

WDAS, WDAS-FM, WIOQ, WISX, WRFF, WUSL
EEO PUBLIC FILE REPORT
April 1, 2015 - March 31, 2016

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Asst. Program Director /Music Director WUSL-FM/WDA	1, 3-11, 13-14, 18, 21-26, 29, 31-41, 47-51, 53-67	13
Account Executive/Philadelphia	3-10, 12, 14, 16, 18-19, 21-26, 29, 31-37, 39-41, 47-51, 53-67	12
Account Executive/Philadelphia	3-10, 12, 14, 16, 18-19, 21-26, 29, 31-37, 39-41, 47-51, 53-67	19
Account Executive/Philadelphia	3-10, 12, 14, 16, 18-19, 21-26, 29, 31-37, 39-41, 47-51, 53-67	12
National Sales (MMS) Assistant- Philadelphia	3, 5-10, 14, 16-17, 21-26, 29, 31-37, 39-41, 47-51, 53-67	17
Senior Vice President of Sales	3, 5-10, 13-14, 16-17, 21-26, 29-37, 39-41, 47-51, 53-57, 59-67	13
Sales Support Team Member	3, 5-10, 14, 17, 20-26, 29, 31-37, 39-41, 47-49, 51, 53-57, 59-67	23
General Sales Manager	3, 5-10, 13-14, 16, 21-26, 29, 31-37, 39-41, 47-51, 53-57, 59-67	13
Sales Support Team Member	3, 5-7, 9-10, 13-14, 21-26, 29, 31-37, 39-41, 47-51, 53-57, 59-67	13
General Sales Manager	2-3, 5-7, 9-10, 14-15, 19, 21-29, 33-35, 37, 42-57, 60-65, 67	19

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access Music Group 28955 Pacific Coast Highway Suite 210-5 Malibu, California 90265 Phone : 310.457.6616 Url : allaccess.com Fax : 1-310-457-8058 Joel Denver	N	2
2	Allied Personnel Services 91 Larry Holmes Drive, Suite 110 Easton, Pennsylvania 18042 Phone : 610-253-9779 Fax : 1-610-253-6183 Dan Corpora	N	0
3	Art Institute of Philadelphia 1622 Chestnut Street Room 210 Philadelphia, Pennsylvania 19106 Phone : 215-405-6324 Email : sefoster@aii.edu Fax : 1-215-405-6400 Sean Foster	N	0
4	Bureau of Indian Affairs 4149 Hightower Blvd Ste 380 Oklahoma City, Oklahoma 73108 Phone : 405-605-6051 Fax : 1-405-605-6057 Joy Martin	N	0
5	Cabrini College 610 King of Prussia Rd. Radnor, Pennsylvania 19087 Phone : (610) 902-8305 Url : www.cabrini.edu Email : nch722@cabrini.edu Nancy Hutchison	Y	0
6	Camden County College P.O. Box 200 College Drive Blackwood, Pennsylvania 8012 Phone : (856) 227-7200 ext.4854 Email : jpranzatelli@camdencc.edu Joe Pranzatelli	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Chestnut Hill College 9601 Germantown Ave Philadelphia, Pennsylvania 19118 Phone : 215 248 7109 Email : jobpost@chc.edu Nancy Dacheille	Y	0
8	Cite Business School 714 Market Street Ste.433 Philadelphia, Pennsylvania 19106 Phone : (215) 922-6555 Email : gcardwell@citephl.com Fax : 1-215-922-2064 Gardella Cardwell	N	0
9	Community College of Philadelphia 1700 Spring Garden Street C1-34 Philadelphia, Pennsylvania 19130 Phone : (215) 496-6176 Url : www.ccp.edu Email : careerservices@ccp.edu Fax : 1-267-299-5937 Jan Harris	Y	0
10	Connecticut School of Broadcasting 535 Route 38 East Ste.230 Cherry Hill, New Jersey 08002 Phone : (856) 330-4701 Url : www.GoCSB.com Email : csbcherryhill@gocsb.com Brian Fish	Y	0
11	Current Employee	N	2
12	Current Employee - Transfer/Promotion	N	2
13	Current Employee/Internal Promotion	N	4
14	Drexel University 3201 Arch Street Ste.250 Philadelphia, Pennsylvania 19104 Phone : (215) 895-2185 Url : www.drexel.edu Email : SCDC@drexel.edu Fax : 1-215-895-1473 Andrew Duffy	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Duquesne University Career Services Center 600 Forbes Ave. Pittsburgh, Pennsylvania 15282 Phone : 412-396-6644 Email : careerservices@duq.edu Sandy Skriba	N	0
16	East Lawn Area Human Services 202 E. 35th Street Wilmington, Pennsylvania 19802 Phone : (302) 764-4323 Email : Eastlawnahs@aol.com Fax : 1-302-764-2855 Ann Lockett-Stephens	N	0
17	Employee Referral	N	5
18	First Judicial District of PA. 1801 Vine Street Rm.101-M Philadelphia, Pennsylvania 19103 Phone : (215) 686-7747 Email : Juila.davis@court.phila.gov Juila Davis	N	0
19	Former Employee	N	2
20	Former Employee Referral	N	1
21	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Online Source Manual Posting	N	0
22	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0

