			Philadelphia Association of Black Journalists		
			Urban League		
			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Philadelphia Cultural Alliance		
			CPB.org		
			Airmedia.org		
			Asian American Journalist Association		
			Association for Latino Professionals in America		
			National Association of Hispanic Journalists		
			Next Philadelphia		
			PHL Diversity		
			Temple University		
			Greater Public		
			Total Interviewed	4	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Senior Financial Analyst	4/19/2021	9/3/2021	WHYY	5	
			Indeed	5	x
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	1	
			Internal		
			Philadelphia Association of Black Journalists		
			Urban League		
			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Philadelphia Cultural Alliance	1	
			CPB.org		
			National Association of Asian American Professionals		
			Association for Latino Professionals in America		
			Black MBAs		
			Next Philadelphia		
			Linkedin		
			National Association of Black Accountants		
			PHL Diversity		
			Total Interviewed	12	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Development Associate	8/3/2021	9/21/2021	WHYY	2	
			Indeed	1	
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	1	x
			Internal		
			Philadelphia Association of Black Journalists		
			Urban League		
			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		

			Philadelphia Cultural Alliance		
			CPB.org		
			Airmedia.org		
			Association for Latino Professionals in America		
			Next Philadelphia		
			PHL Diversity		
			Temple University		
			Total Interviewed	4	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
State House/NJ Reporter	5/12/2021	9/24/2021	WHYY	3	
			Indeed	2	
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	2	x
			Internal		
			Philadelphia Association of Black Journalists		
			Urban League		
			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Philadelphia Cultural Alliance		
			CPB.org	1	
			Airmedia.org		
			Asian American Journalist Association		
			Association for Latino Professionals in America		
			National Association of Hispanic Journalists	1	
			National Association of Black Journalists		
			Next Philadelphia		
			Temple University		
			PHL Diversity		
			Total Interviewed	9	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Associate Producer, The Pulse	8/6/2021	9/29/2021	WHYY	1	
			Indeed	2	x
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	2	
			Internal	1	
			Philadelphia Association of Black Journalists		
			Urban League		
			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Philadelphia Cultural Alliance		
			CPB.org	2	
			Airmedia.org		
			Asian American Journalist Association		
			Association for Latino Professionals in America		
			National Association of Hispanic Journalists		
			Next Philadelphia		
			PHL Diversity		
			Temple University		
			Greater Public		
			Association of LGBTQ Journalists		
			Total Interviewed	8	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Plan Philly Reporter	5/26/2021	10/18/2021	WHYY	3	
			Indeed	1	
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal		
			Philadelphia Association of Black Journalists		
			Urban League		
			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Philadelphia Cultural Alliance		
			CPB.org	1	x
			Airmedia.org		
			Asian American Journalist Association		
			Association for Latino Professionals in America		
			National Association of Hispanic Journalists		
			National Association of Black Journalists		
			Next Philadelphia		
			Temple University		
			PHL Diversity		
			Greater Public		
			Total Interviewed	5	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Associate Media Instructor (4 openings)	8/25/2021	10/21/2021	WHYY	3	
			Indeed	4	
		10/18/2021	Glassdoor		
		10/14/2021	Simply Hired		
		10/18/2021	Resume.com		
			WHYY Social Media		
			Referral	4	x, x, x

