

WBG, WDVE, WKST-FM, WPG, WWSW-FM, WXDX-FM
EEO PUBLIC FILE REPORT
April 1, 2017 - March 31, 2018

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
Key Account Coordinator	1-8, 10-14, 16-20	5
Traffic Coordinator	1-3, 6-8, 10, 12-17, 19	8
Digital Strategist	1-3, 6-7, 10, 12-14, 16-17, 19-20	20
Traffic Coordinator	1-3, 6-10, 12-14, 16-17, 19, 21	8

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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
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	Current Employee	N	1
5	Current Employee/Internal Promotion	N	1
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
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	9
9	Indeed.com - Not Directly Contacted by SEU	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Kaplan Career Center 10 Wood Street Pittsburgh, Pennsylvania 15222 Phone : (412) 261-2647 Fax : 1-412-261-4588 Linda Hill	Y	0
11	Linked In	N	2
12	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	1
13	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
14	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
15	Station Website	N	2
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 Placement Office 200 William Pitt Union Pittsburgh, Pennsylvania 15206 Phone : 412-383-4473 Fax : 1-412-648-7131 Ali Kavalukas	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
18	Unknown (source not adequately identified upon inquiry by SEU)	N	1
19	Urban League of Pittsburgh 610 Wood St. Pittsburgh, Pennsylvania 15222 Phone : 412-227-4802 Fax : 1-412-227-4870 Darlene Wannamaker	Y	0
20	Word-of-Mouth Referral Pennsylvania Career Services	N	2
21	www.mediagignow.com 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			20

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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	4/13/2017	Participation in events sponsored by community groups	On April 13, 2017, our SEU hosted a group from Community Options, Inc. for a station tour. Attendees were given the opportunity to observe how our broadcast studios operate and ask questions about careers in broadcasting.	1	Executive Assistant
2	4/20/2017	Participation in events or programs sponsored by educational institutions	On April 20, 2017, our SEU hosted a group of students from area High Schools through The Future is Mine Student Leadership Conference. Attendees were given the opportunity to observe how our broadcast studios operate, record a commercial, attend a Sales presentation and ask questions about careers in broadcasting. The conference was put on by the Consortium for Public Education.	5	Executive Assistant Key Account Coordinator Sr. VP of Programming Production Director
3	4/27/2017	Participation in events or programs sponsored by educational institutions	On April 27, 2017, our SEU hosted a group of employees' children for the entire day. Attendees were given the opportunity to observe how our broadcast studios operate, write and record commercials, ask questions about careers in broadcasting and work side-by-side with their parents/mentors.	10	Executive Assistant Key Account Coordinator Key Account Coordinator Sr. VP of Sales
4	5/10/2017	Establishment of training programs for station personnel	On May 10, 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
5	6/1/2017	Participation in events sponsored by community groups	On June 1, 2017, our SEU hosted a group from WIN Services 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 Key Account Coordinator
6	7/17/2017	Participation in events or programs sponsored by educational institutions	July 17, 2017, our SEU hosted a group of high school students from a summer camp taking place at Point Park University for a station tour. Attendees were given the opportunity to observe how our broadcast studios operate and ask questions about careers in broadcasting.	3	Executive Assistant Key Account Coordinator Account Executive

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7	8/3/2017	Participation in events or programs sponsored by educational institutions	On August 3, 2017 our SEU hosted a group from Franciscian Child Care Center for a day of observation and activities. Attendees were given the opportunity to observe how our broadcast studios operate and ask questions about careers in broadcasting.	2	Executive Assistant Account Executive
8	10/30/2017	Participation in events or programs sponsored by educational institutions	On October 30, 2017, our Senior VP of Programming spoke with students at Point Park University's Recording Industry class, as 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	Sr. VP of Programming
9	11/7/2017	Participation in events or programs sponsored by educational institutions	On November 7, 2017, our SEU hosted a group of students, faculty and administrators from Point Park University for an Open House. Attendees were given the opportunity to learn about media careers	8	Executive Assistant Sales Manager VP Promotions & Marketing Account Executive
10	11/15/2017	Participation in events sponsored by community groups	On November 15, 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
11	12/5/2017	Participation in events sponsored by community groups	December 5, 2017 our SEU hosted a group from Citizen Care 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 Key Account Coordinator
12	2/23/2018	Establishment of training programs for station personnel	On February 23, 2018, our SEU hosted an in-house "Snack and Learn" training program for Account Executives. Our junior staffers had the opportunity to learn about digital techniques and to learn about the skills necessary to advance in their positions.	20	Digital Sales Strategist Digital Content Director Account Executive Account Executive

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
13	3/25/2018	Sponsorship of events in the community designed to increase public awareness	On March 25, 2018, our SEU's Sales Manager networked and spoke with many young women (and their mothers, aunts and friends) about careers in Radio at an event co-sponsored by iHeartMedia called Girls World Expo. Over 1,000 attended and were able to attend workshops, listen to speakers, see demonstrations, science exhibits, and speak one-on-one with women who are leaders in business, government, industry, the arts, and many other realms of endeavor.	1	Sales Manager