

WBGG, WDVE, WKST-FM, WPGF, WWSW-FM, WDX-FM
EEO PUBLIC FILE REPORT
April 1, 2025 - March 31, 2026

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	1-24	10

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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 Prong 2 Ended Date: 5/20/2025	N	0
2	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
3	Community College of Allegheny County 808 Ridge Ave Pittsburgh, Pennsylvania 15212 Phone : 412-237-2545 Email : jtatar@ccac.edu Justin Tatar Prong 2 Ended Date: 5/20/2025	N	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	Goodwill 2600 E. Carson Street Pittsburgh, Pennsylvania 15203 Phone : 412-390-2197 Email : jobsearch@goodwillswpa.org Lisa Postlewait	N	0

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6	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
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	2
8	Indeed.com - Not directly contacted by SEU	N	1
9	Kingsley Association 6435 Frankstown Avenue Pittsburgh, Pennsylvania 15206 Phone : 412-661-8751 Email : info@kingsleyassociation.org J Wooley	N	0
10	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	2
11	Non-Employee Referral	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 Prong 2 Ended Date: 5/20/2025	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
13	Point Park University 210 Wood Street Pittsburgh, Pennsylvania 15222 Phone : 412-391-4100 Angela Meyers Manual Posting	N	0
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 Prong 2 Ended Date: 5/20/2025	N	0
15	Saint Vincent College- Career Development 300 Fraser Purchase Road Latrobe, Pennsylvania 15650 Phone : (724) 532-6600 Courtney Baum Manual Posting	N	0
16	Triangle Tech 1940 Perrysville Ave Pittsburgh, Pennsylvania 15214 Phone : 412-359-1000 Email : bdayton@triangle-tech.edu Brian Dayton Prong 2 Ended Date: 5/20/2025	N	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 Prong 2 Ended Date: 5/20/2025	N	0
18	Unknown (source not adequately identified upon inquiry by SEU)	N	1

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19	Urban League of Pittsburgh 610 Wood St. Pittsburgh, Pennsylvania 15222 Phone : 412-227-4802 Email : development@ulpgh.org Darlene Wannamaker Prong 2 Ended Date: 5/20/2025	N	0
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 University 51 West College Street Waynesburg, Pennsylvania 15370 Phone : 724-852-3399 Marie Coffman Manual Posting	N	0
22	Women's Center & Shelter P.O. Box 9024 Pittsburgh, Pennsylvania 15224 Phone : 412-687-8005 Email : emilym@wcpittsburgh.org Barbara Bourdon Prong 2 Ended Date: 5/20/2025	N	0
23	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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24	YWCA 305 Wood St. Pittsburgh, Pennsylvania 15222 Phone : 412-391-5100 Email : ywca@ywcapgh.org Karen Watkins Prong 2 Ended Date: 5/20/2025	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			8

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/15/2025	Participation in events sponsored by organizations representing the community	On April 15, 2025, the SEU's Metro President and Executive Assistant hosted students from the Milestone Center for a behind-the-scenes tour of the broadcast facilities. Milestone empowers and supports individuals with behavioral health and intellectual disabilities. During the visit, participants shadowed an On-Air Host, learned about radio operations, explored careers in broadcasting, received iHeartMedia employment materials, and engaged in a Q&A session to deepen their understanding of the industry.	3	Metro President On-Air Host Executive Assistant
2	4/16/2025	Participation in events or programs sponsored by educational institutions	On April 16, 2025, our SEU welcomed Westminster College students majoring in broadcast, communications, and sports management for a behind-the-scenes tour of the broadcast facilities. During the visit, the Metro President, Vice President of Sales, and an On-Air Host spoke with the students about careers in sales, radio station operations, programming, and on-air hosting. The event concluded with an interactive Q&A session designed to inform and engage students about opportunities in broadcasting.	3	VP of Sales On-Air Host Metro President

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	9/2/2025	Participation in other activities designed by the station employment unit	Beginning September 2, 2025, through November 28, 2025, our SEU hosted a virtual job shadow for a freshman student from Point Park University's SAEM Program. The student completed ten hours of scheduled sessions with leaders from Programming, Sales, Digital, and Market Leadership. Throughout the experience, our Metro President, Senior Vice President of Programming, Vice President of Sales, Vice President of Digital Sales/Markets, Executive Assistant and Outside Account Executive discussed their career paths, daily responsibilities, and the range of opportunities within iHeartMedia. The student also learned about the Pittsburgh market cluster, hybrid studio operations, broadcast programming, digital product offerings, and sales functions. This structured experience offered the student a meaningful, behind-the-scenes look at the broadcasting industry and a comprehensive understanding of the diverse career opportunities available within iHeartMedia.	4	Metro President SVP of Programming VP of Sales VP of Digital Sales/Markets
4	9/19/2025	Participation in events sponsored by organizations representing the community	On September 19, 2025, our SEU's Metro President, Senior Vice President of Programming, and Executive Assistant hosted clients from InVision Human Services for a behind-the-scenes tour of our broadcast facilities. During the visit, they shadowed our On-Air Host to observe a typical workday and gain insight into radio operations. The team discussed careers in broadcasting, employment opportunities at iHeartMedia, and provided station materials. The visit concluded with a Q&A session, allowing the participants to ask questions and learn more about the industry.	4	Metro President SVP of Programming On-Air Host Executive Assistant

