

WBGG-AM, WDVE-FM, WKST-FM, WPGB-FM, WWSW-FM, WXDX-FM**EEO PUBLIC FILE REPORT****April 1, 2010 - March 24, 2011****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	2, 4-5, 7-11, 13, 15-17, 19-27	27
Account Executive	2, 4-5, 7-11, 13, 15-17, 19-27	11
Account Executive	2, 4-5, 7-11, 13, 15-17, 19-27	11
Engineer	1-2, 4, 7-18	11
Online Content Coordinator	1-2, 4, 7-10, 12-17, 28	28
Receptionist	1-2, 4, 6-10, 12-17	6
On-Air Personality	1-4, 7-17	11

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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	All Access.com 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Phone : Email : Fax : Manual posting 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 : 412-624-4141 Email : Fax : 1-412-648-7838 Val Stevenson	Y	0
4	Bradford School 25 W. Station Square Drive Pittsburgh, Pennsylvania 15219 Phone : 412-391-6710 Email : Fax : 1-412-471-6714 Michelle Larocca	N	0
5	California University of PA 250 University Ave. California, Pennsylvania 15419 Phone : 724-938-4825 Email : malyszka@calu.edu Fax : 1-724-938-5770 Sheana Malyszka	Y	0
6	Clear Careers	N	1

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EEO PUBLIC FILE REPORT
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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	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Phone : Email : Fax : Manual posting Career Services	N	0
8	Community College of Allegheny County 808 Ridge Ave Pittsburgh, Pennsylvania 15212 Phone : 412-237-2525 Email : robkmetz@ccac.edu Fax : 1--- Rob Kmetz	Y	0
9	Council of Three Rivers American Indian Center 120 Charles Street Dorseyville, Pennsylvania 15238 Phone : (412) 782-4457 Email : Fax : 1-412-767-4808 Kerry Jevsevar	N	0
10	Duff's Business Institute 110 9th St. Pittsburgh, Pennsylvania 15222 Phone : 412-261-0763 Email : Fax : 1-412-262-0763 Dana Melvin	Y	0
11	Employee Referral	N	4
12	Goodwill 2600 E. Carson Street Pittsburgh, Pennsylvania 15203 Phone : (412) 390-2197 Email : Fax : 1-412-481-3254 Lisa Postlewait	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	Hill House Association Job Openings 1835 Centre Avenue Pittsburgh, Pennsylvania 15219 Phone : (412) 392-4404 Email : Fax : 1-412-312-4462 Irma Coy	Y	0
14	ICM 10 Wood Street Pittsburgh, Pennsylvania 15222 Phone : 412-261-2647 Email : Fax : 1-412-261-4588 Patty Salopek	Y	0
15	Kaplan Career Center 10 Wood Street Pittsburgh, Pennsylvania 15222 Phone : (412) 261-2647 Email : Fax : 1-412-261-4588 Linda Hill	Y	0
16	Kingsley Association 6435 Frankstown Avenue Pittsburgh, Pennsylvania 15206 Phone : (412) 661-8751 Email : Fax : 1-412-661-1063 Carl Redwood	N	0
17	MONSTER 5 Clock Tower Place Ste 500 Maynard, Massachusetts 1754 Phone : 402-472-3522 Email : Fax : 1-402-472-8675 Brendan McCauley	N	0
18	National Black Media Coalition 1738 Elton Road Suite 314 Silver Spring, Maryland 20903 Phone : 301-445-2600 Email : Fax : 1-301-445-1693 Career Services	N	0

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19	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
20	Pittsburgh Technical Institute 1111 McKee Road Oakdale, Pennsylvania 15107 Phone : 412-809-5233 Email : pollick.john@pti.edu Fax : 1--- John Pollick	Y	0
21	Point Park College 210 Wood Street Pittsburgh, Pennsylvania 15222 Phone : (412) 391-4100 Email : Fax : 1-412-392-4789 Angela Meyers	N	0
22	Robert Morris College Career Services 6001 University Blvd Pittsburgh, Pennsylvania 15108 Phone : (412) 397-3200 Email : browman@rmu.edu Fax : 1-412-262-8398 Sheila Browman	Y	0
23	St. Vincent College- Career Development 300 Fraser Purchase Road Latrobe, Pennsylvania 15650 Phone : (724) 537-4569 Email : courtney.baum@email.stvincent.edu Fax : 1-724-537-4554 Courtney Brown	Y	0
24	Triangle Tech 1940 Perrysville Ave Pittsburgh, Pennsylvania 15214 Phone : 412-359-1000 Email : bdayton@triangle-tech.edu Fax : 1--- Brian Dayton	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
25	University of Pittsburgh Placement Office 200 William Pitt Union Pittsburgh, Pennsylvania 15206 Phone : 412-383-4473 Email : ckazmer@pitt.edu Fax : 1-412-648-7131 Carrie Kazmer-Johnston	Y	0
26	Urban League of Pittsburgh 610 Wood St. Pittsburgh, Pennsylvania 15222 Phone : 412-227-4802 Email : Fax : 1-412-227-4870 Darlene Wannamaker	Y	0
27	word of mouth	N	1
28	www.craigslist.com	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			7

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	4/1/2010	Establishment of a mentoring program	Internship Program. During Spring/Summer/Fall 2010, our stations hosted 18 interns from the following universities University of Pittsburgh, California University of PA, Laroche College, Point Park University, Clarion University, Indiana University of PA, Penn State University, Bowling Green State University and West Virginia University. The interns learned the ins-and-outs of working in a promotions department for a station group. The interns developed skills in promoting events as well as putting together station promotions from set-up to wrap-up. Assist air talent with promotional giveaways at remote equipment and signage at remote events. Attend to station prize winners and assist in maintaining and update station prize books, maintaining security of building during non-business hours and other duties as assigned.	2	Amanda Abbott Internship Coordinator Anthony Alfonsi Vice President of Marketing and Promotions	1.00
2	7/23/2010	Co Sponsoring Job Fair	November 19, 2011, our stations co-hosted and participated in the Pennsylvania Association of Broadcasters Job Fair. It was held at Marriott City Center, Pittsburgh, PA. Station participants - Programming Directors, Sales Managers and HR Rep and the Cluster GM.	6	Gina Suiter HR, Executive Assistant John Moschitta Program Director David Edgar Program Director Jay Bohannon Program Director	1.00
3	11/19/2010	Co Sponsoring Job Fair	November 19, 2011, our stations co-hosted and participated in the Pennsylvania Association of Broadcasters Job Fair. It was held at Marriott City Center, Pittsburgh, PA. Station participants - Programming Directors, Sales Managers and HR Rep and the Cluster GM.	6	Gina Suiter HR, Executive Assistant John Moschitta Program Director David Edgar Program Director Jay Bohannon Program Director	1.00

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
4	1/4/2011	Co Sponsoring Job Fair	Our six stations co-sponsored a job fair with the Pittsburgh Radio Organization at Duquesne University, Pittsburgh, PA. Station participants - Programming Directors, Sales Managers and HR Rep and the Cluster GM.	6	Gina Suiter HR/Executive Assistant John Moschitta Program Director David Edgar Program Director Jay Bohannon Program Director	1.00
TOTAL POINTS OVER REPORTING PERIOD:						4.00