

WRTI-FM

WRTI

Annual EEO Public File Report

April 1, 2022 through March 31, 2023

The purpose of this EEO Public File Report is to comply with Section 73.2080(c)(6) of the FCC's 2002 Rule. This report has been prepared by WRTI-FM and is required to be placed in the public inspection files of this station, and posted on our website.

The information contained in this Report covers the time period beginning APRIL 1, 2022 to MARCH 31, 2023. The FCC's 2002 EEO rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hire to each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for the full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Sections A, B, C, and D have been designed, in the aggregate, to provide the required information.

ANNUAL EEO PUBLIC FILE REPORT

Covering the period APRIL 1, 2022 to MARCH 31, 2023

Stations Comprising Station Employment Unit:

WRTI-FM, Philadelphia, PA
WRTJ, Coatesville, PA

A. Full-Time Vacancies Filled

Position	Recruitment Sources Used to Fill Vacancy	Recruitment Source of Hire	Date Filled
Jazz Host	Sources 1-4, 9 and 11-20	1	7/17/2022
Editorial Director	Sources 1-4 and 11-20	1	8/4/2022
Education Outreach Manager	Sources 1	1	11/22/2022
Senior Producer	Sources 1-4, and 11-20	1	10/16/2022
Assistant Director of Marketing and Audience Engagement	Sources 1-4, 10 and 11-20	10	3/8/2023
Business Development and Client Relationship Manager	Sources 1-4, 10 and 11-21	1	3/20/2023

B. Total Number of Persons Interviewed During Applicable Period: 23

C. Recruitment/Referral Sources

Recruitment Source Number	Recruitment/ Referral Source	Contact Name	Address,Email Address	Telephone Number	Number of Interviewees Provided by this source
1	Temple University Jobs at Temple Website https://careers.temple.edu	Michael O'Connell	1938 Liacouras Walk, 2nd Flr Philadelphia, PA 19422 michael.oconnell@temple.edu	215-204-3349	18
2	Current https://jobs.current.org/	John Vasquez	1509 Cecil B. Moore Ave., Philadelphia, PA 19121 john@wrti.org	215-204-5879	0
3	Corporation for Public Broadcasting Website https://www.cpb.org/jobline	John Vasquez	1509 Cecil B. Moore Ave., Philadelphia, PA 19121 john@wrti.org	215-204-5879	0
4	WRTI Website [https://www.wrti.org/jobs	John Vasquez	1509 Cecil B. Moore Ave, Philadelphia, PA 19121 john@wrti.org	215-204-5879	1
5	WRTI On-Air Announcements	William Johnson	1509 Cecil B. Moore Ave, Philadelphia, PA 19121	215-204-9335	0
6	Zip Recruiter https://www.ziprecruiter.com/	Michael O'Connell	1938 Liacouras Walk, 2nd Flr Philadelphia, PA 19422 michael.oconnell@temple.edu	215-204-3349	0
7	Talent.com	Michael O'Connell	1938 Liacouras Walk, 2nd Flr Philadelphia, PA 19422 michael.oconnell@temple.edu	215-204-3349	0
8	Society of Broadcast Engineers Job board https://sbe.org/resources/jobs/	William Johnson	1509 Cecil B. Moore Ave., Philadelphia, PA 19121 bill@wrti.org	215-204-9335	0
9	Public Radio Program Directors Job Board https://prpd.org/jobs	John Vasquez	1509 Cecil B. Moore Ave., Philadelphia, PA 19121 john@wrti.org	215-204-5879	0
10	Linkedin https://www.linkedin.com	Michael O'Connell	1938 Liacouras Walk, 2nd Flr Philadelphia, PA 19422 michael.oconnell@temple.edu	215-204-3349	3
11	Glassdoor https://www.glassdoor.com/	Michael O'Connell	1938 Liacouras Walk, 2nd Flr Philadelphia, PA 19422 michael.oconnell@temple.edu	215-204-3349	0
12	Jobspider https://www.jobspider.com/	Michael O'Connell	1938 Liacouras Walk, 2nd Flr Philadelphia, PA 19422 michael.oconnell@temple.edu	215-204-3349	0
13	Indeed – online job board https://www.indeed.com/	Michael O'Connell	1938 Liacouras Walk, 2nd Flr Philadelphia, PA 19422 michael.oconnell@temple.edu	215-204-3349	1
14	InsideHigherEd – online job board https://careers.insidehighered.com/	Michael O'Connell	1938 Liacouras Walk, 2nd Flr Philadelphia, PA 19422 michael.oconnell@temple.edu	215-204-3349	0
15	Circa/American Job Exchange	Michael O'Connell	1938 Liacouras Walk, 2nd Flr Philadelphia, PA 19422 michael.oconnell@temple.edu	215-204-3349	0
16	PA Career Link – online job board https://www.pacareerlink.pa.gov/jponline/	Michael O'Connell	1938 Liacouras Walk, 2nd Flr Philadelphia, PA 19422 michael.oconnell@temple.edu	215-204-3349	0
17	JEVS Human Services Jevs.org	Michael O'Connell	1938 Liacouras Walk, 2nd Flr Philadelphia, PA 19422 michael.oconnell@temple.edu	215-204-3349	0
18	The Sierra Group Foundation thesierragroupfoundation.org	Michael O'Connell	1938 Liacouras Walk, 2nd Flr Philadelphia, PA 19422 michael.oconnell@temple.edu	215-204-3349	0
19	Pennsylvania House of Reps	Michael O'Connell	1938 Liacouras Walk, 2nd Flr Philadelphia, PA 19422 michael.oconnell@temple.edu	215-204-3349	0