			Internal		1	x
			Philadelphia Association of Black Journalists			
			Urban League			
			Urban Affairs Coalition			
			African American Chamber of Commerce			
			Hispanic Chamber of Commerce			
			Philadelphia Chamber of Commerce			
			CPB.org			
			Airmedia.org			
			Asian American Journalist Association			
			Association for Latino Professionals in America			
			National Association of Hispanic Journalists			
			Blackjobs.com			
			Hispanicjobs.com			
			Next Philadelphia			
			PHL Diversity			
			Temple University			
			Greater Public			
			Total Interviewed		12	
	Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Production Manager		9/21/2021	10/22/2021	WHYY		
				Indeed	1	
				Glassdoor		
				Simply Hired		
				Resume.com		
				WHYY Social Media		
				Referral	1	x
				Internal		
				Philadelphia Association of Black Journalists		
				Urban League		
				Urban Affairs Coalition		
				African American Chamber of Commerce		
				Hispanic Chamber of Commerce		
				Philadelphia Chamber of Commerce		
				CPB.org		
				Airmedia.org		
				Asian American Journalist Association		
				Association for Latino Professionals in America		
				National Association of Hispanic Journalists	1	
				National Association of Black Journalists		
				Next Philadelphia		
				Temple University		
				PHL Diversity		
				Greater Public		
				Total Interviewed	3	
	Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Media Tech - Editor		8/20/2021	12/1/2021	WHYY		
				Indeed	2	
				Glassdoor		
				Simply Hired		
				Resume.com		
				WHYY Social Media		
				Referral	2	
				Internal	3	x
				Philadelphia Association of Black Journalists		
				Urban League		
				Urban Affairs Coalition		
				African American Chamber of Commerce		
				Hispanic Chamber of Commerce		
				Philadelphia Chamber of Commerce		
				CPB.org	1	
				Airmedia.org		
				Asian American Journalist Association		
				Association for Latino Professionals in America		
				National Association of Hispanic Journalists		
				Next Philadelphia		
				PHL Diversity		
				Temple University		
				Greater Public		
				Association of LGBTQ Journalists		
				Total Interviewed	8	
	Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Data Coordinator		11/10/2021	11/11/2021	WHYY		
				Indeed		
				Glassdoor		
				Simply Hired		
				Resume.com		
				WHYY Social Media		
				Referral		
				Internal	1	x
				Total Interviewed	1	
	Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Member Services Associate (2 roles)		10/18/2021	11/11/2021	WHYY	3	x
			11/17/2021	Indeed		
				Glassdoor		
				Simply Hired		
				Resume.com		
				WHYY Social Media		
				Referral	1	x
				Internal		
				Philadelphia Association of Black Journalists		
				Urban League		
				Urban Affairs Coalition		
				African American Chamber of Commerce		
				Hispanic Chamber of Commerce		
				Philadelphia Chamber of Commerce		

			CPB.org		
			Airmedia.org		
			Asian American Journalist Association		
			Association for Latino Professionals in America		
			National Association of Hispanic Journalists		
			Next Philadelphia		
			PHL Diversity		
			Temple University		
			Greater Public		
			Total Interviewed	4	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Programming Associate	9/21/2021	11/19/2021	WHYY	3	x
			Indeed	6	
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	2	
			Internal		
			Philadelphia Association of Black Journalists		
			Urban League		
			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			CPB.org		
			Airmedia.org		
			Asian American Journalist Association		
			Association for Latino Professionals in America		
			National Association of Hispanic Journalists		
			National Association of Black Journalists		
			Next Philadelphia		
			Temple University		
			PHL Diversity		
			Greater Public		
			Total Interviewed	11	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Digital Communications Associate - Part Time	8/5/2021	11/19/2021	WHYY	3	
			Indeed	1	x
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	1	
			Internal		
			Philadelphia Association of Black Journalists		
			Urban League		
			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			CPB.org		
			Airmedia.org		
			Asian American Journalist Association		
			Association for Latino Professionals in America		
			National Association of Hispanic Journalists		
			Next Philadelphia		
			PHL Diversity		
			Temple University		
			Greater Public		
			Association of LGBTQ Journalists		
			Total Interviewed	5	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Director of Donor Relations	10/18/2021	11/23/2021	WHYY	1	
			Indeed	2	
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	1	
			Internal	2	x
			Philadelphia Association of Black Journalists		
			Urban League		
			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			CPB.org		
			Airmedia.org		
			Asian American Journalist Association		
			Association for Latino Professionals in America		
			National Association of Hispanic Journalists		
			Next Philadelphia		
			PHL Diversity		
			Temple University		
			Greater Public		
			LinkedIn		
			Total Interviewed	6	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Billy Penn Reporter	9/23/2021	11/16/2021	WHYY	5	x
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	1	

