

EEO Public File Report  
 WHY, Inc. - WHY-TV, WHY-FM, WDPB (TV), WNJM-FM, WNJZ-FM, WNJN-FM, WNJS-FM, WNJB-FM  
 April 1, 2022 through March 31, 2023

The report below represents the recruitment activity for all all employment opportunities six months or longer in duration during the period of April 1, 2022 through March 31, 2023. All employees receive notification of open positions and all open positions are posted on WHY'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
Site Supervisor, Media Labs	3/4/2022	4/1/2022	WHYY	1	
			Indeed	1	
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal	2	x
			Total Interviewed	4	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Project Finial Analyst	1/25/2022	4/1/2022	WHYY	1	x
			Indeed	2	
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal		
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Corporate for Public Broadcasting		
			Temple University		
Air Media					
PHL Diversity					
Greater Public					
Lively Hood					
Association of LGBTQ Journalists					
Linkedin					
Total Interviewed	3				
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired

Digital Associate Producer	2/1/2022	4/5/2022	WHYY	2	
			Indeed	2	x
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		
			PHL Diversity		
			Lively Hood		
			Association of LGBTQ Journalists		
			National Association of Black Journalists		
			Total Interviewed	4	
<b>Position</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source</b>	<b>Number Interviewed</b>	<b>Hired</b>
Member Services Associate - In Bound	3/21/2022	4/13/2022	WHYY	3	
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	2	x
			Internal		
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Corporate for Public Broadcasting		
			Next Philadelphia		
			Temple University		
			Air Media		
			PHL Diversity		
			Lively Hood		
			Association of LGBTQ Journalists		
			Total Interviewed	5	

Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Health Disparaties Fellow	2/28/2022	4/22/2022	WHYY	1	
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	1	x
			Internal		
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		
			PHL Diversity		
			Lively Hood		
			Corporate for Public Broadcasting		
			Association of LGBTQ Journalists		
			Public Radio Program Director Association		
			National Association of Black Journalists		
			Total Interviewed	2	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Education Budget Specialist	4/6/2022	5/2/2022	WHYY		
			Indeed	4	x
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	1	
			Internal		
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		

			PHL Diversity		
			Lively Hood		
			Association of LGBTQ Journalists		
			Total Interviewed	5	
<b>Position</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source</b>	<b>Number Interviewed</b>	<b>Hired</b>
Associate Media Instructor	4/5/2022	5/12/2022	WHYY	1	
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	2	x
			Internal		
			Total Interviewed	3	
<b>Position</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source</b>	<b>Number Interviewed</b>	<b>Hired</b>
Producer, On Stage at The Curtis	1/19/2022	5/17/2022	WHYY		
			Indeed	4	x
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	2	
			Internal		
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		
			PHL Diversity		
			Lively Hood		
			Public Radio Program Director Association		
			Association of LGBTQ Journalists		
			Corporate for Public Broadcasting		
			National Association of Black Journalists		
			Total Interviewed	6	
<b>Position</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source</b>	<b>Number Interviewed</b>	<b>Hired</b>
TV/Audio Promotions Producer (two openings)	3/24/2022	5/23/22, 6/9/22	WHYY	3	
			Indeed	9	
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		

			Referral		
			Internal	2	x,x
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		
			PHL Diversity		
			Lively Hood		
			Public Radio Program Director Association		
			Association of LGBTQ Journalists		
			Corporate for Public Broadcasting		
			National Association of Black Journalists		
			Total Interviewed	14	
<b>Position</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source</b>	<b>Number Interviewed</b>	<b>Hired</b>
Vice President of News and Civic Dialogue	2/25/2022	5/23/2022	WHYY	4	
			Indeed	1	x,x
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	3	
			Internal	1	
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		
			PHL Diversity		
			Lively Hood		
			Public Radio Program Director Association		
			Corporate for Public Broadcasting		
			Association of LGBTQ Journalists		
			National Association of Hispanic Journalists		
			National Association of Black Journalists		