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23	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	5
24	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Online Source Manual Posting	N	4
25	Industry Plug 2310 Central Avneue Baldwin, New York 11510 Email : info@industryplug.com Erica Valcourt	N	0
26	King's College 133 North River St. Wilkes-Barre, Pennsylvania 18711 Phone : 570-208-5874 Email : theresakinney@kings.edu Fax : 1-570-208-5941 Theresa Kinney	N	0
27	Lafayette College Career Services Easton, Pennsylvania 18040 Phone : 610-330-5115 Url : www.lafayette.edu Email : moellerr@lafayette.edu Fax : 1-610-330-5719 Rachel Moeller	N	0
28	Lehigh University, Center for Journalism Coppee Hall 33 Coppee Dr. Bethlehem, Pennsylvania 18015 Phone : 610-758-6198 Email : jack.lule@lehigh.edu Fax : 1-610-758-4454 Jack Lule	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Lincoln University 1570 Baltimore Pike P.O. Box 179 Lincoln University, Pennsylvania 19352 Phone : (484) 365-8190 ext.7102 Url : www.lincoln.edu Email : mmc Gill@lincon.edu Fax : 1-484-365-8097 Maria Mc Gill	N	0
30	LinkedIn / Word of Mouth	N	1
31	Media Recruiter Centennial, Colorado 80016 Phone : 303-400-5150 Url : http://www.mediarecruiter.com Email : art@mediarecruiter.com Art Scott	N	0
32	Monster 5 Clock Tower Place Ste 500 Maynard, Massachusetts 1754 Phone : 402-472-3522 Url : http://www.monster.com Fax : 1-402-472-8675 Brendan McCauley	N	0
33	Montgomery County Community Action Development Commission 113 E. Main Street Norristown, Pennsylvania 19401 Phone : (610) 277-6363 Url : www.cadom.org Email : jberry@cadcom.org Fax : 1-610-277-7399 J. Berry	Y	0
34	My Reach Radio 2207 Concord Oike Box 307 Wilmington, Delaware 19803 Phone : 800 220-8078 Email : Jen@myreachradio.com Jen Hare	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	NAACP 1619 W. Cecil B Moore Ave. Philadelphia, Pennsylvania 19121 Phone : (215) 978-7500 Email : infosundaysun@yahoo.com Jerry Minasuire	Y	0
36	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : www.najb.org Fax : 1-301-314-1714 Ryan Williams	N	0
37	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5498 Email : nab@nab.org Fax : 1-202-429-5343 Career Services	N	0
38	National Black Media Coalition 1738 Elton Road Suite 314 Silver Spring, Maryland 20903 Phone : 301-445-2600 Email : nbmc2000@aol.com Fax : 1-301-445-1693 Career Services	N	0
39	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0
40	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : info@nljga.org Fax : 1-202-588-1818 Career Services	N	0