			Internal		
			Philadelphia Association of Black Journalists		
			Urban League		
			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			CPB.org		
			Airmedia.org		
			Asian American Journalist Association		
			Association for Latino Professionals in America		
			National Association of Hispanic Journalists		
			National Association of Black Journalists		
			Next Philadelphia		
			Temple University		
			PHL Diversity		
			Greater Public		
			Total Interviewed	6	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Senior Accountant II	11/15/2021	12/1/2021	WHYY		
			Indeed	2	x
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal		
			Philadelphia Association of Black Journalists		
			Urban League		
			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Airmedia.org		
			Asian American Journalist Association		
			Association for Latino Professionals in America		
			National Association of Hispanic Journalists		
			Next Philadelphia		
			Temple University		
			PHL Diversity		
			Greater Public		
			Lively Hood		
			Linkedin		
			Black MBAs		
			National Association of Black Accountants		
			Total Interviewed	2	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Suburban Reporter	10/12/2021	12/6/2021	WHYY	2	
			Indeed	1	
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal	3	x
			Philadelphia Association of Black Journalists		
			Urban League		
			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Airmedia.org		
			Asian American Journalist Association		
			Association for Latino Professionals in America		
			National Association of Hispanic Journalists		
			National Association of Black Journalists		
			Next Philadelphia		
			Temple University		
			PHL Diversity		
			Greater Public		
			Total Interviewed	6	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Public Information Coordinator	9/20/2021	12/18/2021	WHYY		
			Indeed	2	x
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	1	
			Internal		
			Philadelphia Association of Black Journalists		
			Urban League		
			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			CPB.org		
			Airmedia.org		
			Asian American Journalist Association		
			Association for Latino Professionals in America		
			National Association of Hispanic Journalists		
			Next Philadelphia		
			Temple University		
			PHL Diversity		
			Greater Public		
			Total Interviewed	3	

Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Associate Media Instructor	11/22/2021	12/14/2021	WHYY		
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal	1	x
			Philadelphia Association of Black Journalists		
			Urban League		
			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Airmedia.org		
			Asian American Journalist Association		
			Association for Latino Professionals in America		
			National Association of Hispanic Journalists		
			Next Philadelphia		
			Temple University		
			PHL Diversity		
			Lively Hood		
			Association of LGBTQ Journalists		
			Total Interviewed	1	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Media Tech – Videographer	8/9/2021	1/6/2022	WHYY	3	x
			Indeed	2	
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	3	
			Internal		
			Philadelphia Association of Black Journalists		
			Urban League		
			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			CPB.org		
			Airmedia.org		
			Asian American Journalist Association		
			Association for Latino Professionals in America		
			National Association of Hispanic Journalists		
			Next Philadelphia		
			Temple University		
			PHL Diversity		
			Greater Public		
			Total Interviewed	8	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Billy Penn Reporter	10/29/2021	12/30/2021	WHYY		
			Indeed	1	x
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	1	
			Internal		
			Total Interviewed	2	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Director of Programming	10/22/2021	1/10/2022	WHYY	2	
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	2	x
			Internal		
			Philadelphia Association of Black Journalists		
			Urban League		
			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Airmedia.org		
			Asian American Journalist Association		
			Association for Latino Professionals in America		
			National Association of Hispanic Journalists		
			National Association of Black Journalists		
			Next Philadelphia		
			Temple University		
			PHL Diversity		
			Greater Public		
			Total Interviewed	4	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Gun Violence Prevention Reporter	10/4/2021	1/12/2022	WHYY	1	
			Indeed	3	
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	1	x
			Internal		
			Philadelphia Association of Black Journalists		
			Urban League		

			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Airmedia.org		
			Asian American Journalist Association		
			Association for Latino Professionals in America		
			National Association of Hispanic Journalists		
			National Association of Black Journalists		
			Next Philadelphia		
			Temple University		
			PHL Diversity		
			Greater Public		
			Total Interviewed	5	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Major Gifts Officer	12/2/2021	1/27/2022	WHYY		
			Indeed	2	
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	2	x
			Internal		
			Philadelphia Association of Black Journalists		
			Urban League		
			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Airmedia.org		
			Asian American Journalist Association		
			Association for Latino Professionals in America		
			National Association of Hispanic Journalists		
			Next Philadelphia		
			Temple University		
			PHL Diversity		
			Lively Hood		
			Greater Public		
			Association of LGBTQ Journalists		
			Linkedin		
			Association of Fundraising Professionals		
			Total Interviewed	4	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Product Manager, Digital	11/1/2021	2/2/2022	WHYY		
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal	1	x
			Philadelphia Association of Black Journalists		
			Urban League		
			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Airmedia.org		
			Asian American Journalist Association		
			Association for Latino Professionals in America		
			National Association of Hispanic Journalists		
			Next Philadelphia		
			Temple University		
			PHL Diversity		
			Greater Public		
			Lively Hood		
			Linkedin		
			Product Manager HQ		
			Women PM		
			Technical.ly		
			Total Interviewed	1	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Billy Penn Development and Engagement Manager	12/8/2021	2/11/2022	WHYY		
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	1	
			Internal	1	x
			Philadelphia Association of Black Journalists		
			Urban League		
			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Airmedia.org		
			Asian American Journalist Association		
			Association for Latino Professionals in America		
			National Association of Hispanic Journalists		
			Next Philadelphia		
			Temple University		
			PHL Diversity		
			Lively Hood		
			Greater Public		
			Association of LGBTQ Journalists		