			Linkedin		
			Current.org		
			Total Interviewed	9	
<b>Position</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source</b>	<b>Number Interviewed</b>	<b>Hired</b>
Delaware Reporter	8/18/2021	5/25/2022	WHYY	6	
			Indeed	1	
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	1	x
			Internal		
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		
			PHL Diversity		
			Lively Hood		
			Public Radio Program Director Association		
			Association of LGBTQ Journalists		
			Corporate for Public Broadcasting	1	
			Total Interviewed	9	
<b>Position</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source</b>	<b>Number Interviewed</b>	<b>Hired</b>
Newsroom Assignment Editor	12/14/2021	6/3/2022	WHYY	6	x
			Indeed	5	
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	2	
			Internal		
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter	1	
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		

			Temple University		
			Air Media		
			PHL Diversity		
			Lively Hood		
			Public Radio Program Director Association		
			Corporate for Public Broadcasting	1	
			Association of LGBTQ Journalists		
			National Associate of Black Journalists		
			Public Media Journalists Association		
			Total Interviewed	15	
<b>Position</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source</b>	<b>Number Interviewed</b>	<b>Hired</b>
Associate Producer, Fresh Air	3/21/2022	6/9/2022	WHYY		
			Indeed	2	
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	2	
			Internal		
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		
			PHL Diversity		
			Lively Hood		
			Public Radio Program Director Association		
			Association of LGBTQ Journalists		
			Corporate for Public Broadcasting	1	x
			Linkedin		
			National Association of Black Journalists	1	
			Total Interviewed	6	
<b>Position</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source</b>	<b>Number Interviewed</b>	<b>Hired</b>
Multimedia Health and Science Reporter	4/20/2022	6/12/2022	WHYY	2	
			Indeed	1	x
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	2	
			Internal		
			Philadelphia Association of Black Journalists		

			Asian American Journalists Association		1	
			National Association of Hispanic Journalists - Philadelphia Chapter			
			Urban League			
			Urban Coalition			
			African American Chamber of Commerce			
			Hispanic Chamber of Commerce			
			Philadelphia Chamber of Commerce			
			Association of Latino Professionals For America			
			Next Philadelphia			
			Temple University			
			Air Media			
			PHL Diversity			
			Lively Hood			
			Public Radio Program Director Association			
			Association of LGBTQ Journalists			
			National Association of Black Journalists			
			Association of Healthcare Journalists			
			Public Media Journalists Association			
			Total Interviewed		6	
<b>Position</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source</b>	<b>Number Interviewed</b>	<b>Hired</b>	
General Assignment Reporter	3/30/2022	6/14/2022	WHYY	3		
			Indeed			
			Glassdoor			
			Simply Hired			
			Resume.com			
			WHYY Social Media			
			Referral			
			Internal			
			Philadelphia Association of Black Journalists			
			Asian American Journalists Association			
			National Association of Hispanic Journalists - Philadelphia Chapter			
			Urban League			
			Urban Coalition			
			African American Chamber of Commerce			
			Hispanic Chamber of Commerce			
			Philadelphia Chamber of Commerce			
			Association of Latino Professionals For America			
			Next Philadelphia			
			Temple University			
			Air Media		1	
			PHL Diversity			
			Lively Hood			
			Public Radio Program Director Association			
			Association of LGBTQ Journalists			
			Corporate for Public Broadcasting		3	x
			National Association of Black Journalists		1	
			Public Media Journalists Association			
			Total Interviewed		8	
<b>Position</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source</b>	<b>Number Interviewed</b>	<b>Hired</b>	

Traffic Manager	1/4/2023	6/16/2022	WHYY		3	
			Indeed		7	
			Glassdoor			
			Simply Hired			
			Resume.com			
			WHYY Social Media			
			Referral			
			Internal			
			Philadelphia Association of Black Journalists			
			Asian American Journalists Association			
			National Association of Hispanic Journalists - Philadelphia Chapter			
			Urban League			
			Urban Coalition			
			African American Chamber of Commerce			
			Hispanic Chamber of Commerce			
			Philadelphia Chamber of Commerce			
			Association of Latino Professionals For America			
			Next Philadelphia			
			Temple University			
			Air Media			
			PHL Diversity			
			Lively Hood			
			Public Radio Program Director Association			
			Corporate for Public Broadcasting		1	
			Association of LGBTQ Journalists			
			Current.org			
			Public Media Journalists Association			
			Linkedin		1	x
			Total Interviewed		13	
<b>Position</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source</b>	<b>Number Interviewed</b>	<b>Hired</b>	
Education Reporter	5/16/2022	6/17/2022	WHYY	1		
			Indeed			
			Glassdoor			
			Simply Hired			
			Resume.com			
			WHYY Social Media			
			Referral			
			Internal			
			Philadelphia Association of Black Journalists			
			Asian American Journalists Association			
			National Association of Hispanic Journalists - Philadelphia Chapter			
			Urban League			
			Urban Coalition			
			African American Chamber of Commerce			
			Hispanic Chamber of Commerce			
			Philadelphia Chamber of Commerce			
			Association of Latino Professionals For America			
			Next Philadelphia			
			Temple University			

