

EEO Public File Report

WHYY, Inc. - WHYY-TV, WHYY-FM, WDPB (TV), WNJS, WNJN-FM, WNJB-FM, WNJZ-FM, WNJM-FM

April 1, 2015 through March 31, 2016

The report below represents the recruitment activity for all regular full-time employment opportunities during the period of April 1, 2015 through March 31, 2016. 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 Closed	Recruitment Sources	Number Interviewed	Hired
Reporter, Newsworks (DE)	4/15/2015	5/7/2015	Indeed.com	1	
			CPB.org	1	
			JournalismJobs.com	1	1
			Association of Black Journalists website	1	
			Employee Referral	1	
			WHYY website	2	
		Total Interviewed		6	
Facilities Associate	2/1/2015	5/4/2015	Indeed.com	3	
			Mt. Airy Times	1	
			PA Career Link		
			WHYY Website	4	1
			Total Interviewed	8	
Project Manager, Fresh Air CLIR Project	3/12/2015	6/1/2015	American Libraries Association	4	1
			Code4libjobs.org		
			Greater Philadelphia Cultural Alliance	1	
			WHYY Website		
			Drexel University Career Services		
		Total Interviewed		5	

Assistant Controller	4/17/2015	6/15/2015	Philadelphia Association of Financial Professionals	
			FinanceJobs.net	2
			Indeed.com	
			National Assoc. of Black Accountants	2
			WHYY Website	1
			Total Interviewed	4

User Experience Designer	12/15/2014	6/22/2015	Authentic Jobs website	
			Creative Circle Staffing	2
			Dice Staffing	
			Indeed.com	1
			Kane Partners (Staffing Firm)	
			Monster.com	
			Randstad Staffing	1
			Employee Referral	
			UX Jobs Magazine	
			WHYY Website	1
			Total Interviewed	5

Associate Web Developer	3/3/2015	6/8/2015	Creative Circle Staffing	
			Indeed.com	2
			Randstad Staffing	
			Robert Half Search & Staffing Agency	
			Rowan University Career Services	1
			Temple University Career Services	
			Villanova University Career Services	
			WHYY Website	
			Total Interviewed	3

Marketing Analyst	10/1/2014	6/22/2015	Corp. Public Broadcasting website	
			Creative Circle Staffing	2
			CyberCoders.com	3

Greater Philadelphia Cultural Alliance icrunchdata.com	1	1
Indeed.com	2	
Delaware Joblink site Jobs4Jersey		
PA Job Gateway		
Philadelphia Tribune		
Employee Referral Technical.ly	1	
WHYY website	1	
Total Interviewed	10	

Associate Grant Writer	4/15/2015	7/6/2015	Association of Fundraising Professionals	
			Greater Philadelphia Cultural Alliance	
			Opportunity Knocks jobsite	1
			Employee Referral	2
			WHYY website	1
			Total Interviewed	3

Manager, Staffing &
Human Resources

	5/4/2015	7/14/2015	Indeed.com	2
			Opportunity Knocks jobsite	
			Employee & Professional Referrals	5
			SHRM website	
			WHYY website	1
			Total Interviewed	8

Chief Engineer

	6/1/2015	8/3/2015	Internal Candidate	2
			WHYY Website	1
			Total Interviewed	3

Associate Producer,
The Pulse

	3/25/2015	8/25/2015	Media Bistro	
			Employee Referral	2

WHYY Website 3 1
Total Interviewed 5

Data Entry Operator

5/20/2015 9/8/2015 Facebook.com 1
Indeed.com 1
Monster.com 1
Philly.com 1
Employee Referral 1
Internal Candidate 1
WHYY website 5
Total Interviewed 5

Promotions Producer

7/1/2015 9/17/2015 Indeed.com 1 1
JournalismJobs.com
MediaBistro.com
National Association of Hispanic
Journalists
Employee Referral 1
WHYY website 1
Total Interviewed 3

Public Information Manager

8/15/2015 10/13/2015 Indeed.com 1
Public Relations Society of America 1
Employee Referral 4 1
WHYY website 1
Total Interviewed 7

Database Manager

3/6/2015 11/17/2015 Dice.com
Greater Philadelphia Cultural Alliance
Indeed.com 1
Monster.com
Randstad Staffing & Search firm 1 1
WHYY website
Total Interviewed 2