20	Pennsylvania Senate	Michael O'Connell	1938 Liacouras Walk, 2nd Flr Philadelphia, PA 19422 michael.oconnell@temple.edu	215-204-3349	0
21	AAF Career Center https://jobs.aaf.org/	John Vasquez	1509 Cecil B. Moore Ave., Philadelphia, PA 19121 john@wrti.org	215-204-5879	0

All contacts listed are the individuals responsible for the direct posting to the listed website, job board or organization via the online recruiting or membership account of the station or licensee.

As part of the licensee's OFCCP compliance program Temple University has contracted with Circa/American Job exchange to support diversity recruitment for all position postings, including jobs at WRTI.

* - Indicates sources that have requested notification of job openings.

Our Station Employment Unit has no entitled sources.

D. Outreach and EEO Activities

With the full lifting of COVID-19 restrictions WRTI's resumed in person activities and programming over the past year. These activities included the following career focused programs, professional development and community outreach.

Activity	Date	Location	Staff	Description
Student Worker Employment Program	Spring 2022, Summer 2022, Fall 2022 and Spring 2023 semesters	WRTI Studio and remote online	Production Manager, Digital Content Manager and Editor, Finance and Administration Manager, Office Manager	WRTI employed six university student workers in part-time and work study eligible positions. Students reported directly to unit managers providing support for broadcast and online publishing, social media and digital outreach, and administrative operations while learning and developing broadcast production experience while studying in various academic programs at Temple University. Students are employed on an ongoing basis with job hours dependent on their academic class schedules.

Speaker for the University of the Arts, Philadelphia's Musical Sound Class	04/07/2022	WRTI Studio	Jazz Music Host and Producer	WRTI hosted the University of the Arts students enrolled for a session of their class, Philadelphia's Musical Sound, at WRTI and one of our Jazz music hosts and producers spoke to them about the Philadelphia music community with a focus on the importance and impact of public music broadcasting and broadcasters, the importance of local alignment/collaboration with artists and organizations and the future of career opportunities in public media. The students were also provided a tour of the station and our broadcast operations.
ABC Band Camp, fieldtrip	07/21/2022	WRTI Studio	General Manager and Jazz Music Host and Producer	WRTI hosted an educational field trip for music students enrolled in ABC Band Camp at WRTI and the General Manager and one of our Jazz music hosts and producers spoke to them about the Philadelphia music community with a focus on the importance and impact of public music broadcasting and broadcasters, the importance of local alignment/collaboration with artists and organizations and the future of career opportunities in public media. The students were also provided a tour of the station and our broadcast operations.
EEO Training	09/28/2022	Online	All full and part-time staff as well as station management, including the General Manager, Associate General Manager, Director of Technology and Engineering, Director of Philanthropy and Development, Finance and Administration Manager, Jazz Music Director, Classical Program Director and Production Manager	WRTI, through the licensee, Temple University, requires annual diversity, anti-discrimination and harassment training for employees in support of DEI objectives and continued EEO compliance. During the month of September 2021 employees completed the online antidiscrimination program from, Preventing and Addressing Discrimination and Harassment. All regular full time and part time staff including all managers were required to successfully complete the online training between 09/01/2022 – 9/28/2022.