			Air Media		
			PHL Diversity		
			Lively Hood		
			Public Radio Program Director Association		
			Association of LGBTQ Journalists		
			National Association of Black Journalists		
			Corporate for Public Broadcasting		1 x
			Public Media Journalists Association		
			Total Interviewed		2
<b>Position</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source</b>	<b>Number Interviewed</b>	<b>Hired</b>
<b>Associate Producer</b>	3/25/2022	6/21/2022	WHYY		1 x
			Indeed		1
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		2
			Internal		
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		1
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		
			PHL Diversity		
			Lively Hood		
			Corporate for Public Broadcasting		1
			Public Radio Program Director Association		
			Association of LGBTQ Journalists		
			National Association of Black Journalists		
			Total Interviewed		6
<b>Position</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source</b>	<b>Number Interviewed</b>	<b>Hired</b>
<b>Audio General Manager</b>	12/9/2021	6/21/2022	WHYY		
			Indeed		2
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		1 x
			Internal		1
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		

			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		
			PHL Diversity		
			Lively Hood		
			Public Radio Program Director Association		
			Corporate for Public Broadcasting		3
			Association of LGBTQ Journalists		
			National Association of Black Journalists		
			Current.org		1
			Blackjobs.com		
			Hispanicjobs.com		
			Total Interviewed		8
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Marketing Communications Specialist	5/20/2022	6/28/2022	WHYY	1	
			Indeed	2	
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal		
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		
			PHL Diversity		
			Lively Hood		
			Public Radio Program Director Association		
			Corporate for Public Broadcasting		1
			Association of LGBTQ Journalists		
			International Assc. of Business Comm. Phila.		
			Public Relations Society of America		
			Linkedin		1 x
			Total Interviewed	5	

Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
<b>Associate Media Instructor (4 openings)</b>	5/24/2022	6/19/22, 6/29/22, 7/2/22, 8/10/22	WHYY	6	
			Indeed	2	x
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	1	
			Internal		
			Total Interviewed	9	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
<b>Managing Editor, Suburban Coverage</b>	4/18/2022	7/9/2022	WHYY	4	x
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal		
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		
			PHL Diversity		
			Lively Hood		
			Public Radio Program Director Association		
			Corporate for Public Broadcasting		
			Association of LGBTQ Journalists		
			National Association of Black Journalists		
			Public Media Journalists Association		
			Total Interviewed	4	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
<b>Digital Membership Manager</b>	4/14/2022	7/11/2022	WHYY	2	x
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal		
			Philadelphia Association of Black Journalists		

			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		
			PHL Diversity		
			Lively Hood		
			Public Radio Program Director Association		
			Corporate for Public Broadcasting		
			Association of LGBTQ Journalists		
			Linkedin		1
			Current.org		1
			Public Media Journalists Association		
			Public Relations Society of America		
			Total Interviewed		4
<b>Position</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source</b>	<b>Number Interviewed</b>	<b>Hired</b>
<b>Educational Programs Assistant (two openings)</b>	3/4/2022	6/23/22, 7/13/22	WHYY	6	x,x
			Indeed	2	
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal		
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		
			PHL Diversity		
			Lively Hood		
			Corporate for Public Broadcasting		
			Public Radio Program Director Association		
			Association of LGBTQ Journalists		
			Total Interviewed	8	
<b>Position</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source</b>	<b>Number Interviewed</b>	<b>Hired</b>