Producer, Radio Times	10/14/2015	12/9/2015	Employee Referral	1	1
			WHYY website	1	
			Total Interviewed	2	
Media Technician	8/15/2015	12/10/2015	IBEW Local 98 Job Board	1	
			Indeed.com	1	
			Employee Referral	1	
			WHYY website	1	1
			Total Interviewed	4	
Assistant Controller	9/15/2015	12/14/2016	Indeed.com	2	
			Internal Candidate	2	
			SNI Staffing	1	1
			WHYY website	2	
			Total Interviewed	7	
Manager, Staffing & Human Resources	10/1/2015	3/7/2016	Alijon Staffing	2	
			Indeed.com	7	
			Professional Referral	1	
			SNI Staffing	1	
			WHYY website	1	1
			Total Interviewed	12	
Sr. Donor Relations Officer	6/15/2015	1/16/2016	Greater Philadelphia Cultural Alliance	1	
			Indeed.com	1	
			Employee Referral	1	1
			WHYY website	1	
			Total Interviewed	4	
Accounting Specialist	10/14/2015	1/26/2016	Indeed.com	3	1
			WHYY website		
			Total Interviewed	3	3

Sales Coordinator	10/15/2015	2/11/2016	Employee Referral	1	1
			WHYY website	2	
			Total Interviewed	3	

Production Project Manager	10/7/2015	2/23/2016	Internal Candidate	1	1
			WHYY website	2	
			Total Interviewed	3	

Reporter, Newsworks	12/1/2015	3/15/2016	JournalismJobs.com		
			MediaBistro.com		
			National Assoc. Black Journalists		
			National Assoc. Hispanic Journalists		
			Employee Referral	3	1
			WHYY website		
			Total Interviewed	3	

Reporter, The Pulse	11/12/2015	3/24/2016	Facebook.com	1	
			JournalismJobs.com	2	
			MediaBistro.com		
			National Assoc. Black Journalists		
			National Assoc. Hispanic Journalists		
			WHYY website	2	1
			Total Interviewed	5	

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April 2015 through March 2016

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's Tour Program conducts tours of the Philadelphia location for groups or individuals providing information regarding radio and television broadcasting, at their request. From April 2015 through March 2016, tours have been provided to professional organizations, university student groups, high school groups, community service organizations, and Scout Troops in an effort to educate the public about the careers and opportunities in public media.

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

- Since April 2015, 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 distributed relevant information about employment, internship opportunities, and/or volunteer opportunities; provided attendees with information about WHYY and collected resumes from interested attendees:
 - On April 1, 2015, the volunteer/intern coordinator and the human resources associate attended the Temple University Media and Communications Career Fair. They spoke to approximately 62 students.
 - On September 17, 2015, the volunteer/intern coordinator and the human resources associate attended the St. Joseph's University Fall Career Fair, meeting with approximately 22 students.
 - On October 1, 2015, the volunteer/intern coordinator attended a University-wide career and internship fair at Temple University, meeting and speaking with 25 students.
 - On February 17, 2016, the volunteer/intern coordinator attended the Creative Careers Fair at the University of Pennsylvania, meeting with 18 students.
 - On March 3, 2016, the project editor for "Keystone Crossroads" attended the Graduate School Career Fair at Columbia University. She spoke with 60 students.
 - On March 24, 2016, the volunteer/intern coordinator attend the Lincoln University Career and Graduate School Fair. She met with 20 students.
 - On March 30, 2016, the manager of staffing and human resources, along with volunteer/intern coordinator attended the Temple University Media and Communications Career Fair, meeting with approximately 60 students.
- As of September 3, 2014, WHYY became a work study partner with Cristo Rey High School, hosting two students for the 2014-2015 school and increasing to four students for the 2015-2016 school year. The students work throughout the organization, in video production department, the engineering administration department, finance, television programming and the IT department.

- WHYY staff speak frequently to students and/or civic groups about careers in public media.
 - On May 1, 2015, WHYY's President and CEO was the guest speaker the Executive Leaders in Radio conference.
 - WHYY's Arts and Culture Reporter and Anchor/Producer, Morning Edition, were guest instructors in July and August 2015 at WHYY's Young Journalists Summer camp.
 - WHYY's Arts and Culture Reporter was a presenter at WHYY's Youth Media Awards ceremony in May.
 - On November 19, 2015, the Project Editor for Keystone Crossroads was a panel member at the Super Regional Public Radio Conference in San Antonio, TX.
 - On March 30, 2016, the Project Editor for Keystone Crossroads spoke to a journalism class at Northampton Community College in Bethlehem, PA.
 - On October 20, 2015, the Anchor/Producer, Morning Edition spoke to approximately 20 Robert Wood Johnson fellows about reporting and pitching stories.
 - WHYY's reporter for the State Impact/PA project spoke to students at University of Pennsylvania, Temple University and Elon University about working in journalism and public media.

