



Renda Broadcasting Corporation · 900 Parish Street, 3rd Floor · Pittsburgh, PA 15205 · P: (412) 875-9500 · F: (412) 875-9474

EQUAL EMPLOYMENT OPPORTUNITY

EEO PUBLIC FILE REPORT

2009



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OPEN POSITIONS

Position: WSHH/WJAS/WMNY Account Executive

Hired WSHH/WJAS/WMNY

Date: 2/18/09

Source: Referral/Facebook

Date Opened	Recruitment Sources*	# Interviewed
November 20, 2008	Station Website	0
	Radio Advertisement	0
	Newspaper	0
	Online Advertisement	4
	College Posting	0
	Referral	2
	Other	0

Total # Interviewed: 6

OPEN POSITIONS

Position: WSHH/WJAS/WMNY Director of Sales

Hired-WSHH

Date: 4/1/08

Source: Referral

Date Opened	Recruitment Sources*	# Interviewed
February 1, 2008	Station Website	0
	Radio Advertisement	0
	Newspaper	0
	Online Advertisement	0
	College Posting	0
	Referral	3
	Other	0

Total # Interviewed: 3



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OPEN POSITIONS

Position: WSHH Traffic Manager

Hired WSHH

Date: 6/16/08

Source: Pittsburgh Post Gazette

Date Opened	Recruitment Sources*	# Interviewed
April 7, 2008	Station Website	0
	Radio Advertisement	0
	Newspaper	3
	Online Advertisement	0
	College Posting	0
	Referral	1
	Other	0

Total # Interviewed: 4

OPEN POSITIONS

Position: Receptionist / Sales Assistant

Hired WSHH/WJAS/WMNY

Date: 5/5/08

Source: Pittsburgh Post Gazette

Date Opened	Recruitment Sources*	# Interviewed
May 27, 2009	Station Website	0
	Radio Advertisement	0
	Newspaper	0
	Online Advertisement	3
	College Posting	1
	Referral	1
	Other	1

Total # Interviewed: 6



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SUPPLEMENTAL RECRUITMENT MEASURES

Job Fairs

Description of Supplemental Recruitment Measure:

Date:

Personnel Involved: (Position)

Job Fair – Slippery Rock University	February, 2009	Chris Shovlin (Promotions Director)
Job Fair – Waynesburg University	February 25 th , 2009	Gomer Smith (Interactive Manager)

General Outreach Efforts

1. Ongoing – WSHH/WJAS/WMNY offers Internships during the summer, fall and spring/winter semesters. Students are juniors or seniors receiving college credit for the internship. Colleges and Universities were notified and directed to our website.
2. WSHH/WJAS/WMNY job openings are offered on our websites (www.wshh.com, www.1320wjas.com, and www.wmnyradio.com) which contains information designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them.
3. On-air schedule (10 :30 per week) on WSHH, WJAS and WMNY runs inviting organizations who wanted to be added to our recruitment list to contact us.



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RECRUITMENT SOURCES

PA Career Link	Brian	www.pacareerlink.state.pa.us	412-552-7100 Brian: 412-552-7025
Bidwell Training Center, Inc.	None	1815 Metropolitan Avenue Pittsburgh, PA 15233	412-323-4000 Ext. 213 email: wmoody@mcq-btc.org Fax: 412-322-6539
Black Media Federation	Ms. Natalie Hill	P.O. Box 22091 Pittsburgh, PA 15222-0061	412-263-1100
Goodwill Industries of Pittsburgh	Vocational Rehabilitation Serv.	2600 E. Carson Street Pittsburgh, PA 15203	412-481-9005
NAACP	Mr. Tim Stevens	2203 Wylie Avenue Pittsburgh, PA 15219	412-471-1024 724-838-9146 Fax: 724-838-0894 (Greensburg)
Natl. Assoc. of Hispanic Journalists	Mr. Bobbie Smith	1000 National Press Building 529 14th Street, N.W. Washington, DC 20045	202-622-7168
National Black MBA's	Ms. Tracy M. Gist-Freeman	P.O. Box 3502 Pittsburgh, PA 15230	412-741-9320
Renewal, Inc.	Mr. Charles Sullivan	339 Boulevard of the Allies Pittsburgh, PA 15222	412-456-1441 x806 csullivan@renewalinc.com
Urban League of Pittsburgh	Employment & Training Dept.	1 Smithfield Street, 3rd Floor Pittsburgh, PA 15222-2222	412-227-4802 412-227-4170 Fax: 412-227-4162
Life's Work, Career Connections	Steven Schott	1323 Forbes Avenue Pittsburgh, PA 15219	412-471-2600 Fax: 412-471-3894
Pittsburgh Housing Authority	Erin Vuono	200 Ross Street, Room 105 Pittsburgh, PA 15219	412-456-5085 Fax: 412-456-5249
Community College of Beaver County	Career Services Sue Reese	1 Campus Drive Monaca, PA 15061	724-775-8561 Ext. 276 Email: career.services@ccbc.edu http://www.collegecentral.com/ccbcpa
Community College of Allegheny County	Career Services	Allegheny Campus 808 Ridge Avenue Pittsburgh, PA 15212-6097	412-237-2545 Fax: 412-237-4522 Email: cprobst@ccac.edu www.collegecentral.com/ccac
Westmoreland County Community College	Cheri Noel	Ambrust Road Youngwood, PA 15697	724-925-4058 724-925-5802 E-mail: noelc@wccc-pa.edu or careers@wccc.edu
Butler County Community College	Lois Trimbur	College Drive Oak Hills Butler PA, 16003-1203	724-287-8711 Ext. 310 Fax: 724-285-6047 Fax: 724-287-0092
LaRoche College	Career Center	9000 Babcock Blvd. Pittsburgh, PA 15237	412-367-9300 Fax: 412-536-1126 www.ecampusrecruiter.com/laroche
Carnegie Mellon University	Career Center	5000 Forbes Avenue Warner Hall, Room 19 Pittsburgh, PA 15213	412-268-2064 http://www.easemba.com/cmu
Point Park College	Joan Dristas Career Development	201 Wood Street and Blvd. of the Allies Pittsburgh, PA 15222	412-391-4100 E-mail: careerdev@pointpark.edu
Kaplan/ICM School of Business	Jennifer Kelly Placement Office	10 Wood Street at Fort Pitt Blvd. Pittsburgh, PA 15222	412-261-2647 jkelly2@kaplan.edu