Media Tech - Maintenance	7/29/2021	8/22/2022	WHYY		2	
			Indeed		2	
			Glassdoor			
			Simply Hired			
			Resume.com			
			WHYY Social Media			
			Referral		2	x,x
			Internal			
			Philadelphia Association of Black Journalists			
			Asian American Journalists Association			
			National Association of Hispanic Journalists - Philadelphia Chapter			
			Urban League			
			Urban Coalition			
			African American Chamber of Commerce			
			Hispanic Chamber of Commerce			
			Philadelphia Chamber of Commerce			
			Association of Latino Professionals For America			
			Next Philadelphia			
			Temple University			
			Air Media			
			PHL Diversity			
			Lively Hood			
			Corporate for Public Broadcasting			
			Public Radio Program Director Association			
			Association of LGBTQ Journalists			
			Total Interviewed		6	
<b>Position</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source</b>		<b>Number Interviewed</b>	<b>Hired</b>
Multimedia Graphic Designer	6/13/2022	8/22/2023	WHYY		8	
			Indeed		3	x
			Glassdoor			
			Simply Hired			
			Resume.com			
			WHYY Social Media			
			Referral		1	
			Internal			
			Philadelphia Association of Black Journalists			
			Asian American Journalists Association			
			National Association of Hispanic Journalists - Philadelphia Chapter			
			Urban League			
			Urban Coalition			
			African American Chamber of Commerce			
			Hispanic Chamber of Commerce			
			Philadelphia Chamber of Commerce			
			Association of Latino Professionals For America			
			Next Philadelphia			
			Temple University			
			Air Media			
			PHL Diversity			
			Lively Hood			

			Corporate for Public Broadcasting		
			Public Radio Program Director Association		
			Association of LGBTQ Journalists		
			National Association of Black Journalists		
			Total Interviewed	12	
<b>Position</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source</b>	<b>Number Interviewed</b>	<b>Hired</b>
Digital Producer, Digital Studios	7/19/2022	8/23/2022	WHYY	2	
			Indeed	1	x
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal		
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		
			PHL Diversity		
			Lively Hood		
			Public Radio Program Director Association		
			Corporate Public Broadcasting		
			Association of LGBTQ Journalists		
			Staff Me Up		
			National Association of Black Journalists		
			Total Interviewed	3	
<b>Position</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source</b>	<b>Number Interviewed</b>	<b>Hired</b>
Podcast Associate Producer	6/10/2022	8/30/2022	WHYY		
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal	1	x
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		

			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		
			PHL Diversity		
			Lively Hood		
			Public Radio Program Director Association		
			Corporate Public Broadcasting		
			Association of LGBTQ Journalists		
			National Association of Black Journalists		
			Howard University		
			Total Interviewed	1	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Social Media Producer	8/4/2022	9/6/2022	WHYY	3	
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	1	x
			Internal		
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		
			PHL Diversity		
			Lively Hood		
			Public Radio Program Director Association		
			Association of LGBTQ Journalists		
			Corporate Public Broadcasting		
			Howard University		
			Association of Black Journalists		
			Total Interviewed	4	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Associate Media Instructor	8/16/2022	9/7/2022	WHYY		
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		

			WHYY Social Media		
			Referral	1	x
			Internal		
			Total Interviewed	1	
<b>Position</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source</b>	<b>Number Interviewed</b>	<b>Hired</b>
Digital Video Producer/Editor	6/10/2022	9/9/2022	WHYY	3	x
			Indeed		
			Glassdoor	1	
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal		
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		
			PHL Diversity		
			Lively Hood		
			Public Radio Program Director Association		
			Association of LGBTQ Journalists		
			Corporate Public Broadcasting		
			Howard University		
			Association of Black Journalists		
			Total Interviewed	4	
<b>Position</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source</b>	<b>Number Interviewed</b>	<b>Hired</b>
Radio Operations Assistant	7/18/2022	10/3/2022	WHYY	8	
			Indeed	2	x
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal		
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		

