

**WBGW, WDVE, WKST-FM, WPGW, 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")<br>Used to Fill Vacancy | RS Referring<br>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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| <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                | Bethany College<br>P.O. Box 417<br>Bethany, West Virginia 26032<br>Phone : 304-829-7150<br>Email : <a href="mailto:avanhorn@bethanywv.edu">avanhorn@bethanywv.edu</a><br>Fax : 1-304-829-7788<br>Amy VanHorn                                            | Y                                                        | 0                                                               |
| 2                | Bradford School<br>25 W. Station Square Drive<br>Pittsburgh, Pennsylvania 15219<br>Phone : 412-391-6710<br>Email : <a href="mailto:mlarocca@bradfordpittsburgh.edu">mlarocca@bradfordpittsburgh.edu</a><br>Fax : 1-412-471-6714<br>Michelle Larocca     | N                                                        | 0                                                               |
| 3                | California University of PA<br>250 University Ave.<br>California, Pennsylvania 15419<br>Phone : 724-938-4413<br>Email : <a href="mailto:career@calu.edu">career@calu.edu</a><br>Fax : 1-724-938-5770<br>Tara Lafferty                                   | Y                                                        | 0                                                               |
| 4                | Community College of Allegheny County<br>808 Ridge Ave<br>Pittsburgh, Pennsylvania 15212<br>Phone : 412-237-2545<br>Email : <a href="mailto:robkmetz@ccac.edu">robkmetz@ccac.edu</a><br>Rob Kmetz                                                       | Y                                                        | 0                                                               |
| 5                | Council of Three Rivers American Indian Center<br>120 Charles Street<br>Dorseyville, Pennsylvania 15238<br>Phone : (412) 782-4457<br>Email : <a href="mailto:kjevsevar@cotraic.org">kjevsevar@cotraic.org</a><br>Fax : 1-412-767-4808<br>Kerry Jevsevar | N                                                        | 0                                                               |
| 6                | DirectEmployers Association<br>9002 N. Purdue Rd., Ste. 100<br>Indianapolis, Indiana 46268<br>Phone : -<br>Url : <a href="https://directemployers.org">https://directemployers.org</a><br>- -<br>Manual Posting                                         | N                                                        | 0                                                               |
| 7                | Employee Referral                                                                                                                                                                                                                                       | N                                                        | 2                                                               |

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| <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> |
|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 8                | Former Employee                                                                                                                                                                                       | N                                                        | 1                                                               |
| 9                | Goodwill<br>118 52nd Street<br>Pittsburgh, Pennsylvania 15201<br>Phone : 412-632-1736<br>Email : andrew.sabo@goodwillswpa.org<br>Andrew Sabo                                                          | N                                                        | 0                                                               |
| 10               | Handshake<br>unknown<br>tbd, Pennsylvania<br>Url : www.handshake.com<br>unknown unknown<br>Manual Posting                                                                                             | N                                                        | 0                                                               |
| 11               | Hill House Association Job Openings<br>1835 Centre Avenue<br>Pittsburgh, Pennsylvania 15219<br>Phone : (412) 392-4404<br>Email : cellington@hillhouse.org<br>Fax : 1-412-392-4462<br>Carmen Ellington | Y                                                        | 0                                                               |
| 12               | iHeartMedia.jobs<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : http://www.iheartmedia.jobs<br>Talent Acquisition Coordinator<br>Manual Posting                 | N                                                        | 0                                                               |
| 13               | iHeartMediaCareers.com<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : http://www.iheartmediacareers.com<br>Talent Acquisition Coordinator<br>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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| <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> |
|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 17               | Kaplan Career Center<br>10 Wood Street<br>Pittsburgh, Pennsylvania 15222<br>Phone : (412) 261-2647<br>Fax : 1-412-261-4588<br>Linda Hill                                                        | Y                                                        | 0                                                               |
| 18               | Linked In                                                                                                                                                                                       | N                                                        | 2                                                               |
| 19               | Other Source                                                                                                                                                                                    | N                                                        | 2                                                               |
| 20               | PA CareerLink Career Center<br>425 Sixth Avenue, 22nd Floor<br>Pittsburgh, Pennsylvania 15219<br>Phone : (412) 552-7036<br>Email : dlee@pghcareerlink.org<br>Fax : 1-412-552-7051<br>Debbie Lee | Y                                                        | 0                                                               |
| 21               | Pittsburgh Technical Institute<br>1111 McKee Road<br>Oakdale, Pennsylvania 15107<br>Phone : 412-809-5206<br>Email : careerservices@ptcollege.edu<br>Sharon Hosaflook                            | Y                                                        | 0                                                               |
| 22               | Point Park College<br>201 Wood Street<br>Pittsburgh, Pennsylvania 15222<br>Phone : (412) 391-4100<br>Email : ameiers@pointpark.edu<br>Fax : 1-412-392-3936<br>Angela Meiers                     | N                                                        | 0                                                               |
| 23               | Re-hire                                                                                                                                                                                         | N                                                        | 1                                                               |
| 24               | Robert Morris University<br>6001 University Blvd<br>Moon Twp, Pennsylvania 15108<br>Phone : (412) 397-3200<br>Email : careers@rmu.edu<br>Fax : 1-412-397-2207<br>Marla Burgess                  | Y                                                        | 0                                                               |
| 25               | Self Referral                                                                                                                                                                                   | N                                                        | 2                                                               |