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

- For the period of April 1, 2015 through March 31, 2016, 72 students participated in WHYY's Internship program, in departments throughout the organization.

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 and West Chester University.
- Through WHYY'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. From April 2015 through March 2016, a total of three employee took advantage of this benefit.
- On January 26, 2016, 20 employees throughout the organization attended a workshop to develop better presentation and communication skills.
- On March 16, 2016, managers and supervisors attended a training session at WHYY, presented by an outside subject matter expert, on the role of managers in 2016 and beyond.

Contacts

WEBSITES

Asian American Journalist Association

5 Third Street
San Francisco, CA 94103
Phone: 415-346-2051
Fax: 415-346-6343
Email: www.aaia.org

Public Radio News Directors Incorporated

P.O. Box 838
Strugis, SD 57785
Contact: Christine Paige Diers
Phone: 605-490-3033
cpaigediers@gmail.com

CareerBuilder.com

200 N. LaSalle, Suite 1100
Chicago, IL 60601
Contact: Rodney Williams
Phone: 888-692-4355
rwilliams@gannett.com

WHYY, Inc.

150 N. Sixth Street
Philadelphia, PA 19103
<http://www.whyy.org>

National Association of Black Journalist

1100 Knight Hall, Suite 3100
College Park, Maryland 20742
Contact: Keiona Davis
Phone: 301-405-0248
Fax: 301-314-1714
www.nabj.org

Greater Philadelphia Cultural Alliance

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

Indeed

177 Broad Street, 6th Floor
Stamford, CT 0601
Phone: 1-800-462-5848
Phone: 1-800-462-5842
<http://ads.indeed.com>

Opportunity Knocks

100 Peachtree St, NW Ste
Atlanta, GA 30303
Phone: 1-888-656-6257
Fax: 404-521-0487
Email: support@opportunityknocks.org
www.opportunityknocks.org

NJ.com

67 East Park Place
Morristown, NJ 07960
Phone: 973-829-5100
www.nj.com

MediaBistro

475 Park Avenue South, 4th Floor
New York, New York 10016
Phone: 212-389-2000
Fax: 866-880-1429
www.mediabistro.com

Corporate for Public Broadcasting

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

Online News Association Journalist

P.O. Box 65741
Washington, DC 20035
Contact: Jeremiah Patterson
Email: jeremiah@journalists.org
Phone: 202-643-1662
www.journalists.org

Pennsylvania Job Gateway

PA CareerLink Suburban Station
1617 John F. Kennedy Blvd, Suite 200
Philadelphia, PA 19103
Phone: 215-557-2592
www.jobgateway.pa.gov

Journalism Jobs

Berkely, CA 94702
Phone: 510-653-1521
Email: info@journalismjobs.com

LinkedIn

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

Twitter

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

National Public Radio

635 Massachusetts Avenue, NW
Washington, DC 20001
Contact: Luid Schmidt
Lschmidt@npr.org
www.npr.org

National Association of Hispanic Journalist

1050 Connecticut Avenue NW 10th Floor
Washington, DC 20036
Phone: 202-662-7145
Fax: 202-662-7144
Email: nahj@nahj.org

Philly Ad Club

P.O. Box 115 c/o Seamless Events
Havertown, PA 19083
Phone: 215-477-1993
www.phillyadclub.com

Icrunchdata

3005 South Lamar Blvd.
Suite D109-378
Austin, TX 78704
Phone: 512-853-9690
www.icrunchdata.com

Drexel University

Drexel Alumni Center
3141 Chestnut Street
Philadelphia, PA 19104
Phone: 215-895-2000
Email: alumni@drexel.edu

University of Pennsylvania

3718 Locust Street
Philadelphia, PA 19107
Phone: 215-898-4827
Contact: Elaine Kirshner
Email: www.vpul.upenn.edu/careerservices