			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		
			PHL Diversity		
			Lively Hood		
			Public Radio Program Director Association		
			Association of LGBTQ Journalists		
			Corporate Public Broadcasting	1	
			Howard University		
			Association of Black Journalists		
			Current.org		
			Total Interviewed	11	
<b>Position</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source</b>	<b>Number Interviewed</b>	<b>Hired</b>
Facilities Specialist	9/13/2022	10/17/2022	WHYY	4	
			Indeed	1	x
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal		
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		
			PHL Diversity		
			Lively Hood		
			Public Radio Program Director Association		
			Corporate Public Broadcasting		
			Association of LGBTQ Journalists		
			Howard University		
			Total Interviewed	5	
<b>Position</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source</b>	<b>Number Interviewed</b>	<b>Hired</b>
System Support Tech (Two Openings)	8/1/2022	10/19/22, 11/22/22	WHYY	4	x,x
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		

			Referral		
			Internal		
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		
			PHL Diversity		
			Lively Hood		
			Public Radio Program Director Association		
			Association of LGBTQ Journalists		
			Howard University		
			Black Data Processing Associates		
			Total Interviewed	4	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Senior Audio Show Producer	8/10/2022	10/24/2022	WHYY	1	
			Indeed	1	
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal	1	x,x
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		
			PHL Diversity		
			Lively Hood		
			Public Radio Program Director Association		
			Corporate Public Broadcasting		
			Association of LGBTQ Journalists		
			Howard University		
			Association of Black Journalists		

			Total Interviewed	3	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Audio Show Producer	8/10/2022	11/1/2022	WHYY		
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal	2	x,x
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		
			PHL Diversity		
			Lively Hood		
			Corporate Public Broadcasting		
			Public Radio Program Director Association		
			Association of LGBTQ Journalists		
			Howard University		
			Association of Black Journalists		
			Total Interviewed	2	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Multiplatform Reporter, The Pulse	8/1/2022	11/8/2022	WHYY	1	
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	2	x
			Internal	2	
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		

			Temple University		
			Air Media		
			PHL Diversity		
			Lively Hood		
			Public Radio Program Director Association		
			Association of LGBTQ Journalists		
			Howard University		
			Corporate Public Broadcasting		1
			Association of Black Journalists		
			Total Interviewed		6
<b>Position</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source</b>	<b>Number Interviewed</b>	<b>Hired</b>
<b>On-Air &amp; Digital Membership Producer</b>	8/8/2022	11/10/2022	WHYY	7	x
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal		1
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		
			PHL Diversity		
			Lively Hood		
			Public Radio Program Director Association		
			Corporate Public Broadcasting		
			Association of LGBTQ Journalists		
			Howard University		
			National Association of Black Journalists		
			Current.org		
			Total Interviewed		8
<b>Position</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source</b>	<b>Number Interviewed</b>	<b>Hired</b>
<b>Senior Accountant II</b>	11/15/2022	12/2/2022	WHYY	1	x
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal		

			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		
			PHL Diversity		
			Lively Hood		
			Public Radio Program Director Association		
			Corporate Public Broadcasting		
			Association of LGBTQ Journalists		
			Howard University		
			Linkedin		
			Total Interviewed		1
<b>Position</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source</b>	<b>Number Interviewed</b>	<b>Hired</b>
Development and Planned Giving Specialist	9/20/2022	12/5/2022	WHYY	2	
			Indeed	1	
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	5 x	
			Internal		
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		
			PHL Diversity		
			Lively Hood		
			Corporate Public Broadcasting		
			Public Radio Program Director Association		
			Association of LGBTQ Journalists		
			Howard University		
			Total Interviewed	8	
<b>Position</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source</b>	<b>Number Interviewed</b>	<b>Hired</b>

Associate Digital Producer	11/2/2022	1/6/2023	WHYY		3 x
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		1
			Internal		
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		1
			PHL Diversity		
			Corporate Public Broadcasting		
			Lively Hood		
			Public Radio Program Director Association		
			Association of LGBTQ Journalists		
			Howard University		
			Total Interviewed		5
<b>Position</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source</b>	<b>Number Interviewed</b>	<b>Hired</b>
Community Relations Specialist	11/2/2022	1/9/2023	WHYY	5	
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		1 x
			Internal		
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		
			PHL Diversity		