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41	Native American Public Telecommunications Frank Blythe PO Box 23111 Lincoln, Nebraska Url : http://www.nativetelecom.org/ Email : native@unl.edu Frank Blythe	N	0
42	Northampton Community College 3835 Green Pond Rd. Bethlehem, Pennsylvania 18015 Phone : 610-861-5344 Email : careers@northampton.edu Fax : 1-610-861-5374 Lynn Fischer	N	0
43	PA CareerLink Philadelphia Northeast 3210 Red Lion Road Philadelphia, Pennsylvania 19114 Email : rcoco@jobworksinc.org Roy Coco	N	0
44	PA CareerLink Philadelphia Northwest 235 West Cheiten Avenue Philadelphia, Pennsylvania 19144 Email : jwest@jobworksinc.org Joseph West	N	0
45	PA CareerLink Schuylkill County at Pottsville 203 arch Street Pottsville, Pennsylvania 17901 Email : sangelo@redcogrp.com Sharon Angelo	N	0
46	PA CareerLink Tioga County 56 Plaza Lane Wellsboro, Pennsylvania 16901 Email : fleming@northerntier.org Melissa Fleming	N	0
47	Parkside Association of Philadelphia 5218 Master Street Philadelphia, Pennsylvania 19131 Phone : (215) 877-1305 Url : www.parksideassociation.org Email : sboulware@parksideassociation.org Fax : 1-215-871-7799 Shakiya Boulware	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
48	Penn State Career Services 413 Bouke Bldg. University Park University Park, Pennsylvania 16802 Phone : 814-865-2377 Fax : 814-863-0226	N	0
49	Penn State Lehigh Valley 8380 Mohr Lane 105 Administration Building Fogelsville, Pennsylvania 18051-9999 Phone : 610 285 5002 Url : www.blkb.psu.edu/careerservices Fax : 1-610-285-5220 Debi Swarner, M.A.	Y	0
50	Pennsylvania Careerlink 235 W. Chelton Ave Philadelphia, Pennsylvania 19144 Phone : 267-339-0333 Email : jwest@pwdc.org Fax : 1-610-723-6007 J West	N	0
51	Pennsylvania Institute of Technology 800 Manchester Ave. Media, Pennsylvania 19063 Url : www.pit.edu Email : info@pit.edu n/a n/a	Y	0
52	Pennsylvania State University 208 Carnegie Buidling University Park University Park, Pennsylvania Phone : 814-863-6081 Fax : 1-814-863-8044 Joseph Selden	N	0
53	Philadelphia Association of Black Journalists PO Box 8232 Philadelphia, Pennsylvania 19101 Phone : 2158544224 Email : pabj.info@gmail.com Johann Calhoun	Y	0

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54	Philadelphia Unemployment Project 1201 Chestnut Street Ste.702 Philadelphia, Pennsylvania 19107 Phone : (215) 557-0822 Url : www.philaup.org Email : Anitapalmtree@hotmail.com Fax : 1-215-557-6981 Anita Cooper	N	0
55	Philadelphia Works 1617 JFK Blvd. Philadelphia, Pennsylvania 19103 Phone : (215) 963-2118 Url : www.philaworks.org Email : skrasnisky@philsworks.org Fax : 1-215-567-7171 Susan Krasnisky-HR Director	Y	0
56	Philly Ad Club P.O. Box1155 Havertown, Pennsylvania 19083 Phone : 2154771993 Email : news@phillyadclub.com Charlie Volpe	N	2
57	Project H.O.M.E. 1515 Fairmount Avenue Philadelphia, Pennsylvania 19130 Phone : (215) 232-7272 Url : www.projecthome.org/jobs Fax : 1-215-232-7277 Bonnie Hahn	N	0
58	Radio & Records 2049 Century Park East Los Angeles, California 90067 Phone : 310-553-4330 Url : www.radioandrecords.com Email : elsalopez@clearchannel.com Fax : 1-831-796-4181 Lisa Deary	N	0
59	Radio 1 Broadcast School 700 3rd Street N. LL7 La Crosse, Wisconsin 54601 Phone : 800-889-2221 Email : director@radio1school.com Joe Deschler	N	0

