

WBGG, WDVE, WKST-FM, WPGF, WWSW-FM, WXDX-FM
EEO PUBLIC FILE REPORT
April 1, 2020 - March 31, 2021

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-5, 7-13, 16, 18, 24	10

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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	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
3	Community College of Allegheny County 808 Ridge Ave Pittsburgh, Pennsylvania 15212 Phone : 412-237-2545 Email : rkmetz@ccac.edu Rob Kmetz	Y	0
4	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
5	DirectEmployers Association (association distributing job postings to state and/or local job banks) 9002 N. Purdue Rd., Ste. 100 Indianapolis, Indiana 46268 Phone : - Url : https://directemployers.org Manual Posting	N	0
6	Duquesne University G-1 Rockwell Hall Pittsburgh, Pennsylvania 15282 Phone : 412-396-6000 Email : careerdevelopment@duq.edu Career Services	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
7	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
8	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
9	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
10	Non-Employee Referral	N	1
11	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
12	Pittsburgh Technical Institute 1111 McKee Road Oakdale, Pennsylvania 15107 Phone : 412-809-5206 Email : careerservices@ptcollege.edu Sharon Hosaflook	Y	0
13	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

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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	Robert Morris University 6001 University Blvd Moon Twp, Pennsylvania 15108 Phone : (412) 397-6239 Email : careers@rmu.edu Fax : 1-412-397-2207 Marla Burgess	Y	0
15	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
16	Triangle Tech 1940 Perrysville Ave Pittsburgh, Pennsylvania 15214 Phone : 412-359-1000 Email : bdayton@triangle-tech.edu Brian Dayton	Y	0
17	University of Pittsburgh - Greensburg 219 Chambers Hall 150 Finoli Drive Greensburg, Pennsylvania 15601 Phone : 724-836-7182 Email : dmz17@pitt.edu Beth Tiedemann	Y	0
18	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
19	Urban League of Pittsburgh 610 Wood St. Pittsburgh, Pennsylvania 15222 Phone : 412-227-4802 Email : development@ulpgh.org Darlene Wannamaker	Y	0

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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
20	Washington & Jefferson College 60 S. Lincoln St. Washington, Pennsylvania 15301 Phone : 724-229-5126 Email : careerservices@washjeff.edu Roberta Cross	Y	0
21	Waynesburg College 51 West College Street Waynesburg, Pennsylvania 15370 Phone : 724-852-3399 Email : mcoffman@waynesburg.edu Marie Coffman	Y	0
22	Western School of Business Careers 42 17th Ave. Suite 3 Pittsburgh, Pennsylvania 15219 Phone : 412-281-2600 Email : webinfo@pci.edu Career Services	Y	0
23	Women's Center & Shelter P.O. Box 9024 Pittsburgh, Pennsylvania 15224 Phone : 412-687-8005 Email : emilym@wcpittsburgh.org Barbara Bourdon	Y	0
24	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
25	YWCA 305 Wood St. Pittsburgh, Pennsylvania 15222 Phone : 412-391-5100 Email : ywca@ywcapgh.org Karen Watkins	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			1

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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	12/1/2020	Establishment of a mentoring program	From December 2020 to June 2021, our Senior Vice President of Programming mentored our Music Director/On-Air Talent. Through weekly mentor-mentee calls and meetings, the program focused on teaching program management skills and music logging techniques – skills that would be necessary to qualify for a position in the Programming Department. Following the training received during this mentoring program, our Music Director/On-Air Talent was ultimately promoted to Program Director.	2	Sr VP of programming Music Director/ On-Air Talent
2	2/24/2021	Provision of training to management	On February 24, 2021, our SEU's Sales Manager took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	Sales manager
3	3/9/2021	Participation in Job Fairs	On March 9, 2021, our SEU participated in the HireX Virtual Job Fair, which was geared towards facilitating hires for diverse candidates and included about 50 job candidates. At the event, SEU participants, including our Sales Manager and Project Manager, spoke with interested candidates about job opportunities at our SEU, including interviewing one of the candidates. As a result of the job fair, our SEU held an additional follow-up interview with that candidate.	3	executive assistant sales manager project manager