

WBG, WDVE, WKST-FM, WPG, WWSW-FM, WXDX-FM
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

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
Account Executive	1-2, 5, 12-13, 17, 20, 24-25, 27-31	25
Account Executive	1-2, 5, 12-13, 15, 17-18, 20, 24-29, 32	25
Digital Business Development Professional	1-2, 5-7, 12-13, 17, 20, 24, 26-29, 32	7
Outside Account Executive	1-3, 5-7, 9-14, 20-22, 24, 26-29, 32	7
Key Account Coordinator	1-6, 8-14, 18-22, 24, 26-29, 32	19
On-Air Talent	1-3, 5-6, 9-13, 19-24, 26-29, 32	19
On-Air Talent	1-3, 5-6, 9-13, 19-24, 26-29, 32	23
Key Account Coordinator	1-3, 5-6, 9-13, 16, 20-22, 24, 27-29, 32	16

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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	California University of PA 250 University Ave. California, Pennsylvania 15419 Phone : 724-938-4413 Email : career@calu.edu Fax : 1-724-938-5770 Tara Lafferty	Y	0
4	Community College of Allegheny County 808 Ridge Ave Pittsburgh, Pennsylvania 15212 Phone : 412-237-2545 Email : robkmetz@ccac.edu Rob Kmetz	Y	0
5	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
6	DirectEmployers Association 9002 N. Purdue Rd., Ste. 100 Indianapolis, Indiana 46268 Phone : - Url : https://directemployers.org - - Manual Posting	N	0
7	Employee Referral	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Former Employee	N	1
9	Goodwill 118 52nd Street Pittsburgh, Pennsylvania 15201 Phone : 412-632-1736 Email : andrew.sabo@goodwillswpa.org Andrew Sabo	N	0
10	Handshake unknown tbd, Pennsylvania Url : www.handshake.com unknown unknown Manual Posting	N	0
11	Hill House Association Job Openings 1835 Centre Avenue Pittsburgh, Pennsylvania 15219 Phone : (412) 392-4404 Email : cellington@hillhouse.org Fax : 1-412-392-4462 Carmen Ellington	Y	0
12	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
13	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	2
14	Indeed.com	N	8
15	Interoffice Job Posting	N	1
16	Job posting on internet	N	1

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Kaplan Career Center 10 Wood Street Pittsburgh, Pennsylvania 15222 Phone : (412) 261-2647 Fax : 1-412-261-4588 Linda Hill	Y	0
18	Linked In	N	2
19	Other Source	N	2
20	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
21	Pittsburgh Technical Institute 1111 McKee Road Oakdale, Pennsylvania 15107 Phone : 412-809-5206 Email : careerservices@ptcollege.edu Sharon Hosaflook	Y	0
22	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
23	Re-hire	N	1
24	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
25	Self Referral	N	2

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26	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
27	Triangle Tech 1940 Perrysville Ave Pittsburgh, Pennsylvania 15214 Phone : 412-359-1000 Email : bdayton@triangle-tech.edu Brian Dayton	Y	0
28	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
29	Urban League of Pittsburgh 610 Wood St. Pittsburgh, Pennsylvania 15222 Phone : 412-227-4802 Fax : 1-412-227-4870 Darlene Wannamaker	Y	0
30	Word of Mouth Referral	N	1
31	Word-of-Mouth Referral Pennsylvania Career Services	N	1
32	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			24

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/19/2018	Participation in events or programs sponsored by educational institutions	On April 19, 2018 our SEU hosted 15 high school students and three chaperones for a work site visit as part of The Future is Mine Student Leadership Conference presented by The Consortium for Public Education. Students had the opportunity to meet with various members of our staff from Sales, Promotions, Programming, Production and Management to learn how they got to their positions and the education it took to get there.	15	Executive Assistant Region President Sr. VP of Sales Sr. VP of Programming
2	4/25/2018	Participation in events sponsored by community groups	On April 25, 2018 our SEU participated in the Pittsburgh Business Show.	5	Sales Manager
3	4/26/2018	Participation in events sponsored by community groups	On April 26, 2018, our SEU participated in the Pittsburgh Business Show.	5	Sales Manager
4	4/26/2018	Participation in events or programs sponsored by educational institutions	On Thursday, April 26, 2018 our SEU participated in Take Our Daughters and Sons to Work Day. Eight children participated and were educated on various careers in Radio. They were also able to create their first resume, write and record a radio commercial and speak live on BIG 104.7.	6	Executive Assistant Key Account Coordinator Key Account Coordinator Production Director
5	5/31/2018	Participation in Job Fairs	On May 31, 2018, our SEU participated in the National Career Fairs Hiring Event at Marriott City Center, downtown Pittsburgh.	2	Executive Assistant VP Automotive
6	8/13/2018	Participation in other activities designed by the station employment unit	On Monday, August 13th this SEU hosted a high school junior interested in radio production. She sat with three members of our on-air production staff to observe their daily responsibilities. She also was able to enjoy a performance by an upcoming pop singer.	4	Production Director On-Air Talent/Productioni On-Air Talent/Key Account Coordinator Executive Assistant

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7	8/20/2018	Establishment of training programs for station personnel	On August 20th, the SEU participated in an OTT Lunch and Learn along with some of our top clients. Matt Tilden, Divisional VP of Digital Sales, presented an in-depth introductory session on how iHeartMedia can deliver OTT for clients. All Account Executives and Sales Managers were in attendance.	50	Sr. VP Sales General Sales Manager Account Executive Region President
8	8/31/2018	Establishment of training programs for station personnel	The entire Sales Department and Managers completed Google Analytics training during the month of August. Each employee achieved individual certification and is now effective at leveraging Google Analytics within their organizations and helping others (i.e. clients) do the same.	35	Sr. VP Sales General Sales Manager Digital Sales Manager Account Executives
9	9/10/2018	Participation in events sponsored by community groups	On September 10, 2018 our SEU hosted a group of 12 from BCRC (Beaver County Rehabilitation Center). Adults with intellectual disabilities were offered the opportunity to learn the various careers that are available in Radio and expand their knowledge of the business community.	3	Executive Assistant Key Account Coordinator On-Air Talent
10	9/20/2018	Participation in events sponsored by community groups	On September 20, 2018 this SEU hosted a tour of the radio station offices and studios for a group of 15 adults with mental disabilities from Beaver County Rehabilitation Center. They learned how radio stations work and operate as well as being educated on the types of jobs available at radio stations.	4	Executive Assistant Key Account Coordinator On-Air Talent Traffic Reporter
11	9/26/2018	Establishment of training programs for station personnel	On September 26, this SEU hosted Veritone//iHeart Pittsburgh Group Training for all Sales Staff and Managers. Veritone unlocks the power of cognitive computing to automatically generate actionable insights, previously inaccessible to organizations in their audio, video and other data sources.	25	Sr. VP of Programming General Sales Manager Account Executive

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12	10/5/2018	Participation in other activities designed by the station employment unit	On Friday, October 5th the SEU hosted a group of students from Laroche College's Radio Club. 11 students and one professor were able to not only tour all six of our radio studios, but to see the behind-the-scenes staff and learn about other radio careers.	1	Executive Assistant