			Corporate Public Broadcasting		
			Lively Hood		
			Public Radio Program Director Association		
			Association of LGBTQ Journalists		
			Howard University		
			Total Interviewed		6
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Assistant Controller	1/12/2023	2/13/2023	WHYY	3	x
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		
			Internal		
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		
			PHL Diversity		
			Lively Hood		
			Public Radio Program Director Association		
			Corporate Public Broadcasting		
			Association of LGBTQ Journalists		
			Howard University		
			Linkedin		
			Total Interviewed		3
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Multiplatform Editor/Audio	1/3/2022	2/15/2023	WHYY	10	x
			Indeed	2	
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	1	
			Internal	1	
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		

			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		
			PHL Diversity		
			Lively Hood		
			Public Radio Program Director Association		
			Association of LGBTQ Journalists		
			Howard University		
			Staff Me Up		
			Corporate Public Broadcasting		1
			National Association of Black Journalists		
			Public Media Journalists Association		
			Total Interviewed		15
<b>Position</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source</b>	<b>Number Interviewed</b>	<b>Hired</b>
Investigative Reporter, Billy Penn	12/5/2022	2/16/2023	WHYY	5	
			Indeed		
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral		1 x
			Internal		3
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		
			PHL Diversity		
			Lively Hood		
			Public Radio Program Director Association		
			Association of LGBTQ Journalists		
			Howard University		
			Corporate Public Broadcasting		1
			National Association of Black Journalists		
			Investigative Reporters and Editors		
			Total Interviewed		10
<b>Position</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source</b>	<b>Number Interviewed</b>	<b>Hired</b>
Food and Drink Reporter, Billy Penn	9/20/2022	2/17/2023	WHYY	5	x

			Indeed		3	
			Glassdoor			
			Simply Hired			
			Resume.com			
			WHYY Social Media			
			Referral		1	
			Internal		1	
			Philadelphia Association of Black Journalists			
			Asian American Journalists Association			
			National Association of Hispanic Journalists - Philadelphia Chapter			
			Urban League			
			Urban Coalition			
			African American Chamber of Commerce			
			Hispanic Chamber of Commerce			
			Philadelphia Chamber of Commerce			
			Association of Latino Professionals For America			
			Next Philadelphia			
			Temple University			
			Air Media			
			PHL Diversity			
			Lively Hood			
			Public Radio Program Director Association			
			Association of LGBTQ Journalists			
			Howard University			
			Corporate Public Broadcasting		1	
			National Association of Black Journalists			
			Total Interviewed		11	
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired	
Managing Editor, Plan Philly	7/25/2022	2/23/2023	WHYY	3		
			Indeed			
			Glassdoor			
			Simply Hired			
			Resume.com			
			WHYY Social Media			
			Referral		2	x
			Internal			
			Philadelphia Association of Black Journalists			
			Asian American Journalists Association			
			National Association of Hispanic Journalists - Philadelphia Chapter			
			Urban League			
			Urban Coalition			
			African American Chamber of Commerce			
			Hispanic Chamber of Commerce			
			Philadelphia Chamber of Commerce			
			Association of Latino Professionals For America			
			Next Philadelphia			
			Temple University			
			Air Media			
			PHL Diversity			

			Lively Hood		
			Public Radio Program Director Association		
			Association of LGBTQ Journalists		
			Howard University		
			Staff Me Up		
			Corporate Public Broadcasting		
			National Association of Black Journalists		1
			Public Media Journalists Association		
			Linkedin		1
			Total Interviewed		7
<b>Position</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source</b>	<b>Number Interviewed</b>	<b>Hired</b>
<b>Associate Media Instructor</b>	11/9/2022	3/7/2023	WHYY	4	
			Indeed	1	
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	2	x
			Internal		
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		
			Corporate Public Broadcasting		
			PHL Diversity		
			Lively Hood		
			Public Radio Program Director Association		
			Association of LGBTQ Journalists		
			Howard University		
			Total Interviewed	7	
<b>Position</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source</b>	<b>Number Interviewed</b>	<b>Hired</b>
<b>Broadcast and Digital Media Analyst</b>	3/2/2022	3/13/2023	WHYY	5	
			Indeed	5	
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	2	x
			Internal		
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		