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	9/25/2025	Participation in events sponsored by organizations representing the community	On September 25, 2025, the SEU's Metro President and Executive Assistant hosted clients from Life's Works of Western Pennsylvania for a behind-the-scenes tour of the broadcast facilities. Life's Work supports individuals with disabilities and barriers by providing employment assistance and improving quality of life. During the visit, participants shadowed an On-Air Host, learned about radio operations, explored careers in broadcasting, received iHeartMedia employment materials, and engaged in a Q&A session to deepen their understanding of the industry.	3	Metro President On-Air Host Executive Assistant
6	11/6/2025	Participation in events or programs sponsored by educational institutions	On November 6, 2025, our SEU hosted a business class from Westinghouse High School. During the visit, our Program Director, Executive Assistant, On-Air Host, and Outside Account Executive, spoke with the students about their roles at iHeartMedia and the various areas they serve. They also discussed career opportunities in broadcasting, both broadly and within iHeartMedia specifically. The group received a behind-the-scenes tour of our broadcast operations, received station information, and participated in a Q&A session.	4	Program Director Executive Assistant On-Air Host Outside Account Executive
7	11/14/2025	Participation in events or programs sponsored by educational institutions	On November 14, 2025, our SEU hosted students from Point Park University SAEM/Film & Music Program. During the visit, our Metro President, Program Director, Executive Assistant, and Promotions Events Support, spoke with the students about their roles at iHeartMedia and the various areas they serve. They also discussed career opportunities in broadcasting, both broadly and within iHeartMedia specifically. The group received a behind-the-scenes tour of our broadcast operations, received station information, and participated in a Q&A session.	4	Metro President Program Director Executive Assistant Promotions Events Support

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8	12/10/2025	Participation in events or programs sponsored by educational institutions	On December 10, 2025, the SEU's Morning On-Air Talent at WDVE served as a guest speaker for the Journalism class at Shaler High School. She discussed her personal career path in broadcasting, sharing how her passion for music led her into radio. She also outlined her roles at iHeartMedia, including her current position, and provided guidance on pathways to careers in broadcasting. Additionally, she highlighted the wide range of opportunities available within the media industry, inspiring students to consider future careers in broadcasting. The visit concluded with a Q&A session.	1	On-Air Talent
9	1/1/2026	Establishment of a mentoring program	Beginning January 1, 2026, and continuing through May 30, 2026, our Market President mentored our Corporate Venture Partnership Executive through one-on-one meetings, client needs analysis sessions, job shadowing, and bi-weekly coaching calls. The mentorship focused on advanced sales tools, reporting, team coaching, sales forecasting, and multi-market opportunity management. The program was designed to enhance the mentee's leadership abilities, sales expertise, and overall career development within the broadcasting and multimedia industry. Through instructional training, hands-on experience, and ongoing guidance, the mentee developed skills necessary for advancement and was subsequently promoted to Vice President of Enterprise Sales in June 2026.	2	Market President Corporate Venture Partnership Executive

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10	1/21/2026	Participation in events or programs sponsored by educational institutions	On January 21, 2026, our SEU hosted students from the Broadcast AV Class at Penn Trafford High School for a behind-the-scenes tour of our broadcast facilities. As part of a BroadcastNow assignment to create a video highlighting a media broadcast company, the students selected iHeartMedia. During the visit, students learned about careers in radio, observed daily broadcast operations, and participated in a Q&A session with station staff. Participants included the Metro President, Senior Vice President of Programming, Creative Services Director/Assistant Program Director, Promotions Events Support, and an On-Air Talent, all of whom shared insights about their roles and career paths within the broadcasting industry.	4	Metro President SVP of Programming Creative Services Director/Assistant Program Director Promotions Events Support
11	2/10/2026	Participation in events sponsored by organizations representing the community	On February 10, 2026, the SEU hosted clients from InVision Human Services, an organization dedicated to creating opportunities for individuals with disabilities to build purposeful, fulfilling lives across a variety of industries. Participants learned about different careers in broadcasting from our Outside Account Executive, Senior Vice President of Programming, and Executive Assistant. During the visit, they received a behind-the-scenes tour of the broadcast facility and enjoyed a personal on-air session in the studio with our On-Air Talent.	4	On-Air Talent Outside Account Executive SVP of Programming Executive Assistant

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12	2/11/2026	Participation in other activities designed by the station employment unit	From February 11 through March 20, 2026, our SEU hosted a student from Point Park University as part of the Point Park's Sports, Arts, and Entertainment (SAEM) Job Shadowing Program. The student completed 14.5 hours of scheduled in-office meetings with the Market President, Senior Vice President of Programming, Program Director, Promotions Events Manager, Outside Account Executive, On-Air Talent, Executive Assistant, and an On-Air Talent. Throughout the program, each team member discussed their career paths, roles at iHeartMedia, daily responsibilities, and the range of career opportunities within the company. The student also received exposure to the Pittsburgh market cluster, hybrid studio operations, broadcast programming, digital product offerings, and sales functions. This job shadow provided the student with comprehensive insight into careers in broadcasting and the broader media industry.	4	Market President SVP of Programming Program Director Promotions Events Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
13	3/12/2026	Participation in events sponsored by organizations representing the community	On March 12, 2026, our SEU hosted students from the Milestone Center, an organization dedicated to creating opportunities for individuals with behavioral health and intellectual abilities to build careers across a variety of industries. During the visit, participants learned about various careers and roles in broadcasting through discussions with our Market President, Executive Assistant, and On-Air Talent. The group received a behind-the-scenes tour of the broadcast facility and enjoyed a personalized on-air session in the studio with our On-Air Talent. Students also had the opportunity to meet the On-Air hosts of The Morning Freak Show from 96.1 KISS (WKST-FM). The visit concluded with a Q&A session, allowing students to ask questions, engage directly with station staff, and gain deeper insight into the broadcasting industry.	4	Market President Executive Assistant On-Air Talent On-Air Host