

**WBGG, WDVE, WKST-FM, WPGH, WWSW-FM, WXDX-FM**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2021 - March 31, 2022**

**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
Program Director/On Air Pittsburgh PA	1-12, 15, 17-23, 25-33	8
Account Executive	1-7, 9-12, 15, 17-23, 25, 27-33	17
Account Executive	1-6, 9, 11-12, 15-16, 18-19, 21, 23, 25, 27-28, 30-32	16
Account Executive	1-6, 9, 11-16, 18-19, 21, 23-25, 27-28, 30-33	16

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**II. MASTER RECRUITMENT SOURCE LIST ("MRS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	All Access Website Pennsylvania Url : www.allaccess.com Email : jdenver@allaccess.com Career Services	N	0
2	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
3	Black Action Society 627 William Pitt Union Pittsburgh, Pennsylvania 15260 Phone : 412-648-4141 Email : bas1968@pitt.edu Fax : 1-412-648-7837 Career Services	N	0
4	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
5	Community College of Allegheny County 808 Ridge Ave Pittsburgh, Pennsylvania 15212 Phone : 412-237-2545 Email : rkmetz@ccac.edu Rob Kmetz	Y	0
6	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

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7	Duquesne University G-1 Rockwell Hall Pittsburgh, Pennsylvania 15282 Phone : 412-396-6000 Email : careerdevelopment@duq.edu Career Services  Prong 2 Ended Date: 9/24/2021	N	0
8	Employee Referral	N	1
9	Goodwill 2600 E. Carson Street Pittsburgh, Pennsylvania 15203 Phone : 412-390-2197 Email : jobsearch@goodwillswpa.org Lisa Postlewait	N	0
10	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
11	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0
12	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	0
13	iHM Human Capital Acquisition	N	1
14	Indeed.com - Not directly contacted by SEU	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
15	Kingsley Association 6435 Frankstown Avenue Pittsburgh, Pennsylvania 15206 Phone : 412-661-8751 Email : info@kingsleyassociation.org J Wooley	N	0
16	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/ Career Services Manual Posting	N	3
17	Non-Employee Referral	N	2
18	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
19	Pittsburgh Technical Institute 1111 McKee Road Oakdale, Pennsylvania 15107 Phone : 412-809-5206 Email : careerservices@ptcollege.edu Sharon Hosaflook	Y	0
20	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
21	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

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22	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
23	Triangle Tech 1940 Perrysville Ave Pittsburgh, Pennsylvania 15214 Phone : 412-359-1000 Email : bdayton@triangle-tech.edu Brian Dayton	Y	0
24	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
25	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
26	Unknown (source not adequately identified upon inquiry by SEU)	N	1
27	Urban League of Pittsburgh 610 Wood St. Pittsburgh, Pennsylvania 15222 Phone : 412-227-4802 Email : development@ulpgh.org Darlene Wannamaker	Y	0
28	Washington & Jefferson College 60 S. Lincoln St. Washington, Pennsylvania 15301 Phone : 724-229-5126 Email : careerservices@washjeff.edu Roberta Cross	Y	0

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29	Waynesburg College 51 West College Street Waynesburg, Pennsylvania 15370 Phone : 724-852-3399 Email : mcoffman@waynesburg.edu Marie Coffman	Y	0
30	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
31	Women's Center & Shelter P.O. Box 9024 Pittsburgh, Pennsylvania 15224 Phone : 412-687-8005 Email : emilym@wcpittsburgh.org Barbara Bourdon	Y	0
32	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
33	YWCA 305 Wood St. Pittsburgh, Pennsylvania 15222 Phone : 412-391-5100 Email : ywca@ywcapgh.org Karen Watkins	Y	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>9</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/14/2022	Provision of training to management	In February, 2022 our SEU's Vice President 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	Vice President
2	3/4/2022	Participation in Job Fairs	On March 4, 2022, our SEU's General Sales Manager participated in a HireX Virtual Job Fair. At the event, our General Sales Manager spoke with interested candidates about careers in broadcasting and conducted interviews with interested attendees. As a result of the event, our General Sales Manager later conducted an additional follow-up interview with a candidate that had attended the job fair.	1	General sales manager
3	3/22/2022	Participation in events or programs sponsored by educational institutions	On March 22, 2022, our SEU's Program Director served as a guest speaker at Duquesne University for a grand opening event for the student-run radio station. Our Program Director discussed his experience in the broadcast industry, available opportunities in the broadcast industry, and how to build a successful career in broadcasting.	1	Program director
4	3/24/2022	Participation in events or programs sponsored by educational institutions	On March 24, 2022, our SEU hosted an in-person studio tour for Tech 25 and Carrick High Schools. Our SEU's participants included our President, SVP of Programming, two On-Air Personalities, Promotions Director, and Office Manager. Our participants introduced themselves and discussed their career paths as well as the different roles and responsibilities involved in working at a radio station. The tour also included a presentation from our On-Air Personalities.	7	Market President Senior Vice President of Programming Promotions Director On Air Talent [3]