			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		
			PHL Diversity		
			Lively Hood		
			Public Radio Program Director Association		
			Association of LGBTQ Journalists		
			Howard University		
			Online News Association		
			Linkedin		7
			Public Media Journalists Association		
			Total Interviewed		19
Position	Date Opened	Date Filled	Recruitment Source	Number Interviewed	Hired
Senior Operations Manager	12/15/2022	3/15/2023	WHYY	1	
			Indeed	1	x
			Glassdoor		
			Simply Hired		
			Resume.com		
			WHYY Social Media		
			Referral	1	
			Internal	1	
			Philadelphia Association of Black Journalists		
			Asian American Journalists Association		
			National Association of Hispanic Journalists - Philadelphia Chapter		
			Urban League		
			Urban Coalition		
			African American Chamber of Commerce		
			Hispanic Chamber of Commerce		
			Philadelphia Chamber of Commerce		
			Association of Latino Professionals For America		
			Next Philadelphia		
			Temple University		
			Air Media		
			PHL Diversity		
			Lively Hood		
			Public Radio Program Director Association		
			Association of LGBTQ Journalists		
			Corporate Public Broadcasting		
			Howard University		
			Linkedin	3	
			Diversity Job		
			National Association of Black Journalists		

			National Grants Management Association		
			Drexel University		
			Online News Association		
			Total Interviewed	7	

## **Contacts**

### **Asian American Journalist Association**

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

### **Indeed**

177 Broad Street, 6<sup>th</sup> 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](http://www.nabj.org)

### **Corporate for Public Broadcasting**

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

### **LinkedIn**

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

### **Twitter**

795 Folsom Street, Ste. 600  
San Francisco, CA 94103  
[www.twitter.com](http://www.twitter.com)

### **Facebook**

Menlo Park, CA 94025  
[www.facebook.com](http://www.facebook.com)

### **National Association of Hispanic Journalist**

1050 Connecticut Avenue NW 10<sup>th</sup> Floor  
Washington, DC 20036  
202-662-7145  
<https://nahj.org/>

**National Public Radio**

635 Massachusetts Avenue, NW  
Washington, DC 20001  
[www.npr.org](http://www.npr.org)

**Temple University**

1800 Broad Street  
Philadelphia, PA 19121  
215-504-7981  
[www.temple.edu/careercenter](http://www.temple.edu/careercenter)

**Current**

6930 Carroll Avenue, Suite 350  
Takoma Park, MD 20912  
[www.current.org](http://www.current.org)

**Urban League of PA**

121 S. Broad St, 9<sup>th</sup> Floor  
Philadelphia, PA 19107  
215.985.3220  
[www.urbanleaguephila.org](http://www.urbanleaguephila.org)

**Handshake**

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

**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. 6<sup>th</sup> 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., 9<sup>th</sup> 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/>

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

**Public Media Journalists Association**  
P.O. Box 838  
Sturgis, SD 57785  
<https://www.pmja.org/>

**Association of Healthcare Journalists**  
10 Neff Hall  
Columbia, MO 65211  
573-884-5606  
<https://healthjournalism.org/>

**International Association of Business Communicators**  
330 N Wabash Avenue, Suite 2000  
Chicago, IL 60611  
312-321-6868  
<https://www.iabcphiladelphia.org/>