			Linkedin		
			Total Interviewed	2	
	Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed Hired
Community Conversations Coordinator	10/29/2021	2/22/2022	WHYY		4
			Indeed		4 x
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal		1
			Philadelphia Association of Black Journalists		
			Urban League		
			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Airmedia.org		
			Asian American Journalist Association		
			Association for Latino Professionals in America		
			National Association of Hispanic Journalists		
			Next Philadelphia		
			Temple University		
			PHL Diversity		
			Greater Public		
			Lively Hood		
			Total Interviewed	9	
	Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed Hired
Digital Content Producer - Part Time	1/26/2022	2/23/2022	WHYY		1 x
			Indeed		7
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal		
			Philadelphia Association of Black Journalists		
			Urban League		
			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Airmedia.org		
			Asian American Journalist Association		
			Association for Latino Professionals in America		
			National Association of Hispanic Journalists		
			National Association of Black Journalists		
			Association of LGBTQ Journalists		
			Next Philadelphia		
			Temple University		
			PHL Diversity		
			Greater Public		
			Lively Hood		
			Total Interviewed	8	
	Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed Hired
Associate Producer, Children's Series (2 roles)	1/4/2022	3/2/2022	WHYY		2
		3/3/2022	Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		2
			Internal		2 x, x
			Philadelphia Association of Black Journalists		
			Urban League		
			Urban Affairs Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Airmedia.org		
			Asian American Journalist Association		
			Association for Latino Professionals in America		
			National Association of Hispanic Journalists		
			Association of LGBTQ Journalists		
			Next Philadelphia		
			Temple University		
			PHL Diversity		
			Lively Hood		
			Total Interviewed		6

**No organization requested that the station provide it with notice of all job vacancies.

Contacts

Asian American Journalist Association

5 Third Street
San Francisco, CA 94103
415-346-2051
<https://www.aaja.org/>

Greater Philadelphia Cultural Alliance

1315 Walnut Street, Suite 732
Philadelphia, PA 19107
215-557-7811
www.philaculture.org

Indeed

177 Broad Street, 6th Floor
Stamford, CT 0601
1-800-462-5848
<https://www.indeed.com/>

WHYY, Inc.

150 N. Sixth Street
Philadelphia, PA 19106
<http://www.whyy.org>

National Association of Black Journalist

1100 Knight Hall, Suite 3100
College Park, Maryland 20742
301-405-0248
www.nabj.org

Corporate for Public Broadcasting

CPB Jobline
401 9th Street
Washington, DC 20004
202-879-3600
<https://www.cpb.org/>