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60	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Online Source Manual Posting	N	0
61	SEPCHE-Colleges 450 S. Easton Road Glenside, Pennsylvania 19038 Phone : (610) 558-5537 Url : www.sepche.org C. Dougher Manual Posting	Y	0
62	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com Online Source Manual Posting	N	0
63	Sydney Epps 1330 Foulkrod Street Philadelphia, Pennsylvania 19124 Phone : 267-702-0698 Email : sydneyepps@gmail.com Sydney Epps	Y	0
64	Temple University 1913 N. Broad Street Mitten Hall 2nd Fl. Philadelphia, Pennsylvania 19123 Url : www.temple.edu Email : careercenter@temple.edu Fax : 1-215-204-4462 Career Services	Y	0
65	Temple University Dept. of Broadcasting, Telecom & Mass Media Annenberg Hall Room 6 Philadelphia, Pennsylvania 19122 Phone : 215-204-5401 Url : www.temple.edu Email : mary.rantin@temple.edu Fax : 1-215-204-5402 Mary Rantin	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
66	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams Prong 2 Ended Date: 6/24/2015	N	0
67	Urban League of Philadelphia 121 S. Broad Street Philadelphia, Pennsylvania 19107 Phone : (215) 985-3220 Url : www.urbanleaguephila.org Email : cbaptiste@urbanleaguephila.org Fax : 1-215-985-3227 Carla Baptiste	Y	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			31

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/1/2015	Participation in events or programs sponsored by educational institutions	On April 1, 2015, our SEU's Director of News & Public Affairs was a participant at Temple University's School of Media and Communication first career fair in Philadelphia, PA. Students were able to network and discuss job opportunities in broadcasting at iHeart Media Philadelphia.	1	News & Public Affairs Director
2	4/7/2015	Participation in events sponsored by community groups	On April 7 2015, our SEU hosted a shadowing day for a potential up and coming young DJ. He observed and received hands-on experience with some of the stations Mixers and DJs.	3	News & Public Affairs Director On-Air Mixer & On-Air Personality
3	4/17/2015	Participation in events or programs sponsored by educational institutions	On April 17, 2015, our SEU hosted a station tour for students from Lincoln University. The students were able to observe the day to day operations and had the opportunity to ask questions about careers in broadcasting.	4	News & Public Affairs Director On-Air Personality Program Director
4	5/16/2015	Participation in events sponsored by community groups	On May 16, 2015, our SEU's Director of News & Public Affairs & On-Air Personality/Social Network Director for WUSL were the keynote speakers at GirlPOP 2015 at the Philadelphia Convention Center in Philadelphia PA., where the panel focused on Women in Media.	2	News & Public Affairs Director On-Air Personality/Social Network Director
5	5/19/2015	Participation in events or programs sponsored by educational institutions	On May 19, 2015, our SEU hosted a Senior project job shadowing day for a student from Hun School of Princeton. The student observed station operations and received hands-on experience in numerous departments.	4	News & Public Affairs Director On-Air Personality Program Director Social Media Director
6	5/20/2015	Participation in events or programs sponsored by educational institutions	On May 20, 2015, our SEU hosted a Senior Initiative job shadowing day for a student from Boyertown Area Senior High School. The student observed station operations and received hands-on experience in numerous departments.	3	News & Public Affairs Director Program Director On-Air Personality
7	7/9/2015	Participation in events or programs sponsored by educational institutions	On July 09, 2015, our SEU hosted a station tour for students from The WesGold Fellows Internship Program. The students were able to observe the day to day operations and had the opportunity to ask questions about careers in broadcasting.	1	News & Public Affairs Director

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8	9/15/2015	Participation in events or programs sponsored by educational institutions	On September 15, 2015, our SEU's Director of News & Public Affairs conducted mock interviews with students at Temple University's campus. The students learned what is expected in a broadcasting interview and received performance coaching and valuable feedback.	1	News & Public Affairs Director
9	9/19/2015	Participation in events sponsored by community groups	On September 19, 2015, our SEU's Director of News & Public Affairs was the keynote speaker at the 3rd annual WIM-(Women In Media Conference) at Impact Hub Philadelphia, where the focus was on Women and their careers in Media and Broadcasting.	1	News & Public Affairs Director
10	10/1/2015	Participation in events or programs sponsored by educational institutions	On October 1, 2015, our SEU's Director of News & Public Affairs & On-Air Personality for WRFF were speakers at Saint Joseph's University's Radio 1851 Networking lunch, where they discussed the careers and opportunities in Media & Broadcasting.	2	News & Public Affairs Director On-Air Personality
11	10/2/2015	Participation in events or programs sponsored by educational institutions	On October 2, 2015, our SEU's Director of News & Public Affairs conducted a mock interview with a student from Penn State University. The student learned what is expected in a broadcasting interview and received performance coaching and valuable feedback.	1	News & Public Affairs Director
12	11/5/2015	Participation in events or programs sponsored by educational institutions	On November 5, 2015, our SEU hosted a station tour for students from Gladwyn Elementary School. The students were able to observe the day to day operations and had the opportunity to ask questions about careers in broadcasting.	1	News & Public Affairs Director
13	11/12/2015	Participation in events or programs sponsored by educational institutions	On November 12, 2015, our SEU's Director of News & Public Affairs conducted an informational interview with a postgraduate student from Philadelphia, PA. The student learned about the various job opportunities in broadcasting, participate in a mock interview, and received performance coaching and valuable feedback.	1	News & Public Affairs Director