**Public Relations Society of America**  
120 Wall Street, 21st Fl.  
New York, NY 10005

212-460-1400

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

**Howard University**

2400 Sixth Street NW

Washington, DC 20059

202-806-6100

<https://howard.edu/>

**Black Data Processing Associates**

9500 Arena Dr., Suite 106

Largo, MD 20774

513-781-9758

<https://bdpa.org/>

**Investigative Reporters and Editors**

221 S. Eighth St.

Columbia, MO 65201

573-882-2042

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

**Online News Association**

1111 North Capitol Street NE

Washington, DC 20002

202-753-7110

<https://journalists.org/>

**Drexel University**

3141 Chestnut Street

Philadelphia, PA 19104

215-895-2000

<https://drexel.edu/>

**National Grants Management Association**

21010 Southbank Street #2055

Sterling, VA 20165

202-308-9443

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

**Diversity Jobs**

800-984-3775

<https://www.diversityjobs.com>

**Staff Me Up**

<https://staffmeup.com/>

**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 2022 to March 2023**

### **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 2022, 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 October 21, 2022, the Specialist, Staffing & Human Resources attended Temple University's Career Fair at Klein College (virtual), meeting with 18 students.
  - On March 24, 2023, the Specialist, Staffing & Human Resources attended Temple University's Media and Communications Career Fair at Klein College (in person), meeting with 82 students.
  - On March 29, 2023, the Specialist, Staffing & HR and Vice President of News and Civic Dialogue attended Current's (Public Media) Virtual Career Fair meeting with 22 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 12<sup>th</sup>. These programs teach students to produce audio and video stories both in the classroom and in after-school programs.
  - During April 2022 to March 2023, WHYY reached 1,37 students through in-school class projects with 49 teachers.
  - During April 2022 to March 2023, WHYY held 512 sessions of after-school programming, serving a total of 469 students through after-school programs and media clubs.
  - During April 2022 to March 2023, WHYY held 37 miscellaneous projects serving a total of 330 students.
- WHYY staff speak frequently to students and/or civic groups about careers in public media.
  - On February 6, 2023, the Host/Creative Director of "The Pulse" discussed career pathways into broadcasting with 20 students at the City University of New York.
  - On October 21, 2022, the Specialist, Staffing & Human Resources attended Temple University's Career Fair at Klein College (virtual), meeting with 18 students.

- On March 24, 2023, the Specialist, Staffing & Human Resources attended Temple University's Media and Communications Career Fair at Klein College (in person), meeting with 82 students.
- On March 29, 2023, the Specialist, Staffing & HR and Vice President of News and Civic Dialogue attended Current's (Public Media) Virtual Career Fair meeting with 22 attendees.

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

- For the period of April 1, 2022 through March 31, 2023, 42 students participated in WHY's paid program, in departments throughout the organization.
- For Spring 2022, we had ten interns in departments throughout the organization including Media Arts Education, Major Gifts, Marketing, and the Newsroom.
- For Summer 2022, we had eleven interns in departments throughout the organization including Media Arts Education, Major Gifts, TV Production, Public Information (Marketing), and the Newsroom.
- For Fall 2022, we had ten interns in departments throughout the organization including Media Arts Education, Major Gifts, TV Production, and the Newsroom.
- For Spring 2023, we had eleven interns in departments throughout the organization including Media Arts Education, Major Gifts, TV Production, and the Newsroom.
- Starting in September 2020, WHY 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.**

- 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 2022 – March 2023), 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 242 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.

**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.**

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

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

Producer, On Stage at The Curtis was posted/shared on/with...

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

TV/Audio Promotions Producer was posted/shared on/with...

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

Delaware Reporter was posted/shared on/with...

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

Vice President of News and Civic Dialogue was posted/shared on/with...

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

Newsroom Assignment Editor was posted/shared on/with...

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

Associate Producer, Fresh Air was posted/shared on/with...

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

Multimedia Health and Science Reporter was posted/shared on/with...

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

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

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

General Assignment Reporter was posted/shared on/with...

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

Education Reporter was posted/shared on/with...

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

Audio General Manager was posted/shared on/with...

- National Association of Black Journalists, National Association of Black Journalists – Philadelphia Chapter, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter, Blackjobs.com, Hispanicjobs.com

Managing Editor, Suburban Coverage was posted/shared on/with...

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

Digital Producer, Digital Studios was posted/shared on/with...

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

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

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

Social Media Producer was posted/shared on/with...

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

Digital Video Producer/Editor was posted/shared on/with...

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

Senior Audio Show Producer was posted/shared on/with...

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

Audio Show Producer was posted/shared on/with...

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

Multiplatform Reporter, The Pulse was posted/shared on/with...

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

On-Air & Digital Membership Producer was posted/shared on/with...

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

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

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

Multiplatform Editor/Audio was posted/shared on/with...

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

Food and Drink Reporter, Billy Penn was posted/shared on/with...

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

Investigative Reporter, Billy Penn was posted/shared on/with...

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

Managing Editor, Plan Philly was posted/shared on/with...

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

Senior Operations Manager was posted/shared on/with...

- National Association of Black Journalists, National Association of Black Journalists – Philadelphia Chapter, 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, 2022.