Linkedlin

2009 Stierlin Court
Mountainview, CA 94042
<http://www.linkedin.com>

Twitter

795 Folsom Street, Ste. 600
San Francisco, CA 94103
www.twitter.com

Facebook

Menlo Park, CA 94025

www.facebook.com

National Association of Hispanic Journalist

1050 Connecticut Avenue NW 10th Floor

Washington, DC 20036

202-662-7145

<https://nahj.org/>

National Public Radio

635 Massachusetts Avenue, NW

Washington, DC 20001

www.npr.org

Temple University

1800 Broad Street

Philadelphia, PA 19121

215-504-7981

www.temple.edu/careercenter

National Assoc. of Black Accountants

7474 Greenway Center Drive

Suite 1120

Greenbelt, MD 20770

301-474-6222

www.nabainc.org

Current

6930 Carroll Avenue, Suite 350

Takoma Park, MD 20912

www.current.org

Urban League of PA

121 S. Broad St, 9th Floor

Philadelphia, PA 19107

215.985.3220

www.urbanleaguephila.org

JournalismNext

703-629-0178

www.journalismnext.com

Handshake

<https://www.joinhandshake.com/>

People Share

1601 Market St

Philadelphia, PA 19103

215-988-0700

<https://www.peopleshareworks.com/>

Addison Group

1760 Market St

Philadelphia, PA 19103

267-884-0688

<https://addisongroup.com/>

Campus Philly

1500 JFK Blvd

Philadelphia, PA 19144

215-982-1288

<https://campusphilly.org/>

African American Chamber of Commerce

1617 JFK Blvd

Philadelphia, PA 19103

215-751-9501

<https://aachamber.com/>

Philadelphia Chamber of Commerce

200 S Broad St

Philadelphia, PA 19102

215-545-1234

<https://chamberphl.com>

Urban Affairs Coalition

1207 Chestnut St.

Philadelphia, PA 19107

215-851-0110

<https://uac.org>

Greater Philadelphia Hispanic Chamber of Commerce

1520 Locust St, ST 1001

Philadelphia, PA 19102

215-845-5456

<https://www.philahispanicchamber.org/>

AIR Media

P.O Box 220400

Boston, MA 02122

617-825-4400

<https://airmedia.org/>

National Association of Asian American Professionals

P.O Box 350

Bryan Mawr, PA 19010

<https://phl.naaap.org/>

Association of Latino Professionals for America

1717 W. 6th St., STE 410

Austin, TX 78703

855-692-5732

<https://www.alpfa.org/?>

PHL Diversity

1601 Market St., STE 200

Philadelphia, PA 19103

215-636-3300

<https://www.discoverphl.com/meet/phldiversity/>

Next Philadelphia

121 S. Broad St., 9th Fl.

Philadelphia, PA 19107

215-985-3220

<https://urbanleaguephila.org/get-involved/next-philadelphia/>

Blackjobs.com

440 W San Ysidro Blvd

Suite 430968

San Ysidro, CA 92143

614-595-6063

<https://www.blackjobs.com/>

Hispanicjobs.com

440 W San Ysidro Blvd

Suite 430968

San Ysidro, CA 92143

614-595-6063

<https://www.hispanicjobs.com/>

Technical.ly

<https://technical.ly/>

Association of Fundraising Professionals

4300 Wilson Blvd # 300
Arlington, VA 22203
703-684-0410
<https://afpglobal.org/>

Greater Public

PO Box 303279
Austin, TX 78703-0055
800-454-2314
<https://greaterpublic.org/>

Education Writers Association

1825 K Street NW, Suite 200
Washington, DC 20006
202-452-9830
<https://www.ewa.org/>

The Association of LGBTQ Journalists

2120 L Street, NW Suite 850
Washington, DC 20037
202-588-9888
<https://www.nlgja.org/>

Lively Hood (Wurd Radio)

1341 N. Delaware Avenue
Suite 300
Philadelphia, PA 19125
215-425-7875
<https://wurdradio.com/>

National Black MBA Association

400 W. Peachtree Street NW, Suite 203
Atlanta, GA 30308
404-260-5444
<https://nbmbaa.org/>

Product Manager HQ

<https://productmanagerhq.com/>

Women in Product

P.O. Box 60934
Palo Alto, CA 94306
<https://www.womenpm.org/>

Simply Hired

<https://www.simplyhired.com/>

Resume

<https://www.resume.com/>

*No organization requested that the station provide it with notice of all job vacancies

FCC EEO Prong 3 Report

April 2021 to March 2022

Participate in general outreach efforts through job banks and internet programs.

- Significant use of a broad range of channels, including general and industry-specific sites, and organizations, such as universities, colleges and professional networking groups, designed to attract a diverse pool of candidates are used.
- WHYY also posts all job vacancies on their social media accounts.

Participate in at least four jobs fairs by station personnel who have substantial responsibility in the making of hiring decisions.

- Since April 2021, WHYY representatives have attended or submitted information to the following career, job and internship fairs. At each event attended, human resources personnel or representatives from WHYY discussed relevant information about employment, internship opportunities, and/or volunteer opportunities; provided attendees with information about WHYY and collected resumes from interested attendees:
 - On November 5, 2021, the Specialist, Staffing & Human Resources hosted an information session (virtual) for Temple University, meeting with approximately 36 students.
 - On February 16, 2022, the Specialist, Staffing & Human Resources attended Temple University's Advertising and Public Relations Career Fair at Klein College (virtual), meeting with approximately 10 students.
 - On February 17, 2022, the Specialist, Staffing & Human Resources attended Temple University's Communication, Non-Profits, and Social Influence Career Fair at Klein College (virtual), meeting with approximately 17 students.
 - On February 18, 2022, the Specialist, Staffing & Human Resources attended Temple University's Journalism, Broadcast News, and Audio/Video Production Career Fair at Klein College (virtual), meeting with approximately 53 students.
 - On March 29, 2022, the Specialist, Staffing & HR and Interim Vice President of News and Civic Dialogue attended Current's (Public Media) Virtual Career Fair meeting with approximately 30 attendees.

Participate in at least four events over two years relating to career opportunities sponsored by educational institutions.