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14	11/19/2015	Participation in events sponsored by community groups	On November 19, 2015, our SEU's On-Air Personality/Social Network Director for WIOQ & WISX was a speaker at the Pennsylvania Conference for Women at the Philadelphia Convention Center in Philadelphia PA., where the panel focused on Broadcasting & Social Media.	1	On-Air Personality/Social Network Director
15	1/15/2016	Participation in events or programs sponsored by educational institutions	On January 15, 2016, our SEU's Director of News & Public Affairs conducted a mock interview with an area college student. The student learned what is expected in a broadcasting interview and received performance coaching and valuable feedback.	1	News & Public Affairs Director
16	1/18/2016	Co Sponsoring Job Fair	On January 18, 2016, our SEU co-sponsored the 5th Annual MLK Day Jobs and Opportunities Fair at Girard College in Philadelphia, PA. As co-sponsor, we aired ads promoting the fair, set-up interviews, participated in the event as an employer, and conducted a workshop for job seekers.	4	News & Public Affairs Director Promotions Crew
17	2/26/2016	Participation in events or programs sponsored by educational institutions	On February 26, 2016, our SEU's Director of News & Public Affairs conducted an informational interview with a postgraduate student from Philadelphia, PA. The student learned about the various job opportunities in broadcasting, participate in a mock interview, and received performance coaching and valuable feedback.	1	News & Public Affairs Director
18	3/2/2016	Participation in events sponsored by community groups	On March 2, 2016, our SEU hosted a Music Executive tour of station WUSL. The Executives observed the station's operations.	2	News & Public Affairs Director Program Director
19	3/10/2016	Participation in events sponsored by community groups	On March 10, 2016, our SEU hosted a Media informational tour for members of Network Now. The members obtain knowledge and resources on how to market and advertise their business on-air and online.	3	News & Public Affairs Director Senior Vice President of Sales General Sales Manager

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20	3/18/2016	Participation in events or programs sponsored by educational institutions	On March 18, 2016, our SEU's On-Air Personality for WUSL was a guest presenter at West Avenue School Annual Career Day in Bridgeton, NJ. The students were able to learn about the education, experience, and requirements needed for an On-Air Personality.	1	On-Air Personality
21	3/19/2016	Participation in events or programs sponsored by educational institutions	On March 19, 2016, our SEU's Director of News & Public Affairs was a keynote speaker at the Upward Bound's Career Exploration Day at the University of Pennsylvania in Philadelphia, PA., where the panel focused on Internships and Careers.	1	News & Public Affairs Director
22	3/19/2016	Participation in events sponsored by community groups	On March 19, 2016, our SEU hosted the Philadelphia Association of Black Journalists Media Access Event at the SEU's location in Bala Cynwyd, PA. The event focused on workshops on social media, writing press releases, and empowering communities of color with access to media outlets.	1	News & Public Affairs Director
23	3/24/2016	Participation in events or programs sponsored by educational institutions	On March 24, 2016, our SEU hosted a station tour for students from Lincoln University. The students were able to observe the day to day operations and had the opportunity to ask questions about careers in broadcasting.	2	News & Public Affairs Director On-Air Personality
24	3/30/2016	Participation in events or programs sponsored by educational institutions	On March 30, 2016 our SEU's Director of News & Public Affairs was a participant at Temple University's School of Media and Communication career fair in Philadelphia, PA. Students were able to network and discuss job opportunities in broadcasting at iHeart Media Philadelphia.	1	News & Public Affairs Director