WRTI-FM

WRTI

Annual EEO Public File Report

April 1, 2024 through March 31, 2025

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, 2024 to MARCH 31, 2025. 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, 2024 to MARCH 31, 2025

Stations Comprising Station Employment Unit:

WRTI-FM, Philadelphia, PA

A. Full-Time Vacancies Filled

Position	Recruitment Sources Used to Fill Vacancy	Recruitment Source of Hire	Date Filled
Assistant Director, Membership Fundraising	Sources 1-7, 10-13, 15, 19	1	1/31/25
Host and Producer, Jazz	Sources 1-7, 10-13, 15	1	2/28/25
Sponsorship and Media Marketing Manager	Sources 1-7, 10-13, 15, 18	1	3/31/25

B. Total Number of Persons Interviewed During Applicable Period: 12

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	10
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	0
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	2
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	0
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	AAF Career Center https://jobs.aaf.org/	John Vasquez	1509 Cecil B. Moore Ave., Philadelphia, PA 19121 john@wrti.org	215-204-5879	0
19	CASE Career Central https://careers.case.org/jobs/	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

WRTI's engages in community outreach and delivers activities and programming annually for the local community, student and public audiences. These activities included the following career focused programs, professional development and community outreach.

Activity	Date	Location	Staff	Description
Student Worker Employment Program	Spring 2024, Summer 2024, Fall 2024 and Spring 2025 semesters	WRTI Studio and remote online	Editorial Director, Classical Program Director, Senior Producer, Assistant Director of Marketing	WRTI employed twelve 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, editorial, content production, and administrative operations providing professional learning and developing broadcast work 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 Temple University Music Business Class	4/17/24	WRTI Studio	Associate General Manager for Content and Programming	Hosted the Music Business Class from the Boyer College of Music and Dance for a class focused on the business of public music radio which included discussion of career opportunities and pathways in public media.
Speakers and guest instructor for the Intellectual Heritage program at Temple University.	Fall semester classes on 11/11/24, 11/13/24. 11/18/24, 11/19/24, 11/20.24, Spring semester classes on 2/20/25, 2/25/25. 3/12/25, 3/17/25, 3/19/25, 3/20/25, 3/24/25, 3/25/25, 3/27/25	WRTI Studio	Jazz Host and Producer with additional speaking engagements by the Assistant Director of Production and Associate General Manager for Content and Programming.	Hosted classes from the Intellectual Heritage program of University College as part of their course of study on the intersection of art and media. Classes included tours of the station and discussion of the opportunities and careers in media as related to the content of the seminars/classes.

EEO Training	09/28/2024	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 2023 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 09/01/2023 – 9/28/2023.
Community Station Tours		WRTI Studio	Education Outreach Manager, Assistant Director of Production	WRTI welcomes members, community groups, schools and educational organizations to tour our station. Tours include an overview or the station and programming on careers in public media broadcasting.
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.
Community arts partnerships Black Music City https://www.blackmus iccity.com Jazz Philadelphia https://jazzphiladelphi a.org Philadelphia Youth Orchestra https://pyomusic.org/ Astral Artists https://www.astralartis ts.org/	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, 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.