- WHYY's Media Labs teach youth programs throughout the year to students in grades kindergarten through 12th. These programs teach students to produce audio and video stories both in the classroom and in after-school programs.
 - During April 2021 to March 2022, WHYY reached 1,487 students through virtual projects. Note classes do occur June 2021– August 2021.
 - During April 2021 to March 2022, WHYY held 216 sessions of after-school programming, serving a total of approximately 203 students through after-school programs.
 - WHYY hosted a virtual showcase highlighting work produced by high school student interns participating in the Pathways to Career Program.

- WHYH staff speak frequently to students and/or civic groups about careers in public media.
 - On April 13, 2021 and September 21, 2021, Host/Creative Director of “The Pulse” attended classes at Temple University and discussed career pathways into broadcasting with students.
 - On November 5, 2021, the Specialist, Staffing & Human Resources attended Temple University’s Information Session at Klein College (virtual), meeting with approximately 36 students.
 - On February 16, 2022, the Specialist, Staffing & Human Resources attended Temple University’s Advertising and Public Relations Career Fair at Klein College (virtual), meeting with approximately 10 students.
 - On February 17, 2022, the Specialist, Staffing & Human Resources attended Temple University’s Communication, Non-Profits, and Social Influence Career Fair at Klein College (virtual), meeting with approximately 17 students.
 - On February 18, 2022, the Specialist, Staffing & Human Resources attended Temple University’s Journalism, Broadcast News, and Audio/Video Production Career Fair at Klein College (virtual), meeting with approximately 53 students.
 - On March 29, 2022, the Specialist, Staffing & HR and Interim Vice President of News and Civic Dialogue attended Current’s (Public Media) Virtual Career Fair meeting with approximately 30 attendees.

Establishment of an internship program designed to develop skills needed for broadcast employment.

- For the period of April 1, 2021 through March 31, 2022, 28 students participated in WHYH’s paid program, in departments throughout the organization.
- For Spring 2021, we had four interns in the Newsroom from schools including CUNY, University of Pennsylvania, and Temple University.
- For Summer 2021, we had four interns in the Newsroom from schools including University of Delaware, University of Syracuse, and Temple University.
- For Fall 2021, we had ten interns in departments throughout the organization including IT, Communications/Marketing, Digital, Media Arts Education, Major Gifts, and the Newsroom from schools including University of Pennsylvania, Villanova University, /Arcadia University, Pennsylvania State University, Bloomsburg University, Emerson College, American Graduate School, and Temple University.
- For Spring 2022, we had ten interns in departments throughout the organization including Media Arts Education, Communications/Marketing, Digital, and the Newsroom from schools including Emerson College, University of Pennsylvania, College of New Jersey, Florida State University, and Temple University.
- Starting in September 2020, WHYH partnered with Temple University and the Philadelphia Association of Black Journalists to recruit interns for our internship program.

Establish training or mentoring programs designed to enable employees to acquire skills to qualify for higher level positions.

- Education Assistance Program available for a discounted tuition rate to all staff members at all levels of the organization through Rosemont College. However, during this timeframe (April 2021 – March 2022), no employees took advantage of this benefit.

- Through WHY?’s tuition reimbursement benefit, regular, full-time employees, (upon successful completion of the course), can apply for tuition reimbursement for courses taken at accredited institutions related to professional advancement. However, during this timeframe (April 2021 – March 2022), no employees took advantage of this benefit.
- In 2019, WHY? hired a Youth Employment Specialist and initiated our Pathways to Media Careers Program. To date, we have supported 108 paid work experiences for students in the WHY? Media Arts Education Program. These opportunities were made possible through partnerships both within WHY? and other partner organizations in the media field. Students received resume, job skills, interview training, and had the opportunity to exercise their media skills at prominent work places. Despite the COVID-19 pandemic, students were still able to partner with our employers and successfully navigated the virtual business workforce during the summer of 2021.

Listed each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

Host was posted/shared on/with...

- National Association of Black Journalists, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter

Radio Times Producer was posted/shared on/with...

- National Association of Black Journalists, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter

Newsroom Director was posted/shared on/with...

- National Association of Black Journalists, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter

Digital Content Producer was posted/shared on/with...

- National Association of Black Journalists, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter

Associate Producer was posted/shared on/with...

- National Association of Black Journalists, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter

Production Manager was posted/shared on/with...

- National Association of Black Journalists, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter

Director of Programming was posted/shared on/with...

- National Association of Black Journalists, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter

Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.

- All employees had to complete an online course, “Harassment and Discrimination Prevention” by September 30, 2021.