

**EEO PUBLIC FILE REPORT**  
**Independence Public Media of Philadelphia, Inc.**  
 MiNDTV/WYBE  
 April 1, 2008 to March 31, 2009

**Section 1. Vacancy List**

<b>Job Title</b>	<b>Recruitment Source (RS) Used to Fill Vacancy</b>	<b>RS that Referred the hiree</b>
Member Services	3,4,10,11,12,13,14,15,16,17,21	12
Systems Administrator	1,2,4,5,9,11,18	9
Software Engineer & Database Administrator	1,6,7,8,9,19,20	9

**Section 2. Recruitment Source List**

<b>Recruitment Source (RS) Number</b>	<b>RS Information</b>	<b>RS Entitled to Vacancy Notification ? (Yes/No)</b>	<b>No. of Interviews Referred by RS over 12-month period</b>
1	On-Air Announcements	No	1
2	Walk-ins	No	1
3	Employee Referral	No	2
4	Station Web Site	No	6
5	JobServe 23245 Mercantile Road Beachwood, OH 44122 Marcia Bakst, 800-691-8413	No	0
6	Tech-Centric <a href="http://www.Tech-centric.net">www.Tech-centric.net</a> website	No	0
7	Temple CIS Job Resource 98 Battery Street San Francisco, CA 94111	No	2

	No direct contact, 877-725-7721		
8	Drexel Dept. of Computer Science 3141 Chestnut Street Philadelphia, PA 19104 Customer Service, 215-895-2669	No	3
9	Dice 4101 NW Urbandale Dr. Urbandale, IA 50322 Customer Service, 877-386-3323	No	7
10	WorkPhilly <a href="http://www.Workphilly.com">www.Workphilly.com</a> Ceci Deangelis, 267-283-1322	No	13
11	Career Builder <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> Gary Crump, 888-488-4473	No	22
12	LaSalle Non-Profit Center 1900 Olney Avenue Philadelphia, PA 215-951-1000	No	2
13	Idealist 302 Fifth Avenue New York, NY 212-695-7243	No	0
14	Association of Professional Fundraisers 4300 Wilson Blvd Arlington, VA 703-684-0410	No	0
15	Minority of Professional Networks <a href="http://www.mpnsite.com">www.mpnsite.com</a> website	No	0
16	Philly Ad Club <a href="http://www.phillyadclub.com">www.phillyadclub.com</a> website	No	
17	LinkedIn website, linkedin.com	No	0
18	PAB 8501 Paxton Street Hummelstown, PA 17036 Bill Knight, 717-482-4820	No	0

19	Rowan Dept. of Computer Science 201 Mullica Hill Road Glassboro, NJ 08028 No direct contact, 856-256-4000	No	0
20	Rutgers Dept. of Computer Science 303 Cooper Street Camden, NJ 08102 No direct contact, 856-225-1766	No	0
21	Non-Profit Job Cooperation Delaware Valley Region Rob Fennell, 215-991-3677	No	0
	<b>Total Number of Interviews over 12-month period:</b>		<b>59</b>

**Section 3. Recruitment Initiatives**

<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
Internship:	<p>April 2008 to Present</p> <p>Student internship and community volunteer program involving Temple University, the University of Pennsylvania, Drexel University, and several other area colleges and universities plus several area high schools. One of these interns have been hired as a full time employee.</p>
Participation in Community Events Related to Broadcasting:	<p>February 29, 2009</p> <p>Greater Philadelphia Cares, Principal for a Day: Howard Blumenthal, CEO, was a participant and a presenter at this event. Two interns were recruited from this event.</p>
Participation in Events with Educational Institutions:	<p>December 10, 2008</p> <p>North East High School: Our Production Manager was a presenter at this event. Recruitment hand-outs were given and the presenter gave a question/answer session regarding employment in the Media industry.</p>
Providing Training to Management Personnel:	<p>October 29, 2007 (inadvertently omitted off 2007-2008 EEO public file report)</p> <p>Roxborough Church: Vistrapartners (contractor) instructed entire staff (including managers) on Equal Employment Opportunity and preventing discrimination and Myers-Briggs.</p>