TFMA Undergraduate Class Collaborative Project with Professor Kimmika Witherspoon	11/30/2022	WRTI Studio	Jazz Music Host and Producer, Production Manager	WRTI in partnership with Professor Kimmika Witherspoon worked with her class for the Fall 2021 semester to produce artistic works related to WRTI's celebration of 20th anniversary of Anthony Tidd's recording The Child of Troubled Times. As part of the program. This culminated in the students being hosted at our studios for a class and the recording of their works affording them the opportunity to work directly with the Jazz Host and Producer as well as the Production Manager in the creation of the broadcast work and to take a tour of the station where information was presented about WRTI as a public music broadcaster and the operation of the station. The student's recorded work was subsequently aired on WRTI.
Hosted Klein Career Fair	03/23/2023	Howard Gittis Student Center, Philadelphia, PA	Production Manager	The licensee's Lew Klein School of Media and Communications hosted a career fair for students and alumni in which WRTI participated as a department of the licensee. The purpose of the fair was to connect communications students and alumni with area media and communications organizations. WRTI met with attendees through at our employer information booth to discuss WRTI as a public broadcaster and cultural institution as well as careers in public broadcasting and current job openings and prospective opportunities for currently enrolled students and alumni.
Technical Advisor to WHIP, Student Radio of Temple University	Ongoing throughout the year	WHIP, Temple University	Director of Technology and Engineering	The director of technology and engineering at WRTI serves as an advisory board member for WHIP, Student Radio at Temple University. In this capacity they meet regularly with the full advisory board of WHIP consulting on technical and operational needs and planning for the station as well as advising and mentoring students in broadcast operations and engineering and advises on technical broadcast career paths and opportunities through a mix of virtual and onsite meetings and instruction during the Fall and Spring semesters.

<p>Community education and arts partnerships</p> <p>Black Music City https://www.blackmusiccity.com</p> <p>Jazz Philadelphia https://jazzphiladelphia.org</p> <p>Philadelphia Youth Orchestra https://pyomusic.org/</p> <p>Astral Artists https://www.astralartists.org/</p>	Ongoing throughout the year	Various locations and virtual events as well as live and studio recording of artist performances and interviews for broadcast at WRTI's studio	General Manager, Associate General Manager for Content and Programming, Classical Program Director, Senior Producer for Arts and Culture, Classical and Jazz Music Hosts	WRTI supported the local arts through partnerships with numerous organizations to promote music and the arts in Philadelphia and on air with an emphasis on showcasing the work of BIPOC and student artists. WRTI provided support for the production and recording of artists for broadcast and recording and publishing interviews over the course of the year. As part of bringing artists on-site for production the station conducted tours of the station for the artists and their guests and discussed WRTI as a public media broadcaster and cultural arts institution in Philadelphia.
<p>Musicopia</p> <p>https://www.musicopia.net/</p>	Ongoing throughout the year	WRTI Studio	Office Manager, Finance and Administration Manager	WRTI continued its partnership with Musicopia, a non-profit dedicated to bringing music to underserved communities, promoting and serving as a collection point for instrument donations for the organization. As part of the donation process WRTI engages donors in how their donation supports music education and the arts and WRTI's mission as a public media music broadcaster.