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RECRUITMENT SOURCES

Clarion University	Career Services	Clarion, PA 16214	800-672-7171 http://www.collegecentral.com/clarion
Washington & Jefferson College	R. Cross Career Services	Washington, PA 15301	724-222-4400 Fax: 724-250-3410 rcross@washjeff.edu
Slippery Rock University	Career Services	102 Malthy Slippery Rock, PA 16057	724-738-9000 Fax: 724-738-2902
Pennsylvania State University	Placement Office	312 Old Main University Park, PA 16802	814-865-2377 http://psu-csm.symplicity.com/employers
California University of PA	Career Services	250 University Avenue California, PA 15419	724-938-4413 Fax: 724-938-5770 www.collegecentral.com/cup
St. Vincent College	Placement Office	300 Fraser Purchase Road Latrobe, PA 15650	www.collegecentral.com/stvincent
Westminster College	Katie Placement Office	New Wilmington, PA 16172-0001	724-946-7339 Fax: 724-946-6314 Email: edmistkj@westminster.edu
Indiana University of PA	Tracy Career Services	402 ECB Indiana, PA 15701	724-357-2235 Fax: 724-357-4079
Edinboro State University	Ms. Sue Ickes Center for Career Serv.	106 McNerney Hall Edinboro, PA 16444	814-732-2000 Fax: 814-732-2909 ickes@edinboro.edu
Robert Morris University	Placement Office	Narrows Run Road Coraopolis, PA 15108	412-227-6800 www.rmu.edu/careercenter
University of Pittsburgh	Career Services -Sherra	4000 Fifth Avenue Pittsburgh, PA 15213	412-648-7129-Kat Bernazzoli or kab11@pitt.edu www.pittfuturelinks.com
Duquesne University	Sandy Skriba Career Services	G1 Rockwell Hall 600 Forbes Avenue Pittsburgh, PA 15282-0104	Careerservices@duq.edu loewer@duq.edu 412-396-6644 Fax: 412-396-6646
PAB jobs@pab.org	Richard Wyckoff, Pres.	8501 Paxton Street Hummelstown, PA 17036	717-482-4820 Fax: 717-482-1111 jobs@pab.org
Job Links	Joann Fountain	3360 5th Avenue Pittsburgh, PA 15213	412-621-3821 Fax: 412-621-4650
New Testament Missionary Baptist Church	Ms. Janet Harris	1036 Penn Avenue Wilkinsburg, PA 15221	412-247-7505
Oakland Planning & Development Corporation	None	235 Atwood Street, 2nd fl. Rear Pittsburgh, PA 15213	412-621-7863
Career & Work Force Development Center East	Carena Pope	7135 Fleury Way Pittsburgh, Pa 15208	412-241-2811 Fax: 412-342-0122 Email: goodloweb@yahoo.com
University of Pittsburgh - Johnston	Career Services Vicki Biter	450 Schoolhouse Road Johnstown, PA 15904	1-800-765-4875 Email: vlb11@pitt.edu
Grove City College	Career Services Diane Zahniser	100 Campus Drive Grove City, PA 16127	724-458-2100 Email: career@gcc.edu
Geneva College	Career Services Barb Farls	3200 College Avenue Beaver Falls, PA 15010	724-846-5100 ecampusrecruiter.com/Geneva
University of Pittsburgh – Greensburg	Career Services	1150 Mount Pleasant Road Greensburg, PA 15601	724-836-9880 tiedeman@pitt.edu
Craigslist	N/A	www.craigslist.com	N/A



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Waynesburg College	Career Services Marie Coffman	51 W. College Street Waynesburg, PA 15370	1-800-225-7393 mcoffman@waynesburg.edu www.collegecentral.com/waynesburg
St. Francis University	Career Services	P.O. Box 600 Loretto, PA 15940	814-472-3019 careerservices@stfrancis.edu www.collegecentral.com/stfrancis
WJPZ Alumni Association	Jen Nycz-Conner or Rachel Sears Networking		networking@wjpzalumni.org
Gannon University	Anne O'Neill- Klemensic	Box 3111 Gannon University, 109 University Square, Erie, PA 16541	ONEILLKL001@gannon.edu
Media Association of Pittsburgh	Claire Devereux Thompson	412-260-4592	http://www.mediapittsburgh.com/index.php?site_number=1 clairedevereuxthompson@gmail.com
Penn State New Kensington	Career Services Jim Shields	3550 Seventh Street Road New Kensington, PA 15068	724-339-5466 xjs8@psu.edu