Saint Joseph's University
Career Development Center
5600 City Line Avenue
Philadelphia PA 19131
Phone: 610-660-1000
Email: sju-csm@symplicity.com
www.SJU.edu/careers

Temple University
Career Center (Experience)
1800 Broad Street
Philadelphia, PA 19121
Contact: Linda R. Lawton
Phone: 215-504-7981
www.temple.edu/careercenter

Rutgers University

University Career Services
Gateway Transit Village
106 Somerset Street, 4th Floor
New Brunswick, NJ 08901
Phone: 848-445-7287
www.recruiting@echo.rutgers.edu

Rowan University

Memorial Hall
The Graduate School
Glassboro, NJ 08028
www.gradoffice@rowan.edu

Current
6930 Carroll Avenue, Suite 350
Takoma Park, MD 20912
Contact: Kathleen Unwin
www.current.org

Monster
5 Clock Tower Place
Maynard, MA 01754
Phone: 1-800-666-7837 ext. 2573
Eugene.Weitz@monster.com
www.hiring.philly.monster.com

University of Delaware
Department of Career Services
Contact: Joyce Henderson
Phone: 302-831-8479
www.udel.edu

Non-Profit Times
201 Littleton Road, 2nd Floor
Morris Plains, NJ 07950
Phone: 973-401-0202
E-mail: info@nptimes.com

Society of Broadcast Engineers
9102 North Meridian St, Suite 150
Indianapolis, IN 46260
Phone: 317-846-9000

IBEW Local 98
1701 Spring Garden Street
Philadelphia, PA 19130
Phone: 215-563-5592
www.ibew98.org

American Library Association
50 E. Sturon Drive
Chicago, IL 60611
www.ala.org

Finance Jobs.net
541 Eastern Point Rod.
Bldg. 114
Graton, CT 06340
www.financejobs.net

National Assoc. of Black Accountants
7474 Greenway Center Drive
Suite 1120
Greenbelt, MD 20770
Phone: 301-474-6222
www.nabainc.org

Authentic Jobs. Inc.

242 S. Washington Blvd. #249
Sarasota, FL 34236
Phone: 941-677-8878
www.authenticjobs.com

Creative Circle Search & Staffing

100 N. 18th Street
Suite 815
Philadelphia, PA 19103
Phone: 215-625-3664
www.creativecircle.com

Dice (Search & Staffing)

12150 Meredith Avenue
Avondale, IA 50323
Development
recruiting@edice.com

Kane Partners LLC (Search firm)

1816 W. Point Pike
Site 221
Landsdale, PA 19446
Phone: 215-699-5500
www.kanepartners.net

Randstad Staffing Agency

1700 Market Street
Suite 1500
Philadelphia, PA 19103
Phone: 215-569-3737
www.randstadusa.com

UX Magazine

Email: jobs@uxmag.com

Robert Half Search & Staffing Firm

2000 Market Street
Floor 25
Philadelphia, PA 19103
www.roberthalfstaffing.com

Cyber Coders Jobs

6591 Irvine Center
Suite 200
Irvine, CA 92618
Phone: 949-885-5151
Email www.cybercoders.com

Delaware JobLink

American Job Center- Fox Valley Office
4425 N. Market Street
Wilmington, DE 19802
Phone: 302-761-8085
<http://joblink.delaware.gov>

Jobs 4 Jersey

Dept. of Labor & Workforce
1 John Fitch Plaza
P.O. Box 110
Trenton, NJ 08025-0110

Philadelphia Tribune

520 S. 16th Street
Philadelphia, PA 19146
Phone: 215-843-4050
www.phillytrib.com

Technical.ly Philadelphia

[info@technically](mailto:info@technically.com)
Phone: 215-821-8745
www.technicallyphilly.com

Assoc. of Fund-Raising Professionals

4520 City Avenue
Philadelphia, PA 19131
www.afpgpc.org

Philly.com

P.O. Box 8263
Philadelphia, PA 19101
Phone: 215-854-2237
www.philly.com

Public Relations Society of America

33 Maiden Lane- 11th Floor

NY, NY 10038

Phone: 215-460-1400

www.prsa.org

SNI Staffing Agency

1601 Market Street

Suite 2250

Philadelphia, PA 19103

Phone: 215-599-9711

Email- www.snicompanies.com

Ajilon Staffing Agency

1601 Market Street

Philadelphia, PA 19103

Phone: 215-636-5480

www.ajilon.com