

WBEB - EEO Public File Report
April 1, 2017 to March 31, 2018

I. VACANCY LIST

See section II, the "Master Recruitment Source List" ("MRS L") for recruitment source data

Job Title	Date Position Filled	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive- 2 openings	7/10/17 & 9/26/17	15 - 16	16 (2)
Account Executive- 4 openings	12/1/17, 1/23/18, 2/20/18 & 2/22/18	5 - 9, 11 - 13 & 15 - 18	6, 13 (2) & 16
Digital Sales Specialist- 1 opening	6/1/17	15 - 16	16
Continuity- 1 opening	10/16/17	5,6,9 & 15 - 18	16
Sales Manager- 1 opening	2/9/18	5-9, 11-13 & 15-18	18
Air-Talent- 2 openings	8/18/17 & 9/22/17	1-4 , 15 & 18	18 (2)

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS No.	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	AllAccess.com (<i>online job board</i>) Headquarters 24955 Pacific Coast Highway, C303 Malibu, CA 90256 310-457-6616 mparvis@allaccess.com	N	6
2	Radio-Online.com (<i>online job board</i>) Headquarters 3500 Tripp Avenue Amarillo TX 79121-1637	N	0
3	RAMP- RAMP247.com (<i>online job board</i>) Headquarters 24307 Magic Mountain Pkwy. #65 Valencia, CA 91355	N	0
4	Tom Taylor Now.com (<i>online job board</i>)	N	0
5	Inquirer (Print) 801 Market Street, Suite 300 Philadelphia PA 19107 Madeleine O'Brian madobrien@phillynews.com	N	6
6	Monster.com	N	4
7	Philly Ad Club c/o Seamless Events P.O. Box 1155 Havertown, PA 19083 Ed Gallo news@phillyadclub.com	N	1
8	PAB (PA Association of Broadcasters) 208 North 3rd Street, Suite 105 Harrisburg, PA 17101 Gail Ponti gponti@pab.org	N	0

9	Philly.com (online job board) 801 Market Street, Suite 300 Philadelphia PA 19107 Madeleine O'Brian madobrien@phillynews.com	N	2
10	Career Builder.com	N	0
11	Main Line Chamber of Commerce (online job board) 175 Strafford Ave, Suite 130 Wayne, PA 19087 610-687-6232	N	0
12	Handshake (online college job board network)	N	0
13	Temple University Klein College of Media and Communication 2020 N 13th Street Philadelphia, PA 19122 Lu Ann Cahn luanncahn@temple.edu	N	1
14	Connecticut School of Broadcasting 535 NJ-38 #230 Cherry Hill, NJ 08002 Tom Defranco tdefranco@gocsb.com 856-330-4701	N	0
15	Morefmp Philly.com (WBEB website)	N	0
16	Word of Mouth	N	11
17	On-Air Announcements	N	0
18	Internal Transfer/Promotion	N	10
19	African American Chamber of Commerce 1617 John F Kennedy Blvd #889 Philadelphia, PA 19103	N	0
20	Koren Community Development Service 6055 N 5th Street Philadelphia, PA 19120	N	0
21	American Women in Radio & TV 8405 Greensboro Drive, Suite 800 McLean, VA 22102	N	0
22	40 Plus Philadelphia P.O. Box 36639 Philadelphia PA 19107	N	0

23	National Association - Hispanic 3150 N Mascher St #100 Philadelphia, PA 19133	N	0
24	Dept. Labor and Industry (<i>Career Link</i>) 1855 New Hope Street Norristown, PA 19401	N	0
25	Out Professionals.org	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			41

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Job Shadow: Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	From May 22 to June 2, 2017, our station hosted a student from Marple Newtown HS at the facilities. The student spent his time shadowing different departments as part of a school internship program.
2	St. Joseph's University Career Fair	On September 14, 2017, the station participated as a local employer, interacting with interested attendees by focusing on our promotions department regarding internships and promotions assistants. Our Promotions Director attended this event.
3	LaSalle University Career Fair	On October 5, 2017, the station participated as a local employer, interacting with interested attendees. Focusing on our promotions department regarding internships and promotions assistants. Our Promotions Director attended this event.
4	Temple University - Guest Speaking Engagement - Seniors in the College of Communications	On October 6, 2017, Director of Sales spoke to a Communications class of seniors at Temple University about the job market for media and broadcasting.
5	Job Shadow: Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On November 7, 2017, our station hosted a student from West Chester HS at the facilities. The student spent his time shadowing different departments as part of a school internship program.
6	St. Joseph's University Career Fair Panel	On November 15, 2017, the station made a presentation to the entire student body focusing on navigating a job fair and professional networking within the broadcasting industry. Interacted with students giving them advice on resumes and importance of a positive attitude as well as professional dress. Our Director of Sales attended this event.
7	Temple University Job Fair Panel	On February 12, 2018, the station participated as a local employer, interacting with interested attendees by focusing on navigating a job fair and professional networking within the broadcast industry. Participant included our Director of Sales.

8	Temple University Job Fair - Klein College	On February 15, 2018, the station participated as a local employer, interacting with interested attendees regarding internships and careers in broadcasting. Participants included our Director of Sales, Sales Manager and Promotions Director.
9	Intercollegiate Broadcaster's System symposium	On March 2, 2018, the station's President and CEO, spoke at an educational seminar for information, action and help with college radio, TV webcasting, podcasting, streaming and high school radio. This was in conjunction with the Radio Advertising Bureau that was held in New York.
10	University of Delaware's Communication & Media Meet-up	On March 6, 2018, the station participates in a networking event and panel discussion on careers in communications and media. Participant included was our Sales Manager.
11	Temple University Job Fair - Klein College	On March 28, 2018, the station participated as a local employer, interacting with interested attendees regarding internships and careers in broadcasting. Participant included was our Promotions Director.
12	Board Member of Camden County Boys and Girls Club	Director of Sales is involved with various events and meetings through the year to help and enable all young people to reach their full potential as productive, caring and responsible citizens. Providing a safe place to learn and grow, relationship with adult professionals, life-enhancing programs and character development experiences.
13	Internship Program - Unpaid Internships	<p>The purpose of the WBEB-FM internship program is to provide college students (or college age young people - school enrollment is not necessary) with a fully functional, comprehensive knowledge of station operations and the radio industry at large.</p> <p>Internships must be a minimum of one semester and can be a maximum of two semesters. The Intern will cultivate broad-based radio industry knowledge as well as a detailed knowledge of the inner-workings of Philadelphia's top-rated adult contemporary radio station. During this time period the station sponsored 13 interns.</p> <ul style="list-style-type: none"> * Meetings and research projects with WBEB-FM department managers * Daily interaction with feedback from the Promotions Director and Assistant

14	Promotional Assistant - Paid Internships	<p>The purpose of the Promotional Assistant or "Paid Internship" program is to provide college students (or college age young people - school enrollment is not necessary) with a fully functional, comprehensive knowledge of station operations and the radio industry at large. The Promotional Assistant will cultivate broad-based radio industry knowledge as well as a detailed knowledge of the inner-workings of Philadelphia's top-rated adult contemporary radio station through:</p> <ul style="list-style-type: none">* Proactive participation in the aforementioned on-site activities and projects.* Daily interaction with and feedback from the Promotions and various department managers. <p>During this time period the station sponsored 12 paid interns</p>
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