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| <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> |
|------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 26                                             | St. Vincent College- Career Development<br>300 Fraser Purchase Road<br>Latrobe, Pennsylvania 15650<br>Phone : (724) 532-6600<br>Email : courtney.baum@email.stvincent.edu<br>Fax : 1-724-532-5026<br>Courtney Baum   | Y                                                        | 0                                                               |
| 27                                             | Triangle Tech<br>1940 Perrysville Ave<br>Pittsburgh, Pennsylvania 15214<br>Phone : 412-359-1000<br>Email : bdayton@triangle-tech.edu<br>Brian Dayton                                                                 | Y                                                        | 0                                                               |
| 28                                             | University of Pittsburgh Placement Office<br>200 William Pitt Union<br>Pittsburgh, Pennsylvania 15206<br>Phone : 412-383-4473<br>Fax : 1-412-648-7131<br>Ali Kavalukas                                               | Y                                                        | 0                                                               |
| 29                                             | Urban League of Pittsburgh<br>610 Wood St.<br>Pittsburgh, Pennsylvania 15222<br>Phone : 412-227-4802<br>Fax : 1-412-227-4870<br>Darlene Wannamaker                                                                   | Y                                                        | 0                                                               |
| 30                                             | Word of Mouth Referral                                                                                                                                                                                               | N                                                        | 1                                                               |
| 31                                             | Word-of-Mouth Referral<br>Pennsylvania<br>Career Services                                                                                                                                                            | N                                                        | 1                                                               |
| 32                                             | www.mediagignow.com<br>717 Green Valley Road Suite 200<br>Greensboro, North Carolina 27408<br>Phone : 336-553-0620<br>Url : http://www.mediagignow.com<br>Email : customerservice@mediagignow.com<br>MediaGigNow.com | N                                                        | 0                                                               |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |                                                                                                                                                                                                                      |                                                          | <b>24</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 | 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<br>Region President<br>Sr. VP of Sales<br>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<br>Key Account Coordinator<br>Key Account Coordinator<br>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<br>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<br>On-Air Talent/Production<br>On-Air Talent/Key Account Coordinator<br>Executive Assistant |

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|    | <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>                                                             |
|----|-------------|----------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|--------------------------------------------------------------------------------------|
| 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<br>General Sales Manager<br>Account Executive<br>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<br>General Sales Manager<br>Digital Sales Manager<br>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<br>Key Account Coordinator<br>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<br>Key Account Coordinator<br>On-Air Talent<br>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<br>General Sales Manager<br>Account Executive                  |

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|    | <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> |
|----|-------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|--------------------------|
| 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      |