

WBG, WDVE, WKST-FM, WPG, WWSW-FM, WDX-FM
EEO PUBLIC FILE REPORT
April 1, 2016 - March 31, 2017¹

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Account Executive	4, 6-7, 19	19
Key Account Coordinator	4-7, 14	5
Receptionist	4-7	5
Key Account Coordinator	4, 6-7, 14	14
Account Executive	1-4, 6-7, 9-10, 12-19	19
Executive Assistant	4-7	5
Executive Producer	1-7, 9-17	5
Receptionist	1-4, 6-13, 15-17	8

¹ Report was revised in April 2016 to address reporting issues.

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Bethany College P.O. Box 417 Bethany, West Virginia 26032 Phone : 304-829-7150 Email : avanhorn@bethanywv.edu Fax : 1-304-829-7788 Amy VanHorn	Y	0
2	Bradford School 25 W. Station Square Drive Pittsburgh, Pennsylvania 15219 Phone : 412-391-6710 Email : mlarocca@bradfordpittsburgh.edu Fax : 1-412-471-6714 Michelle Larocca	N	0
3	Council of Three Rivers American Indian Center 120 Charles Street Dorseyville, Pennsylvania 15238 Phone : (412) 782-4457 Email : kjevsevar@cotraic.org Fax : 1-412-767-4808 Kerry Jevsevar	N	0
4	DirectEmployers Association 9002 N. Purdue Rd., Ste. 100 Indianapolis, Indiana 46268 Url : https://directemployers.org Association distributing job postings to state workforce agencies Manual Posting	N	0
5	Employee Referral	N	4
6	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
8	Indeed.com	N	1
9	Kaplan Career Center 10 Wood Street Pittsburgh, Pennsylvania 15222 Phone : (412) 261-2647 Fax : 1-412-261-4588 Linda Hill	Y	0
10	PA CareerLink Career Center 425 Sixth Avenue, 22nd Floor Pittsburgh, Pennsylvania 15219 Phone : (412) 552-7036 Email : dlee@pghcareerlink.org Fax : 1-412-552-7051 Debbie Lee	Y	0
11	Point Park College 201 Wood Street Pittsburgh, Pennsylvania 15222 Phone : (412) 391-4100 Email : ameiers@pointpark.edu Fax : 1-412-392-3936 Angela Meiers	N	0
12	Robert Morris University 6001 University Blvd Moon Twp, Pennsylvania 15108 Phone : (412) 397-3200 Email : careers@rmu.edu Fax : 1-412-397-2207 Marla Burgess	Y	0
13	St. Vincent College- Career Development 300 Fraser Purchase Road Latrobe, Pennsylvania 15650 Phone : (724) 532-6600 Email : courtney.baum@email.stvincent.edu Fax : 1-724-532-5026 Courtney Baum	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Station Website	N	4
15	Triangle Tech 1940 Perrysville Ave Pittsburgh, Pennsylvania 15214 Phone : 412-359-1000 Email : bdayton@triangle-tech.edu Brian Dayton	Y	0
16	University of Pittsburgh Placement Office 200 William Pitt Union Pittsburgh, Pennsylvania 15206 Phone : 412-383-4473 Fax : 1-412-648-7131 Ali Kavalukas	Y	0
17	Urban League of Pittsburgh 610 Wood St. Pittsburgh, Pennsylvania 15222 Phone : 412-227-4802 Fax : 1-412-227-4870 Darlene Wannamaker	Y	0
18	Wilson HCG	N	1
19	Word of Mouth Referral	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			12

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	11/17/2016	Participation in events or programs sponsored by educational institutions	On November 17, 2016, one of our SEU's on-air personalities spoke with students at Point Park University's Recording Industry class, which is part of the Sports, Arts, and Entertainment Management program. Students were able to learn about careers in radio and ask questions regarding the recording industry.	1	On-Air Talent
2	1/5/2017	Participation in events sponsored by community groups	On January 5, 2017, our SEU hosted a group of Girl Scouts for a station tour. Attendees were given the opportunity to observe how our broadcast studios operate and ask questions about careers in broadcasting.	2	Executive Assistant Account Executive
3	3/22/2017	Establishment of training programs for station personnel	On March 22, 2017, our SEU hosted a training program for Account Executives and Key Account Coordinators on digital techniques and other skills necessary to advance in their positions	35	Sr. VP Sales